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Interview with
Allan Cayenne
Operations Superintendent
Point Lisas Nitrogen Limited



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

Most people do not know that I am a little spiritual. Every day before I come to work I get down on my knees to pray. Ultimately, I would like to go to heaven.

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

I think that when I first started the emphasis was heavily on production, start-up and the efficient running of the plant. Today, efficiency is still very important but there is a greater emphasis on safety and on the people themselves who operate the facility.

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

I would have to say people with a high level of morality

and ethics. They seem to be getting scarcer and scarcer as the years go by. There were a few persons in Federation Chemicals (FedChem) where I previously worked, their word was their bond. It meant a great deal to them and was as good as written.

What do you like most about working at PLNL? Has there been any downside to this experience thus far?

I like working at PLNL because I find myself among a large group of young, intelligent people who are eager and enthusiastic about doing their work well. The negative aspect of that is the widespread usage of electronic media that I find to be harsh, cold and informal. I find it limits the face to face contact. Sometimes, someone can just walk across and say something to the next person but they would use the electronic media instead.

In terms of the Company's Vision, what do you see as your role in making PLNL become "the preferred employer?" How do you plan to fulfill the Company's Mission during the next five years?

I see my role as one of building relationships while also ensuring that departments work well with each other. I would rather keep a situation 'under wraps' to maintain harmony rather than let it out for it to negatively impact a relationship.

I plan to fulfill the Company's mission during the next five years by ensuring that PLNL is a safe and healthy place to work so that production would increase. Everyone should see a clean and clear plant. Housekeeping must be at its best whenever anyone looks around.

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

I believe the JMW Consultants have taken us to a certain level and it would be challenging for us to stay on that course. I don't think we fully appreciate the role JMW played in this Company and what they offered to us. I like

what they offered and I hope the strides we have made to date in this area, would be sustained.

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

I hope to make my contribution towards developing PLNL as a place that people would be proud to work, a place where there is a high level of integrity and respect present in our culture.

Personally, I'm looking forward to some grandchildren running around my home, dropping them to school and generally spoiling them.

Any closing comments?

In all the companies that I have worked during my 30+ years in the industry, I find that Point Lisas Nitrogen to be of the very best.

PLNL Upgrades!

In 2013 PLNL upgraded from its JDE One World (Version A 7.3) to JDE Enterprise (Version 9.1) which it had been using since the inception of the plant. Prior to the upgrade, design specifications were created, quotations sought and obtained before the vendor was finally approved.

After this project was approved by the Board of Directors the process of migrating the data from the old system to the new began. Later, training of the users was carried out in the Company's canteen (see pictures).

CRP (Conference Room Pilot) Testing was carried

out from July to August prior to the system going live on August 05. After testing and verification the upgrade was signed off in September 2013.



On September 19, 2013 Diatonic Pan Institute hosted its Graduation Ceremony for participants who had successfully completed their London Trinity College Exams in music. The students, who came mainly from Diatonic, the Police Youth Club, the Catholic and Methodist congregations and surrounding communities of Siparia were tutored by Mrs Carol Premchan-Mahabir prior to their sitting the examinations in May 2013. The numbers were small since some of the students were either scheduled to write SEA or CXC examinations this year.

The three (3) persons who wrote Grade 2 passed with distinction while of the four (4) who successfully completed Grade 3, one passed with a distinction and the other with merit. In November 2013 fourteen (14) persons wrote examinations and are awaiting results.

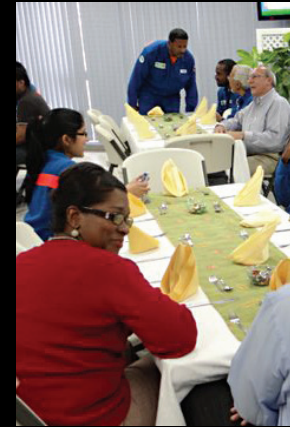
Point Lisas Nitrogen Limited has proudly sponsored this initiative in 2013 that seeks to make the youths of this nation musically literate.





Board Luncheon

On Wednesday September 18 after its quarterly meeting, members of the Board were taken on a tour of the plant. Afterwards, they had lunch with members of staff in the canteen.





