





Management Team

Left:

Clive Nidhan, *Vice President - Operations*
 Zaid Mohammed, *Technical Services Manager*
 Sheldon Jadoonanan, *Maintenance & Reliability Manager*
 Nevia Maraj, *Operations Manager*
 Vishesh Ramnarine, *Compliance Officer*

Center:

Roberto Mantellini,
President & Chief Executive Officer
 Allan Cayenne,
HSSE Manager

Right:

Neil Balgobin, *Accounting & Finance Manager*
 Arlynton Marciano, *MIS Superintendent*
 Jerome Singh, *Human Resources Manager*
 Desmond Benjamin, *Materials Manager*

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Riding Out Into The Sunset

by **Ramnath ‘Doc’ Motilal,**
PLNL Retiree



What were the best and worst experiences of your career?

I will begin with the worst leaving the best experience for last. My worst experience was when I spent three months on a ship containing a cargo of direct-reduced iron bound for Indonesia. The voyage was riddled with problems. The engine was malfunctioning, we were travelling at 3–4 knots instead of the rated 12 knots. The crew was fighting amongst themselves.

There was no air conditioning. We had to shower and wash ourselves with sea water because the equipment for making drinking water had broken down. Sanitation aboard the ship was deteriorating. In addition, the weather was terrible with waves between 12 to 15 feet, a counter-current of 2–3 knots throughout the journey. The food supplies started to diminish and we had to resort to eating eggs (either boiled or fried) with rice alone for the last month of the journey. Despite our hardships the cargo and all of the crew members arrived at our destination safely, much to the joy of the crew and all parties concerned.

My worst would have to be when I joined the Quality Control Department of the Iron and Steel Company of Trinidad and Tobago (ISCOTT). I was a member of a small

team that had to set up the test methods, commission the relevant equipment and train the technicians. That was a very tough assignment in the midst of foreign experts (since iron and steel manufacturing was new to T&T) but challenges like those always brought out the best in me. Notwithstanding the hard work my greatest joy was when the first batch of steel was produced, the laboratory having provided all the testing of both the raw materials and finished product. Experiences such as those not only boost self-confidence but also help to strengthen my character.

Can you highlight any differences from the date you started at the then FMCL to the present?

There are a lot of differences from when I first started at FMCL to now. The policy folder was a ten-page document. There was no swipe system and no cameras. The Company has changed ownership a few times and the new owners effect changes which are in keeping with their respective parent companies. New managers have emerged and they too do things their way. There were certain occurrences within the plant that have also contributed to security being tightened. However our goal of producing ammonia remains the same.

Did you have any dream you would have liked to pursue but wasn't able to do so yet?

To be quite honest, with God's grace, even without a tertiary level education it may have taken a little longer but I have been able to accomplish all that I would have liked both for myself and my family.

Any thoughts with which you would like to leave us?

Yes, continue to work hard and be committed for PLNL is still a very nice place to work. However, in conducting

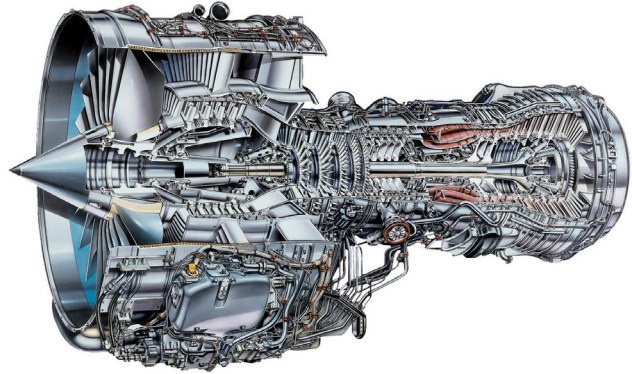
our duties we must respect everyone bearing in mind that that respect must be mutual. I would like to remind everyone of one thing and that is: "Expect only what you give to people".

If you had the opportunity to start working all over again, what, if anything, would you do differently?

