



ТШО ЖАҢАЛЫҚТАРЫ

«Тенізшевройл» жауапкершілігі шектеулі серіктестігінің басылымы
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Tengizchevroil Newsletter

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TCO NEWS

Happy Independence Day



Dear Colleagues,
December 16, 2014, marked the 23rd anniversary of Kazakhstan as an independent state. On behalf of the Tengizchevroil Management Team, we congratulate all TCO employees and contractors on this most important occasion. This date marks a significant milestone in the history of our country. Today, the Republic of Kazakhstan is prosperous, secure and growing. We have abundant natural resources and just as importantly, our citizens have the education, skills and motivation to make good use of those natural resources. Tengizchevroil is proud to be a part of the success that has

been achieved through the dedicated effort of the President and people of the Republic of Kazakhstan, and we look forward to continuing to hold a critical role in helping Kazakhstan achieve its future goals. Again, we wish all of our employees and contractors a happy and safe holiday, good health and continued prosperity.

Tim Miller
General Director

Anuarbek Jakiyev
Deputy General Director

Presidential Message to the Nation Supported by TCO Employees



On November 11, 2014, President Nazarbayev addressed the nation with his message "Nurly Zhol" – The Road to the Bright Future. The message highlighted practical steps toward further improvement of the well-being of Kazakhstan and set targets for the future. In an effort to explain the chief ideas of the message, senior officials from ROK ministries visited Atyrau oblast. First Vice-Minister of Energy U. Karabalin and Deputy Minister of Justice B. Abdyraim

with other members of the team visited TCO headquarters in Atyrau and met with company employees. Opening remarks of the meeting were made by deputy akim of Atyrau oblast, G. Dyusembayev. During the course of the meeting, the high-ranking government officers recognized Tengiz as a pioneer investment project in Kazakhstan and the role Tengizchevroil plays in the national economy. First Vice-Minister of Energy U. Karabalin empha-

sized the value the presidential message creates for the economy of Kazakhstan. Deputy Minister of Justice B. Abdyraim expounded on the positive change in the government system. The audience received answers to their questions and expressed support of the presidential message in addressing priority areas of the country. Tim Miller, general director of Tengizchevroil, attended the meeting with TCO personnel.

Svetlana Kaigaliyeva, PGPA

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For Gallantry

By act of the President of the Republic of Kazakhstan, consultant for TCO Production Operations Erzhan Kozhaniyazov was awarded the "Yerligi Ushin" (Kaz. for Gallantry) medal

On the eve of Kazakhstan's Independence Day, at an award ceremony in Astana, JSC Samruk Kazyna Chairman of Board Umirzak Shukeyev, acting on behalf of the head of state, bestowed the prominent state award on a long-lifer of Tengiz upstream.

Erzhan Kozhaniyazov is recognized for brave and highly professional performance in an emergency situation and for rescuing the life of his colleague. ... This happened in the summer of 2010, during a turnaround at the KTL Plant. Turnaround jobs had been completed on Unit 200, which was the responsibility of Erzhan Kozhaniyazov as unit operator, so the unit was prepared to be brought back on-line. The time for GS-200.1 compressor startup was set. The team of operators also included Valeriy Gulyayev and Chingis Dyusenkulov. The control room operator ordered a check of one

of the gauges, so Gulyayev went upstairs to where the gauge was installed. The moment he ascended the stairs, the gas hazard siren went off.



Kozhaniyazov responded immediately. He put on the re-breather and hurried up the stairs. He found Gulyayev on the floor and unconscious and instinctively pressed the button for emergency shutdown of the compressor. Then he called the emergency operator to request an ambulance. Before the vehicle arrived, Erzhan lifted Valeriy and evacuated him to a safer place where he could breathe fresh air. Soon the ambulance crew arrived and took Gulyayev to the TCO Clinic where he was resuscitated and given first aid. Later, Valeriy was taken to an Atyrau-based hospital, where he received therapy and eventually, fully recovered. "We deem the behavior of Erzhan Kozhaniyazov as true heroism."

We always treat Erzhan with the respect due an expert specialist, but this valorous act requires further acknowledgement," said Serik Ermekbayev, KTL Plant supervisor. Erzhan acted professionally by taking care of his own safety first then giving a helping hand to a colleague in danger. Erzhan Kozhaniyazov has been working in Tengiz since 1988. He started his career as a roustabout with a support team mobilized to the construction site of the future Tengiz Gas-Processing Plant. Soon after, he went on a training assignment to Klin, a city near Moscow known as the birthplace of P. Chaikovskiy, a great Russian composer. In 1997, as a TCO employee, Erzhan enrolled in the newly organized school of plant operators to get a job at the plant.

