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Interview with **Zaid Mohammed** Point Lisas Nitrogen Limited



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

I wanted to be a Pilot not a Mechanical Engineer. I just can’t swim. After 10 years at PLNL, oh how I wished I had taken a swimming class.

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

All persons who are still here...have aged, some more than others! Seriously though, over the years as a Company we have been continuously improving in some areas and those improvements have made us a better Company...we are always learning from our past experiences.

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

Dealing with the death of a co-worker. Working with different individual personalities and making everyone

feel appreciated.

What do you like most about working at PLNL? The People, especially the “characters.”

Has there been any downside to this experience thus far?

Managing my personal life with work.

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

Respecting others to ensure they always feel valued.

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

Be a champion to this cause and by being an example to others.

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

Everyone wants to see the leaders be the example. Talking to different people in the organization, it "occurs" to them that this is not happening.

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

At the personal level, I want to provide the best for my

family. At the business level, I want to perform my duties to the best of my ability and be compensated accordingly so I can...provide the best for my family.

Any closing comments:

Following from the question above, it's not about what "I hope to accomplish" as I know I'm accomplishing my goal everyday.

Children's Christmas Party



Remember when?

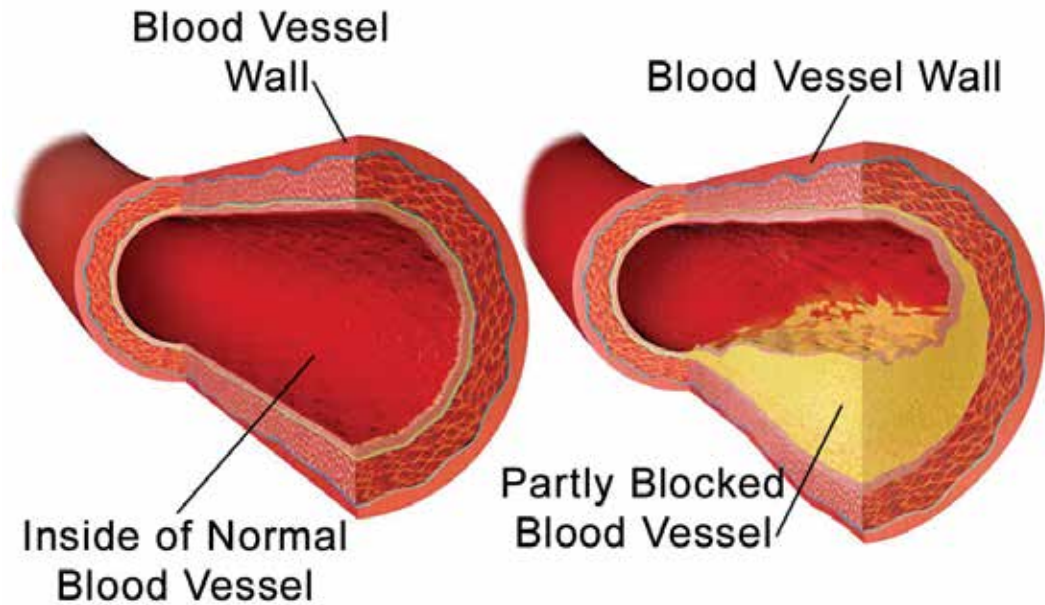


Above: L-R Carlyle Ramsundar, Clive Nidhan, Nevia Maraj and Ann Marie Ramsundar-Radhay



Right: Family Day 2000—D Sabinath standing proud as punch as he makes his fashion statement. Hope he won the "Dress Up" Race.





Cholesterol and Triglycerides

Cholesterol is naturally produced by the body—about 80% of your cholesterol is produced by the liver. It is a building block for cell membranes and hormones e.g. estrogen and testosterone. It also comes from your diet. The main sources are meat, poultry, fish and dairy products.

Cholesterol from your diet is absorbed by the body and stored in the liver. The liver regulates the supply to the body, secreting more as required.

Two types of cholesterol: LDL and HDL.

LDL Cholesterol—The “*bad guy*” is associated with an increased risk of heart disease if its levels are high. It builds up as plaque within the arteries, causing thickening and reduced blood flow.

HDL Cholesterol—The “*good guy*” which prevents this thickening of the arteries by extracting cholesterol from the artery walls and disposing of it through the

liver. Diets high in saturated fats and cholesterol raise the levels of LDLs in the blood.

