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PLNL celebrated World Environment Day this year by giving each employee a tree to be planted at home. Also, on Sunday June 03 employees and members of the Diatonic Steel Orchestra came out to remove around forty (40) bags of trash from the mangrove area which is adjacent to our plant.



Michele Archibald and Jason Ross

Interview with **Clive Nidhan** Plant Manager Point Lisas Nitrogen Limited



Tell me something about yourself that most people in PLNL may not know?

My truly inspirational moments come while I am cycling through the hills of Gran Couva. For example, on a couple of consecutive weekends, I observed a red-chested bird fluttering from tree top to tree top. However, the bird will never fly further than a particular tree, when it will fly back, I assume, from where it came. I recognize that this is similar to human nature—not wanting to venture further than the limits which they have set for themselves. In fact this observation inspired the message which I shared at our fifteen-year Award ceremony last year.

How different is your experience today from when you first started at the then FMCL?

My experience today is vastly different from when I started at FMCL 15 years ago. Then, I was fighting plant and equipment breakdowns. Today I am working with people to make things happen. The latter is more challenging, rewarding and personally fulfilling.

What would you say has been your most challenging experience to date in this industry? (Not necessarily at PLNL)

My most challenging experience in the industry was the period 2005/2008 at PLNL when we lost a significant number of our experienced employees and we were faced with major capital and maintenance projects which were to be executed in 2007.

I remember David (our former CEO) suggesting that we hire on a contract/temporary basis an engineering company, like Fluor, to assist us. I told David we can either train Fluor employees to execute our works or train our employees. I recommended the latter. In retrospect, I had at that time made a commitment to develop our inexperienced staff.

At one point in time when I realized in October 2006 the extent of the problems in the Converter, I remember asking myself the question "Am I sure I know what I am doing?". I shook that thought out of my mind and as Premod would say and re-committed. Since then I have come to firmly believe that PLNL people are the best in the world if we allow them to step up to the challenge and give them space to perform. This, in my humble opinion is what inspires and encourages people to perform at their best.

What do you like most about working at PLNL?

At PLNL, I like, but probably more accurately, cherish

and appreciate, the opportunity and most of all the freedom which Indar and David allowed me, to do things differently. Apart from leading the development of our people in Maintenance, I realized the need to encourage a similar approach in Operations and Process. Then the idea of a Reliability Team came up. At that time, I thought, the primary purpose of this team was to encourage cross-fertilization of the different areas (operations, mechanical, materials, E&I, process); reliability was secondary. However, the ownership of this idea and the leadership demonstrated by team members made a very reliable plant a reality.

This experience made me realize that leaders exist throughout our organization. Leadership is not the right of a particular group of people with 30 years plus of experience.

Has there been any downside to this experience thus far?

When I began this journey, some would say experiment, I did not know if things were going to turn out right. My driving force with the various actions and commitments which were made was the firm belief that if people believe in what they are doing and why they are doing it, they become unstoppable.

Probably if I had more faith and belief in myself, I probably would have been more forceful with Indar and David to develop a clearer career path for our people.

In terms of the Company's Vision, what do you see as your role in making PLNL become "the preferred employer?"

In October 2010, in an all-staff meeting after one of the JMW sessions, I made a case in which I advocated that our most valuable asset is our people; that our people are our competitive advantage.

My goal is to allow people to contribute to the success of our organization and to make people aware of the important part they play in the outcome of the organization. I have started and will continue to encourage the input and generation of ideas by all for the outcome which people have a commitment in.

Once we have people who are committed to the success of our organization, the best business result will flow naturally.

How do you plan to fulfill the Company's Mission during the next five years?

We will develop our people by improving their core competence and widening their capability while keeping focus on our vision.

By widening the capability of all our people, we will develop health, safety and environmental consciousness and responsibility; we will elevate the capability of our people who are already committed to improving our plant and so ensure efficient plant operation.

By being knowledgeable of the rules, regulation and laws of our country we will be our brothers' keeper and ensure compliance.

