Winter 1980
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Fleet Sheet

Published by Sun Transport, Inc., for all Shipboard and Shoreside employees

Affirmative Action and High Quality Work Hand in Hand at STI

BY: HUGH L. SIMMONS

Sun Transport, Inc. is committed to a policy of affirmative action with respect to Equal Employment Opportunity. While this policy statement is simple enough, developing and implementing an affirmative action program, commonly known as the AAP, is not so simple. The AAP must be prepared in such a way to fulfill regulatory requirements, establish realistic goals and set a plan to achieve these goals within a time frame approved by the E.E.O.C. (Equal Employment Opportunity Commission) and/or the O.F.C.C.P. (Office of Federal Contract Compliance Program). However, the most difficult part is creating an AAP which positively enhances the business end of our operation.

In a basic sense, affirmative action means consistently providing equal employment opportunity without regard to race, color, religion, sex, national origin, age and handicap. This statement will affect hiring, upgrading, promotion, demotion, transfer, training and development, compensation, and discipline. However, this is only a small part of an acceptable AAP.

The major and most difficult part is the establishment of goals and the negotiating time frame in which they can be met. Job census data is supplied by the Federal Government. This data tells us what percentage of women, minority, veteran and handicapped people are available in the areas where we traditionally hire for each job classification. We then compare these figures against our current work force. Once we have established areas of deficiency, we set goals to hire and promote qualified individuals within the affected minority groups. The time frames are subject to approval by the OFCCP and/or EEOC.

This is all fairly clean cut and simple; the challenge comes in doing what is legally required and still keep to Sun Transport's practice and philosophy of crewing our ships with the best possible men and women. The challenge has been met by the creation and implementation of a more structured and detailed hiring procedure, also more proactive recruiting and continual consistant progressive discipline when necessary. These new programs are insuring fairness, equality and federal compliance.

While all of this may be a little perplexing to some of you, it is important to realize that your Company is making progress in the area of EEO and at the same time, hopefully, improving the quality of shipboard personnel.

IT'S OFFICIAL – UNITED WAY CAMPAIGN A SUCCESS!

The 1981 United Way Campaign recently ended. Thanks to all of its generous employees, Sun Transport exceeded its goal of $28,000 by almost $2,000. For the first time this year, Sun Transport is matching dollar for dollar the total amount contributed by employees.

Shipboard and shoreside, the following will receive plaques honoring the outstanding efforts and contributions of their employees at the time of the campaign:

TEXAS SUN — U.S. Fleet

SEMINOLE SUN—Tug and Barge Fleet

Financial Department—Administration

All other ships, tugs, and motor barge will receive certificates of recognition. In addition, Sun Transport will receive two awards from the United Way of Southeastern Delaware County organization — the Bronze Award for campaigning to potential and an Award for the highest percentage of increase for the 1981 United Way Campaign.

Lou Finsterbusch and Clare Gorbey, the United Way representatives, wish to extend their sincere thanks to all Sun Transport employees for their dedicated participation and support in making this campaign a success.

Incidentally, even though the actual Campaign is held for a short period of time, Lou and Clare will be available throughout 1981 to answer questions regarding any of the services or agencies which may provide assistance. Please contact Lou at (302) 571-5347 or Clare at (302) 571-5310.

From all of us at Sun Transport, Inc.
we wish you and yours the very best
this holiday season.

The President's Message

As 1980 draws to a close, I consider this year to have been an outstanding one for Sun Transport — our Company was elevated to the status of a stand apart subsidiary of Sun Company; the PHILADELPHIA SUN and NORTHERN SUN were christened and launched; a charter with the Military Sealift Command was obtained for the NEW YORK SUN; and ground was broken for our Company's new Corporate Headquarters.

1980 was also a year of challenge to our Company due to the number of ships that were in the shipyard during the last twelve months. However, our organization with its dedicated shipboard and shoreside employees maintained successful, profitable operations during this time.

The restructuring of Sun Transport into the Logistics Group as a stand apart subsidiary was visible proof that our contribution to Sun Company has increased. In 1981, we expect to exceed our past performance by looking at new and innovative ways to employ Sun Company's tonnage.

There is a continuing commitment on the part of my Directors, as well as myself, to make our shoreside people aware and responsive to the needs of the seagoing personnel, as well as to the ships themselves. In this regard, an AB School and a Cooks' School are currently being conducted aboard ship, and a Managing for Safety Seminar, plus an Inert Gas/Crude Oil Washing Systems Training Course, were recently held. These efforts have given our people an opportunity to train and grow in their jobs and participate in a more positive way in the entire management process. We expect these efforts to result in more efficient and safer operations of our vessels, also.