"I guess anybody would be happy to receive a state award," reflected Erzhan with visible blush. "We at the plant have safety drills on a regular basis to learn skills to respond effectively to various situations, including skills necessary to ensure personal safety and the safety of colleagues. Thus, I am pretty sure anyone else in my place would have responded in the very same manner."

Georgy Trukhin,
PGPA

TCO Cooperates with Other Regions of Kazakhstan

TCO is strongly committed to the Kazakhstan content development strategy accepted in 2010. In 2014, TCO has spent over \$1.7 billion on Kazakhstani goods and services. Since 1993, TCO has invested more than \$17.1 billion on Kazakhstani goods and services. Our strategic objectives are implemented through respective initiatives, programs and procedures. Among the significant initiatives used in 2014 to effectively execute the strategy were business tours by TCO management of industrial facilities in North Kazakhstan, Pavlodar and East Kazakhstan oblasts.

The chief purpose of the business tours is to identify and discuss the potential for involving local companies in Kazakhstani content development. Another important value of the visits is the opportunity to see the facilities to get a sense of the region's industrial capacity.

In early August, a TCO delegation led by general director Tim Miller visited the North Kazakhstan oblast to learn about the industrial capacity of enterprises as the Petropavlovsk Heavy Engineering Plant, the Multipurpose Equipment Plant, the Petropavlovsk Pipe Plant, JSC MunaMash, JSC S. Kirov Plant and Poisk Venture Investment Firm. The facilities of North Kazakhstan oblast have one common feature. They were established as part of the military-industrial framework of the former Soviet Union; thus, they all have qualified labor in place trained to support a turn-key production process, from

early engineering through commissioning. In late October, TCO management took a tour of the Pavlodar region, visiting industrial facilities as KSP Steel, Casting Ltd., KazEnergocable, Ritam-Pavlodar, Stalmontage, Pavlodar Machine-Building Plant, SVARKO Welding Machinery Plant and Neftechem Ltd. The tour of KSP Steel took more than half a day. KSP Steel is the No.1 specialist in Kazakhstan producing seamless pipes used by the oil and gas industry. The facility was brought online in 2007. President Nazarbayev

attended the startup ceremony. TCO's delegation was introduced to the entire production process, starting from furnace through to finished goods storage. The next destination on the map of Kazakhstan for a business tour was in November 2014 to the East Kazakhstan oblast, with visits to JSC KEMONT, Ulba-Electro, Asia-Auto, Ust-Kamenogorsk Reinforcing Steel Plant and Kazakh Specialized Maintenance and Adjustment Company. The above list of local facilities was chosen in order to identify and assess their capacity as potential suppliers.

We would like to recognize the high level of preparation and superior organization of the visit. During the second week of December, TCO representatives visited the Mangistau oblast. Cooperation with local companies in Mangistau is critical for TCO both in view of proximity and with regard to the value to TCO's Future Growth Project. The specialization of Mangistau facilities is closely connected with oil and gas upstream. The TCO delegation toured Caspian Offshore and Marine Construction, a renowned specialist in manufacture and assembling of equipment used for offshore operations. Next on the itinerary was Arcelor Mittal Tubular products in Aktau – the facility producing steel tubes with Triple Fusion Bond Epoxy coating of particular value in aggressive environments. Other important tours were of

Caspi Bitum Joint Venture's facility which produces all types of bitumen and GMMOS- Kazakhstan LLP, a local supplier of equipment used by petroleum and mining industries, including storage tanks for offshore facilities.

The regional forums were held with heads of local government and business community. TCO reps made presentations explaining the opportunities available at TCO for Kazakhstani suppliers, while highlighting safety requirements, quality standards, schedule of deliveries compliance and the need for establishing local facilities in the long term. In pursuance of the strategy for continued research of Kazakhstani content development opportunities, TCO is planning to involve more regions of Kazakhstan.