Would you like to comment on the challenges you see in getting everyone at PLNL to 'live' out our Values?

Our personal values must be aligned with our organization's values if we are to live out our values. When we interviewed and hired each year a new group of PLNL employees, we specifically looked for humility in these prospective employees. In my opinion, if a person is humble, then that person is very inviting to sit and have a conversation with. Once, we can have a conversation with another person, the acculturation of our values in that employee becomes very simple. The

challenge is selecting individuals with the appropriate qualities. I think we have a critical mass of people within our organization who practise our values. The way I see it, we have room in our company for people who may choose to challenge the belief in our values. We need this type of questioning of our practices to serve as a check to satisfy ourselves that we are on the right track. This brings to my mind the story of a leader with a group of people busily clearing a path in a forest to reach their destination.

However, the person in their midst who has been questioning everything that is done, climbs up on a tree and looks around only to realize that they were in the wrong forest. I think the privilege of leadership is to work with people to bring out the best in them no

matter how they may be predisposed.

What do you hope to accomplish during your tenure with this Company both at a personal and business level?

On a personal level, by the time I retire, I will have developed an agricultural farm near Manzanilla. The farm will be to keep me occupied. The location, near Manzanilla, will be for Sharm. At a business level, the legacy which I would like very much to leave behind is for the people with whom I have worked closely over the years at PLNL to be occupying influential and leadership positions, if not at PLNL, then at the various energy-sector companies on the island.

Remember when?



From the left is Desmond Benjamin, Materials Manager and Ian Walcott, who is no longer with us and who might have been the Principal Engineer, Process at the time. The person with their back to us is David D'Andrade with a lot more and darker hair.

Do you know our history?

1. Who was the first President of this company?
2. What was the name of this company, and in what year did we change to PLNL?
3. Before coming to Point Lisas, where were our headquarters located?
4. This plant was commissioned by a Prime Minister of this country. Who was that Prime Minister and give the exact date the Plant was commissioned (bet you did not know this information is on the Administration Building)
5. What is the name of the first ship loaded with ammonia, the year it was loaded and the amount?

Answers: 1 Paul John Prijatel, 2. Farmland MissChem Limited, 2003, 3. Pricewaterhouse Building, P.O.S, 4. Mr. Basdeo Panday, July 29th 1998? 5. The Elversele, 1998, 9005MT



Above is the visitors and contractors car park that is located on the western side of the plant. Marking of the car parks will be carried out next month.



Above from the left is A De Gannes, Assistant Operations Supervisor II, Allan Cayenne, Operations Superintendent and S Subero, Officer-in-Charge of Security surveying the new car park area prior to its opening.



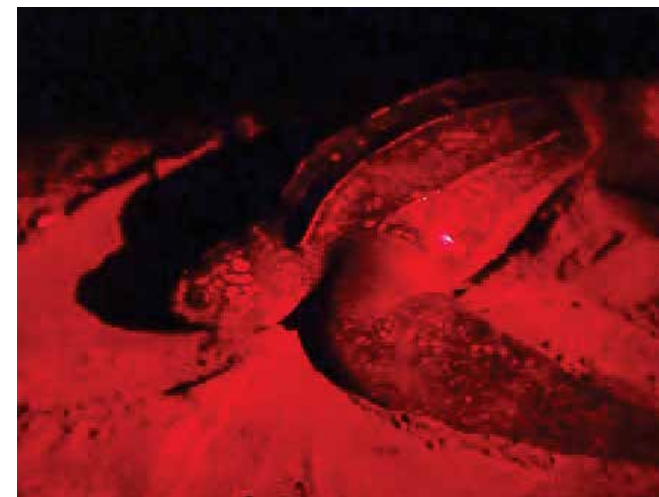
Landscaping work started around the Administration building (in picture shown), also around the Canteen, Safety, Technical Buildings and Warehouse.

