

Following the recent Managed Open Resourcing rounds, Bruce Culpepper, EVP HR Upstream Americas / Americas HR Operations, is pleased to announce the following HR appointments:

### **Additional HRE-2 Appointments (effective 1 December 2009)**

Manager Learning Deep Water / Robert Training Center	Tom Broom
Manager Learning Heavy Oil	Oly Boersma
HR Manager Argentina	Diego Serantes
HR Manager Chile	Claudia Alcaino
HR Manager Venezuela	Alexander Salazar
HR Manager North LA & HR LA Portfolio	Ileana Corno
HRAM Alaska	Laurie Becwar
Talent Advisor Exploration/Commercial	Nikki Coleman
HR Processes & Systems Advisor Latin America	Gerson Lirio
UA Business Talent Advisor	Joanna Graham

### **The following appointments are effective 1 January 2010**

#### **UA Line of Business**

##### **Upstream Americas**

Administrative Assistant Onshore Gas / Exploration / Commercial	To be resourced later
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##### **UA Learning & OE (Scott Beaty)**

Manager Learning Albanian	Anita Semple
Consultant OE Upstream Americas	To be resourced later
Consultant OE Upstream Americas	To be resourced later
Consultant OE Upstream Americas	Allan Rubin
Advisor Learning Deep Water	Dannie Smith
Advisor Learning Deep Water	Paul Mendel
Advisor Learning Staff Programs	Sara Keelan
Advisor Learning Unconventional Oil	Marcy Strong
Advisor Learning Technical Calgary	David Lemiski
Advisor Learning Transfer	Darren Hunter
Advisor Learning Deep Water	Mark Venettozzi
Advisor Learning Staff Programs	Nicole McElhatton
Advisor Learning Transfer	Carla Gansky
Advisor Learning Transfer	Pam Kelsay
Advisor Learning Deep Water	Jill Richardson
Advisor Learning Deep Water	Carmen Berry
Onboarding Coordinator	Amanda Rideout
Advisor Learning LCMS Systems	Eddie Hiscock
Analyst Learning Transfer	Kenneth Walter
Analyst Learning Transfer	Jean Hankel
Analyst Learning Deep Water	Colette Brignac
Analyst Learning Deep Water	Kendall Lee
Onboarding Coordinator	Brenda Reid
Learning Admin/Learning Systems, Albanian	Barbara Walsh
Learning Admin/Learning Systems, Albanian	Lori Power
Associate Learning Transfer	Dianne Mavis

Associate Learning Deep Water  
Onboarding Coordinator  
Learning Administration/Learning Systems Alban  
Associate Learning Transfer  
Administrative Assistant

Gwen Purvis  
Marjorie Cook  
Natasha Alyward  
Susan Hansen  
Vetta Campbell

#### **UA Talent & Development & US D&I (Francene Young)**

EO Investigator  
SD/DO Specialist  
WDI Lead  
US Diversity Consultant  
US Diversity Consultant  
SD/DO Specialist  
WDI Specialist  
Non-Tech Workforce Specialist  
Affirmative Action Plan Analyst  
EO/AA Data Specialist  
SD Coordinator/Administrative Assistant

Deborah Wilkins  
Donovan Casanave  
To be resourced later  
John Murphy  
Carla Guglielmino  
To be resourced later  
Evette Torres  
To be resourced later  
Karen Moore  
Carolyn Brock  
Shebra Sutherland

#### **UA HR Policy, Processes & Systems (Shawn Cotton)**

HR Analyst Reporting & MI  
HR Analyst Reporting & MI  
HR Analyst PPS

Lori Nicholas  
Andrea McDade  
Anna-Grace Lair

### **US HR Operations**

#### **HR US Operations ER/IR (Cheryl Greenwood)**

ER Advisor  
Administrative Assistant

Steven France  
Claudia Aguilar

#### **HR US Operations DS Commercial, Supply & Distribution (Jan Steinmetz)**

HR Manager Lubricants - Sales & Marketing/Jiffy Lube  
HR Manager Supply & Distribution  
HRAM DS 1/GSAP Retrofit  
HRAM PQS Integration/Legacy Projects  
HR Manager/HRAM Lubes - Supply Chain  
HRAM Chemicals/B2B  
HRAM West Field  
HRAM Retail  
HRAM Supply  
HRAM Jiffy Lube  
HRAM Lubes B2B/B2C Sales  
HRAM Marketing/Car Care National Accounts  
HRAM Central Field  
HRAM Gulf Coast & Southeast Field  
HRAM North East Field  
HRAM Texas Field  
HRAM DS 1/GSAP Retrofit  
HRAM Houston Lubes Plant  
HRAM Sales Support (CSC)  
HRAM PQS Integration/Legacy Projects  
HRAM Los Angeles Lubes Plant  
HR Analyst DS Commercial, Supply & Distribution