Benefits of raising the levels of HDLs are:

- Reducing or stopping the formation of new cholesterol plaque.
- Reducing existing plaque and widening the artery walls.
- Preventing the rupture of cholesterol plaques, which leads to the formation of blood clots and the blockage of vessels.
- Decreasing the risk of stroke, heart disease and peripheral artery disease.

Total Cholesterol levels:

Less than 200 mg/dL—Desirable level which indicates a low risk for the conditions described.

Above 200–239 mg/dL—Borderline high. An individual in this range needs to work on lowering his/her cholesterol.
Over 240mg/dL—Someone at these levels is at twice the risk of an individual in the below 200 category.

Triglycerides: a form of fat made in the body. Elevated levels may be due to a number of factors including overweight/obesity, physical inactivity, smoking, excess alcohol consumption and a diet high in carbohydrates. People with high triglycerides usually have a high total cholesterol count, mostly with high levels of LDLs. Diabetics and persons with heart disease are also prone to high triglyceride levels.



Ryan Ramoutar
Lynette Alexander

What was your happiest moment?

RR: The day I got married.

LA: The birth of my daughter, gosh then the birth of my son.

What is your secret fear?

RR: Getting fat.

LA: It's a secret!

Which living person do you admire the most and why?

RR: My wife because she completes me.

LA: My aunt, Grace Austin is 95 and lives in Ste Madeline. She is witty, wise, she knows everything about everything, she lives alone, fears nothing, because she swears that her walking stick is a weapon of mass destruction.

What is your greatest extravagance?

RR: Any kind of electronics: TV, PS3, Xbox, video Games.

LA: Ask my kids!

What is your pet peeve?

RR: People who are late; if it starts at 4:00pm, be there before 4:00pm.

LA: None.

What do you get most complimented about?

RR: My discipline in going to the gym.

LA: My ability to stay calm under stressful situations.

What quality do you like most in men/women?

RR: Their ability to stay calm when upset (women).

LA: Integrity and Honesty (men)

What was your most embarrassing moment?

RR: During secondary school I wore "kick and stab" shoes. While walking down High Street, San Fernando on a rainy day, I slipped and fell. Everyone who saw was laughing.

LA: Almost drowned in Barbados, pulled out of the water by about three strong Bajan swimmers. I was really embarrassed because when they got me out of the water my two-piece was a one-piece. Don't ask me what piece I was left wearing. Stay tuned next issue I will give more details of the drowning.

What was the first thing you did this morning?

RR: I tried to ignore the alarm buzzer (5:00am)

LA: Ran two miles in Palmiste park! (in my mind)

What are your hobbies?

RR: Football, video games, doing house projects with my wife.

LA: Rock Climbing, Hiking, Sailing and Day Dreaming.

What is your favourite food?

RR: Buss Up Shut.

LA: Curry duck, curry crab and dumplings, did I say curry duck?

What do you consider your most cherished virtue?

RR: Honesty.

LA: Treating everyone fairly.

What trait do you deplore in others?

RR: Dishonesty, saying one thing and doing another.

LA: Dishonesty.

When was the last time you cried?

RR: When my grandfather died.

LA: Looking at the Movie "The Hangover", I laughed till I cried.

How do you deal with stress?

RR: I go to the gym. There is a punching bag there that accepts my methods of venting.

LA: Gulf City Mall really helps.

Where do you see yourself in 5 years?

RR: I see myself as Lead Technician having completed my BASC, two children (hopefully a boy and a girl) driving a different car.

LA: Away from the preferred employer, on the preferred cruise liner.

What is the most important lesson life has taught you?

RR: Always be honest. Respect the views of others and making a difference in any situation starts with me.

LA: Whether you are just entering the workforce or nearing retirement age, planning for the future is critical.

What is your current state of mind?

RR: Focused.

LA: Had a MRI done two months ago, Dr. Mahabir says that my brain look quite good.

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

RR: To be the boss of my own Company where I get pay for just being the owner.

LA: A little nip, a little tuck, a little lipo, a little silicone.

What place would you like to visit before you die?

RR: Tahiti.

LA: China—my mom said that her great, great, great, great, great, great grandmother came from there.



Lapeyrouse Cemetery



On March 02, 2013 some of our Swadingo's Club members toured Lapeyrouse Cemetery in Port of Spain with Angelo Bissessarsingh as their tour guide.

