

WINTER 2022

RUBICON

RoundUp



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A Letter from Mark Dearman

Dear Rubicon Family,

The New Year 2023 is already one month in the rear-view mirror, and I hope this edition of our newsletter finds you and your families all doing well and keeping healthy. I also wish each of you much success in achieving your resolutions and goals for the new year ahead, and please remember, its always better to take small steps in the right direction than to make a great leap forward, only to stumble backwards.

Looking back and reflecting on the full year 2022, I am immensely proud of the many achievements and successes for our site and our extended Family of loyal and dedicated professionals. Our personal Safety performance was on target for the year, and for the past 3 years 2020-2022, our overall personal safety performance has been the best in our site's fifty-six-year history. Our Zero Harm Focus remains strong, and looking forward to 2023, we will bring even more Focus on Process Safety Excellence with significant capital investments for added layers of protection, improved asset health, and hazard recognition assessment and training for all our teams.

Another significant achievement for the site was the completion of our major Polyurethanes expansion projects, the Patriot Splitter and PUR. The Patriot Splitter provides the technology and capability to significantly Up-value our business in the Americas and grow our differentiated portfolio. The combined investment of both projects was over \$240 million, and both were Safely executed and commissioned on time for our business in June. Over 1.3 million total man-hours were worked, including 900,000 in construction over the 18-month period. A special thank you to all our Teams that supported and endured this major effort for our site, along with Burns & McDonnell, Turner, ISC, and all the supporting contractors.

Our site teams also endured some significant challenges in 2022, including a major unplanned sitewide power outage in late September that lasted for nearly 2 weeks. The Operations, Maintenance, and Technical support teams demonstrated Outstanding dedication and support to bring all of our operations back online Safely from a "ground zero" state, while also executing numerous critical and opportunistic maintenance jobs. Thank you and well done again, TEAM!

Finally, as we move forward into the new year, I remain very optimistic about our business and future success and growth. Yes, the post pandemic era has left us with a period of high consumer inflation and lower than desired demand for many producers in our industry, however, we will endure this brief period and make the very best use of this time to position ourselves for long term success. This includes accelerating the progression and development of the many new and talented faces that have joined our organization over the past year. For all of you new to the Rubicon Family, we extend our warm welcome again and wish you much success in your careers.



Highlights from this issue of the Roundup include:

- Patriot Launch
- Breakfast with Santa
- Service Awards

Please continue to be ever vigilant and focused on ZERO HARM and "Protecting Our House" as we look forward to a very SAFE and successful year for our business.

Regards and Best Wishes to all of you and your families.

Mark Dearman,
General Manager



Patriot Town Hall Celebration



The completion of the MDI splitter project was celebrated at a special event on Wednesday, July 13, at the Geismar facility hosted by Huntsman Chairman, President and CEO, Peter Huntsman. Guests included Attorney General of Louisiana Jeff Landry, local officials, key customers, suppliers, members of Huntsman’s senior leadership team, and Geismar employees.

Speaking at the event, Jan Buberl, Polyurethanes’ Vice President for the Americas region said “Our new splitter bridges the gap between our upstream MDI manufacturing assets and the downstream needs of our customers – both domestic and international. Our mission is to deliver what our customers need to help them innovate and grow. This investment will strengthen our ability to meet, and exceed, those expectations.”

Mark Dearman, Site Leader at Geismar, recognized the hard work of the many people associated with the project. “Our thanks go to our construction partners, suppliers and every associate and contractor involved in the new splitter,” he said. “Even without factoring in the additional health and safety measures we needed to put in place for COVID, and the extreme weather events such as Hurricane Ida, the construction of a new splitter is a major undertaking. The project was completed on time, incident free, demonstrating Huntsman’s focus and commitment to safe working practices.





Polyurethanes Products Pavilion



RUBICON EVENT



Summer 2022 Interns

Technicians



CADE JOHNSON

Cade Johnson graduated from Baton Rouge Community College in December of 2022 with an Associates Degree in Process Technology. Cade was mentored by Todd Guedry and Dwayne Sagona in MDI-3. Starting after the new year, Cade will become a permanent Rubicon employee.



HOUSTON BYRNE

Houston Byrne graduated from ITI in November of 2022 with an Associates Degree in Instrumentation and Control Systems. Todd Owens and Lane Savoy mentored Houston in the Instrument shop.



JAMES CROUSILLAC

James Crousillac graduated from ITI in August of 2022 with Associates Degree in Process Technology. James was mentored by Todd Lilly and Dalton Samanie in Reductions.

Engineering

Rubicon welcomed 5 students from across the country to the site for our Summer Internship Program. Students studying Chemical and Electrical Engineering were paired with mentors in their respective areas over the summer months. They were given hands on experience working with programs and equipment to broaden their skills. At the conclusion of the program, students presented their projects and learnings to senior staff members.



Michael Malbrough, Allison Stedman, Alexander "Reid" Babin, Collin Jenkins, Ryan Cook

Chemical

MICHAEL MALBROUGH

Michael Malbrough is from Covington and a Senior at LSU. He worked in the Process Safety Department with Laura Comeaux under Jim Allbright.

RYAN COOK

Ryan Cook is a local Ascension Parish resident and a Senior at University of Louisiana-Lafayette. He worked on Jim Allbright's team, mentored by Bobby Helou in Operations Support.

ALLISON STEDMAN

Allison Stedman is a Junior at Texas A&M and from College Station. She worked on Jim Allbright's team, mentored by Drew Angelette in Operation Support.

Mechanical

ALEXANDER "REID" BABIN

Alexander "Reid" Babin is from Baton Rouge and a Junior at LSU. He worked with Michael Sanders's team mentored by Marie Russell in the CAPEX Department.

COLLIN JENKINS

Collin Jenkins is from Baton Rouge, the son of David Jenkins and a Senior at LSU. He worked with Val Saurage's team and mentored by Greg Zanes.



Near Neighbor Luncheon

The “Near Neighbor Luncheon” was held on August 2nd at the Geismar Site. This annual event is held two times a year, usually in the spring and fall. Local nonprofit organizations join members of the Rubicon team for lunch to discuss upcoming community projects and how Rubicon can aid with their efforts.

One such organization is the Helping Hands of Ascension. The agency, located in Gonzales, was founded in 2005 and is a well-known local charity that supports seniors in our community in addition to local children’s education.

The relationship over the years between Rubicon and local nonprofit organizations has blossomed from being merely partners in the community into a close friendship. At Rubicon, we recognize cultivating relationships within our community provides a solid foundation for our future and the future of our community.

