



The
PipeLine
Newsletter

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Interview with

Nevia Maraj
Operations Manager
Point Lisas Nitrogen Limited

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

NM: I love gardening, both landscaping for beautification purposes and for edible items. I specialize in peppers; Jalapeños, Cherry, Hot and Sweet. I also support my wife's hobby of planting orchids... and by "support" I mean I have to lift all the heavy plants, carry around the tools and buy the fertilizer.

How different is your experience today from when you first started at PLNL (then FMCL)?

NM: Compliance!! The rules have certainly changed...back in the days we didn't have all these rules, but now they are in place and they are here to stay! But I firmly believe that it's for the best. We have to understand the importance of these changes in order to retain our competitive advantage. Global trends continue to impact our business, the world keeps changing and we need to ensure that we keep up to date. Over the past eighteen odd years we have only a handful (maybe fourteen) people still here from those who originally started up the Plant. I am proud to say though that the "new" and "not so new" people in the Operations team have easily become part of the PLNL family. We sought to create our own culture which was twofold; focus on the People and focus on the Plant. That was the idea back then and although some might disagree, I think that is still the goal that we have and it's what I aim to do.

What has been your most challenging experience in the industry?

NM: Without a doubt it has been the Converter challenges stemming back from 2006. Due to the flawed manufacturing process we were left to deal with many problems, but I guess that's how you gain experience. Thank God that we installed a new one in 2012 and it has been smooth sailing since then (knocks on wood – in this case the desk which we hope is wood)

If you knew twenty years ago what you know now what would you do differently?

NM: I would have continued my education before I rushed into the world of work. It has taken me more than seven years of part time studies to get me where I am today and it has not been easy, especially taking a toll on my family.

What do you like most about working at PLNL?

NM: Its location! it's close to home! (Smiles) I pity the people who have to wake up at ungodly hours to fight up with that town traffic. But on a more serious note, I also like being part of an organization that develops its people. We have training courses that we send our people on quite regularly, we have education assistance and even now we are in the middle of rolling out the cooperative work study. Our reliability is also something I am very proud of! We have committed personnel who keep that invisible wheel (called Production) turning and they always manage to get it done safely.

What do you think we can do to get our employees to "live" the PLNL Values?

NM: That's a personal choice that each individual makes, whether or not they believe in what our Company stands for. Each person's interpretation of the Values may also be different because it's all about perspective and perception. I think we definitely live our Health and Safety Value. We try to work safe; we are mindful of our safety requirements and go above and beyond. Accountability is one that I have no doubt about. Even now we are being held accountable by all the various ongoing audits. Integrity, Respect and Collaboration are things that we can still do better, but we have been working on them. We have not been able to fully embrace each other's differences and there must be balance between empathy and getting the job done. This type of thinking must have Management support but must also be embraced by every employee if we truly want to make a difference.

How did you get your nickname?

NM: Many people think my nickname "Davo" is from my time working on the Plant but it is actually short for my name, Davendra. It's what they called me at home, even though it's actually my middle name. In fact my mom didn't even realize that it was my second name until primary school when she looked at my birth paper. My father registered my birth (of course without my mom's knowledge) with Nevia as my first name after his former boss who happened to be Swedish!

Any closing comments?

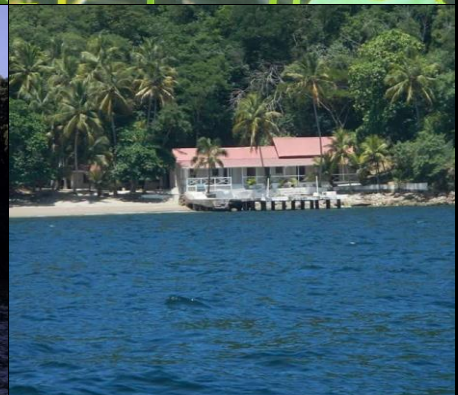
NM: Remember what you stand for and what you work for. My family is my strength and family is not only blood relatives. I count many people here at PLNL as my family. Through the years we have trained close to one hundred operators and I am proud to say that they all have excellent careers, even globally. The legacy that I would like to leave is that we continue to have and be the best operationally and family wise.