On October 16, 2013, in PLNL's Clubhouse, the Point Lisas Industrial Apprenticeship Programme (PLIAP) was formally launched. This programme is a collaborative effort of NESC, NTA and MTEST in partnership with some of the companies on the estate. The aim is to develop skilled and competent persons at the Craftsman (Tradesman)

level. A pilot project of the programme was implemented in October 2013 and thereafter will be extended to 256 apprentices in the system. Overall, it is envisaged that approximately 700 competent Journeymen will be turned out over a seven-year period. PLNL is proud to play its part in this worthy initiative!





PLNL Celebrates: 15 Years Commissioning Anniversary





Up Close and Personal



Marrisona Beharry (MB)

Ramnath Motilal (RM)

What was your happiest moment?

MB: Finally graduating from school, looking forward to all the good things to come, how foolish I was.

RM: When told that the major surgery, performed on my daughter, was successful.

What is your secret fear?

MB: Dying young, and people finding out just how boring I really am after reading this.

RM: That's why it's a secret.

Which living person do you admire the most and why?

MB: Mrs. Indra Beharry, aka Mammy. She has such determination, energy, willingness and creativity.

RM: My eldest sister who always found time to selflessly take care of the other family members in the home.

What is your greatest extravagance?

MB: House stuff (cutlery, pots, pans etc.).

RM: Participating in sporting activities with a passion.

What is your pet peeve?

MB: When people wait until I am finished speaking for a whole 5 minutes, then to say "What? I didn't hear what you said". A certain somebody from E&I (not calling names, initial RRR) does that to me all the time.

RM: The effortlessness with which individuals reverse their word.

What do you get most complimented about?

MB: How "different" I look outside work.

RM: Still being physical despite my age.

What quality do you like most in women/men?

MB: Genuineness.

RM: Other than beauty, caring and honesty must be among her other qualities.

What was your most embarrassing moment?

MB: A few years ago in West Mall during Christmas time, real people in the mall, going down the escalator, my shoe heel gave way and stuck in between two stairs. Well everybody see (including the guy who I was checking), the escalator spoil and I was left dragging my foot throughout the mall, store by store looking for a size 5 shoe.

RM: I was very elated to be chosen to represent the college on the senior football team despite having to borrow a pair of boots which had to be stuffed with paper for correct fit. At the start of the game the rains came. The rest was history.

What was the first thing you did this morning?

MB: Pray that 4pm would come fast.

RM: Cuddled one of my granddaughters who is my alarm each morning.

What are your hobbies?

MB: Cooking and building house.

RM: Football, cricket and listening to music.

What is your favourite food?

MB: Authentic Indian (biryani, alloo and cauliflower gobi, butter paneer, garlic naan and ras malai).

RM: Nothing to beat a good dhal, rice and curry duck.

What do you consider your most cherished virtue?

MB: My humility.

RM: Being good to others.

What trait do you deplore in others?

MB: Selfishness.

RM: People who pretend to be your friend only in your presence.

When was the last time you cried?

MB: Can't remember, must have been awhile, I am really blessed.

RM: As a mature person I cry all the time when I see the lack of respect displayed towards the elders in the society today .

How do you deal with stress?

MB: Depends on the cause; music, exercise, talking to a friend or my mom, God, or I try to remember what Clive told me "keep focussed on the more important things in life."

RM: Because of the amount a person is exposed to these

days, I go to the gym, play with the grandchildren and listen to music. These are the things I love doing.

Where do you see yourself in 5 years?

MB: A manager somewhere driving a white BMW with my husband and baby on our way to another exotic vacation destination.

RM: God willing, I should be home with no clock to manage my life.

What is the most important lesson life has taught you?

MB: Put first things first.

RM: Work hard. Hard work doesn't hurt anyone and will always be richly rewarded in the long run.

What is your current state of mind?

MB: Busy (my mind is always thinking about something).

RM: Self-confidence—one of the many virtues resulting from hard work.

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

MB: To live to see 100. If I had one more wish it would be to be able to eat anything without getting fat.

RM: To grant me enough courage to maintain a decent level of sanity in the face of the numerous ills prevailing the society today.

What place would you like to visit before you die?

MB: Bora Bora which is not in Tahiti but an island in the French Polynesia (of which Tahiti is the biggest island).

RM: To witness a test match at Eden Gardens, Kolkata, India.

PLNL Employees Celebrate



Independence





Emancipation





Eye Quiz: What are your eyes telling you?