2022 Mary Bird Perkins Volunteer Appreciation Luncheon

2022 marks another successful year for the Annual Rubicon Golf Tournament benefiting Mary Bird Perkins Cancer Center.

On Tuesday, September 6, 2022, Rubicon hosted an appreciation luncheon that was catered by Roberto's as a token of appreciation to the volunteers who contribute to this wonderful event. Several of Mary Bird Perkins staff members attended, such as Todd Stevens, President and CEO, Danielle Mack, VP Chief Development Officer and Chrissy Dupuy, Senior Director of Community Philanthropy and Engagement. They expressed their utmost gratitude and appreciation to the volunteers.

Committee Members: Sherrie Kinamore, Valerie Allbritton, Rory Mumphrey, Jody Rasch, Marty Fitzgerald, Laurie Holden and Wade Patrick.





Backing the Blue with Barbeque

Rubicon hosted its annual barbeque luncheon for the Ascension Parish Sheriff's Office on September 9, 2022. Each year Rubicon has this fun filled event as a thank you for the Sheriff's department for all they do to support our site and its employees.

This year's event was held at the APSO shooting range Training Center across from Lamar Dixon. After enjoying lunch, two heartfelt speeches were given by both Sheriff Bobby Webre' and Rubicon General Manager, Mark Dearman.

Concluding the event, the Rubicon HR department raffled a variety of twelve ice chests to the lucky attendees.

RUBICON EVENT





Rubicon Retirees Reunite







Rubicon's Retiree Social was on Friday, November 11, 2022. This fun filled event was held at Parc 73 in Prairieville, was catered by Roberto's River Road Restaurant and had more than 150 in attendance. Rubicon retirees and their guests were treated to a delicious lunch while reminiscing with friends. They also participated in wellness activities such as flu shots.

The event concluded with lots of door prize giveaways and a good time was had by all. Thanks to all who came out to support this successful event.

2022 Rubicon Retirements

Kathy Barber
Anthony Bercegeay
John Forrester
Todd Guedry
Brett Hebert
Craig "Coach" Hill

Thesia Krajewski
Colleen Labat
Jeff LeBlanc
Brian Maiocchi
Steve Morgan
Darren Pinion

Dwayne Sagona
Tony Swan
Jeff Sheets
Gary Verbois
Richard Venable

Kathy Barber

**Kathy Barber retired
June 30, 2022, after 24
years of service.**

She began her career at Rubicon as a Project Accountant and served as a Team Leader for the last 15 years. After receiving her accounting degree from LSU, Kathy worked in public accounting for a Baton Rouge based concrete company prior to joining Rubicon. A favorite memory of her career was working on the Zipper Project where she had the opportunity to work with multiple departments. Kathy will miss the people here at Rubicon and appreciates the opportunity to work for such a great company. She and her husband John plan to travel and spend time with family. She will be greatly missed.

Anthony Bercegeay

Anthony Bercegeay retired from Rubicon after 27 years of service.

Anthony began his Rubicon career in October 1995. He started in the MDI2 area and worked in MDI2 for nearly the entirety of his 27 year career. He was part of many changes and improvements in that unit over the years.

Anthony began as an outside technician, then was moved to run the control board in 2004. He remained a senior tech until 2013 when he was promoted to shift foreman.



Anthony became an experienced and trusted shift foreman. He influenced many newer technicians over the years by teaching them how to become successful at their craft.

In 2022 Anthony transferred to the Operations Maintenance coordinator role. There he could use his many years of operations experience to work as a liaison between operations and maintenance.

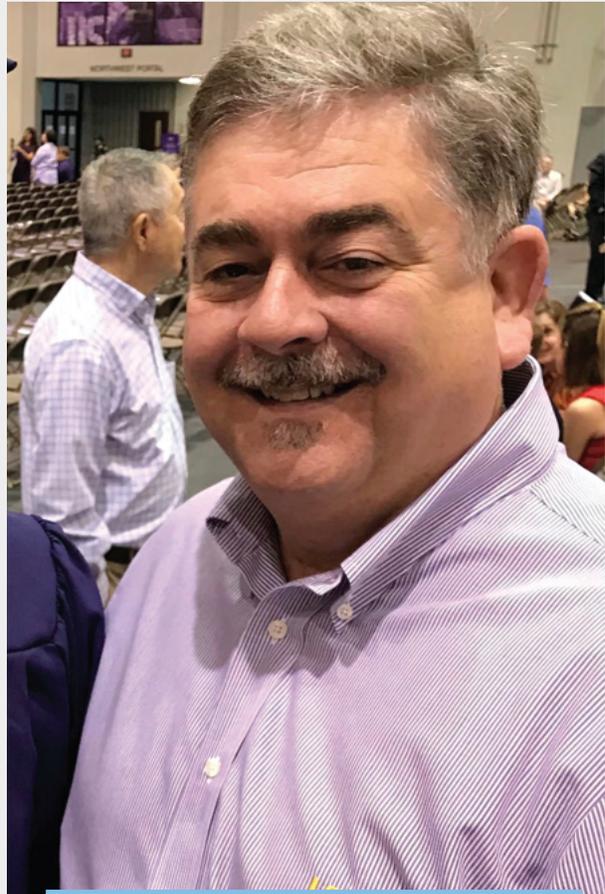
Anthony will be missed by his friends and coworkers at Rubicon. We wish him well as he continues his passions of playing drums and golfing. We're sure his golf handicap will shrink quickly as he enjoys retirement. Perhaps he can overtake Johnny Hernandez.

We at Rubicon are grateful to Anthony for everything he has done for the company and for his co-workers over the years.

John Forrester

After 32 years of selfless, dedicated service to Rubicon, John Forrester has set his sights on a well-deserved retirement. July 19, 2022, was the day that we all saw the orange hard hat for the last time.

John began his career on July 16, 1990 as a member of the startup team for the new Polyols unit. Soon after, he was promoted to Sr. Technician. Throughout the years, John has worked in many roles. Production Planner and Permit Writer were two of the most recent. His vast knowledge of the process made him the go-to guy for GRIP, PHA, LOPA, and Project ONE studies and assessments. In addition to all of this, he took on numerous projects, covered short-notice openings, and trained personnel without hesitation or complaint.



John's career truly serves as a wonderful example of our UOP. His retirement plans include lots of travel and keeping busy with projects around the house. We wish John the best in the years to come and thank him for his admirable service.

Todd Guedry

Todd Guedry retired from Rubicon on November 10, 2022, with over 20 years of service.