In the near future, my next Communications Meeting will be held. Prior to the meeting, we plan to solicit questions from the entire fleet, so when your ship is contacted, please feel free to raise any question that is on your mind.

As I come to the end of my third year as President of Sun Transport, I view 1980 as the most successful year in the Company's history. My sincere congratulations to all our employees for making this possible.

Sincerely,

F. P. Eisenbiegler
President
Sun Transport, Inc.

Looking Back...

By Clare Gorbey

With the 1982 National Merit Scholarship Program in full swing, the staff of the FLEET SHEET thought it would be appropriate to highlight Deborah Chartier Smith, one of the winners of a 1972 National Merit Scholarship. If the name Chartier sounds familiar, it is because Deborah is the daughter of Wolf, 1st Class Maintenance, Electronics, and Mrs. Chartier.

Looking back to her junior year in high school when Deborah competed for and won her scholarship, she decided to pursue a career in the field of mathematics after considering journalism as a possibility. After being graduated from high school, Deborah entered Drexel University's five-year Accounting Program. This program was on a co-op basis and winning the scholarship enabled Deborah to participate in such extra curricular activities as the Student Government. In addition, she became the Accounting Student Department Head and worked with the Dean and the Head of the Accounting Department as a contact for students in the accounting field.

Deborah, a Certified Public Accountant, who achieved that feat at the first sitting, is now working for Sun Company, Radnor, in Corporate Accounting, Consolidation Accounting Department.

Deborah's many accomplishments are a source of pride to her parents, and a credit to the National Merit Scholarship Program.

Regarding the 1982 National Merit Scholarship Program, high school students who will be completing secondary school and entering college in 1982 and who are sons and daughters (natural or legally adopted) of regular Sun Company employees are eligible to compete. (This includes children of domestic personnel of all subsidiaries, as well as children of retired and deceased company employees.)

The student *must* have taken the Preliminary Scholastic Aptitude Test/National Merit Scholarship Test (PSAT/NMSQT) in October of this year. As the next step, a scholarship application (obtained from the Human Resources Department) should be completed and submitted to:

Sun Company Scholarship Coordinator
Building #1, 100 Matsonford Road
Radnor, PA 19087

Completed applications must be in the hands of the Coordinator before *January 9, 1981.*

Bowling Team Turkey Winners

The following Sun Transport bowlers won Thanksgiving turkeys for their "fowl" efforts:

Name	Total Score
Barbara Armand, DELAWARE SUN	228
Pete Kuzma, EASTERN SUN	204
John Zadarogina, NEW JERSEY SUN	203
John Mantini, PENNSYLVANIA SUN	228
Ted Chabanuk, TEXAS SUN	247
Ray Rudrauff, WESTERN SUN	213

Safety

The Environmental Health and Safety Department sponsored a two-day seminar entitled, "Managing for Safety", on October 7 and 8, 1980, at the Brandywine Hilton Hotel. According to Mary Schwartz, Safety Coordinator, the objectives of the seminar were to gain knowledge of the relationship of management theory to safety; to understand principles for scheduling consequences of behavior related to safety; to become aware of factors helpful in communicating with people; and to obtain a knowledge of contracting and establish a safety contract.

The Seminar, led by Jack Gausch, an outside consultant, was provided to Sun Transport by the Corporate Environmental Health and Safety group.

Attendees included John Butts, Joe Earner, Don Fiske, Capt. Jesse Fordyce, Clyde Fry, William Hutson, William Janes, Minor Kates, Daniel Koch, John Larner, Ernie Lebo, Capt. Jacob Lockwood, John Mantini, Capt. Wayne McKee, Bill Peterson, John Phares, Richard Rhoades, James Todd, and John B. Toothaker, II. Debbie Will, secretary, handled the arrangements for the Environmental Health and Safety Department.

Your benefits

By Grace G. Connell

Benefits Administration has recently received the following questions. It was felt that these questions, with answers, would be of general interest to all employees and retirees.

Q. I plan to apply for a mortgage in the near future. Is there anything I can do to speed up the processing?

A. If you are applying for a mortgage, credit of any type, or an apartment, always sign an authorization granting your approval for release of any required information by Sun Transport. If no authorization is received by Sun Transport, processing will be held up until one is obtained.

