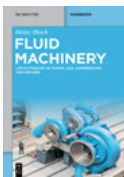


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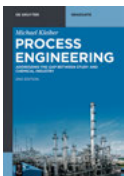


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We have fond memories of many of our mentors at the Esso/Exxon Research and Engineering, later at Exxon Chemicals and ExxonMobil. Their willingness and patience in sharing technical knowledge and practical wisdom always proved encouraging and motivating.

Exxon Chemical's first two chief engineers, Ralph James and Siegfried Zierau, are remembered for their remarkable practice of fairness and sensitivity in human relations. They placed these valuable attributes ahead of even their own superb professionalism and competence. Their insightful priority was evident; it built character in coworkers who appreciated their approachability and cooperative style. Success in telling truth to power made these two men tower over the rest, which is why this book is dedicated to them.