He worked at Borden Chemical as a Process Technician for 5 years before joining the Rubicon team. Todd began his Rubicon career in the MDI-3 unit as a Production Technician. In 2005, he was promoted to Senior Technician in MDI-3. He spent the last 5 years of his career as an MDI-3 Shift Foreman.

Todd is now free to enjoy his retirement as he spends more time with his family. He has plans to visit his oldest daughter on his first holiday season off work and his youngest daughter gets married this spring before going to medical school. Todd also plans to spend more time golfing, fishing, and woodworking. He may even get a part time job in the construction industry.

Todd has left a lasting impression and positive influence in the MDI-3 unit. We at Rubicon and the MDI-3 team wish Todd all the best in his retirement. He will certainly be missed by everyone that worked with him during his career.

Todd exemplified the “One Family” attitude as a team member at Rubicon. He leaves a lasting impact on the culture of the MDI-3 team. Todd maintains high standards of personal integrity. He always does the right thing, no matter the circumstance and with the company’s best interest in mind.



Brett Hebert

Brett Hebert retires from Rubicon after 14 years of service.

Brett began working as a Rail Coordinator 2008. He was promoted to Senior Rail Coordinator where he provided his expertise in Rail maintenance and Asset management. He has been instrumental creating a first-class Rail fleet that is the envy of our industry. His knowledge of the FRA and Rail industry is tough to match.

Brett plans on spending his retirement at his camp and I'm sure he will be cooking a Jambalaya or two.

Brett has left his mark here at Rubicon and will be missed by all. His legacy will live on for years to come. We wish Brett the very best in his retirement.



Brett is known for his impeccable record keeping and work ethic. Over the years, Brett has become the go to guy for all rail maintenance and rail distribution incidents. He is a well-respected expert in the rail industry.

Craig "Coach" Hill

Craig "Coach" Hill has retired from Rubicon after 22 years of service.

Craig "Coach" Hill has retired from Rubicon on October 14th. After a highly successful stint as a high school teacher and football coach, he decided to bring his talents to Rubicon. Craig was hired in February of 2000 during the first few months of the Zipper NB/Aniline expansion. Craig worked in NB/Aniline as a production tech until being promoted in 2011 to Senior technician operating the control board.

After serving as a Senior technician for six years, he accepted the job to oversee the daily operation of the Central Resource Group. He remained over the CRG until his retirement.



After 22 years of faithful service, Craig has decided to hang up his hardhat and retire. Craig and his wife Paula are looking forward to spending time traveling, hiking, and gardening. The Rubicon family would like to extend Craig a huge thank you for his service and wish him the best of luck.

Thesia Krajewski

After almost 29 years of service at Rubicon, Thesia Krajewski retired from her role as a Senior Environmental Engineer in May 2022.

Thesia began her career at Rubicon after leaving Dow Chemical in Plaquemine, LA in 1993. Over the years, Thesia has been a tenacious, well-respected member of the EHS team, ensuring Environmental compliance throughout the site. On any day, it was not unusual to see Thesia in the operating units with spray paint and Hazardous Waste labels to identify or correct items on the spot. She would always mentor personnel as a follow-up to ensure that everyone was “on the same page.” Her work ethic set the bar high. Her expertise regarding Hazardous Waste Regulations has been acknowledged by both government regulators and industry stakeholders.

After her retirement, Thesia plans to move to Maryland to be near family members including her siblings, niece, and nephews. Accompanying her on the journey will be her fur-babies Stella Bella, Penny Lane, and Jethro Bodine. We wish you all the best for a long and happy retirement.

As many will attest, Thesia’s heart is as big as her Environmental Commitment. Thesia volunteered her time and efforts to many charitable organizations including the United Way, Catholic Charities and March of Dimes. She has fed and fostered many Rubicon fur-babies over the years.



Colleen Labat

After 23 years of service, Colleen Labat has chosen to retire. Colleen started her Rubicon career in 1999 as the International Logistics Coordinator in the Supply Chain department.

During this period, Geismar was supporting the global MDI business by shipping nearly an entire MDI plant's output to Southeast Asia to seed the Asian markets ahead of the commissioning of the first MDI plant in China. Colleen was integral in the coordination of shipping such large quantities of material and this is a significant highlight. In 2005, Colleen took on added responsibilities and became the International Logistics Manager. In 2010, Colleen transitioned to become the Quality & Business Systems Manager. In this customer facing role, Colleen supported the business in multiple ways including leading customer corrective action activity and product quality investigation.

Colleen's inquisitive nature and continuous improvement mindset lead to solutions on many work-process and product quality issues. In 2020, Colleen, brought her skills to a completely new role as the Continuous Improvement Specialist in the Operational Excellence department. In this role Colleen brought her experience in continuous improvement and root cause problem solving (RCPS) to the entire Geismar team and championed the site RCPS program. In addition, Colleen took a lead role in the Global Reliability Improvement Program (GRIP) developing RCPS work processes and globally implemented work methods.



Colleen's persistence and determination to analyze situations to uncover the root cause is a characteristic everyone onsite has benefited from. Never one to be idle, one will likely find Colleen spending time with her grandchildren, playing with her dogs, or tending to her gardens. Colleen will be missed, and we wish her joy in this next chapter.

Jeff Leblanc

Jeff LeBlanc retired from Rubicon after more than 28 years of service.

Jeff began working in NB / Aniline in Feb of 1994 as a Production Technician. In 2002, he was promoted to Sr. Production Technician where he finished his career. Jeff was also a member of the commissioning and start up team for the NB / Aniline Zipper expansion during 1999-2000. Jeff spent nearly his entire career on “D” Shift.

Jeff is known for his attention to detail and knowledge of the unit. Over the years, Jeff has resolved many process problems and found numerous plant issues before they became a larger process upset.

Jeff became the go to guy for all process issues. He is looked up to by many members of the NB / Aniline team as a knowledgeable and professional technician. He could always be counted on in any situation to do the right thing. He teaches a lot of the newer technicians the proper way of completing tasks and the purpose.

Jeff plans on spending his retirement perfecting his new shop. He also plans on making many motorcycle touring trips all over the country. Jeff is a master mechanic and a jack of all trades; he enjoys working on just about anything and takes great pride in his work. He plans on taking on many projects in his retirement.

Jeff has left a lasting impression and positive influence in the NB/Aniline unit. He will be missed by all, and his legacy will live on for many years. We wish Jeff the very best in his retirement.



Brian Maiocchi

Brian Maiocchi retired from Rubicon after 30 years of service.

Brian Maiocchi began working as an Instrument Technician in 1992. In 2003, he was promoted to Maintenance Planner where he learned about all the different trades. In 2008, Brian was promoted to the Maintenance Coordinator position. Eight years later, in 2016, Brian moved to the Instrument PSM Coordinator and Radiation Inspector position where he finished out his career.

