

# EnergíaLocal

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EG LNG NEWSLETTER/Not for sale.

EG LNG

*Working together for the growth of local capacity*

## NEW COMMERCIAL DIRECTOR FOR EG LNG



Equatorial Guinea LNG Operations welcomes Manuel Alvarez as the new Commercial Director replacing Daniel Price Jr. who took over the

Dear readers,

Welcome to the second edition of Energía Local.

First of all, we would like to announce to our readers that our newsletter is moving from a quarterly to a three-time a year publication. This change is motivated by the need to offer a varied and enriched content to our ever increasing audience. It also to allow time to collect and process relevant, accurate and useful information from our social and community projects executed throughout the country.

In this edition we welcome our new Commercial Director who is bringing to the commercial team a wealth of professional experience and astounding interpersonal skills. At this particular moment when the global energy market is facing challenges, managing people and keeping them motivated is a crucial factor.

Keeping our employees motivated to perform at a world class level is a task EG LNG confronts on daily basis and our Training and Development team is there to keep us refreshed.

As we plan ahead for our future operational challenges, we would like to look back and recognize the efforts of our operations and maintenance team during the April Turnaround. Our operational success would not be possible without the contributions of all; and this is because we keep reminding ourselves of our goals and objectives that we keep ourselves constantly motivated to achieve more.



Our joint vendor seminar with two other Punta Europa entities showcase our intent to share our experience on national content and leverage on the synergies of working as a team.

**Verónica MIKUE MBA**  
**Deputy Managing Director**  
**of EG LNG**

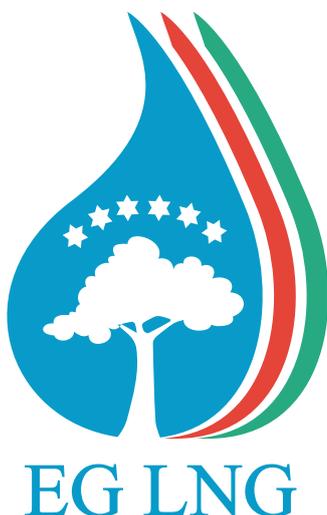


Maintenance Manager position of the company.

Manuel is one of the pioneers of the company as he joined EG LNG at the beginning of the project. Before becoming the Commercial Director, Manuel held the positions of Government Affairs Manager and Coordinating Manager respectively.

## “I am very excited of my new role”.

On his new role Manuel said: “I am very excited of my new role. The job of Commercial Director for EG LNG is a great responsibility but also an opportunity to expand on the knowledge I have gained through all my years with the company.” “The growth that I have seen at EG LNG has been tremendous. We have a world class operation, exemplary safety record and the greatest group of employees I have ever known.” “I look forward to working with all my fellow colleagues in finding ways to maximize shareholder value and increase our footprint in Equatorial Guinea through our very successful National Content Programs and engagement with the community.”



## It Tip: “How To Freeze Panes In Excel”



1. Open your existing Microsoft Excel Document.
2. Highlight the row(s) or column(s) you wish to freeze.
3. Go to your task bar and select “View” (you are currently in the “File” tab).
4. Move your mouse pointer to the drop down arrow under the “Freeze Panes”.
5. Click on the desired option you previously highlighted.

You can observe that when you scroll down in your document, the frozen pane is still visible.

## The Trainers Corner: Motivation

The word motivation stems from the Latin word “movere” which means to move. Your motivation level is what

moves you to participate in an activity and it affects your desire to continue the activity. Motivation is what makes people do things. In another sense it is what makes them put real effort and energy into what they do.

In short, a simple definition of motivation could be:



**Getting People to do willingly and well those things which have to be done”.**

It has been stated that:

Positive motivation occurs when people “give” to a request

Motivation ceases when people are “compelled” to surrender to a demand.

