

SPECIAL MEETING OF SHELL POINT RESIDENTS' COUNCIL
January 15, 2010

A special meeting of the Residents' Council was called by Chairman Bill Lanpher for the purpose of addressing the Haitian Earthquake Tragedy.

All Court Representatives or alternates were present except one.

Mr. Lanpher called the meeting to order at 10:15 a.m. with the introduction of Chaplain Don Steenhoek. Don, who is the Chaplain for Shell Point's employees, made several observations concerning the counseling he and Dr. Sue Stranahan and her team have been doing with Shell Point's Haitian employees. He said he was so proud of Shell Point's management, supervisors and co-workers who responded within ninety minutes of hearing of the earthquake. He also said we must give continual support for the next few months as the affected employees work through their grief. Don then offered a prayer.

Next, Chairman Lanpher introduced Karen Anderson, Director of Human Resources. Karen said fifty percent of Shell Point's employees speak English as a second language, with 350 employees who speak Creole, the language of Haiti.

The most urgent need here is emotional support and it is being provided from all levels of staff as well as many residents. She thinks airfare will be a large issue, as most employees have family in Haiti. As the news of these loved ones reaches the employees, some will want to fly there immediately, although at this time only one man has left.

Karen said there are two funds for employees. The Employees Emergency Fund, initially begun by the Council, gives interest-free loans up to \$ 1,000 that are then paid back by the employee through payroll deduction. There is also an Employee Benevolent Fund, which helps with funerals, health issues, etc. and is almost always empty.

Checks from residents have already been coming in and are being processed through the Legacy Foundation so they will be deductible. Karen warned Court Reps to make sure their residents know not to give money directly to an employee, as the acceptance of such would be grounds for termination. Checks can be made to Shell Point with Haitian Fund in the memo section and forwarded to Karen Urbanowicz in Accounting.

Mr. Lanpher has prepared a letter to all residents as to how they can help our employees in this time of crisis. The letter will be checked for accuracy by Karen Anderson and Peter Dys.

Bill Staples introduced a motion that the letter be sent out on behalf of the Council to all residents and include wording that all monetary gifts received will go to the Employee Emergency Fund. The motion was passed unanimously.

Submitted by Nita DeWeese, Acting Recording Secretary