Brandi Khoury  
Gary Vaughan  
Kelly Green  
Gail Barrows  
Miki Wilson  
Terrence Fletcher  
Jared Sears  
Dana Croft  
Claudia Jenkins  
Jason Rabalais  
Todd Leonard  
Christopher Duke  
Beth Vehige  
James Myers  
Colin Mitchell  
Karen Blake  
David Smith  
Allyson Zykorie Carter  
Kia James  
Dianne Stramler  
Valerie Bossow  
Lisa Pohl

HR Analyst DS Commercial, Supply & Distribution	Michelle Priest
HR Analyst DS Commercial Supply & Distribution	Christine Layne
HR Analyst DS Commercial, Supply & Distribution	Andrew Maynor
HR Associate DS Commercial, Supply & Distribution	Ruth Twardowski
HR Associate DS Commercial, Supply & Distribution	Yesenia Bernard
HR Associate DS Commercial, Supply & Distribution	Gail Melton
HR Associate DS Commercial, Supply & Distribution	Lourdes Pacheco
HR Associate DS Commercial, Supply & Distribution	Cynthia Kinler
HR Associate DS Commercial, Supply & Distribution	John Gibson
HR Associate DS Commercial, Supply & Distribution	Gloria Meza
HR Associate DS Commercial, Supply & Distribution	Jennifer Wilson
HR Associate PQS Integration/Legacy Projects	Julie Smith
Administrative Assistant/HR Associate	Noelle Yalamanchili
HR Associate PQS Integration/Legacy Projects	Evelyn Lumpkins

**US HR Operations Manufacturing (Dave Sauber)**

HR Manager Deer Park	Larry Heasley
IR Advisor Deer Park	Erica Bryant
HRAM Deer Park	Elaine Varela
HRAM Deer Park	Laura Aguilar
HRAM Deer Park	Stephanie Finn
HRAM Deer Park	Patty Strawmyer
HRAM Deer Park	Katherine Le Denmat
HRAM Deer Park	Carolyn Whiteman
HR Analyst Deer Park	Ty Shepfer
HR Analyst Deer Park	Laurie Cross
HR Associate Deer Park	Rosie Mendoza
Payroll Associate Deer Park	Ann Nguyen
Payroll Associate Deer Park	Marlo Saenz
Payroll Associate Deer Park	Melissa Philbrick

HR Manager Norco	Jamie Allen
IR Advisor Norco	Maria Perez
HRAM Norco	Kelly Soudelier
HRAM Norco	Randall Cavalier
HRAM Norco	Matthew Kline
HR Analyst Norco	Andrew Pham
HR Analyst Norco	Adam DeVries
HR Associate Norco	Tammy Troxclair
Payroll Associate Norco	Allison McDonald
Payroll Associate Norco	Susie Bivona
Payroll Associate Norco	Leonard Arcuri

HR Manager Port Arthur	Lee Poulter
IR Advisor Port Arthur	David Worley
HRAM Port Arthur	Robin Yates
HRAM Port Arthur	To be resourced later
HRAM Port Arthur	Shad Stoddard
HR Analyst Port Arthur	Casey Warwick
HR Associate Port Arthur	Barbara Nickell
Payroll Associate Port Arthur	Tyrus Floyd
Payroll Associate Port Arthur	Janet Shreading