SWADINGOS IN ACTION

During the period September 13th to October 18th Swadingos arranged for a series of Know Your Country Tours for PLNL employees and their families conducted by Certified and Licensed Tour Operator, Mr. Emile Serrette. These grand adventures took our staff to some of the most historically and culturally rich places of our tiny island which just goes to show you can be small but wonderful!

First, on September 13th a tour of the South land led the group to the Pitch Lake, Devil's Wood Yard and Wild Fowl Trust. The tour series continued on October 4th with a trip Down D Islands including Saut D'Eau Bay and Chacachacare Island and La Tinta Bay to name a few. Unfortunately the last tour carded for October 18th to North Trinidad had to be postponed but there is no doubt that those who attended thoroughly enjoyed themselves and perhaps learned a thing or two about their homeland in the process.

The real question is who is ready for that tour of Tobago?! ☺



Safety, Health & Environment
Integrity

Accountability
Collaboration

Respect
Innovation

Living Our Core Values

As children, many of us were urged by our parents to: “not interrupt”, “be kind to our friends”, “share”, “tell the truth”, “no TV until homework is finished”, “help your neighbour” and so on. These taught us some of our basic values (kindness, generosity, respect and truthfulness) and these shared values gave shape to our budding character.

As children we were also very intuitive. We were keen observers. We watched what our parents and other family members “did” not just listened to what they “said.” And although many of us grew up with the adage “do as I say and not as I do” that’s how we really learned our core values/beliefs. Actions speak louder than words and we saw and felt the difference.

Similarly, as we re-examine our values as adults and more so within our work environment and professional lives, we look to leaders and managers to live the values they espouse both personally and on behalf of the Company and it is with the most fervent hope that the two are aligned as the cost of dissonance is great.

As with all Companies who have been in existence for any lengthy period of time, the question that seems to come to the forefront most often is “How do we maintain our competitive advantage while at the same time retaining what we stand for?” One of the phrases heard frequently in any business model is that “Our People are Our Most Valuable Resource.” Therefore, it is critical that the People who make up the Organization are on board and aligned to the Company’s Values.

It is no secret that PLNL has been moving towards greater transparency and communication and recommitting and living the Company’s values is essential for continued success. So the question for each employee will be “Do I believe in my Company’s Values? Are they consistent with my own personal Core Values; if no, what am I doing to change it and if yes how am I showing or living this, consistently?”

Our Company Values were written by our employees for our employees; they are what we as a team embrace and strive toward. The opportunity now is to make them part of your daily routine; to be in compliance with our policies and guidelines 100% of the time; to query instances where you are unsure of how to proceed and to encourage your fellow employees to do the same. Living or rather reviving the values is no easy task especially where there has been a lack of consistent and honest communication and trust, however there is no better time than now and no better place to start than here. Use each of the Values that represents PLNL (Integrity, Respect, Collaboration, Accountability, HSE and Innovation) to decide what they mean to you and how you will practice them each day.

As children we learn our core values from our environment and the actions of those around us, as adults we have the opportunity to change or even create our own values, to espouse and embrace what we think is right, fair and unbiased. As employees of PLNL we have a chance to make a difference!

PLNL & Habitat Making a Difference

On Tuesday December 8th 2015 staff of Point Lisas Nitrogen Limited along with members of Habitat for Humanity attended the ground breaking and handing over ceremony for six families sponsored by PLNL in 2015. As the group sat under a tiny tent erected in Freeport, at the site of the future home of one of the recipients, it was clear that the mood was one of hope and appreciation.

The gratitude of the people was clear on their faces and in their voices as they expressed their heartfelt thanks for our contribution to making dreams of safe and decent dwellings come true. Emotions were high as some gave short speeches on their circumstances and how we were able to assist and although the group was small, their cheers were great as the sod was turned in anticipation of starting yet another project to build a house for a family in need.

