

**We observe the passing of fellow ConocoPhillips employees and retirees and offer their families and friends our heartfelt sympathy. Please note that this list includes active as well as former employees.**

Charles R. Adams, West Plains, Mo.

Nedford T. Ager, Grove, Okla.

Henry Alexander, Sweeny, Texas

James H. Andrew, Houston, Texas

Jeffrey A. Bailey, Overland Park, Kan.

Clarence F. Brannan, Bartlesville, Okla.

Utah Daniels, El Dorado, Ark.

Thomas H. Day, Pryor, Okla.

Warren W. Dick, Ponca City, Okla.

Jay S. Etheredge, Houston, Texas

Earl E. Fogle, Seabrook, Texas

John L. Fontenot, Westlake, La.

Jiles W. Horn, Post Falls, Idaho

Daniel D. Kauffman, Round Mountain,  
Texas

Richard H. Koller, Lonsdale, Ark.

Odis L. Lawson, Ponca City, Okla.

Jack McClean, Fresno, Calif.

Martha F. Nolty, Fritch, Texas

Gloria L. Pless, Sugar Land, Texas

Harry B. Pugh, Bartlesville, Okla.

Rae A. Skaggs, Tulsa, Okla.

James M. Sparkman, Tomball, Texas

William A. Starkovich, Edgewood,  
N.M.

John F. Watts, Chattanooga, Tenn.

William H. Whittington

Jo A. Yates, Williamsburg, Va.

John V. Zans, Independence, Mo.

*In Memoriam* includes the names of deceased ConocoPhillips employees and retirees. Unfortunately, we are unable to accept death notices submitted directly for publication in this section. If you have any questions, please send an email to [RSC.Internal.Communications@conocophillips.com](mailto:RSC.Internal.Communications@conocophillips.com).