Doctors can tell whether you have high cholesterol by looking at your eyes. Answer: *True*

Explanation: The eyes are more than the window to your soul; they can be the window to your health. In addition to diagnosing eye disease and conditions, doctors may be able to see signs of high cholesterol, high blood pressure, diabetes, and other medical conditions by examining your eyes. Damage to the blood vessels at the back of the eye can be the first physical sign of a health problem. At the end of your exam, your doctor will decide if further testing or follow up is necessary to protect your vision

and overall health.

If you have irritated eyes and blurry vision at work, you may have: Answer: *Computer vision syndrome*

Explanation: Eye strain, red eyes, blurry vision, and irritation can all be signs of computer vision syndrome, which means your eyes are reacting to too much screen time. Take regular breaks to rest your eyes, install anti-glare filters, change the position of your computer monitor, and make sure you have adequate lighting. Lubricating eye drops and special computer glasses also might help.

If your mom or dad needs glasses, you probably will, too. Answer: *True*

Explanation: If one or both of your parents is nearsighted or farsighted, there's an increased chance you will be, too. Two of the most common eye problems—nearsightedness (myopia) and farsightedness (hyperopia) are usually inherited. People who are nearsighted have difficulty seeing things that are far away, but can see things up close clearly. People who are farsighted have trouble clearly seeing things that are near.

How old are you when it gets hard to read a menu?

Answer: *Early to mid-40s*

Explanation: Most people start to have trouble reading menus and newspapers in their early to mid-40s. As the eye ages, the lens can't change shape enough to allow the eye to focus on close objects clearly. This is called presbyopia. Presbyopia is a kind of refractive error, along with myopia, hyperopia, and astigmatism, a condition where the eye does not focus light evenly onto the retina.

Sudden double vision may be a symptom of:

Answer: *Stroke*

Explanation: Double vision can be caused by eye problems like cataract or brain problems like stroke. Doctors treating double vision ask a patient to close one eye. If a patient has double vision when looking with the left or right eye alone, the cause is an eye problem. If a patient's double vision goes away when one eye is closed but returns when both eyes are open, there is a misalignment of the two eyes that can be caused by conditions affecting the nerves and muscles that move the eyes.

Most children are at least somewhat...

Correct Answer: *Farsighted*

Explanation: Being really farsighted can cause problems

reading or seeing things up close because light rays coming into the eye focus past the retina instead of on it. Most children are slightly farsighted but do not have blurry vision; their eyes can focus the light rays and put them on the retina. Signs of being excessively farsighted include eye strain, fatigue, headaches, and aching or burning eyes.

Most people who are color blind can't see:

Answer: *Reds and greens*

Explanation: If you have color blindness, it doesn't mean you see the world in shades of gray. That happens only in a severe and rare form of color blindness. Most people with color blindness have trouble telling reds and greens apart. Color blindness is caused by a problem with the cells—called cone—on your retina that sense color. Your eyes have cone cells that help tell the difference between red, green, and blue.

What increases your risk for developing cataracts?

Explanation: If things are blurry, cloudy, or dim, or not as bright as they used to be, you could have a cataract. Cataract is a condition in which the lens of your eye turns cloudy. Some people with cataracts say it's like looking through a dirty car windshield. In the U.S., most people older than 60 have signs of cataracts. Risk factors include advanced age, high blood pressure, diabetes, and overexposure to sunlight.

What is the leading cause of permanent vision loss in Americans over 50?

Answer: *Macular degeneration*

Explanation: More than 3.5 million people have early stages of age-related macular degeneration (AMD), the leading cause of severe, permanent vision loss in Americans over 50. AMD is a disease of the macula, the part of the retina that controls your central vision and allows you to

thread a needle and read small print. Older people can develop AMD as part of aging and can be left with only peripheral vision.

What causes yellow eyes? Answer: *Jaundice*

Explanation: Jaundice, yellowing of the skin and whites of the eyes, can be a sign that something is wrong with your liver, gallbladder, or pancreas. Infections, cancer, and blood disorders are among the conditions that can cause jaundice. If your skin is yellow or orange, but the whites of your eyes are not, you might be eating too many foods high in an orange pigment called beta carotene, such as carrots.

Why are people with diabetes more likely to have eye problems?

Explanation: High blood pressure and high blood sugar can damage the eye's retina, lens, and optic nerve. People with diabetes are at higher risk for glaucoma, cataracts, and diabetic retinopathy, damage to the eye's retina caused by long-term diabetes. Diabetic retinopathy can cause blood vessels in the retina to swell and leak fluids into the eye. It can also cause abnormal new blood vessels to grow.