Q. As a retiree, I plan to move. What do I do to change my address?

A. State in writing that you have moved. (No telephone calls, please.) Indicate your new address, as well as your old address. Sign your name to this statement. This last part is especially important since it validates your request with ERA.

Send your letter to:

ERA
Sun Company, Inc.
Systems and Processing
1608 Walnut Street
Philadelphia, PA 19103

Q. How do Sun's Matching Gift Programs for Higher Education and Community Organizations work?

A. Under the Matching Gift Plan for Higher Education, Sun will match *twice* the amount of your personal gift of money or securities to eligible colleges and universities. Your own gift must be at least $25 in order to qualify for matching. Forms are available from the Human Resources Department.

Under the Matching Gift Plan for Community Organizations, Sun will match in an *equal* amount your contribution to any qualified organization in which you are actively involved as a trustee, director, officer or a volunteer working on a continuing basis. Your gift must be at least $25. Check your Blue Benefits Book to see if a community organization you have in mind is eligible. Forms are available from Human Resources Department.

Q. Under my Medical Plan coverage, when should I deal with Employee Records Administration (ERA) and when with Aetna?

A. If you want to make any changes in your coverage (such as enrolling or removing a dependent from coverage), contact Terry Bailey, Sun Transport, at (302) 571-5340, or Employee Records Administration, Sun Company, Inc. 1608 Walnut Street, Philadelphia, PA 19103.

If you've got questions about your benefits, however, or you need information on a claim, you should call your Aetna office in Reading, Pa. or Arlington, Tex. You may use toll-free numbers to call both offices:

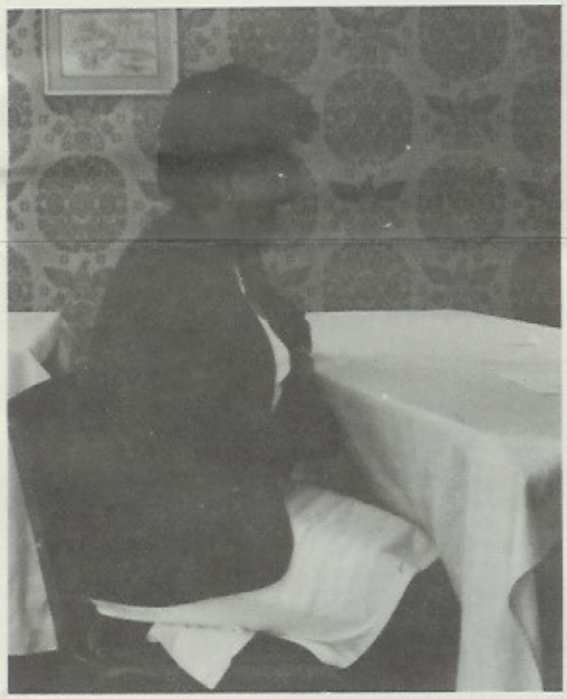
- Participants living in states east of the Mississippi (except Pennsylvania) may call 1-800-345-4061). Pennsylvania residents may call 1-800-422-8563.
- Participants living in states west of the Mississippi (except Texas) may call 1-800-433-5034. Texas residents may call 1-800-772-5336.

Q. Someone mentioned to me there are a few changes in the Savings Plan. What are they?

A. The only changes are in reporting procedures. Starting in November, 1980, participants in the Sun Savings Program will begin receiving individual account statements on a quarterly basis. The statements, which will be computer-printed by ERA, will summarize each participant's account activity for the preceding three-month period (ending on the date shown on the upper right-hand corner of the statement).

Also starting in November, ERA will begin publishing investment performance figures for each of the Funds in the Savings Program. This information will appear quarterly in company publications and will be posted on bulletin boards.

Potpourri

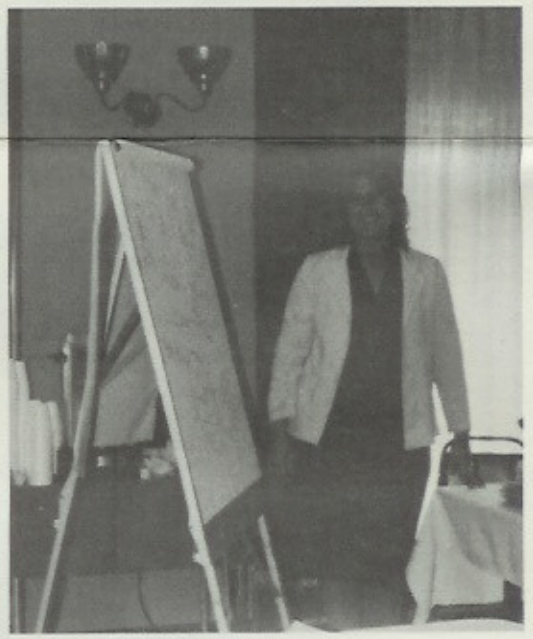


Marsha Irons, Assoc. Exec. Secretary, Financial Department.

