



ТШО ЖАҢАЛЫҚТАРЫ

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TCO NEWS

Kazakh Minister of Oil and Gas met with TCO management



On the 17th of July Uzakpai Karabalin, ROK Minister of Oil & Gas on an official visit in Atyrau met with the management of Tengizchevroil at TCO Headquarters. Accompanying the minister was Akim of the Atyrau Oblast Baktykozha Izmukhambetov. TCO general director Tim Miller gave

a warm welcome to the VIP visitors and offered his sincere greetings to Mr. Karabalin on his recent appointment as leader of one of the critical sectors of the national economy. He also expressed confidence about the continued development of mutually beneficial cooperation and partnership which have been a typical style of relations

established between the ROK Ministry of Oil & Gas and Tengizchevroil over decades. At the meeting held in atmosphere of true friendship the parties discussed a wide range of high priority issues connected with Tengizchevroil's strategic development and prospects of Kazakhstan's petroleum industry at large.

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Town Hall Meetings at TCO

TCO general director Tim Miller hosted town hall meetings at TCO HQ in Atyrau and in Tengiz to discuss the results of the first six months and the challenges faced by TCO in 2013.

TCO General Director Tim Miller began the town hall by spending over 20 minutes on safety and the recent incidents that occurred in Tengiz. To reinforce the seriousness of the incidents, Miller showed a video reenactment of the incidents. Luckily, those involved survived, but had very serious injuries.

Miller reemphasized that all accidents can be avoided, provided we remain safety focused and follow the Operational Excel-



lence Tenets, particularly the two fundamental rules – Do the work safely, or do not do at all and there is always time to do the work the right way.

Continuing with the town hall, Miller

highlighted the contributions TCO has made to the Atyrau community, reported on the status of the Kindergarten Project

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Town Hall Meetings at TCO

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and that TCO may start to build the new Sports Center for TCO employees before the year's end. Among other issues raised during the town hall were compensation during preventive treatment, language courses upgrades, professional training and career building opportunities, and overseas assignments for nationals.

In particular, Sholpan Altybayeva, general manager of TCO Human Resources shared that the current programs of English language training need critical updates. It so happens, the lan-

guage barrier occasionally poses a serious problem and makes foreign assignments unavailable to local specialists. Therefore, to address the issue, a new training program has been developed which will involve all employees and allow for faster and more effective learning. As far as the preventive treatment compensation, Altybayeva noted the issue is being thoroughly analyzed.

Then Miller continued on about the 2013 targets, saying our common challenge is to further expand capacity and ascend to the new level of performance in all areas of our business. TCO



will proceed with KTL and SGP turnarounds to enhance modernization of capital assets in order to improve performance of Tengiz facility. 2013 is a very challenging period for all of us, noted the gen-

eral director.

In the end, the general director thanked the employees for excellent work, emphasizing that TCO has been producing over 25 million tonnes over quite some

time which is primarily achieved through the strong commitment to safety, environmental responsibility and a proactive marketing strategy.

By Aibar Khamiev

Effective tool of business development



The Program of Small and Medium-sized Business Development once volunteered by Tengizchevroil celebrated its 15th anniversary recently and continues to be a powerful factor supporting creation and establishment of sustainable and competitive private businesses in the Atyrau region.

Below is the comment by **Abat Orazbayev, manager of SMBD Group at TCO, who expanded on the chief directions of the Program.**

TCO's Department of Kazakhstan Content Development pursues to support local businesses through evaluating their potential and stimulating the development of capabilities, offering financial assistance within the framework of Small Business Development and by involving technical and other specialists, who provide expert advice on how to meet the high standard TCO applies to the quality of goods and services, become a reliable supplier and service provider for the petroleum industry.

The Program of Small Business Development successfully implemented by Tengizchevroil since 1997 proved an extremely effective tool which helped create over 1380 new jobs of significant value to the social infrastructure and oil sector both in the Atyrau oblast and across Kazakhstan.

Below are a few most recent examples of local businesses' successful establishment due to the support TCO provided to them through Small Business Development program.

In 2012 Multicorr LLP received an interest free loan from TCO which has been used to start

a new business of providing field services of anti-rust coating for pipelines. Based on the positive results of the pilot work-order, the company was awarded a contract by Tengizchevroil and delivered on it with excellence. Currently, we are planning to continue working with this service provider, expanding its potential. We expect in short term JSC Multicorr will be able to provide valuable services in the area of pressure vessels and heat-exchangers purging.