During his tenure at Rubicon, he participated as a member of the commissioning and start up team for the NB / Aniline Zipper expansion during 1999-2000, optimized and developed the nuclear level program into what it is today, and participated in numerous audits each year starting with the gathering of information to driving solutions for recommendation.

Brian is known for his impeccable record keeping and “get it done” attitude. Over the years, Brian has become the go to guy for all instrument maintenance procedures and modifications. Brian is a well-respected leader not only in the instrument shop, but across the Rubicon Site.

Brian plans on spending his retirement fishing at his new camp and spoiling his new grand baby due this fall. He also plans on completing his “honey-do” list in a somewhat timely fashion.

Brian has left his mark here at Rubicon and will be missed by all. His legacy will live on for years to come. We wish Brian the very best in his retirement.



Steve Morgan

On December 17, 1990, Rubicon hired a new employee by the name of Steve Morgan. He hired into the MDI-1 unit as a process operator and would stay in MDI-1 until 1999 when he moved to MDI-2 for the commissioning/startup of the New Dadpm and Effluent Plant which occurred in 2000. After training technicians on the new process unit Steve would move back to MDI-1. Even though he moved back to MDI-1 he was always willing to help in MDI-2 from troubleshooting to sharing his knowledge with his coworkers on the new Plant. In 2009 Steve was moved to the Q.C. Lab as a lab technician. He stayed here for a short stint of time before moving to the Variants Unit. Just like the lab his time in Variants wasn't long before moving back to MDI-2 in July of 2009. During all the moving there were never any complaints from Steve, or he who worked for. When the decision was made to start the MDI-1 Phosgene back up the first person assigned back to the unit was Steve. He returned to his home unit in March of 2010 where he would stay the rest of his career here at Rubicon. Steve was always a valuable member of the team regardless which unit he worked. Every unit he was assigned to, he gave his best effort.

In 2012 Steve became a member of the Rescue team. While on the team he became the guy the other team members came to when questions would arise. He was a rescue team member until he retired on June 20, 2022. In 2016 he volunteered for the Hard to Operate Valve Committee. He was always looking for ways to help his co-workers out.

He always had a close eye for safety and in 2017 it showed when his alertness prevented craftsman working in the unit when the conditions were not ideal for safe work.



In 2011 I had the pleasure of meeting Steve. He was always willing to go out of his way to help or guide me to become a better technician. During the time working with Steve, we became great friends along with everyone else Steve ever worked with. He never judged anyone regardless of what was said or happened. In MDI 1/2 he was known as the Hip Hop Grandpa. I along with others had several conversations with Steve about retirement and every time he would always ask if we would be okay without him here. Steve is considered as family to all of us and there isn't a day, we don't talk about the memories we experienced together. John's career truly serves as a wonderful example of our UOP. His retirement plans include lots of travel and keeping busy with projects around the house. We wish John the best in the years to come and thank him for his admirable service.

On behalf of everyone here at Rubicon it is with great honor to say Thank you for your 32 years of service and congratulation on this well-deserved retirement.

Written by MDI-1 Shift Foreman, Alexander P. Defiore

Darren Pinion

Darren Pinion retired from Rubicon after 20 years of service.

Darren began his career in the chemical industry as a Laboratory Technician at Borden after graduating from college. He joined Rubicon in June 2002 as a Production Technician in the MDI-1 unit. There, he was known as a hard worker and a great cook! Except for a year working in the warehouse (“my favorite job at Rubicon”), Darren worked in MDI-1 until March 2013. He was training new MDI technicians when the opportunity came up to get back into lab work and Darren transferred into the Environmental Lab.



Darren quickly became the E-Lab’s hard-working heart and cheerful soul! Darren has a great work ethic and was always the first person to volunteer for any new projects. As an Environmental Chemical Analyst, he was appreciated for his commonsense solutions to any concerns in the E-Lab.

Darren focused on doing everything right the first time, and his down-to-earth style and integrity were admired by his coworkers. Always eager to lend a hand when needed, his smile and positive energy will be greatly missed by everyone who worked with him.

His years spent in MDI, the knowledge gained there, and his plant-wide connections were always an asset in the E-Lab. Darren knew almost everyone at Rubicon and they knew ‘Crabman’. For those who don’t know, Darren is a lifelong crabber who always had a bag or two of soft-shells handy, just in case. And just because he’s retired from Rubicon doesn’t mean he’s sitting around. He’ll still be working, crabbing in Lake Ponchartrain. Only now he can take that well-deserved afternoon nap every day!

Darren and his wife Cory have raised 2 great sons, Brody and Dawson. Now, they have 2 beautiful granddaughters to spoil as well! In the future, Darren plans to enjoy playing with his grandkids, hunting, fishing, and traveling. In the first 3 months after leaving Rubicon, Darren traveled to Hawaii, Montana, South Dakota, and Tennessee. So don’t expect him to slow down anytime soon!

We sincerely wish Darren and his family the very best in the years ahead!

And from the E-Lab:
Thanks for everything, Dimp!

Dwayne Sagona

Dwayne Sagona retired from Rubicon after 18 years of service.

Dwayne worked at Triad Nitrogen for 5 years before joining the Rubicon team. He began his career in the MDI-1 unit in which he transferred back and forth a couple times to and from the MDI-3 unit. He has been an MDI-3 Production Technician since the year of 2006.

Through the years, Dwayne had become the most experienced technician and the unit relied on him heavily through the years to train and lead our new and less experienced technicians. Many did not know, but Dwayne has a Bachelor of Science in Horticulture/Landscape Design from Louisiana Tech University. He is an avid gardener specializing in Bonsai - the art of growing ornamental dwarfed trees. He will now have plenty time to spend in his greenhouse nurturing and pruning his many plants and trees. He will spend more time at his fishing camp in the Belle River area. His ultimate retirement plan is to travel the country one state park campground at a time.



Thanks, Dwayne, for your contribution all these years to the MDI-3 unit. Your experience and fun personality will surely be missed. As many who knew Dwayne knows one of his favorite sarcastic sayings was “and I’m the problem”. Well, now that he is retiring, he wants everyone to know that “the problem is SOLVED”.

Tony Swan

After over 35 years, Tony Swan has chosen to retire.

Tony started his career at Rubicon in 1987 as Aniline Process Engineer, moving to Amines Production Engineer in 1989 supporting NB, Aniline, DPA and TDA. In 1994, Tony became the Isocyanates Production Engineer supporting TDI, MDI and Polyols, along with Customer and Business support.