Erlan Eshmukhanbetov
PGPA

Photo by the writer



Coordination and Collaboration Needed in Setting up Policies and Conditions for Favorable Investment Environment

Rzabek Artygaliev, TCO Policy, Government and Public Affairs (PGPA) General Manager, highlighted TCO's achievements at the Kazakhstani-British Supply Chain Forum in Manchester on November 28, 2014. Craig Jones UK Trade and Investment (UKTI) Deputy Director and head of the Oil and Gas Committee, and Fredrick Farschi, Shell E&P International Global Manager, opened the forum by greeting Kazakhstani companies, RoK government officials and international companies. They emphasized the importance of fostering Kazakhstani-British investment relations. The Extraordinary and Plenipotentiary Ambassador of the Republic of Kazakhstan to Great Britain and Northern Ireland Yerzhan Kazyskhanov noted that the United Kingdom (UK) has always been an important investment partner for Kazakhstan. There are a number of British companies operating nowadays in Kazakhstan and the RoK Government is making it more attractive for

foreign investment. Meiram Pshembayev, member of the Lower House of Parliament of Kazakhstan and Chairman of the Engineering Union of Kazakhstan, welcomed participants and said, "Kazakhstan is the 12th country in oil reserves. Kazakhstan's role in ensuring energy security will grow." He also urged participants to think beyond the oil and gas sector and consider other sectors as agriculture, and influence the investment environment by working with government and industry unions. All this is to establish sustainable capacity. Kairat Bekturgenov, Chairman of RoK National Agency of Development of Local Content, emphasized that policy makers need to understand interdependencies of the industry and suppliers and strategically apply this knowledge to help make investing easier. Professor Charles Henry, Prime Minister's Trade Envoy to Kazakhstan, highlighted that it is important to think long term.



Policies should not be aimed just for development of current workforce skills but in terms of better education and better regulatory and tax environment, which will grow shared value creation. Entrepreneurs need funding and a favorable environment to do business, and it is important to look into local content sustainability by aligning business interests with government and



local communities needs over a long horizon, probably several decades. Industries and governments must alleviate access to finance for small and medium-size enterprises, support with a mix of technical assistance and capital, improve legal framework, and reduce risks by sharing facilities and projects. It is important to coordinate and collaborate in setting up policies and condi-

tions for a favorable investment environment. A range of Kazakhstani major companies as KPO, NCPOC and Shell, and unions as "Association of Service Companies in Kazakhstan" and "Union of Machine Builders in Kazakhstan" also shared their information on local content development.

Meiramgul Nurgaliev
PGPA

IT Recognizes Top Performers

The IT department has developed a way to recognize employees who demonstrate top performance, as part of the TCO Recognition & Award Policy. Timely recognition along with a system of perks prove extremely effective to distinguish and encourage outstanding short-term or one-time achievements or as a means of fostering significant cost savings and generation of added value for TCO in the following areas:

- Effective socializing methods
- Leadership
- Teamwork
- Quality services for clients
- Sharing ideas and the ability to adapt new ones
- National workforce development
- Mitigation of risky behaviors and non-compliances, or exclusive application or leadership in Operational Excellence (OE)
- Improved work processes
- Quality decision-making
- Features demonstrating responsibility
- Efficiency

In addition to my service, other members of IT's R&A committee include Marina Zaprometova, Anuar Bukayev, Bagitzhan Janbirov, Alexander Tipikin, Svetlana Lee and Chingiz Begaliyev. We work as a cross-functional body in charge of regularly reviewing requests from IT employees and for preparation and evaluation of recommendations. The two supervisors responsible for the committee are Aliya Jacksiyeva

and Gerhardt Minnaar. IT's recognition procedure has been organized in a certain framework. Presently, we follow standard performance evaluation methods while building on our experience and knowledge. Project managers and group supervisors submit proposals to the R&A Committee. During the first 3 quarters of 2014, the committee recognized the performance of over 150 employees representing IT, Finance, Marketing & Transportation (M&T), Operations and HR for their significant contribu-

tion to the successful implementation of 3 projects; specifically, GIL 3.5, the Isker office move and EDI for M&T, and for 7 OE-related R&A proposals received from different IT groups. In the OE area, we recognized the individual contributions of IT staff towards Behavior-Based Safety, improvement of daily routine for TCO Core Functions – RMG and Prod Ops, and support initiative, mentorship and leadership. On December 8, 2014, IT held award ceremonies in Atyrau

and Tengiz to recognize the top performers in the 3rd quarter of this year. Eighty-eight people received letters of appreciation and memorabilia. Ted Etchison, TCO Operations General Manager, made remarks and thanked all IT employees for their daily contribution to the success of TCO and recognized a large number of projects TCO has accomplished in 2014. Among the laureates was our colleague Mukhamgali Seitov who has worked for TCO for more than 20 years. Shynar

Nagimova is also proud of her 20-year plus service record with TCO. Nagimova joined the IT group last year, upon transferring from the Finance department, as part of a cross-functional assignment. Svetlana Kurbetyeva has been with the IT group for 15 years. She has vast experience in implementing projects. Along with long-lifers, a few recent IT hires were recognized for excellent performance. They are Talgat Bekaidar, Gaukhar Bekesova and Rishad Dosamanov. Sharing my personal impressions, I would like to thank my colleagues for their priceless contribution to our important mission.

