



1999 La Porte-Bayshore Chamber of Commerce Salute To Industry Honoree

A letter of appreciation from William C. Allen, Houston Area General Manager Air Products and Chemicals, Inc.

It's amazing for me to see just how much the La Porte facility has changed since Air Products first started manufacturing industrial gases here back in 1968. If you look at an aerial shot of our facility today, you can see that as a local entity, we've truly come a long way. When we started operations in La Porte, we employed 11 people and had just one customer. Some 30 years later, this facility now employs over 150 people and serves nearly 800 customers in industries ranging from oil refining to electronics manufacturing to food processing. And as a global company, Air Products, with hundreds of plants and offices throughout the world, has grown to become the favored supplier of industrial and specialty gases, equipment and chemicals to 100,000 customers around the globe. Quite a past...a remarkable present...and hopefully, an equally promising future.

At Air Products, we strive to provide all our customers with the same consistent, high-quality products and services, anywhere around the globe.

As a company with a proud history in La Porte and throughout the Lone Star State, we are honored to receive the 1999 Industry of the Year Award from the La Porte-Bayshore Chamber of Commerce. We appreciate the Chamber's recognition of our commitment to and contributions in this community. As the plant manager for the La Porte facility and Air Products' Houston area general manager, I have seen the dedication our people have, donating their free time and money to great local and national causes such as the United Way, Special Olympics, and many others. I have been delighted by our employees' strong belief in the power of education, as they work with and in our local schools, helping teachers and administrators make what can be tough subjects — like chemistry, mathematics and general science — more fun and entertaining for kids. And I have seen firsthand how committed our people are to maintaining integrity and ethical conduct in all undertakings, business and otherwise. I have watched how hard they work to earn and keep this community's trust.

Decades ago, Air Products' former chairman declared that nothing is more important than safety — not sales, not production, not profits. And in La Porte, having acted on that principle, we have had more than 30 years of safe manufacturing operations, with our plant holding one of the best safety records in the industry. And when it comes to transporting and delivering our products, that focus on safety doesn't waver. As an example, our 39 La Porte terminal drivers have collectively achieved 2.5 million miles of safe driving this year, the equivalent of an average driver logging in 20,000 accident-free miles-per-year for 125 years. That kind of record illustrates how the principles of Responsible Care® figure prominently in our day-to-day operations, as a company that backs-up its environmental, health and safety commitments with everyday action.

And this action translates directly to our customers, whose business brought us to this great La Porte community. At Air Products, we exist to serve customers, and our vision — to help them win in *their* markets around the world — is not just a marketing slogan. In fact, we have grown to become a global entity by following and supporting our customers, wherever they decide to operate in the world. Whether they're in the Ship Channel, on the west coast, in a European country or somewhere in the Pacific Rim, we strive to provide all our customers with the same consistent, high-quality products and services, anywhere around the globe. We want them to be satisfied and feel understood. In La Porte, we've gone the extra mile to maintain open and honest communication and deliver on our promises.

If you want to learn more about our beliefs and our people, please read on. This supplement, which the Bayshore Sun was kind enough to devote entirely to our company, is filled with great stories of personal, interpersonal and professional achievement. It serves to illustrate how Air Products in La Porte and in the general Houston area — in keeping with the company's goals — has worked hard to become the first choice of its employees, customers and the communities in which we operate. We hope you will enjoy reading the supplement as much as we have enjoyed putting it together.

With thanks,

William C. Allen
Houston Area General Manager
Air Products and Chemicals, Inc.



A word of thanks from H. A. "Hap" Wagner



Chairman of the Board and Chief Executive Officer
Air Products and Chemicals, Inc.