Each family sponsored also received house warming tokens from the Company to help them live comfortably in their new spaces. As we come to the close of yet another Calendar and Business year, PLNL is proud to say that it's not only about the Business but also about People! We look forward to our continued partnership with Habitat and offering a hand up to those who truly need it.



TURNAROUND 2016

Mark your calendars, as the date has been set for April 18th 2016 for the start of the longest planned and most anticipated Turnaround yet. Some of the major jobs include the Primary Reformer Reharp, 103JT Overhaul, Fresh Fire Water Tank coating, Cooling tower basin coating, Secondary reformer catalyst replacement, HTS catalyst replacement, inspection of over thirty (30) exchangers and vessels, servicing of over two hundred (200) control valves, overhaul of the main generator 101JMG, DCS field bus modules upgrade, 101/2/3/5J PLC upgrade, V1000 upgrade and 104J Discharge Valve Automation.

The TAR team has been established which comprise members from each department. Formal meetings are held bi-monthly. Preparation work is well advanced with the scope officially frozen, challenge sessions executed, long delivery parts on order, scopes developed and site visits conducted. Within the next few days, bids will be received and evaluated for the major maintenance activities. Well done TAR team for the efforts thus far and keep going as TAR 2016 is right around the corner.

Remember:

Safety requires co-operation.
As employees we can be encouraging
the unsafe actions of others
OR
Working together, we can STOP unsafe
actions.



*Safety
Moment*

Up Close & Personal



DeVonn Paterson (DP)



Shimonah Lutchmedial(SL)

1. **Where did you grow up?**

DP: My family is originally from the heart of Point Fortin. We have lived most of my life in Cocoyea village, but I was raised in San Fernando and the wealth of experiences its environs had to offer.

SL: Couva. I think because of how close I lived to the estate, I always wanted to work here.

2. **What story does your family always tell about you?**

DP: Aside from the chunky baby stories? They always talk about me being a certified pyro-technician; conducting field tests on my mother's kitchen curtains...

SL: There are so many stories that all end with people laughing at my expense and me crying! My family loves poking fun at each other. On that basis...I'm not sharing!

3. **What's your favorite indoor/outdoor activity?**

DP: My most recent endeavor was competitive Urban Dance. I am currently following the adrenaline trail towards sports like wake boarding and archery.

SL: I've started liking anything to give me that adrenaline rush. I am always looking for new things to do. My last adventure would have been skydiving! AMAZING!

4. **What's the hardest thing you've ever done?**

DP: Finish this interview. *smirk*

SL: Hardest thing for me was probably leaving my home, after getting married.

5. **What's the best/worst gift you've ever given/received?**

DP: A box of matches (see Q 2). Honestly, I'm more about experiences than gifts. So any opportunity to travel and indulge in other cultures is a priority.

SL: Best - A collector's edition of "FRIENDS" (DVD Collection); Worst - a used Towel!

6. If you had to change your first name, what would you change it to and why?

DP: If they forced me to change it? For witness protection? It'll probably be "DeVonn!" No one would ever make the connection.

SL: I wouldn't! Shimonah is unusual and it's me. My dad would have chosen that because of the meaning-little princess. Why would I want to change it?

7. How do you define success and how do you measure it?

DP: I consider success a measure of happiness derived from your Craft. This includes your job, sports or even enjoying time with friends/family. Wealth and status are simply byproducts of this process.

SL: Success is not just measured solely on our worldly achievements. I think it's when a balance is achieved with attaining goals, peace of mind, the lives that we touch and spirituality.

8. What is one of your favorite quotes?

DP: "I'm a pessimist because of intelligence, but an optimist because of will." -- Antonio Gramsci

SL: Men are not prisoners of fate but only prisoners of their own minds. (Franklin D Roosevelt)

9. What are three career lessons you've learned thus far?

DP: 1) Hold yourself to the same standards as you hold others. 2) Never stop learning. 3) Murphy's Law always applies.