This year, we reviewed and approved the project of Ailym Beauty LLP for manufacture of heat resistant crew socks used in petroleum industry, hot metal and electrical industry as important item of fire and heat resistant clothing.

Among other projects currently reviewed are industrial timber works, a plant producing nitrogen and inert gases, a solid waste recycling facility and more.

All in all, over the term of the Program of Small and Medium-sized Business Development dozens of local private entrepreneurs have received a significant support and developed a sustainable business.

To maximize the effectiveness of the support given to the small business, TCO has been actively working in partnership with local government and coordinating the effort with such NGOs as DAMU Entrepreneurship Development Fund and Soyuz Atameken. We successfully pooled our efforts to organize business forums and workshops instru-



representatives of TCO, KUMBP and KazMunaiGas was formed a couple of years ago to evaluate the manufacturing and technical capabilities of local providers to

vices.

Among such enterprises I would like to particularly mention the Arselor Mittal plant in Aktau specializing in epoxy coating for pipelines, Hill Corporation LLP – producer of motor oils and lubes, the Nitrogen plant in Uralsk providing materials and services for system bleeding, Kazturboremont LLP (rotary equipment maintenance and repairs) and Sewon Vertex LLP, specialist in manufacturing vessels.

Novus Caspian Sealing LLP was earlier supported through issue of loan under the Small Business Development program. The company started producing gaskets and static sealing products critical for maintenance jobs in the upstream. Their goods are currently in strong demand with TCO, and the value of a locally available trusted provider was appreciated by TCO during the last year Turnaround.

Today, working in cooperation with large subsoil users in Kazakhstan, we determined the chief avenues for the development of local business to effectively address the needs of petroleum sector in such specific critical items as pipes, vessels, heat-exchangers, flanges and fittings, electrical equipment, chemicals and more.

As an effective factor of small business development, TCO's program will continue to provide support to local suppliers.



mental in introducing the potential suppliers of goods and services to TCO's needs, requirements and policies.

Also, as part of our effort to create opportunities and support the development of manufacturing potential of local machine-building sector TCO has been working in close contact with the Union of Machine-Building Plants of Kazakhstan (KUMBP). The working group consisting of

meet the demands of Tengizchevroil. To date, the total of 35 Kazakhstani companies have been evaluated, of which 23 complied with requirements and 12 have been awarded work-orders at the total cost of \$35 million plus.

The most recent years have been marked by a number of successful projects which eventually resulted in emerging of competitive Kazakhstani businesses producing quality products and ser-

Monday – bbs coaching day



Coaching is one of the most critical tools in the Behavior Based Safety (BBS) program.

The objective of coaching is to improve the quality of BBS observations made by the program participants as well as to refine the skills on entering quality observation sheets into the BBS database. There is a recommendation side of coaching, which is also very important – it mobilizes an observer to reflect the real aspects of their observation and to give a correct description of it. As a rule, observers treat all the recommendations and suggestions provided by their coaches carefully and seriously. This helps create process observations in a consistent and very informative manner. A coach-observer indeed plays a vital role in promoting BBS! And the coach is a member of one of the 6 BBS Steering Committees and it may be a supervisor as well. Currently, the number of observers in the Maintenance & Construction local steering committee (LSC) is about 3000 (the most populated committee), with 229 coaches.

Being a BBS driving force, LSC leaders and members take part in BBS workshops, so to fully understand the intent of the program and the importance of having coaches in place. At the workshops, SC members improve their coaching skills. The SC leaders and members then communicate the knowledge gained across all BBS committee and sub-committees, which in turn, improves BBS performance amongst LSCs, and the entire workforce. The coaching target for 2013 for SC members is to provide minimum 24 coaching sessions, and supervisors – at least 12 per year.

As a committee, over the 1st Q 2013, we were not able to achieve the target set. Thus, a decision has been made to start doing a coaching analysis on a monthly basis with timely actions taken as required. Having group coaching sessions has become an effective solution initiated by



OE/ HSE BBS LSC.

After we have taken over this experience, all SC members and TCO BBS group representatives assisting them were called in to take part in the first session. As a result of the combined efforts, SC members completed 27 coaching sessions. Upon the event, SC members stressed out the value of having such sessions as they would give a chance to do quality coaching, ask each other questions and share their best practice.

Normally, coaching sessions are sent to the observer's e-mail box, but doing that at the spot of an observation has always been the best practice. In our committee, we help our new ob-

servers do their first observation.