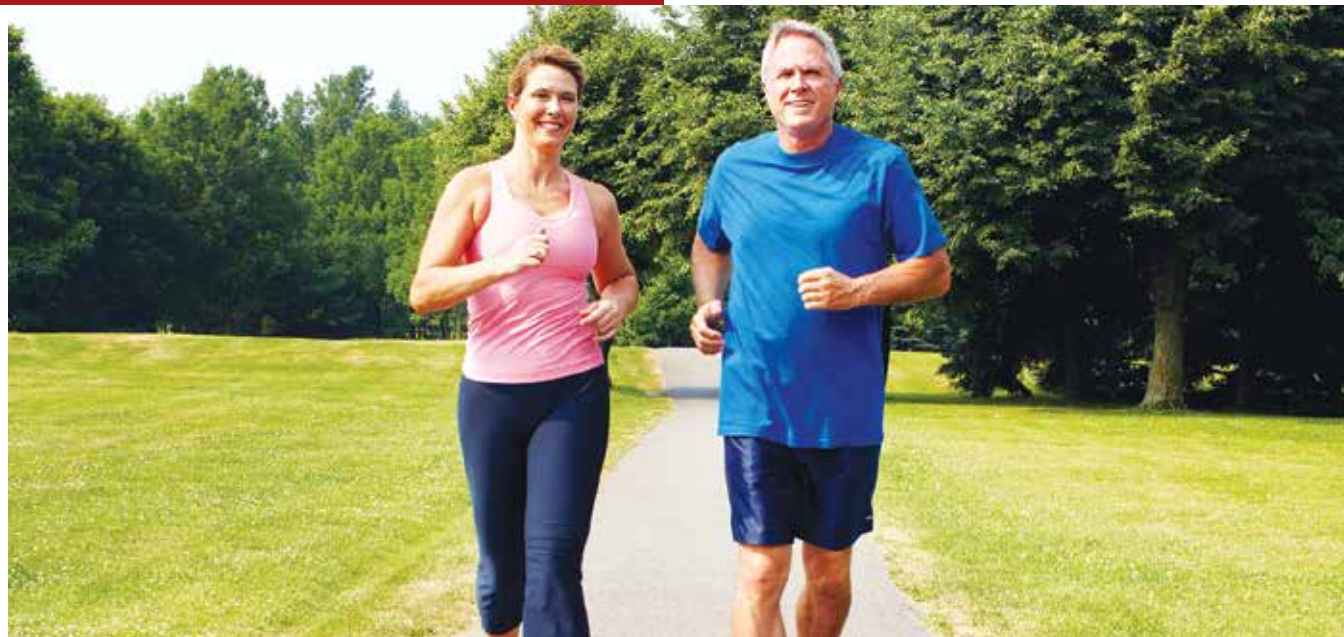


The members of staff together with family and friends visited the Caroni Birds Sanctuary when they were fortunate to see a flock of our national bird, the scarlet ibis in flight.



On Saturday June 09 PLNL staff and colleagues also journeyed to Matura to see the great leatherback turtles lay their eggs.





In our last issue, we examined the risk factors, warning signs and the interpretation of blood glucose levels. In this issue, we will look at simple, common-sense approaches to managing your diabetes. One of the most important things to do when you are diagnosed is to admit to yourself that you have a chronic health issue to deal with. Far too often, people try their best to deny the condition, often with deleterious effects to themselves.

After visiting with your doctor, he would most likely advise some combination of diet and exercise to bring the condition under control. If your cholesterol levels are elevated, he may even prescribe medication to lower it. Please obtain and take this as directed. It is usually short-term, meant to bring the cholesterol into controllable levels quickly. The follow up to this is a healthy eating plan.

A healthy eating plan need not be complicated, nor

does it necessarily mean “special foods”. The basic plan should address the following issues: Eat three to five small meals at regular intervals. This is important in ensuring that you do not eat too much or too little, causing unhealthy fluctuations in blood sugar levels, as the body is better able to utilize its insulin (or the medication you take).

Eat as healthily as you can. Incorporate vegetables, fruit, whole grains and fibre into your diet. Consume complex carbohydrates (sweet potatoes are a very good example) rather than simple ones. Small amounts of lean meats and low fat dairy products are also recommended. When you look at your plate, it should comprise one half vegetables, one quarter lean meat or fish, and one quarter starchy foods (whole grains, beans and peas included).