Payroll Associate Port Arthur	Angela Kemper
Payroll Associate Port Arthur	Dennis Morgan
Payroll Associate Port Arthur	Gail Davis
Payroll Associate Port Arthur	Carolyn Warrick
HR Manager Convent	Alan Buchanan
IR Advisor Convent	Christina Millender
HRAM Convent	Michael Wilson
HR Analyst Convent	Mohammad Alsalamah
HR Associate Convent	Mekeele Thierry
HR Manager Geismar	Beliota Parquet Hawkins
HRAM Port Allen Plant	Jennifer Trimble
HRAM Geismar	Sara Helm
HR Analyst Geismar	Angela Pechal
HR Associate Geismar	Trudy Moran
HR Manager Martinez	Raoul Bollen
IR Advisor Martinez	Brent Olsen
HRAM Catalyst Field West	Gary Westwater
HRAM Martinez	Christina Jones
HRAM Martinez	Erica Hartman
HR Analyst Martinez	Shari LeBaron
HR Analyst Martinez	Rachel Peskowitz
HR Associate Catalysts Azusa, CA	Tomas Lozano
HR Associate Martinez	Anne Randall
HR Associate Catalysts Pittsburg, CA	Pandora Tanabe
HR Manager Puget Sound	Jaunty Rutter
HRAM Puget Sound	Patty Lynam
HRAM Puget Sound	Sabrina Wolfe
HR Analyst Puget Sound	Robert Guerrini
HR Associate Puget Sound	June Snelson
Payroll Associate Puget Sound	Kelly Aus
HR Manager ME&S / Projects	Rick Young
HR Manager Mobile	Connie Boswell
HRAM Catalysts Field Central and East	Colleen Clayton
HR Associate Catalysts Michigan City	Lisa Morlan

**US HR Operations Global Functions (Simone Haygood)**

HRAM SOC Controller, Central Finance & Audit, Tax	Eshelle Young
HRAM Corporate	Juan Garcia
HRAM DS Controllers	Jennifer Tarrant
HRAM DS Finance CBD	Sandra Tollefsen
HRAM DS IT BAM	Laura Fifolt
HRAM DS IT Other	Bryan White
HRAM Legal	Stephan Mason
HRAM SITI (Information Center & CBD)	Joscelyn Darby
HR Analyst CP	Amanda Johnson
HRAM HR	David Lively

HARAM Real Estate & Shell Aircraft	Janet Sanchez
HR Analyst Global Functions	Mary Snyder
HR Analyst Global Functions	Caitlin Poore
HR Analyst Global Functions	Courtney Scott
HR Analyst Global Functions	Emily Jones
HR Associate Global Functions	Debra McGregor
HR Associate Global Functions	Pearl Vela-Nieto
HR Associate Global Functions	Rita Williams
HR Associate Global Functions	Sonia Rodriguez
HR Associate Global Functions	Maria Guerrero

**US HR Operations Projects & Technology (David E. Williams)**

HARAM Bellaire	Kerri Frannea
HARAM Catalysts Houston	Jamie Kieffer
HARAM Global Solutions DS	Cherrie Guilfo
HARAM Innovation & Research	Erin Verdon
HARAM Projects & Engineering Services	Samantha Bowe
HARAM Projects	Tahita Doyle
HR Analyst Projects & Technology	Alana Swords
HR Analyst Projects & Technology	Faisal Khan
HR Associate Projects & Technology	Rose Johnson
HR Associate Projects & Technology	Kimberlie Zeller
HR Associate Projects & Technology	Amy Brothers
HR Associate Projects & Technology	Ingrid Hooper

**US HR Operations Trading (Dashuri Aliko)**

HARAM Oil/GP Trading and Shipping	Hector Castillo
HARAM San Diego	Teri Olmen
HARAM Finance	Andrew Phung
HARAM IT and Legal	Alyssa Snider
HARAM Barbados	Pamela Jones-Thomas
HR Analyst Trading	Jannica Northernns
HR Associate Trading	Cheryl Smith
HR Associate Trading	Elena Nallie
HR Associate Barbados	Julie Turney

**US HR Operations UA Louisiana (Fred Whipple)**

HARAM Development Assets	Reginald Sexton
HARAM Production	Monica Hagar
HARAM Production & SE/SD	Nerio Ortigoza Luzardo
HARAM Drilling/P&T	Tim Gustafson
HARAM Ops & Project Support Corporate Groups / Robert TC	Charlie Mitchell
HARAM Technical Support & Finance	Arenda Price
HR Analyst UA Louisiana	Darlene Cavalier
HR Associate UA Louisiana	Renee Cravens
HR Associate UA Louisiana	Cindy McAvoy
HR Associate UA Louisiana	Lisa Vicknair