Beginning in 1996, Tony took on roles as Area Superintendent in Polyols, then MDI 2. In 2002, he became Ringwood TPU Site Manager and worked in this role until 2005 when he returned to Rubicon as the MDI 2 Area Superintendent. Tony returned to Process Engineering in 2006 working as the Variants Process Engineer. In 2008, Tony was assigned as Variants Area Superintendent, then Polyols Area Superintendent again in 2014. In 2019 Tony was assigned the role of Operations and Business Support Superintendent, supporting

all operations on site as well as customer and business support. Since 2022, Tony has been functioning as the Operations Support Engineering Leader. Tony has agreed to stay on post-retirement in the Operations Support Engineering Leader role to continue mentor and share his knowledge. His leadership in Operational Support Engineering will be a key as the site moves in to 2023.

Tony has had a long and varied career positively affecting many people in Geismar and the broader business. There is simply no area on site that Tony does not have knowledge in, and Tony's accomplishments are nearly too numerous to mention.

Jeff Sheets

Jeff Sheets retires from Rubicon after 29 years of service.

After 29 dedicated years of service to Rubicon, Jeff Sheets has scanned out and rolled through the turnstiles for the last time. Jeff has always worked in the chemical industry.

He started in the piping trade out of high school, working construction and turnarounds in various facilities. While performing maintenance at the site, Jeff knew Rubicon was the place to settle down for a lifelong career.

Persistence paid off, and in May of 1993, Jeff landed a post in the Variants unit. After completion of the Zipper project and the start-up of MDI-3, Jeff took a position in the MDI-1 Unit. He moved to the MDI-2 Unit to assist with the Dadpm/Effluent expansion. Upon completion of the CDU, Jeff was promoted to Sr. Technician for the unit start-up.

Jeff enjoyed training Production and Sr. Technicians on the MDI and Dadpm processes and filled in for Shift Supervisors when required. In 2017, Jeff became the Permit Writer for the MDI-2 Unit. In this role, he also participated in Regulatory PHAs and the Patriot project hazard studies. Having always been a safety-conscious person, Jeff participated on the BBS start-up team, V.P.P., and G.A.T.O.R.S. committee. Jeff obtained the Certified Occupational Safety Specialist and OSHA 30 safety credentials while in Operations.

In 2020 Jeff transferred to the Personal Safety department as Safe Systems of Work Coordinator. Like many people in the parish, Rubicon has afforded Jeff a wonderful life and provided for his family. He is blessed with a lovely wife, Tonia, and three wonderful children. Stevie resides in Florida with the newest grandchild, Sage. Connor with first grandchild Asher, and Carli, a second-year engineering student at L.S.U. Conner will carry on the family tradition here as an operations technician in Polyols.

After retirement, besides spending time with the family, hunting, and fishing, Jeff, and Tonia plan on traveling the country. He plans to finally get “all my stuff organized” and learn the “Delta Blues” technique on the guitar.



Gary Verbois

Gary Verbois retired from Rubicon after nearly 34 years of service.

Gary came to Rubicon on April 3, 1989. He had previously worked in the carpentry business. He began his career in the Variants area as an outside technician. After a brief time he took on the role of MDI shipping coordinator, which included arrangement of shipments in an out of an offsite facility near New Orleans. In due time he was promoted to senior tech and worked as a senior tech in both the Variants and MDI2 units with a couple of transfers back and forth between those two areas. Gary's flexibility and ability to learn new tasks was quite evident during those years.

Eventually Gary was moved to MDI3 area for the commissioning of the new MDI unit in 1999 and early 2000. He remained as a shift foreman in MDI3 for sixteen years. He was a key member of the leadership team in moving MDI3 from being the new unit to attain the nickname "The Flagship".

Gary then transitioned to the Operations Maintenance coordinator role. Since he was in on the beginning of this newly created position, he helped shape the model. This role helped to improve our maintenance efficiency across the Rubicon plant site. Eventually his knowledge and expertise led Gary became the team lead for the OMC group.

As is evident from this description, Gary has succeeded at numerous different roles at Rubicon and has worked with a many various departments and people. All who worked with Gary agree that he has always been a pleasure to work with and consistently had an upbeat and positive outlook on things. It is nice to work with someone like Gary who is always looking for the answers rather than dwelling on the problem.

Gary will be sorely missed by his colleagues at Rubicon. We are confident he will get to fully enjoy family, hunting and anything else he wants to do except waking up before daylight to go to work. We at Rubicon wish him the very best.



Richard Venable

After nearly 33 years of service Richard Venable has elected to retire.

Richard joined Rubicon in 1990 as a process technician in the Aniline unit. Richard made his mark in the Aniline unit and became a Senior Technician in 1998. Richard is best known for his contributions in the maintenance arena. Richard's path in maintenance began in 2004 when Richard transferred to the Maintenance department as a maintenance planner as part of the 2004 Maintenance Improvement Effort. Richard quickly moved from planner to the maintenance scheduler role in 2005, a role he would hold for the next seven years. In 2012, Richard moved to the Maintenance Specialist role and then in 2016 Richard was brought in as a team member of the Good-to-Great program. Richard supported the project effort focusing on improvement in routine maintenance execution. Richard made highly significant contributions in routine maintenance work processes and performance management throughout this project. Richard stayed with a continuous improvement focus and in 2018 Richard became a member of the Global Reliability Improvement Project (GRIP) team ultimately becoming the global workstream lead for Routine Maintenance. In 2019 Richard transferred to the Operational Excellence department and continued his support and continuous improvement activities for routine maintenance on a global level. In

2019 Richard also took on the HPU SAP Plant Maintenance Business Process Owner (BPO) role as well as the global Prometheus User Champion role. Never slowing down, in 2022 Richard became a member of the Master Data Governance (MDG) project as well as taking a key role in the SAP S4 HANA conversion project.

Although technically retired, Richard is staying on post-retirement as a member of the Global Excellence Team (GET) focusing on the MDG and SAP S4 HANA efforts, while continuing to support routine maintenance on a global level. In his spare time, Richard enjoys spending time with his grandkids, hunting, fishing, and working as a volunteer on preservation efforts of the historic Greenwell Springs spring house.





Christmas Crusade

Each year Rubicon partners with the Ascension Parish Sheriff's Office to assist in adopting children in need for their annual Christmas Crusade project. The program collects toys and monetary donations for less fortunate families in our community.

This year Rubicon adopted 20 children and provided them with toys, bikes, clothing and games. Thank you to everyone who donated to help make these holiday wishes come true!