Motivation is vital in any job if people are to give their best to it. Assuming that employees are given opportunity for developing in performance and have the necessary skills, then effectiveness depends on their motivation. People are undoubtedly a most critical resource and no matter what the degree of sophistication we rise to in our technology, we will still depend on people.

## Who Is Responsible?

It is the job of work group leaders or team leaders to motivate their teams. It is they who are best placed to create the correct environment in which people will “grow” and want to give their best to their work.

### Examples of Motivation are:

- High Performance and results being consistently achieved
- The energy, enthusiasm and determination to succeed
- Unstinting co-operation in overcoming problems
- The willingness of individuals to accept responsibility
- Willingness to accommodate necessary change



- A lack of co-operation in dealing with problems or difficulties
- Unjustified resistance to change

### Examples of Lack of Motivation:

- Apathy and indifference to the job
- A poor record of time-keeping and high absenteeism
- An exaggeration of the effects/difficulties encountered in problems, disputes and grievances

**You don't have to be great to start, but you have to start to be great!**

## Another Successful Turnaround

During the month of April 2015 EG LNG performed a thirty days maintenance and inspection (Turnaround).

During this period the turbine and compressor work was completed in a period of 19 days. During this 19 day period, work was performed around the clock with crews working 12 hour shifts, 7 days a week, until completion.

Assisting the EG LNG maintenance technicians to perform the repairs and inspections were approximately

35 turbine and compressor specialists and an additional 25 EG National craftsmen.

In addition to the detailed maintenance and inspection plans, a Health, Environment, and Safety Management Plan was developed prior to the start of work to ensure all anticipated risks were evaluated and mitigated. Lessons learned from prior outages were also incorporated into this plan.



As a result, this maintenance and inspection outage was completed on schedule with no recordable or lost time injuries.

Other work activities completed during this outage included testing of fire and gas detection systems, replacement of inlet air filters, rebuilding and testing Pressure Safety Valves (PSV's), and lube oil replacement.

The goal of all of these maintenance and inspection activities is to ensure the highest level of equipment reliability and operational safety of the equipment.

## Records Coordinators Briefing



Records management is often described as “the systematic control of an organisation’s records, throughout their life cycle, in order to meet operational business needs, statutory and fiscal requirements, and community expectations.”

At EG LNG records management is everybody’s responsibility, just as safety. Each employee has an important role to play in protecting the future of our organization by creating, using, retrieving, and disposing of records in accordance with the established policies and procedures.

With the intent of reaffirming this commitment and updating records coordinators of changes and improvements in Document Management processes, Felicidad Tarifa Ejapa,

Document Control Assistant, organized on April 22nd, 2015 a records coordinators briefing.

Twenty records coordinators, or their alternates and document management employees attended the meeting. Felicidad reaffirmed the importance of records management, the role of a record coordinator in the record management process and clarified the important question of “**who/what is a records coordinator?**”

A records coordinator is a role assigned by one’s supervisor or line manager to manage both manual and electronic records in the Department or organization.



# Eg Lng Employees Celebrate International Labor Day



On May 1st 2015 EG LNG employees celebrated with the rest of workers of Equatorial Guinea and the world the International Labor Day.

The celebration was organized in Sofitel Presidential Palace Hotel. It was a casual and friendly ceremony where employees, both national and expatriates had lunch.



EG LNG's Deputy Managing Director, Veronica Mikue Mba and EG LNG's Attorney, Nancy Corbet refreshed the assistants on the relevance of the celebration and invited them to enjoy the lunch and uphold to the spirit of the international labor day. The celebration was seasoned with the singing performance of local artist Yuma, who delighted the audience with her voice.



## Joint Vendor Seminar for Punta Europa Companies



On June 12, 2015 Marathon Equatorial Guinea Production Limited (MEGPL), EG LNG and Atlantic Methanol Production Company (AMPCO) organized a vendor seminar for Small and Medium Enterprises.

The initiative is part of Punta Europa companies to jointly address challenges related to maximizing local companies' participation in the procurement process. Communication with local vendors was identified as huddles to overcome but the seminar organizers acknowledge that there have been significant improvements during the last couple of years.