Elena Ten,
IT



This is the Blessed Land where I Belong



A gala festival with poetic motto "To Kazakhstan with Love" was held at TCO before the Day of Kazakhstan Independence. The largest company in Kazakhstan demonstrated its good corporate citizenship and true respect for the land to which it belongs.



Marina Kuanysheva
Writer, Prikaspiyskaya
Commune Daily of Atyrau

On this particular day, TCO workers set their business aside and gathered in the auditorium of TCO headquarters to recognize those who show respect for the traditions and language of the Kazakhs. Offering greetings in Kazakh was general director Tim Miller, who has good knowledge of spoken Kazakh. Miller can easily join a conversation with native speakers and occasionally uses Kazakh words and phrases. This is strongly appreciated by Kazakhs. It was really gratifying to see so many expatriates among those seeking titles like Polyglot of the Year, For Hardworking Attitude to Learning Kazakh, Connoisseur of the Kazakh Language and To Kazakhstan with Love. Heidi Groot, TCO HR, received a letter of appreciation and certificate of excellence for her dedication to mastering Kazakh. She greatly

appreciates the support from TCO's training center specialists. Helen Kirillova, Svetlana Kairgalieva and Ayazhan Bisengaliyeva were recognized for excellent knowledge of the Kazakh language. In the "To Kazakhstan with Love" nomination, several TCO expatriates, including Kimberley Kinche-



loe, Edgar Yzquierdo, Anthony Halecki and Dave Wickland, were awarded certificates for having a genuine and strong interest in the culture and traditions of the Kazakhs. They love to discover more facts about the place where they live and work and its people and traditions; further, they demonstrate a veritable respect of Kazakhstan. Each part of the award ceremony was followed by theatrical compositions performed by Tengizchevroil amateur artists; many attend classes of music

and singing and support cultural initiatives. Zhuldyz Kaldyrbayeva, TCO finance, completed a class of kobyz (a traditional Kazakh stringed musical instrument aka two-string upright fiddle), so it was her pleasure to play for colleagues and tell them about the history of the traditional Kazakh musical instrument. Zhuldyz performed the Farabi sazy composition. Hearty applause was also given to Anton Skopich, Julia Zhevno and Zamanbek Zhaur. The trio performed a wonderful lyrical piece of Kazakh folk music and drama called "Su tasushi kyz" (water carter princess). "The effort TCO has been spending encouraging employees to learn the Kazakh language and study the legacy of Kazakh culture can serve as a good example for other companies, including domestic, to follow," commented Gabdibek Khabirov, acting head of department of languages development in the Atyrau oblast administration. – Policy in the area of languages involving diversity and the role of state language is the direct result and important achievement of Kazakhstan independence. We have been collaborating with TCO for quite some time in the area of Kazakh language development. The effort of TCO serves as a brilliant example of dedicated implementation of the state program of tri-lingual education." Gabdibek Khabirov presented a multivolume edition of Legends and Traditions of Kazakh History and Culture to TCO's public library. The closing song of the festival, The Blessed Land where I Belong, seemed to unite all attendees and served as a good finish. In her interview for the TCO newsletter, Sholpan Altybayeva, general manager of TCO HR, noted that such events work to unite people, "especially working with a company with a multinational team like ours." Altybayeva continued by saying, "Our expatriate managers support a high standard of training of our national labor. We also have many young specialists who enjoy a great opportunity to receive quality training at TCO. As far as expats, they show genuine interest in Kazakh culture. They enjoy our traditional cuisine, customs and traditions, each carrying an important message. They love the sound of Kazakh musical instruments. It is through such experiences and everyday discoveries that they get to understand and respect our country and its people, more. We are proud of this fact. This is where true patriotism and good citizenship begins."



Tengizchevroil's Gift on the Day of the First President of Kazakhstan – the Opening of Zhansaya Culture and Recreation Park in Kulsary