Achieve and maintain a healthy weight. A weight loss of as little as 10% can significantly impact on your

blood sugar levels, blood pressure levels and cholesterol. Do not have an eating plan that is too severe and takes the enjoyment out of your meals. It is better to have a small slice of cake (occasionally), than to try to not have any at all. Have the occasional doubles, or piece of fried chicken, if you wish, but do not overdo it, and you will be fine. Exercising self-control starves off those feelings of deprivation that would otherwise occur, and makes it easier to stick to a healthy eating plan.

An exercise plan of some sort is also essential to your general well-being. Again, this need not be complicated. Moderate exercise is recommended, and it is best if you indulge in an activity that you truly like, rather than try something that you do not.

So, if you like to dance, walk, run or work out at the gym, then do that. Swimming, aerobics and circuit training are also good choices. But what if none of these

appeal to you? Then, you get more active in the other things that you do, such as household chores (which you do anyway, so be more brisk about it!), and gardening, or try to enlist the support of your friends and family to keep you motivated.

Read as much literature as you can on diabetes. You will soon find that you can take your life back into control by making small, gradual changes. Remember, you need to ensure that you have a good quality of life, not only for yourself, but for all of those who are important in your life.

The next time, we will look at Hypertension.





Family Day this year was held on the grounds of PLNL on Sunday May 27. Members of staff threw off their everyday responsibilities to take part in the various team races that required many different skills and abilities.



Atiba Clarke from Operations and Brendon Phillips (Materials) coming to the finish line while DeGannes and the walking crew head down the Caspian Drive stretch.



And The runners are off for the start of the 5k race. They made a lap around the field and then headed out on the road to turn at the crossroads in front of Republic Grains and back to the finish line.

Sheldon Samsoundar, E&I Superintendent tries his hardest to finish eating his corn curls before Christopher Boodram, Laboratory Trainee in the "Will you consume it" race better known as the Eating Contest. This race was won by the white team.



Shamir Saiphoo, Senior Operating Technician B presents the prize to Raoul Rampersad, for being the youngest participant in the 5k race.



Curlan Ellis
Nandani Neeranjani-Sobie

What was your happiest moment?

CE: That would have to be three moments: When I accepted Jesus Christ, when I got married and the birth of my three children.

NN: Marrying my wonderful husband...

What is your secret fear?

CE: Not fulfilling my purpose.

NN: Getting pregnant with twins...PLNL expands and we have to get another converter...and rats ...

Which living person do you admire the most and why?

CE: To answer that question I would have to say anyone whose life is lined up with the plan and purpose that

God has for them.

NN: Deepak Chopra—ageless body, timeless mind.

What is your greatest extravagance?

CE: Gadgets

NN: Food...Häagen-Dazs®... duh!

What is your pet peeve?

CE: Laziness

NN: When I plan to go to the beach and rain falls

What do you get most complimented about?

CE: My dedication

NN: My personality and good looks, of course...

What quality do you like most in women/men?

CE: Confidence

NN: Humour and responsibility—together with a flat stomach and height. Hee! Hee!

What was your most embarrassing moment?

CE: Going on stage to perform in a play and forgetting all my lines.

NN: (Smile) And I need to relive this experience because?

What place would you like to visit before you die?

CE: The moon.

NN: Great Barrier Reef, Australia.

What was the first thing you did this morning?

CE: I prayed and thanked God for another day to do His will.

NN: Wake up?

What are your hobbies?

CE: Cricket, basketball, and football.

NN: Cooking, reading, going to the beach when the sun is hot.

What is your favourite food?

CE: Lentil peas and rice.

NN: Dhal, rice and bhagi, with some kuchila on the side and orange juice from the back yard.

What do you consider your most cherished virtue?

CE: My faith in the Lord Jesus Christ.

NN: Being honest.

What trait do you deplore in others?

CE: Dishonesty

NN: Dishonesty

When was the last time you cried?