To improve the quality of observations as well as to increase the number of coaching sessions, Maintenance & Construction SC have come up with a program called "Monday – Coaching Day". On this day, our coaches conduct observations with the least active or least experienced observers; and owing to this initiative some office employee now have a chance to make their first observations out in the field. Also, in some instances an observer would make an observation, but struggle to enter it as a quality observation into the database. And then our committee members and coaches are there to help out by watching how the observation sheet is entered into the database.

And here, I would like to recognize the initiative taken by the coaches and members of the WTP/WRF committee. HSE manager for the project, Joy Inbody, gives gift gifts to those observers who share their observations where they use their Stop Work Authority, and discuss all safe/at-risk behaviors revealed. Through timely reward & recognition and joint efforts, Project HSE manager and the SC members have not only improved the BBS performance of the employees, but also have had a positive effect on the quality of the BBS observations.

Overall, BBS coaching stimulates the teamwork. A coach, an observer and an observee are the employees on different jobs who meet each other, share the experiences and show care for each other. This is what makes you tuned up to a safe work!

Ulday Umiraliyeva
Maintenance & Construction
BBS SC Leader



TCO Winner in Chevron Global D&C Best BBS Recognition and Award program

Meirambek Yessen-tayev, Schlumberger (Slickline Operator), was recognized by Jeff Smith, TCO Drilling and Completions Manager, for his outstanding BBS Observation for April 2013. Meirambek is the second TCO Drilling and Completion employee or Drilling and Completion contractor employee rec-

ognized by Chevron Global D&C during 2013. The first Clear Leader award was presented to Kuat Uteev, TCO Drilling Representative, for his BBS Observation in February 2013.

The Chevron Global Drilling and Completion Best BBS incentive program is focused on drilling and work over operations and is designed to encourage and drive

safe behaviors that will establish the safety culture necessary to give our organization the clear leader advantage in safe drilling; work over operations and environmental stewardship. Each month Global Upstream selects four individuals to be recognized for their contribution to safety and protection of our environment through the BBS program.



Tengizchevroil:

EFFECTIVE WASTE MANAGEMENT IS A SIGNIFICANT STEP TOWARDS THE GREEN ECONOMY

Tengizchevroil LLP (TCO) is committed to effectively managing its waste so as to minimize its impact on the environment. We encourage the practices of reducing, reusing and recycling at all times. Effective waste management is another way that TCO ensures it is a leader in environmental performance.

TCO's activities generate approximately 60 different streams of industrial and municipal wastes. The waste streams each have a different origin, composition and hazard class. TCO developed a waste management system to ensure proper handling of every waste stream.

TCO waste management system is based on Republic of Kazakhstan laws, Chevron corporate standards and global best practices. The highest priority is given to reduction of waste generation, which is followed by reuse and recycling. Eventually, the waste that cannot be re-used or recycled is disposed of at TCO engineered landfills (Industrial Waste Landfill and General Waste Landfill) built on the territory of Integrated Waste Management Facility (IWMF).

TCO's landfills exceed Republic of Kazakhstan legal requirements for waste disposal and conform to global safety and environmental standards.

TCO's waste management approach is just one way we are responding to President Nazarbayev's Green Economy policy. In addition to ensuring proper handling and disposal of waste, we work with local companies to increase their capabilities and help them adopt global waste management practices.

Current practice

TCO's Third-party Waste Stewardship (TWS) approach requires a comprehensive audit of a potential contractor for compliance with RoK regulations to minimize potential environmental and legal liabilities.

For example, TCO once sent stabilized oily sludge to the landfill. After contracting two local companies, West Dala and Nazar Solution, all sludge generated at TCO facilities is sent for thermal treatment. TCO shipped 2,500 tonnes of oily sludge to the contractors in 2012. This is equivalent to the weight of six Airbus A-380 jet airliners.

TCO ships spent oils to Nefteoiservice Company for treatment and re-use. The same company is contracted for recycling of mercury-containing fluorescent lamps and other mercury-containing wastes.

The Investment Recovery Warehouse (IRW) is operated in TCO to re-use expired or surplus materials rather than turning them into waste. IRW, in its turn, has a metal scrap yard which is used as

a shipment site for metal scrap.

Metal drums are cleaned with steam and crushed for shipment to the IRW scrap metal yard. The plastic drums are also steamed, but delivered to IWMF for baling and further shipment to Nazar Solution for recycling.

ogy applies disintegration, steam treatment and chemical sterilization instead of incineration.

Another local company, Alex ASU, was contracted to enable turnover of electronic wastes for recycling.