Members of the Operational Excellence Division wore their festive best to celebrate the most wonderful time of the year!



Breakfast with Santa

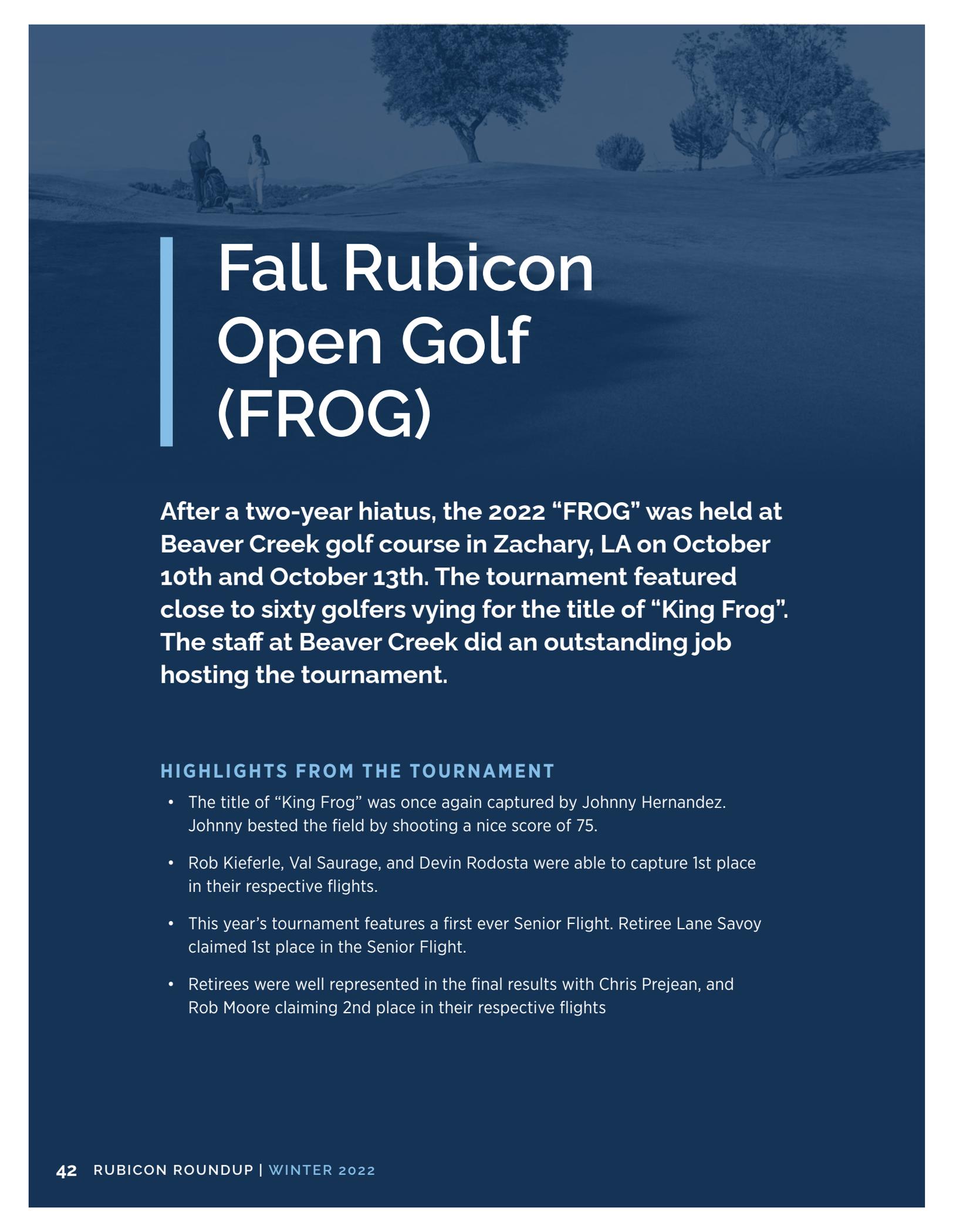
Rubicon's annual Breakfast with Santa was held on December 17, 2022, at Parc 73 in Prairieville. There was a total of 393 attendees which included around 210 children!

All children in attendance were on the “nice” list and received an age-appropriate toy from Santa. Everyone enjoyed a delicious breakfast, hot chocolate, and sweet treats. Face painting, inflatables and pictures with Santa topped off this wonderful Christmas event for the children and grandchildren of Rubicon associates.

Thanks to Santa for taking time out of his busy schedule to make this event memorable for the children.

RUBICON EVENT





Fall Rubicon Open Golf (FROG)

After a two-year hiatus, the 2022 “FROG” was held at Beaver Creek golf course in Zachary, LA on October 10th and October 13th. The tournament featured close to sixty golfers vying for the title of “King Frog”. The staff at Beaver Creek did an outstanding job hosting the tournament.

HIGHLIGHTS FROM THE TOURNAMENT

- The title of “King Frog” was once again captured by Johnny Hernandez. Johnny bested the field by shooting a nice score of 75.
- Rob Kieferle, Val Saurage, and Devin Rodosta were able to capture 1st place in their respective flights.
- This year’s tournament features a first ever Senior Flight. Retiree Lane Savoy claimed 1st place in the Senior Flight.
- Retirees were well represented in the final results with Chris Prejean, and Rob Moore claiming 2nd place in their respective flights

1st Flight	Net Score	Place
Rob Kieferle	68	1st
Chris Prejean	72	2nd
2nd Flight		
Val Saurage	66	1st
Tanner Mayo	68	2nd
3rd Flight		
Devin Rodosta	65	1st
Marcus Bailey	65	2nd
Senior Flight		
Lane J Savoy	70	1st
Rob Moore	74	2nd

Contest Winners Closest to the Pin

- #3 Vance Geautreaux
- #3 Christopher Higginbotham
- #8 Mike Schultz
- #8 Tanner Mayo
- #15 Adam Patterson
- #15 Rob Moore
- #17 Fred Oubre
- #17 Eddie Evans



Thanks again to the Rubicon Sr. Staff for supporting this event and to everyone involved in the planning of this event.

2022 Annual Giving Campaign = Success!

Thanks to everyone that contributed to the 2022 Employee Giving Campaign. This year Rubicon associates pledged \$6,090 to United Way and \$9,982 to Mary Bird Perkins Cancer Center for a total of \$16,072!

By donating, our associates are providing program support, educational resources and necessities to the community. Rubicon is happy to partner with local organizations impacting our community's greatest needs, and we thank our employees for their support.