Atyrau, Kazakhstan, December 2, 2014 – Tengizchevroil (TCO) today held an opening ceremony for Zhansaya Culture and Recreation Park located in Kulsary town. Symbolically, the event was planned to coincide with the Day of the First President of Republic of Kazakhstan. During the ceremony, Mr. M. Izbasov, akim of Zhylyoi Region, thanked TCO for implementing this project, which is important for Kulsary. TCO initiated the project as part of a larger beautification program in Zhylyoi Region. TCO constructed Zhansaya Culture and Recreation Park in Micro District 5 of Kulsary. "In May, we opened Dostyk Culture Park in the District Center and before that, we attended the tree-planting ceremony," said Tim Miller, general director of Tengizchevroil. Miller noted that, "As of today, TCO has planted 4,000 trees in Zhylyoi District. This beautification project further honors the initiative undertaken by President Nazarbayev to improve the greening of the country. Zhansaya Park is our gift to the people of Kulsary on the Day of the First President of Kazakhstan." TCO developed the park under its voluntary Egilik social infrastructure program and believes the park will become a popular place for relaxation and leisure for Kulsary residents and its guests. The Park zone includes a game area for children of various ages, small architecture forms, a fountain and benches with shelters, an artificial lawn and a roofed football field and sports complex. Since 1993, TCO has invested more than \$930 million on social projects implemented in Atyrau Oblast for the benefit of the community and TCO employees. In 2014, TCO also has allocated \$1.6 million through its Community Investment Program in support of health, education and environment protection initiatives in Atyrau Oblast.



Celebrity Opera Singers at TCO

As part of the festivities in honor of the First President of the Republic of Kazakhstan, TCO's human resources (HR) department organized a unique gala concert, "Love Songs of all Times," involving three opera singers.



Performing for TCO were the three stars of the Talents of the World Foundation led by David Gvinianidze – Igor Tarasov, Alex Olmedo and Denis Fedorenko in company with renowned concert master Sergei Semyonov. The great music, along with popular love lyrics presented by visiting opera celebrities was indeed, a pleasant surprise to the TCO attendees. A year ago, on the eve of Woman's Day, TCO HR pioneered the idea of inviting to TCO HQ opera singers

who were on tour in Atyrau. The concert was well received. This time, once again, the singers were welcomed with a standing ovation. As a brief introduction, Igor Tarasov is an honored artist of the Russian Federation and soloist for Bolshoi Theater. Alejandro Olmedo is known to the world opera public as maestro Placido Domingo's one-time "discovery", premier of Mexico Opera, a leading singer at the Metropolitan Opera (New York) who pulverized the audience with his superior



performance, great energy and openness. Denis Fedorenko is a soloist with Mirinskiy Theater in St. Petersburg. He is also known for his successful appearance at the Voice of the Nation International TV Project in Ukraine. The auditorium was full. The singers sang popular Russian and Neapolitan songs and famous hits of Soviet times, both Russian and foreign, but primarily, they sang gems of the world musical classics—opera's greatest arias. Throughout the concert, the audience showed their appreciation with hearty applause. "The concert was, indeed, a great pleasure," shared Gulnar Taskali, lead specialist, Operational Excellence, Health, Environment and Safety department. - We are hoping events such as these will become a tradition at TCO. We literally feel enriched spiritually and culturally." According to Gulnara Shakimova, senior accountant with TCO finance, to cultivate and support the love of fine arts amongst TCO employees is a very good and noble idea. She said, "Such concerts are, unfortunately, an extremely rare phenomenon in Atyrau. They help add enjoyment to our everyday life and help to make it more beautiful. Guess we all vote for it." Flower bouquets served as a way of expressing everyone's sincere appreciation. Thank you very much for the precious festival of music.

**Ermek Sdykov &
Aigerim Khaessova**
HR

World of Humor

The conference hall in Tengiz was the venue for the concert in honor of Kazakhstan

Independence Day. Ezil elemi Comedy Theater members, led by popular comedian Tursunbek

Kabatov, were guest performers. I suspect that the Tengiz steppe had never heard such hearty

and infectious laughter. Over the two hours of the show, the artists delivered jokes based on real life situations. This kept employees engaged and they occasionally recognized themselves or their colleagues in the characters. Such events provide a tremen-

dous positive emotional charge for Tengiz employees. We appreciate the effort of Ermek Sdykov, HR social affairs specialist, and the awareness of the entire HR team who organized this great concert.

Galiya Essenova, PGPA



More about Chess

TCO hosted an Open Chess Tournament on December 16 and 17. Chess is an ancient mind game that is a symbol of intellectual activity. The corresponding word "shakhmati" in Russian, stems from Persian Shakh and mat meaning "the King is dead." Unlike the game of chess, the world of chess is anything but abstract. It is very real and governed by special rules, both legal and ethical. Stefan Zweig, in his Chess Story, wrote about the game of chess: "... but nonetheless shown to be more durable in its entity and existence than all books and works of art; the only game that belongs to all nations and all eras, although no one knows what god brought it down to earth to vanquish boredom, sharpen the senses and stretch the mind."