This Cemetery is one of the best illustrations of Trinidad and Tobago's cosmopolitan population as it contains the graves and tombs of the rich and the poor. There are rows of graves with Chinese inscriptions, as well as small mansions for the dead French aristocrats. Elegant monuments commemorate the more conservative British, and imposing rotundas and tall obelisks mark eminent freemasons of a previous century.

The land the cemetery now occupies was once a thriving sugar estate on the outskirts of Port-of-Spain

owned by French nobleman Picot de la Peyrouse.

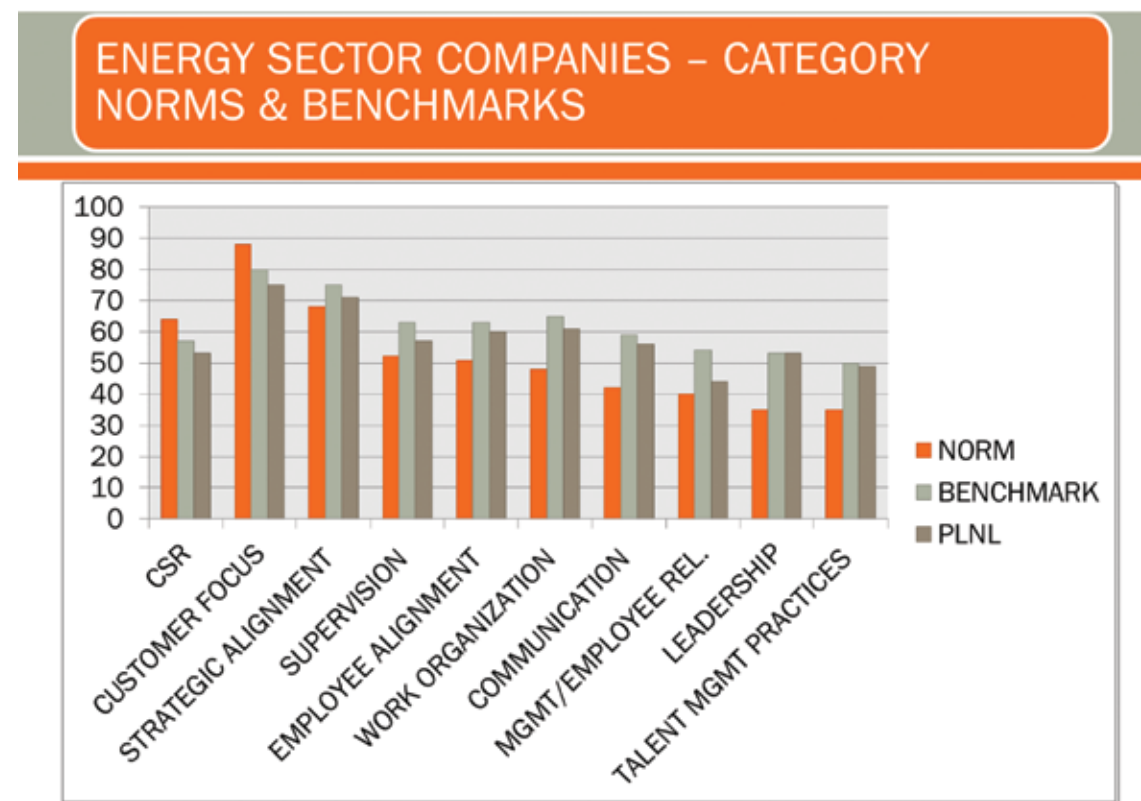
Lapeyrouse is a treasure hidden in plain sight for anyone interested in history, art, architecture, story-telling or the idiosyncrasies that characterise Trinis. It documents religion, immigrants, US, European and Asian influences and has the potential to teach what many feel is not sufficiently taught in schools—local history.

The current mayor of the city has plans to convert the cemetery into a museum that would include creating "landmark" sites with details of notable families throughout the cemetery, bearing names like Bermudez, Agostini, de Verteuil and Cipriani.

In April 2012 Point Lisas Nitrogen Limited participated in the Seventh Biennial Employees' Benchmark Survey out of a total of twenty-nine companies in the region. Thirteen of these companies were doing the survey for the first time. A total of seven thousand five hundred (7500) employees spanning the Retail & Distribution, Financial Service, Services and Energy sectors took part in the survey.