Congratulations to the 2022 Academic Achievement Award Winners



JACK GUIDRY

Son of Craig Guidry in MDI 1



ARIANA ZERANGUE

Daughter of David Zerangue in S&OP



ETHAN ARCENEUX

Son of Seth Arceneaux in EHS



OLIVIA JACKSON

Daughter of Darren Jackson in Polyols

Performance Awards

JUNE 2022

Ibrahim Mohammed

Stephy Leyoub

Tanner Mayo

Tracy Babin

JULY 2022

Alex Marse

Cody Anderson

Justin Holt

Mark McIlwain

Brett Hebert

Jody Rasch

Kristie Forbes

Scott Donaldson

AUGUST 2022

Anthony Nelson

Seth Arceneaux

Steve Guerin

Wade Patrick

Mark Graham

SEPTEMBER 2022

Adam Brown

Carlos Arauz

Nell Guedry

Tracy Babin

Brett Juneau

Isaac Gutierrez-
Rodriguez

Richard Venable

Carla McCallister

OCTOBER 2022

Adam Brown

Devin Rodosta

Kevin Pearson

Paul Merritt

Brandon Samanie

Gabriel Rouge

Khalil Hamed

Ryan Melancon

Brooke Laird

Jason Talbot

Kyle Martinez

Troy Marino

Christopher Seese

Jeffery Fontenot

Lance LeBlanc

Warren Roberts

Chuck Jubin

Jonathon Simpson

Liz Warren

Zachary Dornier

Cole LeBlanc

Justin Boudreaux

Nicholas Amoroso

NOVEMBER 2022

Alex Watts

Troy Bass

Cameron White

Chad Chauvin

Bruce Pennington

VJ Saurage

Tonka Delatte

Cole LeBlanc

Craig Guidry

Luis Murillo

Kyle Dugas

Stanley Gibbs

Darren Samanie

Donald Primeaux

Landon Sing

Ibrahim Mohammed

Matthew Imme

Chaz Bourgeois

Tanner Mayo

Robert Harp

Adam Rouillier

DECEMBER 2022

Cody Anderson

Paul Merritt

Andrew Paulsen

Allen Villnuve

Leroy Williams III

Kolton Delaune

Lane Savoy

Devin Rodosta

Jared Hidalgo

Kyle Devall

Brian Hebert



Rubicon R.E.A.L. Awards

**Two Awarded R.E.A.L. Scholarship Awards at RPCC
Awards Extended to non-traditional students attending
River Parish Community College**

Rubicon awarded two River Parishes Community College students with a Rubicon REAL scholarship award. The two winners were Ashley Landry and Erin Valentine. These individuals have proven themselves dedicated to their college career despite having to work full time or nearly full time to support themselves and their families. Ashley Landry and Erin Valentine are both Process Technology students at the Luling, Louisiana campus. Rubicon REAL (Rubicon Empowering Adult

Learning) Awards are awarded to assist students with educational expenses while working. These scholarships are merit based and primarily focused on adult learners, typically considered non-traditional, that desire to continue their education. The REAL Awards give back to those that show dedication to continuing their education.

For more information or how to apply, visit the RPCC financial aid office for more information regarding this scholarship award.

RUBICON R.E.A.L. AWARDS

“River Parishes Community College and the RPCC Foundation are incredibly proud to have Rubicon as a partner. The Rubicon REAL scholarships are an innovative way to make dreams available to the working adults in our community. Together we are changing lives through education and employment opportunities.”

LILLIE MURPHY, RPCC DEVELOPMENT



2022 Service Award Recipients

David Berthelot, 35 years

Anthony Swan, 35 years

Neal Grob, 30 years

John Kennedy, 30 years

Brian Maiocchi, 30 years

Jason Melancon, 30 years

Lance Schexnaydre, 30 years

Kenneth Vampran, 30 years

James Allbright, 25 years

Clyde Arnold, 25 years

Mark Bourque, 25 years

Louis Franklin, 25 years

Andrew Lilly, 25 years

Luis Murillo, 25 years

Jon Schmidt, 25 years

Jay Theriot, 25 years

John Aubert, 20 years

Kelly Bordelon, 20 years

Rose Brown, 20 years

Don Delatte, 20 years

Gerald Fitzgerald, 20 years

Todd Guedry, 20 years

Phillip Kerr, 20 years

Tammy Melancon, 20 years

Valecia Murphy, 20 years

Kevin Black, 15 years

Scott Donaldson, 15 years

Chad Gladden, 15 years

Caleb Heath, 15 years

Stephen Lejeune, 15 years

Kyle R. Martinez, 15 years

Robert Reddix, 15 years

Thomas Sevario, 15 years

Quinn Templet, 15 years

Brian Tureau, 15 year

Gerald Zeller, 15 years

Cole Babin, 10 years

Margaret Bergeron, 10 years

Clifford Claiborne, 10 years

Stephanie Gautreaux, 10 years

Stanley Johnson, 10 years

Michael Landry, 10 years

Ryan Langley, 10 years

Marcus Bailey, 5 years

Brant Balado, 5 years

Troy Bass, 5 years

Brad Battaglia, 5 years

John Boudreaux, 5 years

Natalie Brassard, 5 years

Adam Brown, 5 years

Brandon Brown, 5 years

Nicholas Casemore, 5 years

Anthony Centanni, 5 years

Anthony Centanni, 5 years

Corey Clebert, 5 years

Russell Evans, 5 years

Kevin Grant, 5 years

Isaac Gutierrez-Rodriguez,
5 years

Larry Hayes, 5 years

Dwayne Hebert, 5 years

Christopher Higginbotham,
5 years

Ryan Housley, 5 years

Jesse Jubin, 5 years

Neil Landry, 5 years

Thomas Martinez-Servantez,
5 years

Evan Pellegrin, 5 years

Tony Raffray, 5 years

Adam Revette, 5 years

Branson Rivett, 5 years

Cameron Rozier, 5 years

William Rudisill, 5 years

Danaray Sampson, 5 years

Kari Stiles, 5 years

Eric Swan, 5 years

Paul Uitto, 5 years

Jacob Watson, 5 years

Timothy White, 5 years

Hope Whittington, 5 years

Frederick Wolsefer, 5 years

Employee Spotlights



O'Neal Ross

What is your position at Rubicon, and how long have you worked here?

Operational Logistics Coordinator Team Lead - 23 years

What is your favorite thing about working at Rubicon?

People

Name one thing you love about your job.

People

Do you have a nickname on site?

'O'

What is your top three life highlights?

Birth of my three children. Birth of my three Grandsons. Developing a personal relationship with the Lord....Hard to lose. It is like playing the GAME of life with the cheat code

What do you do in your spare time?