The enthusiasts of this game strongly believe this is art, sport and science at the same time. Many play chess, yet scarce are those who play really well. Chess is, indeed, the mind game of highly intelligent people marked by a strong capacity of logical thinking. The proof of the above statement was provided by the participants of the International Chess Festival organized by TCO with support from Atyrau Oblast Chess Federation, as part of Kazakhstan Independence Day festivities. Attending the tournament were masters from Uzbekistan and China. The auditorium of TCO headquarters in Atyrau was full both days of the event. On December 16, at the opening ceremony, welcome remarks were made by Samat Azhenov, general manager of TCO Negotiations & Legal, A. Kistaubayev, head of regional administration of sports and physical culture, K. Rizuanov, chairman of Atyrau Oblast Veterans' Organization, Berik Moldash, all-time sponsor of the Regional Chess Federation and ardent supporter of the chess game and S. Gaisin, Vice-President of Regional Chess Federation. Each of the spokespersons emphasized the sport has a strong positive impact on the development of intellectual capacity and social behavior critical in contemporary life. The game of chess is instrumental in cultivating creativity, particularly



in the younger generation. Chess tournaments entuse a great number of people to compete and share experience with the strongest players, masters of sports, winners of many competitions. In other words, this is an extraordinary event appreciated by the Atyrau community. This has become a standing tradition to celebrate the day of Kazakhstan Independence by demonstrating excellence in playing strategy. This was the fourth year of the event. Both the players and fans spoke many words of appreciation to TCO and personally to Azhenov, recognizing his effort as all-time chief sponsor of the event. Also, applause was given to Gaisin, who has been promoting the game among his countrymen for 30 plus

years. A total of 72 players completed 9 rounds of the tournament according to Swiss system rules. Each game lasted 30 minutes and was an exciting show.

The final standings: The absolute champion's title was awarded to Zhanibek Amanov with the maximum score of 9 points. Kurmanbai Ashetov and Abylai Suranshiyev followed with silver and bronze. Among the woman players, Zhuldyz Eleusin finished in first place, with Akbota Sadyrbayeva second and Gulnur Tuleova third. In the veterans' competition Bailaubai Tumbayev took the title, followed by Mukhangali Seitov and



Bokenbai Agasha. The winners were recognized by letters of appreciation and prize money. Incentive prizes were also given to Islambek Daniyarov playing for Uzbekistan as best foreign player and to Kuraly Siguatov, best among rural regions representatives. Certificates of attendance were awarded to the players who demonstrated dedication to the event and showed good standard

of playing. On behalf of all chess players, I would like to give special thanks to Erlan Islyamov of TCO PGPA who contributed a strong effort to organizing the tournament and to the personnel in charge of catering and security. The festival of chess was a success.

**Saniya Kamelova
TCO Training Group**

BBS in Action

We continue with the publication of more stories on the value of BBS at Home written by participants of our creative writing contest.

My 12-year old Daughter helped save 7 lives through Exercising Stop Work Authority

“Safety first in everything we do.” This tenet has changed my life not just at work, but also at home. It is critical to encourage our family, friends and colleagues to be safe when they are at work, traveling or enjoying time off. There is a chance you may hear responses like, “Oh no, you are talking about safety again. Take it easy. We will be fine!”

This story is about my 12-year old daughter, who treats safety with a no-nonsense attitude. My family's native town is Uralsk, and this is where my parents live. My daughter and I like to visit them often and travel by taxi to see them. Everyone who braves this 500 km journey knows very well that the taxi drivers drive day and night at very high speeds.

In March 2013, on our way back from Uralsk, after our family visit, I fell asleep, while Nazerke, my daughter, was awake and playing on her smartphone. Suddenly, my daughter woke me. She was saying, “Mum, please tell the driver to stop the car.” I was scared to see my daughter crying. She asked me to tell the driver to stop the car because she suspected he was nodding off while driving. I immediately asked the driver to stop and explained that my daughter had seen him falling



asleep. Our driver replied with the typical answer, “I travel this route several times a day, driving days and nights, at all seasons of the year. Don't you worry. We will be fine.” My daughter insisted that the driver stop and wouldn't hear otherwise. I explained that it would be better to sacrifice 10 minutes and arrive later, but safely, instead of being on time at any cost.

Thankfully, all the other passengers voted to stop and enjoy a short stretch break. Our car stopped, and we all got out for some fresh air. My daughter calmed down and the driver got refreshed for the remainder of the

trip. For the rest of the journey to Atyrau, we kept our eyes on the driver to make sure he stayed awake and was driving safely. I am very proud of my daughter. She made her choice to take ownership and stop the high-risk driver. Talk to your family about safety and lead by example, so one day they also may have the guts to speak up and stop unsafe behaviors and save lives. When we talk about stop work authority at TCO, I often think of my daughter Nazerke, who did not hesitate to call attention to an unsafe behavior and use her instinct to stop work.