What is amblyopia? Answer: *Lazy eye*

Explanation: People with amblyopia or lazy eye typically have worse vision in one of their eyes because that eye didn't develop normally during childhood. In kids, lazy eye can be treated by covering the stronger eye with a patch, forcing use of the weaker eye. Over time, the weaker eye becomes stronger, allowing vision to develop normally. Children with crossed eyes and amblyopia should be treated with a patch to improve the vision of the lazy eye before considering surgery. They may need corrective glasses, too.

A temporary blind spot may be a sign of:

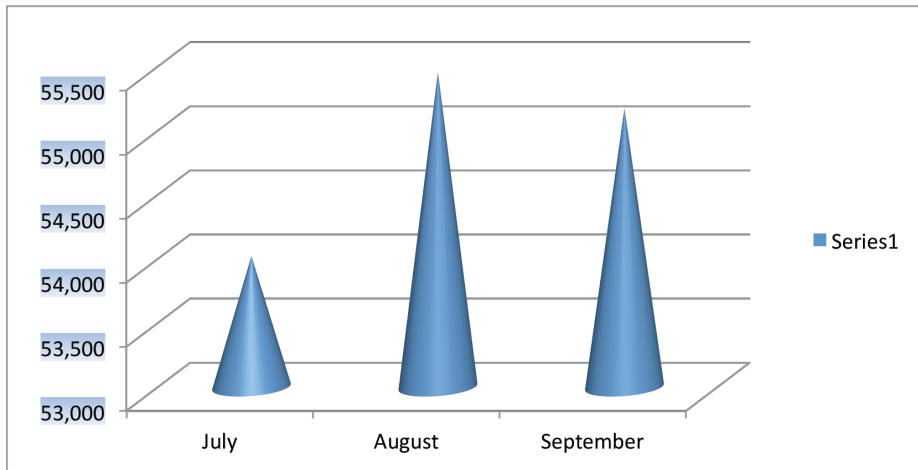
Answer: *Ocular migraine*

Explanation: Ocular migraine, also called retinal migraine, is a type of migraine headache that can cause vision loss or a temporary blind spot, typically in one eye. The vision problems are connected to the headache and typically last less than an hour.

Source: MD

Ammonia Data

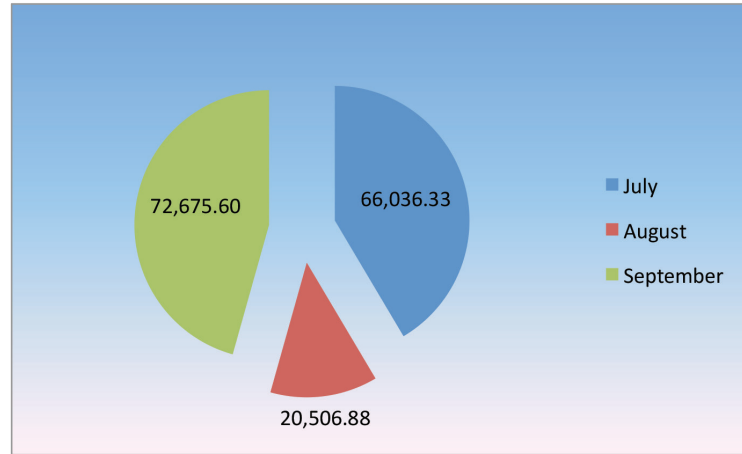
July	54,019
August	55,453
September	55,171



AMMONIA PRODUCTION (METRIC TONNES)

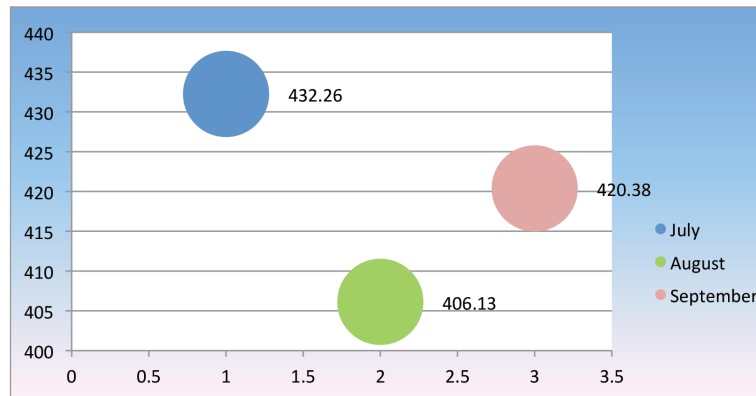
Ammonia Data (Cont'd)