The seminar was structured around three main axes:

**First, Presentations:** Each of the companies' representatives was required to briefly outline his company sourcing process,

**Second, Questions and answers:** Attendants made questions and queries to clarify their understanding of the content of the presentations, and

**Third, Recommendations:** Attendances provided valuable ideas and recommendations that could be beneficiary for both SMEs and Operating companies.



# A Success Story



Although not often acknowledged or publicized, EG LNG's National Content Training Program has been a life changing program for many that have participated to the more than 32 courses provided during the six year.

In this edition we share with our audience the story of a young man that participated in some of these courses in 2014.

"Hi, I am one of EG LNG's SME's courses participants.

I attended two courses, Computer Skills, Human Resources & Administration.

These seemingly simple courses upgraded my skills and abilities, op-

timizing me to perform better in my professional field.

I do not doubt that, these courses really make some difference in participants life; both personal and professional.

Presently am serving as Material Controller in Marathon Oil; Thanks for the opportunity EGLNG is offering to the public to improve the professional skills.

EGLNG is a company that is committed to people's development and growth".

**Anacleto Mendjoni**



# Another Certification for Diosdado Ferreira Etobori



EG LNG's continued commitment is to the professional development of its workforce. This commitment not only covers on-job competency development, but also classroom and workshop based training as well as externally run courses. This commitment provides employees with the opportunity to attain new skills, enhance their knowledge and expertise. An evidence of this commitment is Diosdado Ferreira Etobori.

Within the last 5 years of service with the company, Diosdado has performed the roles of desk side support technician, DCS support technician, Residential infrastructure specialist supporting network/phone system in P.E. and currently Diosdado is working as telecommunication specialist a support role to the IT Shared Service Telecom Supervisor.

When joining EG LNG in 2010, Diosdado owned a Microsoft Certified Systems Engineer (MCSE); since then, has obtained the following certifications:

> **Comptia A+** (Computing Techno-



logy Industry Association),  
> **Comptia N+** (Computing Technology Industry Association Network),  
> **Cisco ICND1** (Interconnecting Cisco Networking Devices Part 1-2), and  
> **CCNA** (Cisco Certified Network Administrator).

When asked what is his target Diosdado said **“my objective is to archive a solid and yet flexible IT multitasking competence in network**

**and telephony support service and be the best I could be personal and professionally”.**

To date Diosdado has completed 5 international certifications 3 with Microsoft 2 with Cisco Community, and is a key player in EG LNG's IT Department team.

# Eg Lng Training Program Reaches Ebibeyin



Ebibeyin is an emerging city and an economic fief in Equatorial Guinea. It shares borders with Cameroon and Gabon. It is a dynamic town. During the day economic activity is at its peak. People travel on both directions of the border check point to buy and sell. Small and micro businesses are the heart and soul of the city.

At the end of a two-day visit to the city, evaluating the possibility

expanding EG LNG's SMEs training initiative, it became self-evident for EG LNG's National Content coordinator that if there was any locality in the nation where thriving hand determined micro entrepreneurs played a significant role in people's daily lives, it was Ebibeyin.

Ebibeyin is now the first location outside metropolitan cities of Malabo and Bata where EG LNG has expanded its National Content Training

Program for SMEs. This program provides small business men and women the basic skills required to become successful in their businesses and trades.

The opening ceremony of the first course in Basic computer skills took place on June 22nd at Hotel Inmaculada of Ebibeyin. The ceremony was attended by Provincial Delegate of Economy and Business Promotion of Kie-Ntem, and City Mayor representative.

**Tell us about your business and let Energía Local showcase your company**  
**Contact EG LNG National Content For Training Information. Tel: 222-580-169**  
**No One Gets Hurt Today!**

**Feria de Seguridad EG LNG**  
**11 de septiembre 2015**  
**¡La seguridad ante todo!**



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