NEW JERSEY SUN outside Corpus Christi, TX

John Mantini, Minor Kates and Richard Rhoades at Safety Seminar at the Brandywine Hilton.

Ed Brousseau, Steward, SEMINOLE SUN, off the west coast of the Florida Keys, pictured with "Wahoo" fish.



Debbie Will, Secretary, Environmental Health and Safety Dept.

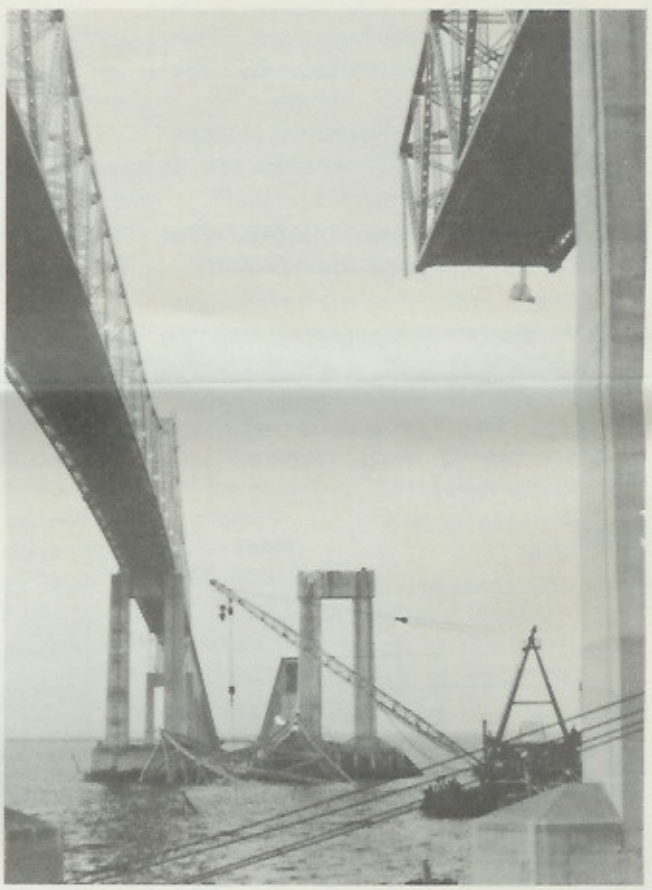
Hugh Smith, Tankerman, SEMINOLE SUN, proudly displaying a 5' "Wahoo" fish caught on the way to Tampa, FL.

Tom Landsborough relaxing at the bowling alley.

William Hutson, attendee at "Managing for Safety" Seminar.

Dave Rineer and John Toothaker chatting at "Managing for Safety" Seminar.

Lou Finsterbusch and Clare Gorbey, Co-chairmen, United Way Campaign.



Sunshine Skyway Bridge in Florida some weeks after collision, as viewed from the SEMINOLE SUN.

1608 CLUB — EAA SOCIAL ACTIVITIES

There are two social organizations within Sun Company geared to provide a variety of entertainment to all employees.

The first of these, the 1608 Club, is coordinated through Sun's Philadelphia Office and all employees of Sun Company and its subsidiaries are automatic members and are invited to take advantage of its many activities. A few examples of past social events planned by the 1608 Club include group sports trips; travel tours to Great Adventure, Williamsburg, Atlantic City; theatre parties; fishing trips; and visitations to restaurants to sample the cuisine. The activities of the 1608 Club are planned to encompass every age and interest group.

Based in Marcus Hook, the second of the social organizations is the SUN EMPLOYEES' ACTIVITIES ASSOCIATION (EAA). Membership is available to employees, spouses and legal dependents up to and including age 18. The available facilities include a swimming pool, picnic area, softball fields, tennis courts and a children's playground. Some of the activities which are held include Badminton, Ballroom Dancing Classes, Basketball, Bowling Tournaments, Camping Club, Dinner-Theatre Parties, Eagles' Season Tickets, Easter Egg Hunt for members' children, Golf Tournament, Mercury Gun Club, Phillies' Tickets (Night Games), Roller Skating Parties, Softball League, Tennis, Tennis Lessons, Touch Football and Volleyball.