CE: At my father's funeral.

NN: Why cry when you can laugh...

How do you deal with stress?

CE: Sing and praise God.

NN: I go on vacation or take some sick leave, being 'sick' of course...

Where do you see yourself in 5 years?

CE: I see myself more involved in ministry, it may be in Trinidad or not.

NN: Driving a Q7? after being promoted...

What is the most important lesson life has taught you?

CE: To seek first the Kingdom of God and His

righteousness and all these things shall be added to me.

NN: Newton's third law of motion—for every action there is an equal and opposite reaction.

What is your current state of mind?

CE: At peace, but concerned with the current state of mankind.

NN: At ease, of course...the converter is here.

If you had one wish which you alone can benefit from, what would it be?

CE: To see the smile on Jesus' face, knowing that he is pleased with what I am doing.

NN: A magic wand that will make all my wishes come true...

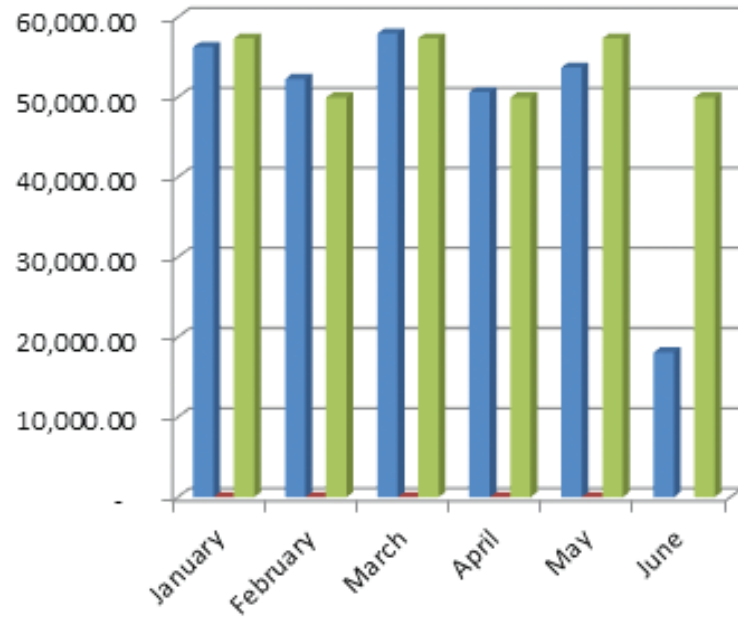


Production

This was an historic occasion for PLNL with the landing, transporting and lifting of the converter, a significant vessel in our process operation. At right is a thumbnail depiction in pictures.

1. On Sunday June 03 the converter was lifted from the hold of the ship
2. On Monday June 04, the converter is escorted on the road from the port to the plant site.
3. The converter makes its way along Caspian Drive.
4. On Tuesday June 05 a Toolbox meeting is held prior to the actual lift being made. This is to ensure that every safety aspect is covered during the activity.
5. The converter is on site and all preparations are made for the upcoming lift .
6. The converter is being maneuvered and guided onto the base.
7. The converter is finally in place.

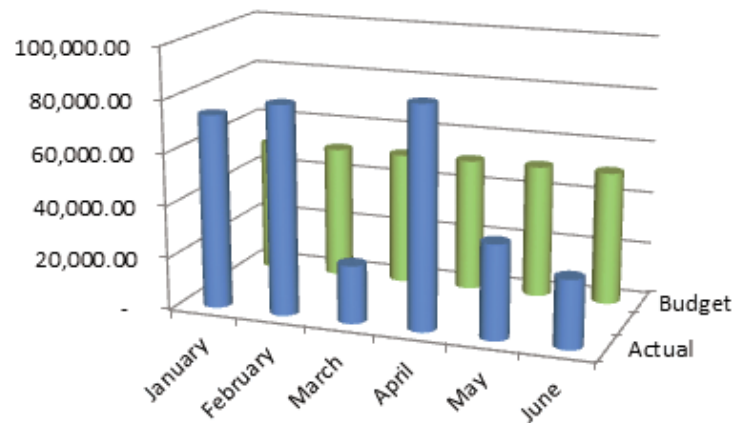




On May 19th this year PLNL successfully completed loading its second largest shipment for 2012 of 29,908 metric tonnes of anhydrous ammonia. The largest shipment to date was loaded on Feb 24th for 38,034 metric tonnes.