Albina Imasheva, HR

Cooking Rice Atyrau Style

This happened in Atyrau several years ago, during a time when the city was short of power transformers. This is no random association, but a fact I will remember throughout my lifetime. On a winter evening my niece was cooking rice for dinner. You are probably aware that when rice boils it tends to stick to the spoon used for stirring. My niece decided to remove the stuck rice from the spoon by knocking the spoon on the edge of the pan. At that moment, a tiny rice grain flew towards her eye. She managed to close her eyes in time, yet the rice grain landed on her eye lid. The rice was hot causing a slight burn. At that very same time, due to overload, the power transformer failed causing a blackout in Atyrau. My niece opened her eyes and could not see anything. She thought this happened because of the rice incident and that she had lost her eyesight. Then she started to shout: “Mother, I am blind, I



am blind!” At that moment, her mother ran to her from the living room to find out what happened, and in the complete darkness her mother knocked the chair with her leg. The chair fell on her father who was lying on the sofa. As a result

of the incident and due to a power outage, several people sustained minor injuries. The moral of the story is that safety should be followed not only at work but also at home.

Ruslan Jumagaliyev
RMG

One more on our health

To Live a Quality Life with Diabetes is Possible

World Diabetes Day was on November 14. TCO Medical continues to strive to raise TCO employees' awareness of diabetes and ways to prevent. Kemel coordinators in conjunction with TCO Clinic doctors are involved in health and wellness education on diabetes. New visual aids have been implemented, posters and leaflets are on information boards in public areas - canteens and clinic, presentations are on the medical web page, discussions are organized by doctors at different production facilities and articles are published in the TCO newspaper.

According to TCO Clinic statistics, there are 35-55 individuals on the medical follow up list for diabetes, currently. Doctors have individual discussions with each patient regarding their condition, give recommendations, refer patients to an endocrinologist and monitor treatment progress. It is gratifying to know that many of the patients strictly follow doctors' recommendations, including dietician's advice, and attempt to change their lifestyle by getting involved in physical activity and getting rid of unhealthy habits. Doctors all over the world are concerned about the tendency of the disease to become “younger”. Now more than ever, diabetes is being detected more often in young people. This happens due to excessive consumption of tonics, carbonated beverages with high concentration of sugar, fast food, as well as, a result of low physical activity and susceptibility to stressors.

Diabetes is a chronic endocrine disease caused by the body's inability to produce insulin (a hormone generated by pancreas gland), or by the ineffective use of the insulin produced. Such a deficiency results in increased concentrations of glucose in the blood, which in turn causes metabolic disorders, impairment of blood vessels, and damage to many of the body's systems. There are two types of diabetes – insulin-dependent (type I) which affects mainly children and young people and non-insulin-dependent (type II) – which affects people over 40 who have excess weight; type II accounts for 80-85% of all cases.

The main cause of type I diabetes is the so-called auto-immune process as a result of impairment of the immune system. There are two major triggers of type II diabetes – obesity and hereditary susceptibility. Family history of diabetes increases the chance of having the disease 2-6 times. The so-called secondary diabetes may be caused by various diseases of pancreas, hormonal disorders, medications, exposure

to toxic chemicals, changes in insulin receptors and certain genetic syndromes. Individuals suffering from diabetes complain of muscle and general weakness, rapid fatigability, excessive sleepiness. Other symptoms are thirst, dry mouth and frequent urination. Frequent symptoms of diabetes are skin itching, sluggish wounds or ulcers, dramatic reduction of weight in individuals with type I diabetes and obesity in individuals with type II diabetes. As a rule, insulin-dependent diabetes (type I) has an acute onset and rapid progress. Non-insulin-dependent diabetes (type II) develops gradually and is characterized by moderate manifestation of symptoms. Diabetes may have following complications: cardiovascular diseases (atherosclerosis of blood vessels, ischemic heart disease, myocardial infarction); atherosclerosis of peripheral arteries including arteries of low extremities; impairment of minor vessels of lower extremities; reduction of vision, impairment of sensitivity, dryness and scaly skin; pains and cramps in upper and lower extremities; renal disorders; and trophic ulcers of feet. Life-threatening complications include diabetic or hypoglycemic coma. Diabetes is diagnosed by means of a routine laboratory test - defining glucose level in capillary blood and urine.