Sun Transport employees are welcome to participate in either or both of these social organizations. Please contact Clare Gorbey, Human Resources Department, at (302) 571-5310 for more information.

New on board...

SEPTEMBER

J. DiFrank, 2nd Mate; L. Eckstein, Coordinator, Ships Schedule; M. Hess, O.S.; M. Kates, Jr., O.S.; A. Lenke, 2nd Mate (Tugs); J. Mullaney, III, Shore Maint. Force; V. Suede, 2nd Mate (Tugs).

OCTOBER

M. A. Albert, O.S.; E. Burga, Jr.; Tankerman-Tugs; P. R. Butler, O.S.; T. H. Crawford, Environmental Asst.; J. S. Johnson, Messperson; Jose J. Lopez, 3rd Mate; S. J. McNEal, O.S.; J. C. Petch, 3rd Asst. Engr.; F. G. Regan, Tankerman-Tugs; P. Saitis, Assoc. Acct.; J. L. Talley, Secty. U.S. Fleet; W. Thornhill, Chief Mate; K. L. Vinson, Messperson.

NOVEMBER

W. J. Gaynor, Tankerman-Tugs; R. L. Long, 2nd Engr.-Tugs; J. C. Miller, AB Unlilmited; D. M. Norwood, O.S.; F. M. Osborne, Jr., O.S.; G. P. Petrelis, II, Oiler; B. Poindexter, Messperson; R. W. Quartuccio, Oiler; C. J. A. Quintana, Tankerman (Tugs); R. E. Sanford, AB Unlimited; R. O. Slack, O.S.

On the move

SEPTEMBER

K. Herman to Acctg. Asst.; R. G. Lank to Oiler; C. Tinklepaugh to Sr. Adm. Clerk.

OCTOBER

J. M. Benoit to Radio Officer; E. Berkheiner to QM/AB; L. E. Eifferman to Radio Elec. Off.; J. C. Lathem to Cook; K. J. Mather to Wiper; M. L. Mitchell to Cook/Baker; R. A. Skinner to Steward.

NOVEMBER

W. R. Adams to FWT; W. B. Anderson to 1st Engr.; J. F. Ayers, Jr. to QM/AB; W. C. Counter to 2nd Asst. Engr.; R. E. Fields to Wiper; S. Harper to Messperson; S. Horn to Steward Utility; M. H. Kostaneski to QM/AB; G. A. Laedlein to O.S.

Retirements — 1980

Claudell Wallace, 1-1-80 — Big Ships
Helmer Schmidt, 2-1-80 — Tugs
Gabriel Guidos, 4-1-80 — Shore Force
Nicholas Arashinko, 7-1-80 — Big Ships
Chandler N. Caughie, 7-1-80 — Big Ships
Kenneth J. Schildkamp, 8-1-80 — Tugs
Robert J. Killian, 8-1-80 — Admin. Oper.

In Memoriam

Earl C. Fithian, Retiree 10-18-80

Service Awards

Congratulations to the following employees who recently observed service anniversaries:

OCTOBER

W. Peeples	30 yrs.	10/27
D. Watkins	30 yrs.	10/23
A. Tomlinson	10 yrs.	10/07

NOVEMBER

E. Bailey	35 yrs.	11/11
W. Banks	15 yrs.	11/02
R. Grady	10 yrs.	11/04

DECEMBER

W. Hamil	40 yrs.	12/16
J. Phillips	35 yrs.	12/15
A. Sidlow Sill	15 yrs.	12/13
E. Weiss	10 yrs.	12/19
D. Hollenbeck	10 yrs.	12/02

SUNLINE

Approximately one year ago SUNLINE was established as a communications vehicle by Sun Company. SUNLINE is a 24-hour toll-free number which may be used by employees and stockholders to hear a recorded message of news and events affecting Sun Company. Each week there is a different message.

The purpose of SUNLINE is to keep stockholders and employees informed of any developments which may have a significant effect on the company. Past messages have covered such topics as stock splits, the Iran crisis, the beneficial results of oil and gas decontrol, and the recent offer of purchase of the Duncan Refinery.

Persons dialing from Pennsylvania may reach SUNLINE by dialing 1-800-572-1475. When calling from other areas the number is 1-800-345-1180.

Fleet Sheet

Editor: Grace G. Connell
P.O. Box 280
Claymont, DE 19703