Read

What's one thing on your bucket list?

View the Aurora Borealis in Iceland

Name 3 things you can't live without.

Love, family, hope

If you were stuck on an island what three things would you bring?

Knife, Firestarter, Books

What's something about you (a fun fact) that not many people know?

Not sure if it was fun, but a fact. Was pronounced clinically dead and spent 5 days in a medically induced coma

Valecia Murphy

What is your position at Rubicon, and how long have you worked here?

My current position is Sr. PSM Expert, and this year I celebrated my 20th Rubiconiversary!

What is your favorite thing about working at Rubicon?

Working with people that truly want to make a difference.

Name one thing you love about your job.

I look forward to coming to work each day and finding ways to ensure people are safe and protected while working in an enjoyable atmosphere with people that appreciate my contribution.

Do you have a nickname on site?

Perhaps a few associated with Tennessee, conference rooms, or cold weather attire. None will be shared here.

What is your top three life highlights?

I can not list only three top life highlights! I will share 3 life changing events – moving to Louisiana, starting a family, and working for Rubicon. All have very positively impacted my life!

What do you do in your spare time?

Spend time with my family/friends and bake cakes/brownies.

What's one thing on your bucket list?

I don't have a bucket list. Our time is precious, and I just want to enjoy it as best I can with my family and friends.

Name 3 things you can't live without.

Faith, family, and my bundt pans.

If you were stuck on an island what three things would you bring?

The 3 things I can't live without. My faith to keep us strong, my family so we can make memories, and my bundt pans for great sandcastles!

What's something about you (a fun fact) that not many people know?

My mother has said she gave my father the best gift on Father's Day...me!



Phil Kerr

What is your position at Rubicon, and how long have you worked here?

Environmental - air permitting, strategy and compliance. I've been here just over 20 years.



What is your favorite thing about working at Rubicon?

The friendly cooperation is what makes Rubicon so special.

Name one thing you love about your job.

Completing solutions to tough problems, and marking it finished!

Do you have a nickname on site?

Kerr Dog maybe? There are probably others.

What is your top three life highlights?

Confirmation. Marriage. My two sons.

What do you do in your spare time?

Workouts, various projects (house/boat/auto/lawn/etc.), hopefully sleep.

What's one thing on your bucket list?

Invent something useful.

Name 3 things you can't live without.

God first. Family a strong second. Coffee.

If you were stuck on an island what three things would you bring?

A RO unit, fishing tackle and my wife.

What's something about you (a fun fact) that not many people know?

I'm allergic to TV.

Alicia Sonnier

What is your position at Rubicon, and how long have you worked here?

Production Statistician, 1.5 years

What is your favorite thing about working at Rubicon?

The employee focused culture

Name one thing you love about your job.

This is a position that is always evolving, so there are constantly new things for me to learn

Do you have a nickname on site?

No

What is your top three life highlights?

My marriage of 21 years, and my two children

What do you do in your spare time?

Yoga, Cooking, Spending time with family and friends

What's one thing on your bucket list?

To put in a pool and outside kitchen at my house

Name 3 things you can't live without.

Family, Coffee, Music

If you were stuck on an island what three things would you bring?

Coffee, yoga mat, satellite phone

What's something about you (a fun fact) that not many people know?

I'm a vegetarian





Tressa Fuller

New HR Manager

Tressa Fuller joined Rubicon January 3rd as HR Manager and will serve as a member of the Senior Leadership Team.

Tressa brings to Rubicon nearly 20 years of HR Leadership experience, most recently serving as Senior Talent Developer for TotalEnergies in Carville, LA since 2019. Prior to her tenure at TotalEnergies, Tressa served in various HR Leadership roles for The

Shaw Group in Baton Rouge and CSRS Engineering in Baton Rouge. Tressa joins our organization with broad experience in Talent Acquisition, Coaching and Leadership Development, Organizational Performance, and Strategic Workforce Planning.

Tressa received her Bachelor's degree from Southern University in Baton Rouge.

Welcome to the Rubicon Family!

New Employees

First Name	Last Name	Job Title Description
Cody	Anderson	Production Technician
Cody	Broussard	Production Technician
Justin	Boudreaux	Production Technician
Kyle	Falgoust	Production Technician
Peyton	Petite	Production Technician
Troy	Burlson	Production Technician
William	Sinquefield	Operations Support Engineer
Alton	McMeller	Production Technician
Brett	Pierce	Production Technician
Bryson	St. Pierre	Production Technician
William	Downey	Instrument Technician
Karen	Klotz	Administrative Coordinator
Kaylie	Martin	Human Resource Coordinator
Benjamin	Chaney	Production Technician
Bryce	Coleman	Production Technician
Jacob	Johns	Demand Analyst
John	Webre	Production Technician
Michael	Youngblood	Production Technician
Trace	Donaldson	Production Technician
William	Bailey	Production Technician
Kevin	Millet	Sr. Operations Rail Coordinator
Jason	Bouy	Sr. Project Engineer
Daniel	Monhollen	Operations Support Engineer



2022 Births

ROWAN SEESE

Daughter of Christopher & Shelby Seese, was born on May 9, 2022. Christopher is a Sr. Tech in Aniline.

LUCAS SPEYRER

Son of Dustin & Paige Speyrer, was born on May 25, 2022. Dustin is a Production Planner in Variants.

RILEY FALSETTA

Daughter of Blane & Kristin Falsetta, was born on July 14, 2022. Blane is a Hybrid Technician in MDI-1.

WESTIN HADDAD

Son of Justin & Baylie Haddad, was born on August 26, 2022. Justin is a Hybrid Technician in MDI-1.

JAMES STEWART

Son of Terry & Connie Stewart Jr., was born on September 22, 2022. Terry is a Production Technician in MDI-2.

BRONWEN LENTZ

Daughter of Blair & David Lentz, was born on November 8, 2022. Blair is a Process Safety Engineer in Operational Excellence.

MASON LANDRY

Son of Robert & Shelby Landry, was born on November 29, 2022. Robert is a Zone Maintenance Engineer in the Maintenance department.

AURORA MCGRAW

Daughter of David & Katherina McGraw, was born on December 2, 2022. David is an Operations Engineer in Maleic.



P.O. Box 517
Geismer, Louisiana 70734

WINTER 2022

A large-scale industrial facility, likely a refinery or chemical plant, with complex piping, towers, and storage tanks under a cloudy sky. A white building in the foreground has a sign that reads 'ENABLING POSSIBILITIES' with a downward arrow.

RUBICON
RoundUp

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