Construction waste, particu-



The amount of baled and shipped plastic in 2012 was 80 tonnes.

All surplus expired chemicals are turned over to West Dala and Nazar Solution for thermal treatment, which amounts to 100 tonnes per year approx., to prevent adverse environmental impact.

Spent storage batteries are shipped to Semei Splav Company. Year to date, about 100 tonnes of batteries have already been shipped.

In 2012, all spent tyres, which is approx. 343 tonnes, were shipped for recycling to Kazakhstan Rubber Recycling, based on a contract signed. The volume of tonnes shipped equals to total volume of 20 rail cars.

All medical wastes from TCO clinics are deactivated in Newster-10 machine in compliance with Sanitary Norms and Rules. The Newster-10 technol-

ogically concrete waste is the most recycled one both mass and volume wise. TCO is successfully operating a jaw crusher at IWMF and more than 12 thousand tons of concrete waste was recycled in 2012.

Such waste management actions allow TCO to demonstrate its commitment to improving its environmental performance in all aspects of its operations. Our work with local companies on this front also reinforces our commitment to increasing Kazakh Content wherever possible.

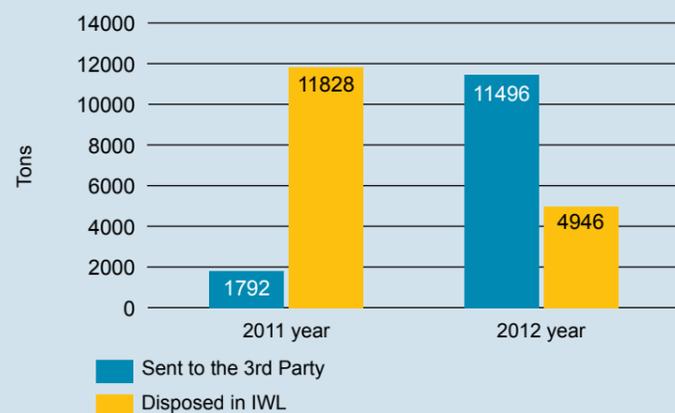
Highlights of Future

TCO continues to develop its own waste management facilities. A project has been launched that is examining ways to further improve waste segregation and treatment alternatives.

Construction has started on

Waste recycling/reuse

In 2012 the amount of recycled/reused wastes increased due to waste transfer to the third party companies.



Полигон размещения отходов

By Igor Manuilenko,
manager OE/HES, Tengiz

Perfection unlimited

TCO IT DEPARTMENT COMPLETED UPDATE OF INFORMATION MANAGEMENT STRATEGY

Tengizchevroil is known for employing state-of-the-art IT technologies and highly skilled staff of system engineers. Recently the Information Technology department began planning another major update of TCO's information management strategy. "Perfection knows no limits," said Aliya Jacksiyeva, IT planning and project office management supervisor, in explaining why the update is being undertaken. She explained, saying "of late, our department's strategy has been focused on delivering reliable infrastructure services, a cost effective basis to the business. We have achieved impressive success in this area. The new strategy is looking to extend the focus, including IT support for Future Growth Project, for the Finance, some HR projects and more to further improve the core business effectiveness. Of course, we have been addressing those issues before. The main difference is whereas before we provided information support, in other words, delivered on order, now we are busy generating ideas and implementing those."

Brendan Rogers, TCO IT Manager joined our conversation and expounded further, saying "our department does our best to demonstrate IT is important and valuable business partner creating superior value for the common cause of TCO." "We upgraded IT strategy so it can best meet the demands of TCO, - he continued. - To make our business more reliable and effective, we decided to focus on the following key areas:

- Attaining high standards in core business;
- Assisting in further growing TCO assets;
- Providing effective support to TCO depts and
- Deployment of information management strategy

Brendan is expert IT specialist. He worked for 15 years in the UK, then moved to San Ramon, USA and worked there for another 15 years. After accepting a new assignment with TCO a year ago, Brendan Rogers and his new colleagues evaluated what IT does and looked at his staff competences and capabilities. He believes TCO IT professionals are well educated and well skilled. "They continue to develop their career and we just need to direct them and it is very important for the business. IT area is quickly



changing and very dynamic branch and IT specialists need to keep up with it."