In the energy sector, Point Lisas Nitrogen scored very well overall. In the areas of Talent Management Practices

and Leadership we were above the norm and almost on par with the benchmarked company. We performed quite creditably in the categories of Corporate Social Responsibility, Customer Focus, Strategic Alignment, Supervision, Corporate Alignment, Work Organization and Communication. In the area of Management/Employee Relations we were above the norm but significantly below the benchmark. The results are depicted in the chart below:-



Congratulations are extended to all members of staff of Point Lisas Nitrogen Limited for the strides we have made in these categories! Well done everyone!

by Desmond Benjamin

Accountability, like integrity is another of PNL's core values. What does it mean to be accountable?

According to Wikipedia, accountability involves:-

- an acknowledgment and responsibility for one's actions; and
- answer-ability.

In PNL it is our stated vision to be the employer of choice, to be the preferred employer with the best business results in ammonia production.

Who is accountable for the achievement of this vision? Is it the Finance Department? Is it the HR Department? What about my supervisors and peers? It has to be one or both of them.

Well there is good news and even better news in contemplating the answers to those questions. The good news is yes, the Finance and HR departments, my supervisors and peers and all of the PNL family are accountable for the achievement of this vision. The even better news is that as a PNL employee I am just as or even more accountable.

The reason is simple. In this context, being accountable means that I am accepting that I can make a difference. It means that I acknowledge and accept that I ought to play a part in everything that is happening with respect to the furtherance of our vision. It also means that I accept and acknowledge that I ought to at least recommend solutions to any of the various issues that seek to prevent

the realization of this vision. "Easy" you say, "anybody can do that" but here lies the challenge.

Being accountable, for the achievement of our vision, mission and acceptance of our corporate values, also means that I first have to be accountable to myself.

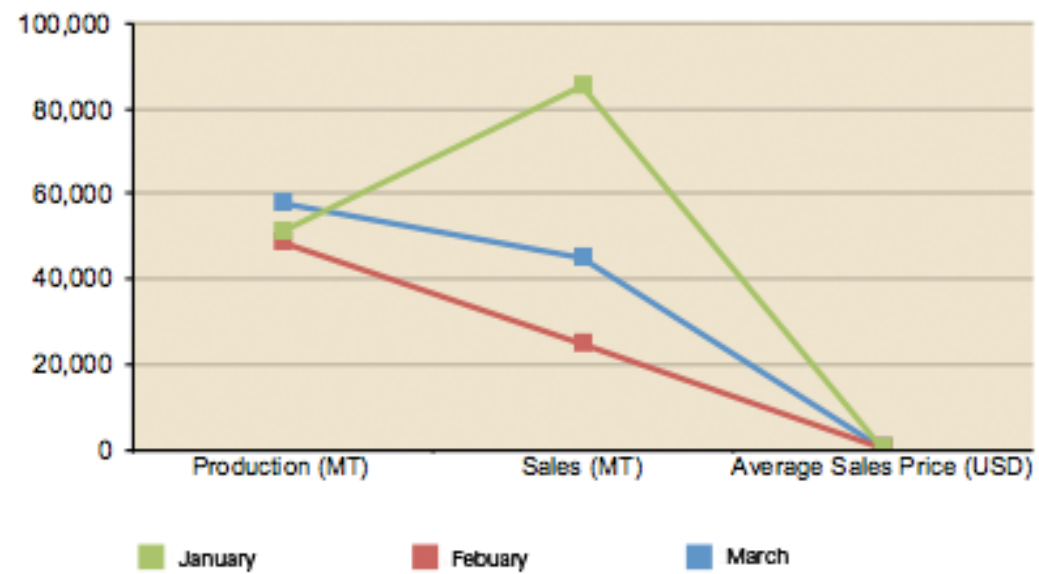
When last have I taken a check on the accountability of my own health? We visit with the nurse when she is on site, we do our annual medicals and we are overjoyed



(hopefully all of us) with the pronouncement that we are as fit as fiddles and with the exhortation to keep up the good work. What is the score with our personal accountability? That self-development programme I started last year. is it still on track or derailed because "the lecturer didn't like meh". What about my commitment to deliver on time? Are my supervisor or team members still waiting—a month later? Oh, I forget to tell them "it had flood".

We must not be afraid to take responsibility for our actions and even if it is part of our world to accept that it is someone else who is responsible—for our actions or inactions—nothing will change. Our goals will not be achieved, our Company will not survive, until we adopt the practice of taking stock of ourselves, our accountabilities and accept the personal challenge to make a difference...in our own lives.

Ammonia Production, Sales and Prices for 1st Quarter 2013



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