This has been my fifth job and I have enjoyed my time spent at each and every Company. If I had to start my working career all over again most certainly my work ethic and relationship with co-workers would remain the same because it worked successfully for forty-three (43) years. However, the path might be different because I would have pursued some form of tertiary-level education.

Do you have any plans for the future?

Presently, I have no major plans for the future except to get some deserved rest. Spending as much time with my family especially the grandchildren and finding some time to exercise which is so essential to maintaining a healthy body and mind.



In March of this year Mr Mantellini called a group of employees together and expressed his desire to form a team that would continue to engage employees in discussion on making PLNL a better place to work if we are to realize our mission of being “The preferred employer with the best business results in ammonia production”.

He recognised that it might be a challenge but was confident that the folks at PLNL know, can, and are enormously capable of establishing PLNL as a people-centred, successful production environment. And so The Raptors was borne.

As a team we are committed to ensuring:

- Honesty, Integrity and Transparency in all we do with emphasis on promoting a better understanding of the relationship amongst all employees and dual accountability.
- A holistic approach to confronting the significant challenges impacting on our company’s success if we are to become “the preferred employer with the best business results in ammonia production”.

We are further committed to:

- Inspiring a shared vision...setting realistic goals.
- Keeping the channels of communication open and active.
- Re-defining behaviour and transitioning change
- Balancing reality with hope.

The group started its assignment via a series of conversations with employees to glean from them issues requiring attention. The team looks forward to all PLNL personnel working collaboratively to ultimately ensure that the Company continues to be efficient in producing ammonia in a safe and harmonious working environment.

Thanks to those employees who shared with the Raptors openly and honestly. We undertake that as a team we will continue to work towards building trust in the workplace.

The current members of The Raptors are Desmond Benjamin; Charmaine Parris/Jerome Singh; Marissa Beharry, Jason Ross, Darryl Roberts, Randall Motilal, Ghe Hercules, Hazel Elcock-Clairmont, Sharik Khan and Denise Heywood.

This year the World Environment Day theme “Raise your voice not the sea level” focussed on SIDS, that is low-lying coastal countries that tend to share similar sustainable development challenges. These included the island states of Jamaica, Barbados, Cuba, Grenada, Guyana, and Trinidad and Tobago.



Afterwards, employees were invited to collect their fruit trees, several varieties of vegetable and seasoning plants along with planting directions and a packet of plant food.



At Point Lisas Nitrogen Limited on June 05 as a commemoration of the day itself, Dr Rehanna Juman of the Institute of Marine Affairs delivered a lecture on this topic to the members of staff in the Clubhouse at 3.00pm



One of the areas in which PNLN chose to celebrate World Environment Day on Saturday June 07 was to involve members of staff, their families and friends alongside members of Diatonic Pan Institute to clean up the Carli Bay Beach area situated at the back of the plant. Initially, the idea was to clean the mangrove area of all the bottles, litter and debris that are usually left behind by bathers and other users. However, since that area was relatively clear, it was then decided that the beach should benefit from the initiative.

PNLN, as part of its Corporate Social Responsibility effort, has over the years always tried to incorporate the mangrove clean up in its World Environment Day Activities. In 2014 it was pleased to extend this effort to the beach.



Birthday

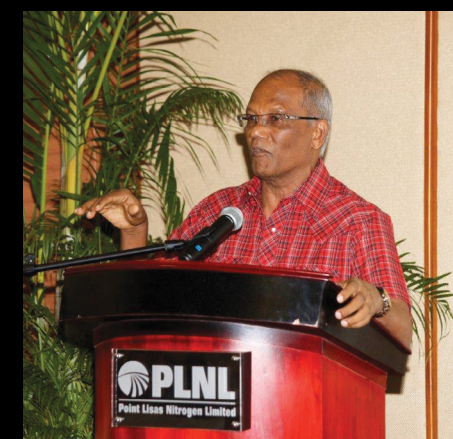


PLNL Family



Gifts





Swadingo's Corner

On Sunday July 06, PLNL employees and contractors took time out of their busy schedules with their families and friends to converge on the Sandy Hill resort in Freeport to enjoy a great day of fun, laughter and recreation. There was delicious food, a well-stocked bar and multiple activities. One very popular attraction was the 5 minute chair massage.