**US HR Operations UA Texas & Mid-Continent (Rich Roberts)**

HARAM Finance & IT/Functions	Christina Weniger
HARAM Onshore Gas Woodcreek	Wayne Shelton
HARAM Exploration & Commercial	Jeanne Galladora
HARAM P&T Woodcreek/Wells/GSU/IR&D	Kimberly Brewer

HRAM UA CBD  
HRAM Colorado/Wyoming  
HRAM P&T Woodcreek P&T UMP/P&ES  
HRAM SE & Heavy Oil Woodcreek  
HRAM South Texas Field  
HRAM Projects  
HR Analyst UA Texas & Mid-Continent  
HR Associate UA Texas & Mid-Continent  
Administrative Assistant Upstream Operations

Michelle Hallmark  
Veronica Devonish  
Jana McElroy  
Brandon Purk  
Meredith Larson  
Adrienne Guy  
Ellen Chargo  
Keyosha Lee  
Erin Lattin  
Lindsay Rosen  
Ama Koram  
Erica Slain  
Lauren De Young  
Shaquinnsha Paris  
Aracely Sibrian  
Elizabeth Nann  
Vicki George  
Marianne Panenka

**US HR Operations Policy, Benefits, & Services (Phil Metzler)**

Manager US HR Policy / SEEUS  
Manager Compensation  
Manager Health & Welfare  
Manager Pensions  
Manager US Process & Systems  
Sr. Policy Advisor  
Sr. Advisor Projects  
Sr. Policy Advisor  
Compensation Advisor  
HR Advisor DOL rpt/Trust Management  
HR Advisor  
Policy Advisor  
Advisor Health and Welfare  
Benefits Advisor  
Business Support Advisor  
Compensation Advisor  
Compensation Advisor  
Immigration Advisor  
Policy Advisor  
Policy Advisor  
SEEUS Advisor  
HR Analyst Policy, Benefits & Services  
HR Analyst Policy, Benefits & Services  
HR Analyst Policy, Benefits & Services  
Benefits Analyst  
Resolve/Severance Associate  
Local HR Services Associate  
Local HR Services Associate  
Local HR Services Associate  
Local HR Services Associate  
HR Associate Policy, Benefits & Services  
HR Associate Policy, Benefits & Services

Pam Pfeiffer  
Mike Partipilo  
Alicia Smith  
Harvey Warren  
Forrest Bjerkaas  
Tom Durkin  
Carl Reed  
Shea Baham  
Cathy Koonce  
Melanie Ross  
Rebecca McGarr  
Andrea Barnes  
Orchid Dobard  
Gregory Foster  
William Bender  
Holly Leitch  
Robin Zerr  
Susan Bialer Sullivan  
Suzie Spotts  
Courtney Kenner  
David Morgan  
Natalie Zien  
Deborah Gaiefsky  
To be resourced later  
Annette Chavez  
Norma Ulrich  
Cari Otto  
Dolores Luna  
Jared Orr  
JoAnn Bridges  
Gigi Villarreal  
Chasity Christian

HR Associate Policy, Benefits & Services  
Pensioner Relations Associate  
HR Administrative Assistant

Phyllis Webb  
Sherry Gandy  
To be resourced later

## **HR Canada Operations**

### **HR Canada Operations Albion (Trish Moore)**

HRAM Jack Pine Mine  
Albian Integration Advisor  
HRAM MRM Mine Maintenance & Projects & Engineering  
HRAM MRM Mine Operations & Tailings  
HRAM Bitumen Operations & Plant Maintenance  
HRAM Jack Pine Mine  
HRAM Tech Services, Business & HSS  
HRAM Jack Pine Mine  
HR Analyst Albion JPM  
HR Analyst Albion MRM  
HR Associate Albion MRM  
HR Associate Albion JPM  
Integration Project Associate  
Integration Project Associate  
Administrative Assistant

Valarie Bartelme  
Jody Pratt  
Anjum Amin  
Sandy Bhattacharyya  
Katja Kohl  
Deborah Lewis  
Cortney Glistler  
Gillian Hynes  
Omar Mustafa  
Manel Wijesekera  
Eduardo F. Viale  
Megan Wiseman  
Virginia Olesen  
Connie Holt  
To be resourced later

