

**Chevron Equal Opportunity Employment Case Studies  
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**For background media briefing only**

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**Shannon Ritchie – Web and Information Management Support Analyst**

Shannon works full-time.

She has a four-year-old son who attends day care. Shannon's flexible working arrangements allows her to work from home every second Friday so she can spend quality time with her son and keep day care costs down.

She also takes advantage of Chevrons compressed working week (or nine-day fortnight) which allows her to also be home every other Friday.

This arrangement has been in place since 2005 – not long after she returned to work from maternity leave.

Around the same time, Shannon encouraged Chevron to open a parenting room for all employees where mothers can express milk.

In addition, Shannon has a flexible working arrangement with her supervisors who are very accommodating whenever Shannon needs to leave work at short notice to take care of the family.

Shannon says her arrangements have been hugely beneficial to the family and her son looks forward to having his mum at home all day every Friday, which he calls a "happy family day!"

### **Trish Roy – RSIP Coordinator**

Trish has been with Chevron for 12 years and works full-time.

She has two children.

Trish takes advantage of Chevron's compressed work week arrangement (working a nine-day fortnight) and in addition works every second Monday from home.

Being able to be home every Monday gives her continuity to be with her family.

"The children have a sense that mum is not just work-oriented and it gives my husband, who works from home, a break," Trish said.

Trish said Chevron has been very good to her in the past and never discouraged her from taking on posts in remote locations, such as Barrow Island, even while she was pregnant.

"They never questioned me going up there when I was pregnant or with young kids – the company has always accommodated my needs so it's been a win-win situation," she said.

### **Ana Villella – Geophysicist**

Ana has been with Chevron for 10 years. She has a two-year-old child and is on maternity leave but returning to work full-time on July 1.

When she returns, Ana will be working from home two days per week to spend more time with her child.

The flexible working arrangement was her idea which she proposed to the company and her supervisor was very accommodating.

She says Chevron's parenting room will be of great benefit to her as she will be able to express milk and store it while she is at work.