CONTENTS

Upfront

Current Facts about the La Porte Facility

A Message from Hap Wagner

A Closer Look

Products that come from air are found in countless items that make everyday life safer, healthier and more convenient

Today at Air Products

More than 35 years in Texas

Air Products has expanded its capital investments in the Lone Star State to \$1.2 billion

A Worldwide Look

Global overview - locations and a corporate perspective

Integrity

Caring for the Community

Air Products is one of the first companies in the industry to fulfill all of the performance requirements of the U.S. Responsible Care® codes

On Tour

Student-friendly facility and staff welcome area schools

Close Encounters

Openness and honesty are vital to the La Porte Citizens Advisory Panel. See what local citizens have to say about Air Products' involvement

Value of Individuals/Teams

United Way

Giving at La Porte increases annually. Employees give from the heart because they have a personal connection

Safety Ambassadors

Ideas on safety are developed into new safety processes

Personal/Professional Growth

Air Products + Local Schools = Success

Community schools acknowledge positive impact of Air Products

Employees Travel to Schools

Mentoring makes a difference in young people's lives

Career Opportunities

Employees are evidence that opportunity knocks at Air Products

Recognition and Reward

Volunteers Reap Rewards

La Porte employees plant their volunteer roots in the community

Safety Recognition

Building on successes

Open/Honest Communication

Customer Connection

Equalizing supply and demand

State-of-the-Art Techniques to Communicate

Plugging in to internal communications

Safety

Driving and Pipeline Safety

Two million miles of accident free driving
Pipelines: A multi-layered approach to safety

Environmental

United We Stand

Of the 250 companies in the Compressed Gas Association,

Air Products is among the most active, visible and influential

Ahead of Schedule

Clean Texas goals met well ahead of schedule

On behalf of all of my colleagues at Air Products, thank you for honoring us as the recipient of the La Porte-Bayshore Chamber of Commerce's 1999 Industry of the Year Award. We are grateful for this distinction and humbled to join the fine companies who have received this prestigious award in previous years.

Over 30 years ago, Air Products came to La Porte, and we were welcomed with open arms. This community has given much to us, and in turn, we have worked hard to give back to it, as a good neighbor should. Being a valued member of the community is not something we take lightly. In fact, we think our future depends on it.

At Air Products, we believe our success is directly linked to our ability to satisfy five major stakeholder groups — employees, customers, shareholders, suppliers and the surrounding communities in which we live and do business. All five are *critically important* and *equally important*. It is only with them and through them that we are able to successfully compete in a global marketplace, foster personal development and professional excellence, maintain integrity and ethical conduct in all business matters, and focus unwaveringly on safety and respect for the environment.

We are pleased to have this opportunity to recognize our stakeholders throughout this special *Bayshore Sun* supplement, which shows many of the great things that can happen when dedicated people work together toward an important goal: improving the quality of life in La Porte. We thank our devoted employees, who work with enthusiasm and pride and who give the best of themselves to their jobs and their neighbors, each and every day. We extend our appreciation to our customers, many of whom we've supplied for decades, on whose success, our own is based. We are grateful to our shareholders, whose loyal, long-term investment continues to fund our global growth. Thanks, too, to our dedicated suppliers, without whom we could not produce the vast scope of quality products that go into the manufacture of items people rely on and use each and every day. And lastly, we salute the La Porte community itself, which has supported us from the very beginning, a model for what responsible and caring citizens *should be*.

We are confident that with our stakeholders' needs in mind, we can and will continue to prosper, not only in La Porte, but throughout the great state of Texas, in the U.S., and around the world. Because, as our Houston Area General Manager, Bill Allen, frequently reminds his people: continuous improvement and dedication are the fundamentals of our operations and the keys to success. And we plan to use that formula for many years to come.

Again, we are honored to receive this distinguished award, and we are delighted to be a part of this vibrant community. Thank you, La Porte, for helping us stay focused on our beliefs and translate them, day by day, into action.

With gratitude to the Chamber of Commerce and the La Porte community at large,

H. A. "Hap" Wagner

Chairman of the Board and Chief Executive Officer
Air Products and Chemicals, Inc.

