

Where we go from here...

Texaco is facing a vital challenge. It's broader than any specific words and larger than any lawsuit.

We are committed to begin meeting this challenge swiftly through specific programs with concrete goals and measurable timetables.

Our responsibility is to eradicate discriminatory behavior wherever and however it surfaces within our company. Our challenge is to make Texaco a company of limitless opportunity for all men and women. Our goal is to broaden economic access to Texaco for women and minorities and to increase the positive impact our investments can have in communities across America.

We have started down this road by reaching out to prominent minority and religious leaders to explore ways to make Texaco a model of diversity and workplace equality.

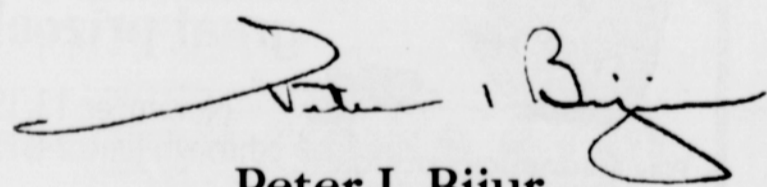
It is essential to this urgent mission that we work together to help solve the problems we face as a company - which, after all, echo the problems faced in society as a whole.

Discrimination will be extinguished only if we tackle it together - only if we join in a unified, common effort.

Together we can take Texaco into the 21st century as a model of diversity.

We can make Texaco a company of limitless opportunity.

We can and must make Texaco a leader in according respect to every man and woman.



Peter I. Bijur
Chairman & CEO



TEXACO

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