"Why we have arrived at the idea we need a new strategy? the IT Manager repeated my question. - Because we realized we need to move from just delivering reliable services and grow our strategy to include information management enabling the core business, corporate services, growth of the business and that translates to a number of initiatives that we need to execute against. So in supporting the core business we focus a lot on process safety, in corporate services we have a lot of work on finance side on E1 update; and HR is looking to deploy a lot of human resource management systems. Once we looked at the strategy we realized we need to change to enable the business and we realized that we don't have people to execute against that strategy. Then we did a strategic planning review and we realized that we were short in some skill areas such as project managers, business analysts, information management analysts and architects. So we look to grow those competencies. Late last year we reviewed how we are going to do that, so we went out and did a recruiting drive. Aliya manages the recruiting team and it has a subteam including HR representatives. We did a nation-wide search for a number of jobs and roles in TCO. We went to universities and recruited the needed skills. We also brought expats with



Brendan Rogers, TCO IT Manager

over 20 years experience in project management roles to help accelerate knowledge transfer. And it seems to work very well. They are taking on new project this year that directly affect how the business is going to run and by the end of the year we hope to be

successful in implementing our initiatives. When we did a strategic staffing plan we identified organizational capability gaps. For example, we didn't have enough future leaders in our succession plans. Thus we have worked hard add these new talents. We are trying

to increase their experience and skills levels so that they can be competitive for future leadership roles in the IT Department. We place more people on international assignments so they can get broader view of TCO operations and Chevron management principles and working practices, which they bring back to TCO.

TCO IT organized a training of specialists. To-date, training sessions have been held addressing the following two subjects: How to collect and register users' requests and Request filling-out procedure. Zuhra Uzbayeva, IT analyst has completed this course and made her comment for us. "The first topic addressed the issue of collection and registration of users' requests. It took four days. We studied all aspects of collection process, including planning and request acceptance confirmation.

The trainer shared his vast experience in the subject and gave us many examples from real business. Then we took our exam and I am happy to report everybody passed the test. The second training session was on the Procedure of holding meetings to collect and identify business requests and it took two days. It was mostly practical drills. Our group made a plan of the meeting; then we met with the customers, who submitted their requests. We applied our new knowledge to collect the maximum of needed information. Now we are looking forward to sharing the valuable skills with our colleagues.

I am sure the knowledge we received about the methods and technique of information gathering and the application of our new skills will help us better deliver on our job of gathering information about our customers' needs. The training will help us better plan our activities and expedite the information gathering process on the whole. Besides, the new skills are expected to help our colleagues better formulate their requests by filling the forms in a more intelligent manner." The updated IT strategy was endorsed by TCO management in November last year. IT specialists have seen positive results so far, demonstrated believe that one positive outcome is their initiation of a number of projects and received demand from business partners to do that work. Perfection knows no limits, thus we need to move ahead.

By Georgy Trukhin

Drama at the swimming pool

OR ANOTHER EVIDENCE OF BBS SUPERIOR VALUE

Recently, an incident happened at the swimming pool of Munaishi Sports & Recreation Center in Atyrau. For an 11 year old girl who came to swim in company of friends this was a near escape... Please find below an account of the incident by Aibar Khamiev, TCO employee, who happened to be more than just a witness.

That was another hot Saturday in the middle of July in Atyrau. Aruzhan and Altair, my daughter and son talked me into taking them to the swimming pool of Munaishi Sports Center located in the area of Zhylgorodok micro-region. Just like most kids they love to swim, so, if permitted, they could probably stay bobbing around in the water all day long and appreciate greatly every opportunity of bathing. Albeit they can swim fairly well, I prefer to stay close and watch them for safety reason.

Anyway, I thought the swimming pool was not a bad option in such a heat, besides a good recreation and fitness opportunity.

Soon we arrived at Munaishi Sports Center. The facility was full house; the majority of visitors were children. The music inside was really loud. Everyone was having fun.

At some point a man sitting close by at the side of the pool pointed at the water and shouted to me: "Look, there is something down there at the bottom of the

pool. Hope this is not what I think, but can be a problem." I could barely see through the thickness of the water, yet it looked like a woman's body, and it was motionless... Immediately I ordered my children out of the water and cried out loud for help, calling the instructors. I saw neither the guards, nor the swimming instructors around, so I took a dive. The pool appeared over 3 meters deep, and the water obstructed my vision. Finally, I managed to see the body, it was a girl, however, I failed to reach her at the first attempt. Then I took another dive and went down deep to the bottom. This time it was a success, and I managed to bring the body to the surface and held the girl's face above the water.