July	66,036.33
August	20,506.88
September	72,675.60

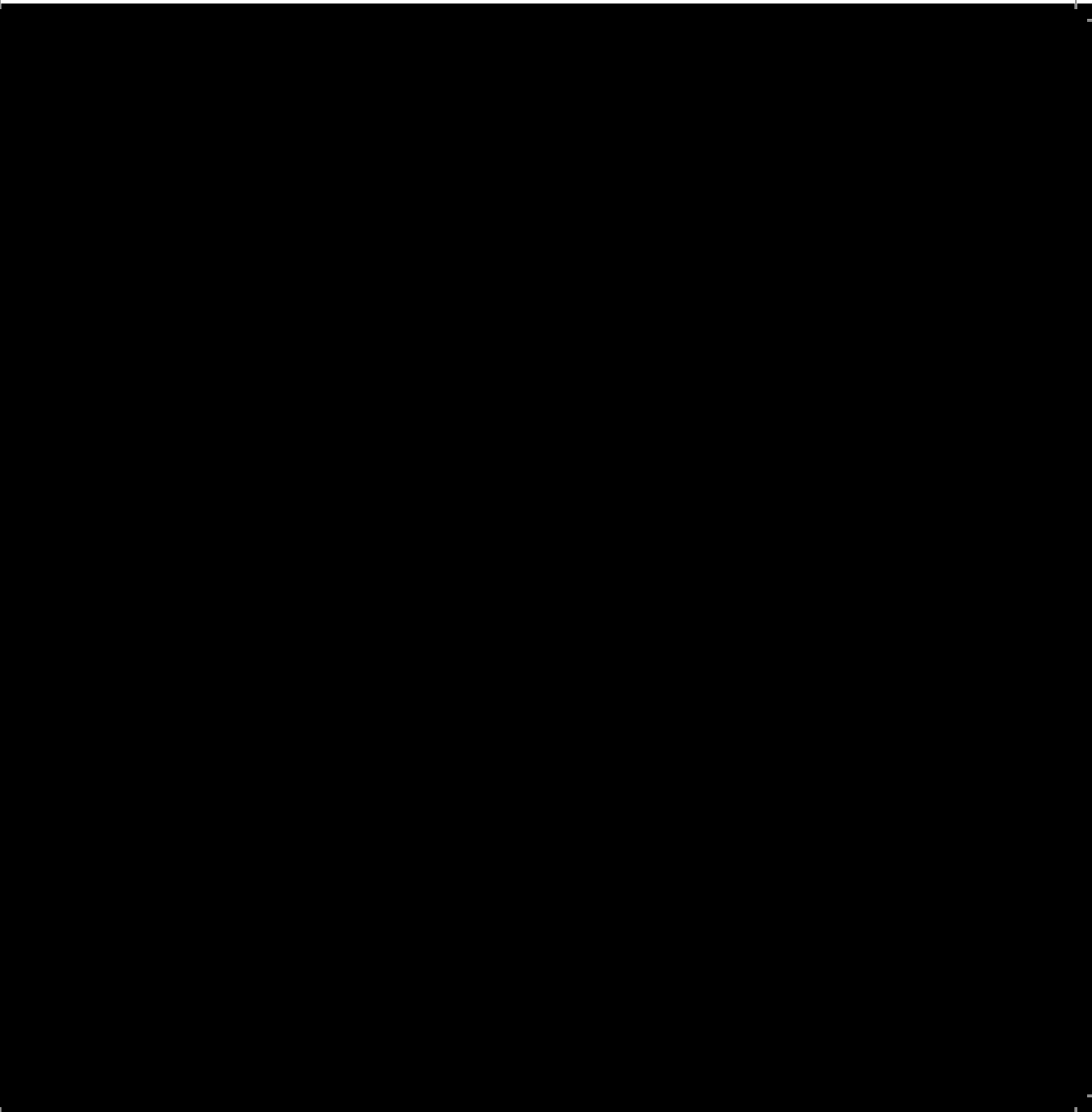


AMMONIA SALES/SHIPMENTS

July	432.26
August	406.13
September	420.38



AMMONIA PRICES (AVG)



Thanks to all those who contributed by way of articles,
pictures, or information towards this publication and to
the following members of the Editorial Team:

Janelle Parris
Dave Francois Jr
Ann Marie Ramsundar-Radhay
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