### **HR Canada Operations Downstream (Michael Parnetta)**

HRAM Lubes & Chemicals  
HRAM Retail & Trading  
HRAM S&D, AE, DS1  
HR Analyst Downstream  
HR Analyst Downstream  
HR Associate Downstream

Kathy Brown  
Christie Jensen  
Victoria Ruffo  
Maria Dray  
Yalda Tehrani  
Megan Bowles

### **HR Canada Operations Global Functions (Georgia Silk)**

HRAM Finance  
HRAM IT  
HRAM CX / Legal / Aircraft / Real Estate / Health  
HR Analyst Global Functions  
HR Analyst Global Functions  
HR Associate Global Functions  
HR Associate Global Functions

Audrey Duffus  
Pascale Cote  
Marie-Laurence Leprohon  
Quan Co  
To be resourced later  
Aubrie Lopez  
To be resourced later

### **HR Canada Operations UA/P&T (Jaime Pilko)**

HRAM CP/GS  
HRAM Onshore  
HRAM Onshore  
HRAM Exploration & Commercial / SE&SD  
HR Analyst UA / P&T  
HR Analyst UA / P&T  
HR Associate UA / P&T  
HR Associate UA / P&T

Dwayne Koch  
Laura Lee Whitlow  
Kevin Farwell  
Jennifer McKay  
Helma Price  
Lisa Theriault  
Anita Gill  
Mona Gittens

### **HR Canada Operations Heavy Oil (Vivianne Cain)**

HRAM Onshore Projects & Expansion 1  
HRAM Technical & JV Management

Clint Innes  
Ashley Power

HARAM Calgary & InSitu Ops HSE & SD  
HR Analyst Heavy Oil  
HR Associate Heavy Oil

Jamie Storsley  
Babatunde Talabi  
Savithri Nagarajan

**HR Canada Operations Manufacturing Scotford (Leighann Melanson)**

HARAM Production  
HR Analyst Scotford Manufacturing  
HR Analyst Scotford Manufacturing

Karyn Adams  
Jasleen Sidhu  
Karen Peacock

**HR Canada Operations Manufacturing Sarnia (Jen Reid)**

HARAM Production  
HR Associate Sarnia Manufacturing

Erin Hogan  
April Spencer

**HR Canada Operations Scotford Upgrader (Jane Farquharson)**

HARAM Base Upgrader  
HARAM Expansion Upgrader  
HR Analyst Scotford Upgrader  
HR Analyst Scotford Upgrader  
HR Analyst Scotford Upgrader

Colleen Groves  
Jason Nedeljak  
Janna Weiers  
Timothy Kee  
Erin Temple

**HR Canada Operations Policy, Benefits, & Services (Chris Jones)**

Manager Pension & Benefits  
Manager Policy & Compensation  
Process & Systems Advisor  
Pension Advisor  
Policy Advisor  
Benefits Advisor  
Compensation Analyst  
Benefits Administration Team Lead  
Local Services Case Worker Team Lead  
Policy Advisor  
Compensation Analyst  
Compensation & Benefits Analyst  
HR Analyst  
Process Analyst  
Benefits Analyst, Pension & Benefits  
Benefits Analyst, Benefits Administration  
Benefits Analyst, Benefits Administration  
Benefits Analyst, Benefits Administration  
Benefits Analyst, Benefits Administration  
French Analyst  
French Analyst  
Immigration Analyst  
Immigration Analyst  
Time Analyst  
Pension Analyst  
Relocation Analyst

Trina Cook  
Scott Hausberg  
To be resourced later  
Debbie Hutchings  
Kerry Kurylo  
Stephanie Lau  
To be resourced later  
Amanda Garand  
Deanna Robblee  
Adrienne Morgan  
Rob Lyon  
Humaira Ghiacy  
Bekki Leon  
Tanya Wagner  
Jessica Neil  
Agnes Galka  
Monique Poirier  
Dana Andres  
Carmela Rudico  
To be resourced later  
To be resourced later  
Sam Clark  
Jocelyn Bietz  
Bianca Lagace  
To be resourced later  
Linda Menard  
Anne Cattarinich  
Ruth Hepburn  
Kendal MacKay  
To be resourced later  
Lucia Burgos  
Cheryl Lamb