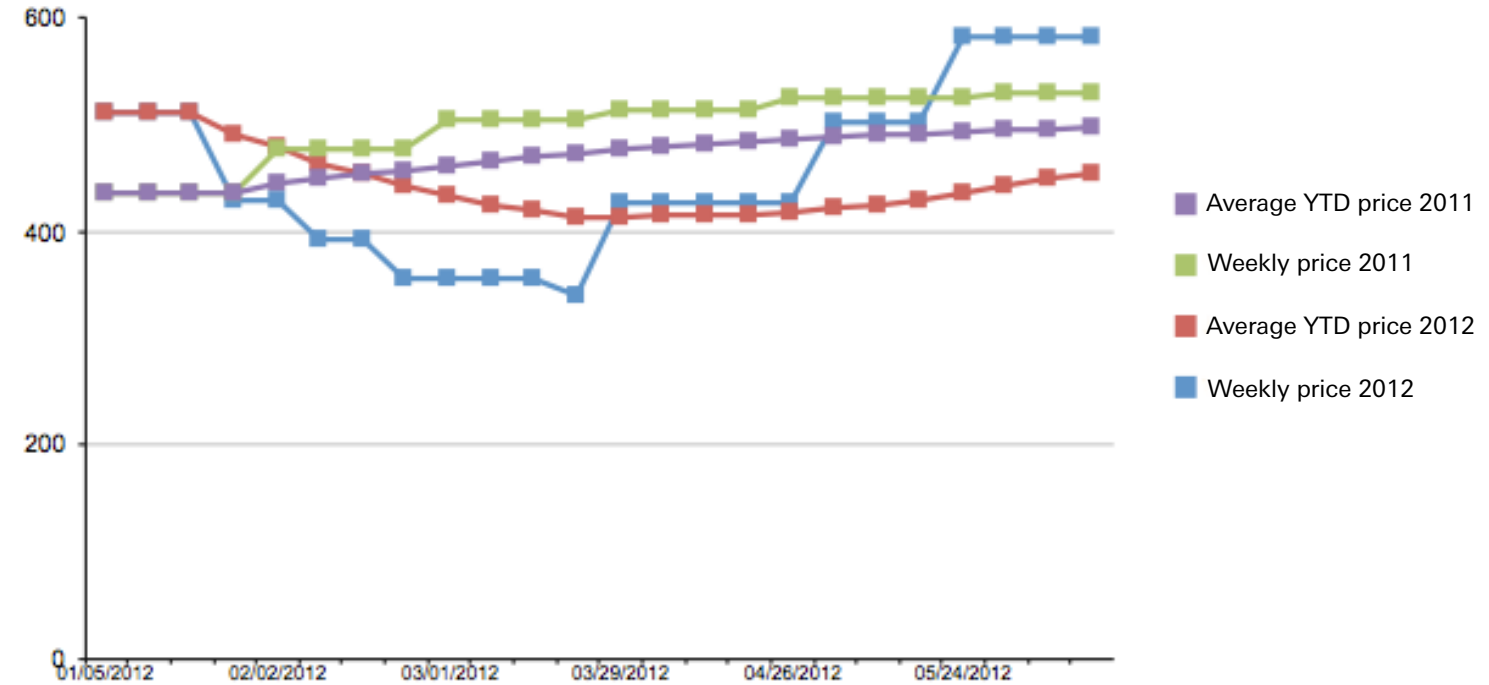
Actual
Budget

AMMONIA PRODUCTION (MT)



Actual
Budget

AMMONIA SHIPMENT (MT)



Average YTD price 2011
Weekly price 2011
Average YTD price 2012
Weekly price 2012

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