fast facts Air Products - La Porte At A Glance

- Air Products' La Porte facility opened its doors in 1968, first making hydrogen and carbon monoxide.
- The three tall, squared box towers at the plant are highly insulated air separation plants, similar to gigantic refrigerators, which separate air into its respective components at temperatures 300 degrees below zero.
- The La Porte air separation facility is the world's largest, producing 5,300 tons-per-day of pressurized bulk and liquid gases.
- These gases, used in a wide variety of market applications, include oxygen, nitrogen and argon (separated out of the air); hydrogen; carbon monoxide; helium; and specialty gases.
- 90% of Air Products' total supply in Houston is delivered by pipeline to customers in the immediate Ship Channel area.
- Over 300 miles of the company's pipeline runs underground through four counties: Harris, Chambers, Jefferson and Orange.
- Nearly 800 customers receive some kind of product or service from the La Porte facility.
- Air Products employs approximately 625 people in the state of Texas, more than 150 of which work at La Porte.
- Air Products' tanker trucks are insulated to keep products, such as liquid nitrogen, at sub-zero temperatures.
- Air Products' 39 La Porte delivery terminal drivers collectively achieved 2.5 million safe miles this past May. They drive 3,000,000 miles (roughly 6,000 trips) each year.
- With over 30 years of safe operations, the plant's safety record is among the best in the industry.



Flash back to chemistry class.

Remember studying the components of air?

The Products That Come From Air

A Closer Look

Air is composed of 78% nitrogen, 21% oxygen and approximately 1% argon. Air Products isolates those elements and sells them in gas form or liquifies them by taking them to a frigid temperature. The company retrieves air from the atmosphere with a vacuum-like suction and cools the air in the tall, box-type towers at the plant until the separate elements are distilled. Air Products serves as a chosen supplier of liquid hydrogen, nitrogen or oxygen to approximately 90% of the top U.S. Fortune 500 chemical and petroleum refining companies and 75% of the top 50 European chemical companies. Air Products is also the world's largest supplier of specialty gases.

"The fundamental elements that we sell to the petrochemical, pharmaceutical, electronics, chemical and refining industries are used to make things that people use every day," notes Houston Area General Manager Bill Allen. "Few people think about the importance of air to the manufacturing process, but the truth is that the world of plastics, for example, could not exist without companies like Air Products."

Names like ethylene, propylene oxide, high density polyethylene or parlylene may not be household words, but they are chemicals that are the foundation for countless items that make everyday living safer, healthier and more convenient. These compounds are made possible by the products which Air Products provides.

The rest of the story

With hydrogen supply from Air Products, petrochemical companies can convert crude oil into gasoline, paper companies can use the intermediate product (hydrogen peroxide) to make white paper, and metallurgists can produce stainless steel. Ship Channel customers use Air Products' gases to make the ingredients for paint, fabrics, and items such as eyeglasses and CDs which require tough plastic. The products produced at Air Products' plants in the La Porte area ultimately end up in everything from shampoo (from oxo alcohols) to glue (from acetic acid).

Here's a mini breakdown of some other end uses for the company's diverse product line:

Hydrogen goes into the production of:

- diapers
- automotive interiors
- furniture foams
- stretch fiber used in swimsuits and sportswear
- cleaner burning gasoline

Hydrogen peroxide, made from Air Products' hydrogen, is critical for:

- whitening and brightening pulp in the making of paper
- bleaching textiles
- the manufacture of cosmetics and antiseptic
- water treatment and environmental clean-up

Carbon monoxide goes into the production of:

- eye glasses, toothbrushes and CDs
- luggage
- mobile home panels
- returnable beverage cases
- electronic circuitry

Other end uses for Air Products' gases include:

- ibuprofen
- water-based paints
- cosmetics
- artificial sweetener
- chewing gum

Oxygen also helps make these products a reality:

- wire and cable
- medical tubing and other flexible plastic items
- outdoor furniture and siding
- auto coolant



"Most people don't think of various gases and liquified elements as important in the manufacture of automobiles, adhesives and sealants, or sports equipment, but they really are versatile building blocks in the assembly line of almost everything you can imagine," adds Allen. "Products made by Air Products in La Porte are used daily by the electronics industry and oil refiners, in food processing, and a host of other industries."

"The truth is that the world of plastics, for example, could not exist without companies like **Air Products.**"



More than 35 years in Texas

**Over the years,
Air Products has
expanded its capital
investments in Texas
to \$1.2 billion.**

Air Products first invested in the Lone Star State in 1962 when the company purchased an industrial gas cylinder fill facility in Dallas. Over the years, Air Products has expanded its capital investments in Texas to \$1.2 billion to grow its industrial gases and equipment, and chemicals businesses.