We need to remember that appropriate diet is necessary to control the disease. Such diet excludes sugar and foods that contain high level of carbohydrates, such as syrup, cakes, biscuits and sweet fruits. Sugar substitutes are recommended. It is recommended to split your daily meal into 4-5 small portions. Insulin therapy is required for people with type I diabetes and some people with type II diabetes. If insulin therapy is administered, glucose levels in the blood and urine should be monitored regularly by means of individual glucometers. In case of type II diabetes, it may be necessary to take tablets for blood sugar reduction prescribed by the doctor. Prevention of diabetes comprises physical activity, reduction of weight, cessation of tobacco and alcohol use and stress management. Everyone has an opportunity for a free screening in local medical facilities. Awareness of the main causes of the disease and ways of its prevention, as well as consultations with your doctor, will help you learn how to self-manage effectively.

Malik Sultangereyev
TCO Clinic
Anesthesiologist &
Resuscitator

Success of TCO's Women's Volleyball Team in TCO Cup

Among the teams in the tournament, were mostly those representing local petroleum industry companies, like Atyrau Refinery, TCO, IntergasTrans, KazTransGas Aimak, Kvaerner, BTA and KazMunaiGas. Teams of veteran volleyball players and Atyrau schools also participated. The TCO team took four wins and one loss, finally conceding the title to KazMunaiGas. As a result, we took pride in second place. Two years ago our team finished third and we made a commitment to strive to do better and never be self-complacent. We were

sure we would continue to be victorious and we can say now we made good on our promise. The success was hard to get, though. We must admit, our team has never played at such a serious level before. Our players were all beginners, just young ladies who love to play volleyball. Some played on a team for the first time in their life. Last year, we had Julia Lavrova, a master of sports and former member of Kazakhstan's national team. Her leadership and skill created a strong value to the team's success. This year, we succeeded and won exclusively

due to hard work and dedication. After uniting as one strong team, we learned to use sophisticated practices and techniques, thus; accumulated precious experience quickly. The support of our fans also was great help. We strongly appreciate the contribution made to our success by our colleagues at TCO – Samat Janglishev, Akmaral Janglisheva, Janibek Sapan, Pavel Levchenko and Chingis Bopiyev. Courtesy of their passionate support, our team succeeded in cultivating the will to win. All members of the TCO team



were: Malika Seitim, Kuralai Seidildina, Aliya Kuanysheva, Aliya Khabiyeva, Aizada Azhigaliyeva, Aziza Nazarova, Nazgul Suyumaganbetova and Merei

Shynykulova. We are very proud of our success!

Nazgul Suyumaganbetova
Projects

Tengiz Cup

Yet another annual mini-football Tengiz Cup involving the teams of TCO departments and contractors is over. The event is normally held as part of the festivities to celebrate Oilman's Day. All matches were played in the gym of dome #4 in Shanyrak Rotational Village. Thirty-five teams representing various work groups participated in the competition which was set in Olympic system tournament format. Players demonstrated a strong spirit of competition and commitment to fair play, as each team strived to convert its mastership and will to win into an advantage. In the finale, NefteStroiService found itself pitted against Umirzak. From the very first moment and through the final

whistle, the game was an exhilarating spectacle and, most probably, can be duly rated as the best match of the tournament. The temperature of the play and the competitors' grit to the last moment, along with the penalty session will remain in the memory of each fan who watched the final game as it was a super match and a fantastic, captivating spectacle for fans. This is a gratifying observation, absolutely all teams playing in the tournament displayed respect to one another, as the players did their best to adhere to a fair play principle. We all understand that the primary goal of such events is to further strengthen the friendship and team spirit among all Tengiz employees. We are very

proud to say the event was a success. Interestingly enough, starting this year, TCO HR introduced the use of essential shin guards to protect the players from traumas. The award ceremony was held in the lobby of dome #1 in Shanyrak Village. The winning team received the cup and gold medals. The organizers also recognized best players with certificates and valuable prizes. Another innovation starting this year involved the selection of best players title. Going forward two titles will be recognized - The Best Goalkeeper and The Best Player of Tengiz. This year laureates were Gani Kadirov and Ruslan Kukanov, respectively, who enjoyed their Golden Glove and Golden Football miniatures. Please join us in extending greetings to the teams with wishes of further success in work and sports!

Beibit Ruslan
HR



Mini-football tournament final standings:

Champions 2014 - team of NefteStroiService
Second place - team of Umirzak
Third place - team of Chemimontage

Best goalkeeper - Vladislav Kushnevich (Engineering)
Best full-back - Kairbek Ualitkhanov (Umirzak)
Best forward - Árpád Hodja (Chemimontage)

Laureates of the Year:
Best keeper of Tengiz 2014 - Gani Kadirov
Best player of Tengiz 2014 - Ruslan Kukanov