She was not breathing and looked very pale, showing no signs of life. Finally, I towed her to the side of the pool, and then more people helped to raise her to the floor. That same man and two ladies assisted me, in the meantime, none of the pool personnel showed up. We made a critical decision, and I started on mouth

to mouth resuscitation and chest compression. Finally, the heart began to beat and we saw the girl start breathing. She coughed and then opened her eyes and started to cry. Evidently, she was scared to death, literally so...

We all gave a sigh of relief. Now, at long last, we spotted a few figures of pool staff standing silently behind other visitors, as if they were by-standers having nothing to do with the incident. None of them attempted to take action. All of us involved in the happening thought something was wrong with this picture and we wanted to say a few words to the pool management. Naturally, the words of reproach we said to the staff standing nearby were pretty emotional, but they deserved those for doing absolutely nothing and demonstrating this negligent attitude. In the end the attendants quickly took the girl somewhere out of our sight, and the embarrassed witnesses started to disperse.

My children, Aruzhan and Altair watched what happened from the first to the last moment. They were shocked and discovered the swimming pool could also be a site of an incident. Now they knew the reason why Dad disallowed them to swim far from the side, and he was doing the right thing...

Analyzing this incident later, I thought the reason I managed to not lose my head at that critical moment and eventually succeeded in rescuing the young girl was I ap-



peared well prepared and trained. Courtesy of TCO safety training and drills, I had learned some valuable skills which proved of vital importance. Being assigned a BBS watch for the area of 7th floor at TCO HQ, I together with my colleagues had been trained in first aid, but, honestly, I could hardly believe I would ever need to apply those skills in real life. This was for the first time in my life I had to rescue a person and do resuscitation procedure.

I would like to recognize the strong awareness and responsibility TCO has been demonstrating in promoting behavior-based safety across the organization and beyond. An incident like this helps realize our BBS program is extremely important and of superior value. The high level awareness along with treating safety as highest priority help TCO be the leader in operational safety. More so, our no-nonsense attitude to the issue has a strong positive impact on the people outside TCO. The drama at

the swimming pool served yet another evidence of this.

I am sincerely wishing safety to all both at work and at home, and wherever you go!

By Aibar Khamiev,
TCO PGPA



By virtue of joint resolution of BBS Leadership Committees Aibar Khamiev has been awarded the Certificate of Honor and a valuable gift

Go, go the sharp-eyed falcon!

This is no fairy tale, although what happened on the balcony of TCO HQ seventh floor is a truly amazing story...

Do you meet birds of prey very often living in town? Maybe on your home's balcony? Perhaps, not. So you must understand the residents of TCO OE/HES office got rare luck watching a young falcon at a distance of their nose, the beautiful bird of prey chanted in folk songs and legends, whose image serves a noble item of emblazony.

Here is how this all happened.

This young falcon must have pipped to be a natural born warrior, judging by the courage the bird barely past its flying school demonstrated engaging in a battle with a large and wicked crow. God knows what happened, and who was the assailant, but, for sure, that was a near escape when the bold juvenile finally landed on the balcony of a beautiful building using it as a shelter from a superior strength. That was a truly amazing coincidence, because the balcony belongs to the part of the building occupied by TCO Health, Safety and Environmental Dept., hence the territory of total securi-

ty. Apparently, the wise crow was aware this was no-fly zone, therefore it thought better to avoid trouble with safety and environmental specialists and disappeared. Besides, it took notice of Zhanibek Sapan, our colleague standing on the balcony, who shouted to scare the brutal chaser away. As a result, the small falcon was safely out of danger.

It later transpired the young bird had hurt its wing, so could not fly away immediately.

We, the witnesses of the air-to-air combat resisted our temptation to come out to the balcony and say hello, although admired this beautiful fearless fella. The bird looked a true picture-postcard image. Not too many of us had seen a falcon before, so we argued about the species identity. In the end, all were convinced they had a rare chance of observing the graceful and noble falcon, although what it was doing in town in broad daylight remained a mystery.

This lasted for a couple of hours, and the bird did not attempt to fly away. We realized it was,

probably, hurt and needed help. None of us was a veterinarian or ornithologist, so we started to call veterinary clinics, but to no avail. All specialists were too busy. Finally it dawned on some of our colleagues there was an ornithologist available on staff of one recreation camp outside Atyrau, so we called him immediately and begged to come and provide the necessary care for the bird. Butch Lawrence, Rassul Bulekbayev and Kanat Shakenov managed to put the bird with precaution inside a large cardboard box, so the ornithologist could take it with him to the clinic. Upon his arrival, we made sure we committed the injured bird to the right hands. Ermek, the birdman confirmed our guesswork about the species identity. That was a peregrine falcon, and the man was also surprised to find him in a populated location like Atyrau. He said, he had experience of treating an injured falcon before. After a month of therapy he set the bird free. Ermek reassured us he knew what he was doing, and everything will be right. He promised to set the bird free, because "to keep a bird of prey in a birdcage would be a bad idea."