Several Air Products facilities are strategically located in the energy-rich Gulf Coast corridor. The company's chemical production facility in Pasadena manufactures polyurethane intermediates used to make foams for applications such as automotive seat cushions, bedding, and insulation. The plant is the largest of its kind in the world, indirectly meeting two-thirds of the nation's polyurethane foam requirements and one-third of the demand worldwide. Air Products' second world-scale chemical facility in Pasadena also manufactures polyvinyl alcohol, a major raw material used to produce safety coatings for windshields, paper coatings, adhesives, and textile sizings.

The company's largest air separation plant is located in La Porte and produces 3,800 tons of oxygen per day. The La Porte facility opened in 1968 with 11 employees and one hydrogen customer. Within several months, the company entered the carbon monoxide business and added a second customer. Some 30 years later, Air Products La Porte employs over 150 people and serves nearly 800 customers.

Today, the La Porte complex is also home to a U.S. Department of Energy (DOE)-owned alternative fuels demonstration plant. Reducing growing U.S. dependence on imported oil by developing alternative fuels from coal and natural gas is one of DOE's principal objectives. In 1984, with the DOE's support, Air Products produced methanol, a clean transportation fuel, from coal-derived synthesis gas, in the demonstration unit using Liquid Phase Methanol (LPMEOH™) technology. Subsequent test runs were key factors in a successful commercial-scale demonstration of LPMEOH technology at Eastman Chemical Company's coal-to-chemicals facility in Kingsport, Tennessee.

With continued support from DOE, Air Products is currently conducting test runs at La Porte to produce dimethyl ether (DME) via its Liquid Phase DME (LPDME™) process. In this process, DME is produced from coal or natural gas and can be used as an ultra-clean fuel replacement for diesel. While additional laboratory work and testing are required, the plant's ultimate goal is to produce DME derivatives in the pilot unit and to use the data generated at La Porte to design a commercial-scale demonstration facility.

Special recognition

In 1995, the Pasadena facility received the first annual Pasadena Chamber of Commerce Industry of the Year award. In 1999, the La Porte-Bayshore Chamber of Commerce bestowed its Industry of the Year award to Air Products' La Porte facility.

Air Products' existing pipeline system will soon be connected to a new synthesis gas (hydrogen/carbon monoxide mixture) separation and purification unit in Baytown. In addition, a world-scale air separation unit in Baytown will supply Exxon with its oxygen requirements, and other customers with gaseous and liquid products.

Other Air Products investments in the Houston area include a natural gas partial oxidation unit — supplying hydrogen and carbon monoxide to a variety of chemical and refinery customers along the Ship Channel, a hydrogen-producing steam reforming plant that also supplies area industries, and a specialty gases cylinder fill facility that supplies welding gases and analytical standards for industry.



Ad

Ad



Air Products: A Global Enterprise

**As one of the world's
largest industrial gas
producers, Air Products
supplies a broad range of
products to 100,000
customers throughout
the world. These gases are
used in most industries,
including food and metal
processing, semiconductor
manufacturing, medicine, aero-
space and chemical production.**

Air Products and Chemicals, Inc. was founded in 1940 in Detroit, Michigan on the strength of a simple, but then revolutionary idea: the "on-site" concept of producing and selling industrial gases, primarily oxygen. At the time, most oxygen was sold as a highly compressed gas product in cylinders that weighed five times more than the gas itself. Air Products proposed building oxygen gas generating facilities adjacent to large volume users, thereby reducing distribution costs.

From a company with a single product line and first year sales of \$8,300, Air Products has become a major international supplier of a broad range of industrial gases and related equipment and services, and selected chemicals. The company has annual sales of \$5 billion and more than 17,000 employees around the globe. Corporate headquarters are located in eastern Pennsylvania's Lehigh Valley, near Allentown.

Through subsidiaries and a growing number of international joint ventures, Air Products has operations in over 30 countries and exports to 100 others. About 48 percent of the company's business is outside the United States, primarily in Western Europe. In recent years, Air Products has significantly expanded in the Asia-Pacific region and now has affiliate or wholly-owned operations in eight countries in that growing part of the world. These include Korea, Japan, the People's Republic of China, Malaysia, Indonesia, Thailand, Taiwan and Singapore.