Retirement Analyst  
Retirement Analyst  
Termination Analyst  
Long Term Disability / Benefits Analyst  
Albian LTD Analyst

Maureen Rowlett  
Agathe Fawcett  
Lori Mouratidis  
Nancy Mendes  
To be resourced later

## **HR Brazil & Latin America Operations**

### **HR Brazil & Latin America Operations (Kilda Magalhaes)**

HRAM CP / Audit / Gsol / Chemicals / Real Estate  
Recruitment & Selection Advisor  
Proximate Services Team Lead  
Remuneration Advisor  
Benefits Advisor  
HR Analyst Brazil & LA Operations  
Learning Advisor  
Proximate Services  
Proximate Services  
HR Associate  
HR Associate  
Administrative Assistant

Flavia Oliveira  
Eloise Brillo  
Vacant  
Rodrigo Ferreira  
Talita Valadão  
Raquel Almeida  
Vacant  
Milene Oliveira  
Valéria Lima  
Rafaela Barroso  
Vacant  
Roberto Rocha

### **HR Operations Brazil & Latin America – Argentina (Diego Serantes)**

HR Manager BA Refinery  
HR Policy & Rem AR+NLA + Proximate Services AR  
HRAM Ds One& Recr/Learn Focal Point  
IR / ER Manager  
HRAM CoF & Distribution  
HRAM Retail, Lubricants, B2B & Supply  
HRAM Manufacturing  
IR/ER BA Refinery  
Learning Advisor & FLL Focal Point LA  
Proximate Services Team Lead - Argentina  
Remuneration & Benefits Analyst Argentina  
Shipping Vessels Fleet HRAM  
HR Analyst BA Refinery  
HR Analyst  
Recruitment & Selection Advisor  
Remuneration & Benefits Analyst - North LA  
Proximate Services  
Proximate Services - BA Refinery  
Proximate Services - BA Refinery  
Proximate Services - BA Refinery

Alejandro Pacini  
Maria Eugenia Camarero  
To be defined  
Daniel Medina  
Ignacio Sarmiento  
Juan Manuel Rodriguez  
Andres Novak  
Vacant  
Cecilia Descalzi  
Diana Esther Castro  
Monica Medina  
Martha Babi  
Juan Goycochea  
Vacant  
Vacant  
Vacant  
Nuria Iturbe  
Marta Opacak  
Miriam Vaquer  
Carlos Yaccarino

### **HR Operations Brazil & Latin America – Chile (Claudia Alcaino)**

HR Policy, Rem & Ben & Payroll Manager  
HRAM Lubes/B2B/GF& Recruitment & Learn FP  
Payroll Analyst  
HRAM Retail / S&D  
Benefits Analyst  
Payroll Analyst  
HR Associate & Proximate Services & DICOMAC FP

Susana Alcaino  
Carolina Guevara  
Olga Masina  
Jose Brzovic  
Pamela Alfaro  
Alejandro Lema  
Jacqueline Saffery

**HR Operations Brazil & Latin America - North Latin America (Ileana Corno)**

Talent/Recruitment/Learning/FLL Manager	Ana Maria Hernandez
HR Manager Dominican Republic	Raquel Pichardo
HR Manager Mexico	Eduardo Galicia
HR Manager Panama/Costa Rica	Liza Pinilla
HR Manager Colombia	Carolina Casas
HR Manager Peru	Milagros Salas
HR Manager Trinidad & Tobago	Kathy Ragoobarsingh
HRAM S&D NLA	Wanda Winter
DS HRAM & Recruitment Focal Point Mexico	José Mercado
Policy / Rem / Ben / Services Advisor	Alicia Rodriguez
Upstream HRAM & Learning Focal Point	Juan Carlos Pineda
Payroll Coordinator Mexico	Luis Fernandez
HR Associate Colombia	Maria Camila Jaramillo
ER / IR Advisor Support Dominican Republic	Vacant
Payroll Analyst	Mayerling Abreu

**HR Operations Brazil & Latin America – Venezuela (Alexander Salazar)**

Compensation/Benefits Advisor	Maria Elena Fernández
HR Processes & Services Advisor	Mayra Caldera
Payroll Analyst	Maria Virginia Guevara
Recruitment & Learning Advisor	Alexandra Tello

**Roles in Downstream Learning and OE will be the subject of a separate announcement.**