Vishesh Ramnarine (VR)

Where did you grow up?

VR: My formative years were spent a stone's throw away from the PLNL site; the Waterloo Compound of Caroni Limited. It was great growing up in the Brickfield Village, where my parents established lifelong friends and by whom I was often dropped off to subdue my baby tantrums. Even though my subsequent years took me away from Waterloo, the relations have stood the test of time and I consider my generation of Brickfield descendants as family!

SR: San Fernando.

Tell us about your family?

VR: Well, it all started when my dad ran up several flights of stairs at the POS General Hospital in 1973, to woo my mom who was in the elevator, and was a Lab Tech at the time lol. I never tire of hearing this story which is relayed a little too often to the public. This union gave birth to myself, the one and only, and my younger brother. Of note, my younger brother has two children, who I absolutely adore and needless to say, the pressure is now on Mel and I to produce some continuity in the family tree lol.

SR: I am from a close-knit and supportive family consisting of my parents, an elder brother and a younger sister.

What is your favourite childhood memory?

VR: This would have to be all of the trouble I got myself into whilst living in Waterloo, particularly riding down into the dam with our bicycles, catching baby frogs and playing hide and seek in the cassava fields with the children on the compound. Where did the years go...? Oh yes, and then there was the time at Sevilla Primary School, where I crashed into a girl carrying tea for the principal, and I was awarded a Hawaiian shirt for the day...by this point, my parents all but gave up on me lol.

SR: As a child, I was part of an Indian dance group where we were successful in the auditions for the children of Mastana and ultimately placed third thereby qualifying us for the semi-final round. This was an extremely proud moment for me as a lot of effort, practice and time was put into the performance and I thoroughly enjoyed the experience.

Tell us about your hobbies?

VR: I love to travel, favourite destination being Manhattan, NYC. My other half loves to shop, which can take a toll, but hey, there is no place like NY. Outside of travel, (non-athlete grade) badminton and cricket are fav' past times; and how could I forget...I used to play tabla (indian musical instrument) as a child and the last video clip that Abu Bakr signed off with during the 1990 coup, was our performance lol.

SR: I enjoy sporting activities such as lawn tennis, table tennis, volleyball and cricket. Of these, I've had more practical experiences with cricket. These included being a valuable player as part of my Secondary School cricket team, managing the cricket team of my previous employer for the SIS Industrial Cricket League and also a team player for internal company leagues where I was presented a trophy as one of the top three female players. I also enjoy hiking and travelling.

What is your favourite indulgence?

VR: Connecting with people from all walks of life and sharing experiences...if this makes sense....

SR: Rich Chocolate Cake.

Which person do you admire the most and why?

VR: Persons...my parents...despite being a mess growing up and up to today, in some respects, they have instilled a sense of ethics and values, which I cannot repay them for.

SR: The person I admire the most is my mom. She is a kind, caring, genuine and humble person and she is a 'close', living example in demonstrating how hard work, sacrifice and prayers can bring you success and help you achieve great things.

What is your pet peeve?

VR: Unethical and unfair people, who prey on the wellbeing of others....

SR: Disorganization.

My proudest accomplishment to date...

VR: Where do I start...I treasure being a person who can relate to anyone and gain their trust...finding my soul mate...and then the rest; career, education and so on.

SR: ...is successfully completing all my academic endeavors thus far.

How do you relax and unwind?

VR: I love to go to dinner with friends and family, as well as, being unreachable whilst on vacation.

SR: I relax and unwind by spending time with family, going to the movies and travelling.

What do you look for in a job/place to work?

VR: Great people, who are down to earth and genuine. It's not always found, but PLNL has the best statistic to date.



Savitri Ramnarine (SR)

SR: Since a significant amount of time is spent at a workplace, I believe it is crucial to have good working relations with co-workers such that everyone is comfortable and happy.