We were planning to pay a visit to our small predator dur-



ing the forthcoming weekend and even prepared some gifts, but maybe rather intended for Ermek, the savior. But, no luck... It so happened Ermek discovered the bird's injury was not serious and it soon recovered completely, and was able to fly. The man set our falcon free.

Well, although with a touch of sadness, we wished our bird a high flight, the blue sky and to stay an intrepid explorer for good. Probably, it will remember its near escape and the people who cared...

By Gulmira Tolegenova,
lead specialist of TCO OE/HES

TCO Volunteers on BLUE PATROL



TCO Policy, Government and Public Affairs, partnering with Kazakhstan CDC Development Solutions started a series of rescue missions to save midge from isolated ponds along the Ural

As a reminder, the initiative of rescuing small fishes trapped in isolated ponds after regular flooding of the Ural started in August of 2012. At that time Tengizchevroil raised awareness of employees and organized two volunteer missions in the Makhambet Region.

"We were both surprised and pleased to know somebody cares, - said Nasipgul Bagitzhanova, chief fishery biologist with Makhambet office of fish warden in charge of supervising fish rescue activities. - Honestly speaking, we have not seen anybody willing to get involved for many, many years, neither the public organizations, nor the schools. And now you guys helped us remember our young years when we were part of the so-called "blue patrol" staffed by school students who rescued the young fishes, including sturgeon, during summer time. Therefore, we did our best to help your volunteers."

All in all, about 5,000 baby fishes were caught and moved to the river in course of the two last-year missions. Some may think the number was insignificant, a drop in the ocean, yet this cannot downgrade the value of the effort.

Said Gulnara Aitzhanova, PGPA consultant and rescue mission organizer on behalf of TCO, "our region has always been famous as a major supplier of caviar, sturgeon and beluga, not to mention small fish. The lowlands of the Ural once accounted for more than 90 percent of world resources of sturgeon. Industrial fishing used to be a thriving business, although even at that time caps were established for fishing out volumes, and poaching was prosecuted strictly. Nasipgul has already mentioned she can hardly remember anybody caring for quite some time now. The once plentiful reserves of sturgeon are now gone, and the blue patrol has become a notion obsolete. Meanwhile, our fish needs help desperately, and such help can only be the privilege of the humans. If no-one cares to take a proper action, we may soon forget the former glory of the Ural and Caspian as primary suppliers of sturgeon and source of fish.

This was only natural our idea of offering a helping hand to the baby fishes in danger was strongly supported across the organization. Many volunteers were willing to join the noble mission. Each time, we gather a troop of 30 people, but could easily recruit 300 volunteers, because so many people do care.

It would be good if more companies and organizations join the initiative, so we could plan our missions for entire summer season.



Indeed, the effort of the organizers is anything but painstaking, because, basically, all Irina Kim, Maya Shamenova and Gulnara Bekenova have to do is trim the list of volunteers, coordinate with

the fish warden's office and order transportation. The special tools are responsibility of the fish inspection, besides involve a truly basic type of equipment, like fine-meshed push-nets, buckets, barrels and

some ice... Why ice? What is the recipe? Because we need to put it in the barrels to keep the water temperature low before we release the midge in the river. The rest depends on how hard-working and

physically fit the rescuers are. The nets in hand, they go into water. It is essential, though, that everybody strictly observes safety, watches out for risks and cares of his company.

"This is for the first time we joined the mission, - said Bibinur Askabylova, engineer with TCO projects, and Zhanar Seksembayeva, lead analyst, both looking happy. - This is a thrilling experience. Look, divine nature is all around, the air is so clean and cool, in spite of the summer heat, because of proximity to water. But the most important we are saving the lives of these baby fishes. It is nice to know we will help them survive."

"It would be good if on such a mission we wear at least the baseball hats with TCO or Environmental Protection logo, visible on every photo, so every-one is aware TCO does care and shows example of true environmental awareness, - added Bibinur. - Not for the sake of showing off, but to keep employees of other companies better motivated to follow suit and join this great initiative."

