



Interoffice Communication

To R. D. Gamblin
From J. A. DeBernardi
Date July 15, 1981
Subject Outside Training Course Approval

CONFIDENTIAL

Your approval is requested to allow Mike Ashby, Process Superintendent at the VCM Plant, to attend a training seminar related to non-union organization maintenance. The seminar is presented by Executive Enterprises, Inc. and titled "Making Unions Unnecessary". It will be presented in New Orleans on September 24 and 25. Registration fee is \$575.00, with transportation, lodging and meals adding an estimated additional expense of approximately \$450.00.

Joe Ware and Chris Turner have attended this seminar and believe it to be an excellent presentation of thoughts and programs to maintain a non-union atmosphere.

J. A. DeBernardi
Plant Manager
Conoco VCM

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Approved _____
R. D. Gamblin

CCR 000067021