What is the most important lesson that life has taught you?

VR: There is no greater feat than being humble enough to treat all persons equally with love, regardless of their background or disposition.

SR: Life has taught me that hard work, sacrifice, dedication, perseverance and prayers reap rewards.

If you were not doing this job, what would you be doing?

VR: Certainly, a househusband lol.

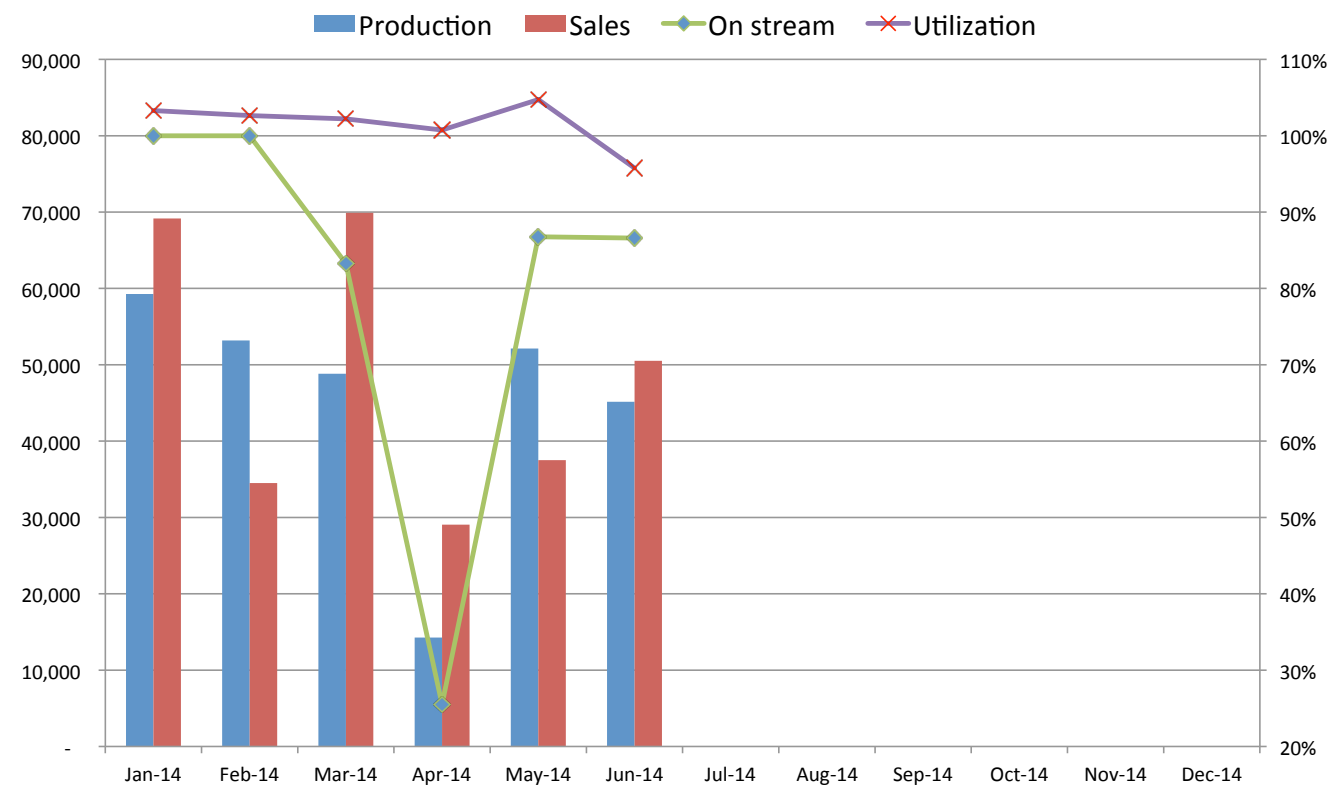
SR: Teaching.

Your personal T-Shirt message would be...?

VR: Fantabulous here lol.

SR: 'IZE AH TRINI'.

Production And Sales For 2014



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