"As one of the world's largest industrial gas producers, we supply a broad range of products to 100,000 customers throughout the world," says

John P. Jones, president and chief operating officer. These gases are used in most industries, including food and metal processing, semiconductor manufacturing, medicine, aerospace and chemical production. According to Jones, Air Products will stay focused on additional growth "through global strategic alignment and through operational excellence."

Air Products' \$1.5 billion chemicals business includes polymers, polyurethane intermediates and additives, amines and specialty and epoxy additives used in applications such as adhesives, coatings, polyurethane foams, textiles, herbicides, pesticides, water treatment chemicals, reinforced composites and inks.

"In addition to this broad product line and our invested presence in over 30 countries," notes Jones, "Air Products also has world class production and applications technology and a longstanding commitment to safety. This safety philosophy is extended to our neighbors on the belief that the right to operate has to be earned," he says.

At Air Products, the company's stakeholders are critical to continued success. "We have to continually weigh every business strategy, every personnel move, every business decision, in light of what we believe and have pledged to our employees, customers, shareholders, suppliers and communities," notes Jones.



Ad

Ad

On Tour

Destination Air Products

Chemistry and scientific principles come to life at Air Products' La Porte facility when area students and teachers visit for tours each year. Air Products personnel have a knack for translating complicated chemical processes into student-friendly lingo. Tour leaders have a creative way of providing an educational experience that feels more like a fun adventure. This real-world example of science-at-work gives students and teachers a new appreciation for the chart of basic elements and the importance of learning chemistry and mathematics.

Caring For The Community - Responsibly

Unlike students in school, employees at Air Products are thrilled to get a "zero" from their supervisor. On the company's environmental and safety report card, a zero is the very best grade.

At Air Products, environmental, health and safety performance is a "work in progress," according to Maintenance Planner Danny Gilbert. Explaining how the continual nature of this goal involves a safety focus everyday of the year, Gilbert says, "The company is committed to zero emissions, just as we're committed to an accident-free, injury-free workplace."

What is Responsible Care?

To promote safety in plants and communities, the U.S. Chemical Manufacturers Association (CMA) developed the Community Awareness and Emergency Response (CAER) program in the early '80s, establishing a structure and communication channel between plant neighbors and the community. In 1988, CMA expanded that initiative to six Codes of Responsible Care. This program, aimed at improving environmental, health and safety performance and communication between

industry and the community, is being implemented by CMA's 190 member companies and related associations, including the Compressed Gas Association in which Air Products is an active participant and leader.

The Responsible Care codes address these key areas:

- 1) CAER emergency preparedness
- 2) Process safety
- 3) Distribution safety
- 4) Pollution prevention
- 5) Employee health and safety
- 6) Product stewardship

Be Prepared

Much like the Boy Scouts, employees and managers at Air Products live by the motto, "Be Prepared." Over the last decade, Air Products has

gone from championing Responsible Care as an important industry initiative, to being one of the first companies in the industry to fulfill all of the performance requirements of the U.S. Responsible Care codes.

"The results were outstanding, and Air Products was recognized for having six industry best practices."

In 1998, Air Products reached two major milestones in its Responsible Care journey. The company completed a Management Systems Verification, which included a review of its environmental, health, and safety processes by industry peers and the public. Notes Gilbert, "The results were outstanding, and Air Products was recognized for having six industry best practices. By the end of 1998, a second milestone was

Responsible Care continued on page 7



Responsible Care continued from page 6



Students from Lomax Jr. High tour the Air Products facility in La Porte.

reached when the company achieved full implementation of all the Responsible Care codes.

As part of its environmental, health and safety programs, Air Products conducts self-audits and promotes safety through a "near-miss" system. Through this system, potential accidents are documented, discussed and tracked. Root cause analysis, conducted on each accident, is used to plan additional safety measures.

Additionally, company representatives frequently visit neighborhoods and nearby businesses to answer questions, update emergency phone numbers and keep communication lines open. As an active member of the Local Emergency Planning Committee, Air Products also pursues opportunities to visit area schools to discuss emergency evacuation procedures and other issues of concern to community residents.

"Historically, Air Products in La Porte has a great safety record and reputation for being among the top echelon in the area and throughout the U.S.," Gilbert says. "Air Products recently hosted a Responsible Care Day for employees to celebrate these successes collectively."