"Yeah, you got it right, - said Gulzhan Yergaliyeva, risks coordinator for Optimization Project, Second Generation in support of her colleague. - This is a good idea. We need some conspicuous logo. In general, I am strongly impressed and have the feeling I am part of a noble mission rescuing these small, fragile fishes which must be the subject of the humans' concern. I am glad I joined the initiative and take pride in TCO's leadership in environmental protection. Many thanks to the owners of this idea and the organizers."

Everybody was happy to be part of this important job, and the children who some employees took with them took advantage of the precious bathing opportunity. The adults benefited through receiving a powerful charge of fitness and appreciated general change of environment, feeling relaxed after monotonous office routine and city residents' way of life. The fish wardens were exulted as they observed some people treated their duties with respect. Darrin Dunger, Petroleum Engineer spent the whole day dragging the net and truly admired the effort of his own and his colleagues, who succeeded in moving a large number of juvenile fish to the Ural in quite a few hours. Yulia Zhevno, linguist for marketing & Transportation is similarly happy and looking forward to sending wonderful photos to her father, who is mad about fishing.

However, I am sure the fishes, about 5,000 total rescued, were the happiest part of this company and appreciated they could continue their life-long journey along the river - courtesy of kind and caring humans...

**By Georgy Trukhin
Photos by the author and
kindly shared by Irina Kim**

Well done Sabina!

Our Princess of Taekwondo recognized in London

Crowley Borough in West Sussex 28 miles south of Charing Cross (London) hosted the 2013 British Open Taekwondo Championship, a Class A event now held for the 16th time.

Sabina Andirova, resident of Atyrau was the only representative of Kazakhstan at the event. Before the competition, renowned London Master John Webster acted as coach for Sabina during a week of training. In her weight group under 57 kg Sabina scored two wins, yet lost by points to a representative of Spain in the finals, letting her up the stairs to the gold. The result was the silver medal of UK Open.

Ibrai Elyubaev,
Lead Recruitment Specialist



Bowling from the bottom of the heart



Yerzhan Kenzheakhmetov

The Thursday of July 25 saw yet another sports activity in Atyrau organized as fundraising opportunity by Astana Alumni Association. The idea was to use the funds for purchase of food and medicaments for local pensioners.



I am taking advantage to thank all the participants who accepted the invitation and joined the charity action. Courtesy of your understanding and kind heart, we now have the opportunity to help many lonely retirees living next door with critical supplies. Judging by the general spirit of the attendees who, evidently, enjoyed the activity, we may conclude the bowling tournament was a good idea and brilliant success. We are hoping some minor interruptions did not disappoint the participants, so everyone enjoyed the competition and received a powerful charge of vivacity and adrenaline. We promise to learn the lesson

and improve to avoid defects of organization next time, and have committed to come up with more exciting and useful projects in the future.

Back to the tournament, the basic condition for admission was each team had to be 5 players strong and consist of colleagues only. All applicants qualified successfully. Below is the list of the 11 teams representing various companies based in Atyrau:

1. Lloyd's Register
2. JV represented LLP AGS Champion
3. Fireball team of JSC KazTransOil
4. CMG.KZ on behalf of NIPi

CaspiMunaiGas

5. AAA for Astana Alumni Association Atyrau
6. Agip X-Team for Agip KCO
7. Team of Sberbank
8. Many a little – team of Tengizchevroil
9. Zhastar Kanaty – KazTransOil
10. RK Tel and
11. TCO United – second team of Tengizchevroil

Each team played three rounds. As a result, Fireball finished with the best points. My congrats to the great team of JSC KazTransOil employees. Its players demonstrated excellent performance during entire tournament,

thus deserved the champion's title, the Cup, the Certificate and the cash bonus. The organizers split the raised funds total net in half, thus the winners' gift was tenge 85,000, while the other half will be used for the Save Lonely Hearts charitable initiative. The silver medalists, just a few points behind the winner, was the team of Agip which impressed the fans with superior will for win and great play.

TCO United took the bronze which was not all that bad a result. Thank you very much guys for your great effort! Each one of the twelve teams demonstrated superior talents, yet, like in every competition,

there is only one winner. However, the sheer participation in such an event is surely a victory without a doubt.

Many a little, the second team of TCO finished in the fourth position which is deemed a good beginning. We are sure the guys will celebrate more victories in the future, both in sports and in base business.

We encourage all to play bowling and take part in charity. Be happy!

Yerzhan Kenzheakhmetov
Piping - mechanical designer
on behalf of organizers,
TCO Facilities
Engineering Group.

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