SL: 1) No good deed goes unpunished. 2) Organizational culture is important for an employee to understand if they are to thrive. 3) Once you enjoy what you do, it's a lot easier to do.

10. What qualities should a good team leader have?

DP: Rule with an iron fist! When that fails, develop an appreciation for outside perspectives; seeing the world through the eyes of another. Also, encourage Reliability Centered Maintenance for your team members; they are your greatest asset.

SL: A good leader generates enthusiasm, coaches employees, sets a good example, supports ideas, inspires and motivates and says "let's go"

11. If you had to eat one meal, every day for the rest of your life, what would it be?

DP: Lasagna. A complete meal in one easy to devour package. It's like an Italian pelau.

SL: Hong Kong Shrimp

12. Motto or personal mantra?

DP: Listen twice; speak once.

SL: YOLO! (You only live once) Carpe Diem! There's no point if you don't try to enjoy every experience that comes your way



CHRISTMAS CORNER

What kind of Pipeline edition would be sent out in December without something on the Holiday Season?

So in honor of Christmas which is right around the Corner we give you teasers of PLNL's Main Staff Function on November 21st 2015





It's that time of year again folks, where we start cleaning in a frenzy, stores are overflowing with shoppers and staff only too eager to help (or not);

Where we pull out the Christmas Tree and dust off the decorations and make plans to
"parang de wrong house."

Most of us also try our hands at baking or cooking something or at the very least having store bought delicacies to serve if people come over unexpectedly... (see parang people from above)

There is no doubt that some of us may be so inclined, willing to devote more time and effort than others when it comes to the kitchen and home decor over this Season...And then again there are the rest of us who may be willing but not necessarily able.

So just to make sure we have covered everyone, we would like to give the culinary challenged folks a sure fire recipe for a delicious pastelle and those skilled Suzie (or Sammy) Homemakers a little edge up to get that house in tip top shape for the Christmas Season.

Merry Christmas Everyone!

Culinary Challenged

Pastelle Recipe

- 2 lb. minced beef, chicken or soya
 - ½ cup finely chopped onion
 - ½ cup finely chopped chive
 - 1 tsp. thyme
 - 1 tsp. minced garlic
 - hot pepper to taste
 - ½ tsp. black pepper
 - 2 tsp. salt
 - 1 tsp. Worcestershire sauce
 - ½ cup finely chopped pimentos
 - 2 tbsp. stuffed olives, chopped
 - ½ cup raisins
 - 2 cups cornmeal
 - 3 cups hot water
 - 2- tbsp. vegetable oil or 2 oz. or 4 tbsp. margarine
- Saharee leaves, cleaned, greased and cut in 7" or 8" squares If using banana leaves scald until soft and pliable
1. Season meat or soya with onion, chive and thyme, garlic, hot pepper, black pepper, and 1 teaspoon salt.
 2. Heat oil in skillet and cook seasoned meat until tender.
 3. Add ketchup, Worcestershire sauce, pimentos, olives and raisins.
 4. Cook for 2-3 minutes more and adjust salt and pepper; leave to cool.
 5. Combine cornmeal, water, oil and 1 teaspoon salt; stir until mixture sticks together.
 6. Take heaped tablespoons of cornmeal and form balls (approx. 1½" in diameter).
 7. Place a ball of cornmeal on a piece of leaf, cover with a piece of plastic wrap and roll or press to desired size approx. 6".
 8. Add approx. 2 tablespoons of meat and fold to close, tie with string
 9. Place a few pastelles in steamer or colander and steam for about 20-25 minutes.

Susie Home Maker

4 Holiday Hacks to Spruce up your home

1. Use cardboard boxes wrapped in gift paper as your storage boxes or garbage bins.



2. Hang ornaments from a light fixture to transform it into a Christmas chandelier.



3. Put green tinsel in between your tree to make it look fuller



4. Wrap your lights on clothes hangars



*Fun Fact: Did you know that
"PipeLine News Letter" gives us the
acronym PLNL?*

Thanks to all who contributed by way of articles,
pictures or information towards this publication.



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