The future of Responsible Care

Houston Area General Manager Bill Allen is pleased with the strides Air Products has made in linking with the communities it serves. Says Allen, "Responsible Care means continuous improvement, and that's what we intend to pursue. We will continue to strengthen our management systems and improve our environmental and safety performance. Since these considerations are almost second nature to our employees, I am eager for even more good news to come."

During fiscal 1998, Air Products spent \$23.5 million (corporate-wide) for operating expenses directly attributable to environmental protection activities. Another \$10 million was invested in making capital improvements to plants and facilities to control emissions and reduce waste.



Ad

Ad

Ad

Ad

Close Encounters

Air Products interacts with community on local Citizens Advisory Panel

Having input and getting immediate feedback in an open forum promotes safety in our area and illustrates the integrity which Air Products seeks to uphold in its operations.

Openness and honesty are central to interactions with the La Porte Citizens Advisory Council (or Panel), often referred to as the CAP. The Citizen's Advisory Council to La Porte Industry was formed in 1990 to promote community improvement through mutual awareness and understanding between the area chemical industry and the Bayshore area communities. At each monthly CAP meeting, some 25 representatives from industry and 20-30 proactive citizens discuss the best way to work together for the benefit and safety of the area.

According to Houston Area General Manager Bill Allen, "Air Products has been an active member of the La Porte CAP because it provides an excellent opportunity to maintain an ongoing dialogue between our plant and our neighbors. Having input and getting immediate feedback in an open forum promotes safety in our area and illustrates the integrity which Air Products seeks to uphold in its operations."

The CAP is regarded highly by industry representatives and citizens alike. Active in the La Porte CAP for over five years as a retired industry consultant, Bob Capen clearly understands the issues from both a business perspective and from a resident's perspective. "As concerned citizens, it's our job to tell the companies in this area what we care about," explains Capen. "Our community membership includes a variety of professionals and citizens so that we can be the voice for the neighborhood."

Adds Capen, "At the same time, I've been a plant manager, and I know that the companies can't do *everything* exactly as some might wish. But having an open-door environment is key; it's wonderful to be able to dial the Community Awareness and Emergency Response line and ask questions, day or night."

Because community activist Henrietta Allen has always been interested in the environment and

in bettering her community, she was thrilled to be invited to join the La Porte CAP. "Companies like Air Products come and explain their business operations, thereby enhancing our understanding of the local industries and reducing our fears of the unknown," she says. "I love having input, asking questions, and being the eyes and ears of the community. The plant managers, like Air Products' Bill Allen, should be commended for their openness. I enjoy every minute of my CAP participation."

Henrietta Allen often participates in the CAP's detailed community audits of local businesses, interviewing employees to verify the company's preparedness for an emergency and its adherence to Responsible Care® procedures. "We are there to see what systems each company has in place to avoid an emergency, as well as to help control one should it occur. The citizens and the business representatives truly meet on the same level to work together for one common goal: keeping the community safe."



La Porte Emergency Response: Keeping the Community Safe
(Left to Right) Jessie Lozano, Aaron Tolleson, Adrian Carreon, Chris Rothman, Joey Resendez, Matt Drab



Ad

Ad

Ad

United Way giving increases annually

When it comes to the annual United Way donation campaign, Air Products' La Porte employees need little fanfare to generate very large contributions. Operations Specialist Larry Carter has chaired the campaign for almost a decade and has watched the dollars increase exponentially each year.

"In the early '90s, when the La Porte facility first participated in the United Way campaign, we contributed approximately \$1,000 to the organization," says Carter. "But last year, in 1998, 117 employees contributed more than \$16,000."

Adds Carter, "When Air Products' corporate management decided to provide for a match of employee gifts dollar-for-dollar in 1995, we were able to elevate to an even higher level of giving."

Air Products' United Way total 1998 contributions in the Gulf Coast area neared \$33,000.

This month, approximately one dozen La Porte employees are preparing to distribute pledge cards to their co-workers for the 1999 campaign. United Way team member Adrian Carreon, a senior operator, believes his fellow employees give from the heart, either because they have a personal connection via a friend or relative who has benefited from the organization, or because they know it's a great thing to do. Says Carreon, "I know a number of people at this facility who have really been helped by a United Way-funded agency. I feel blessed to be able to help them indirectly."

After attending this year's United Way Gulf Coast area kickoff meeting for the first time, Carreon returned to the La Porte facility with an even deeper commitment to the cause. Adds Carreon, "It moved me to see the video about underprivileged children learning a trade, because I know how easily I could have gone in the wrong direction when I was growing up. At Air Products, our employee morale is always high and we give voluntarily because we believe in what this great organization can do."

Long-time United Way team member Charlotte Cooper agrees. "Seeing firsthand how the money is used does put some spark into the campaign, so I always share with my co-workers what I've learned or observed on a tour as I distribute the pledge cards. It's rewarding to think about the heartwarming work that United Way does for so many people of all ages in our area alone. Our employees really appreciate having the ability to designate to which organization, cause or agency the money they contribute will go."

As campaign coordinator, Carter takes pride in the no-glamour aspect of Air Products' United Way campaign and in the ever-increasing contributions. "We always appreciate the final gift with a plant-wide barbecue or lunch, and I always celebrate the fact that our giving has increased 8-10% each year," he reports. "My 20-year-old daughter, who has cerebral palsy, and my family are grateful to the United Way, and grateful for co-workers at Air Products who have especially big hearts at campaign time."

At Air Products, our employee morale is always high and we give voluntarily because we believe in what this great organization can do.

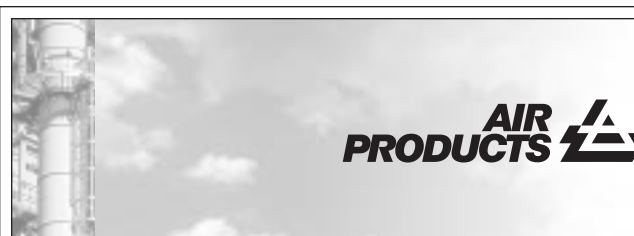


United Way La Porte Team
(Left to Right) Jessie Lozano, Charlotte Cooper, Larry Carter, Kathy Watson, Adrian Carreon



Ad

Ad



Ambassadors of Safety promote awareness

Idea #1:

Instead of balancing on pipes to change filters, why not build a walkway that will be more safe and durable?

Idea #2:

Instead of straining to read the meters that are in the shadow of a nearby tank, why not add lighting directly overhead and thus, get a better view of the meter with less eye strain?

These types of safety-oriented suggestions are the outgrowth of a special group of 30 Air Products employees who call themselves "Safety Ambassadors." "Our group was modeled after other peer-to-peer groups at Air Products sites to enhance safety awareness throughout our operation," says Beth Brandes, plant efficiency engineer, who acts as the group's facilitator.

The Safety Ambassadors, all volunteers, meet monthly to develop new safety processes and to discuss current safety issues and incentives for recognizing safety achievements. Rather than being driven by management, the Safety Ambassadors group is self-managed by employees like senior operator, Matt Drab. "Safety is more than just the 'in thing' at Air Products," says Drab. "With the full support of our management team, our group facilitates personal safety accountability and awareness issues."

The Safety Ambassadors group has developed tools to help manage and promote safety within the company. "We have created a system called Accident Predictive Techniques where employees are encouraged to write down on a card any potential safety concern that they see. We then track near-miss trends and identify the important areas to address at this site," explains Drab. "There are no fingers pointed and no names listed. It's simply a way to provide structure and measurement in our safety program. Our collective goal is to prevent lost-time accidents, and the Safety Ambassador group helps Air Products stay one step ahead."

Along with analyzing specific safety statistics, the group has also developed a Personal Safety Awareness checklist for co-workers to

assess safety habits and their need for specific safety training. All written responses are reviewed at the group's monthly meeting and actions are discussed as needed.

Adds Drab, "At Air Products, we take safety to heart, not just in knowing our jobs, but also by being alert to situations that require discussion or action. By encouraging safety suggestions from the front line and providing assessment documents, we keep people focused on safety and motivated with a series of incentives. I appreciate all the effort that goes into Air Products' many safety initiatives because they all contribute to making my company a safe place to work."

Our collective goal is to prevent lost-time accidents, and the Safety Ambassador group helps Air Products stay one step ahead.

Ad

Ad

Ad

Ad