During the two Town Hall meetings held in Tengiz and Atyrau, TCO General Director Ted Etchison presented a summary of company performance in 2015 and set targets for 2016. These Town Hall meetings were the first ones that Ted Etchison led as TCO General Director and, truth be told, his mission was anything but easy: he was to provide a thorough analysis and deliver an optimistic forecast despite the recession affecting the global economy and the slump of the oil market. The general statistics are available on the TCO website and on pages 4 and 5 of this newsletter.

To the team of TCO employees, 2015 was a time of excellent performance and, had it not been to the low oil price, the year could have been record-setting in almost all areas. It is sufficient to mention the all-time highest production of 27.16 million metric tons. In addition, TCO finally sold all the sulfur from the sulfur pads – a significant achievement positively recognized across Kazakhstan. Not less impressive are the records in operational...
Facing Challenges

(Continued from Page 1)

safety and DAFW incidents which correspond to world-class safety performance, continuing TCO’s success in this area. In essence, the only metric showing below 2014 performance was the total distributions to Kazakhstan. The 2015 value was lower than in 2014 in direct proportion to the lower income resulting from the slowed oil market. “You are not to meet new challenges and be ready to possibly face more,” was the General Director’s very candid message to company employees. “We are forced to set aside or postpone a few projects, for example, the construction of the Sports and Recreation Center, and go for budget reduction.” However, the General Director reassured the audience that TCO manage-

ment was trying hard to keep the social package intact, as well as the budgets for personnel development and the Ergik Program. TCO would not compromise its priorities and strategic objectives of being the safest and the most successful business in Kazakhstan that is respected by the local community. “TCO is facing serious challenges in 2016,” said TCO General Director.

In the course of the meetings, Ted Etchison gave the floor to his direct reports who provided the details of the targets set in their areas of business. He concluded with a brief Q&A session, responding directly to questions from employees. He stated that TCO management had been keeping a close eye on the oil market and the situation with the US dollar to tenge exchange rate, and the TCO management team committed itself to timely updating employees on possible moves in this respect.

By G. Trukhin

FGP Modules Production Kicks Off

FGP-WPMP “cuts first steel”, launching the project’s module fabrication activities. “Cutting first steel” is an important one-time milestone in a major capital project involving fabrication. For the FGP-WPMP, that milestone was achieved on December 21, 2015, when the project fabrication team and contractor General Electric (GE) commenced steel cutting for the Frame 9 Gas Turbine Generator (GTG) Modules at the fabrication yard of GE subcontractor Cimolai, in Roveredo, Italy. “Congratulations to everyone who has been instrumental in reaching this milestone,” said FGP-WPMP Fabrication Project Manager Colin McNelly. “Thank you for setting clear expectations for GE and their subcontractors and delivering outstanding results. And most of all, thank you for doing this the right way and the safe way.” This achievement paves the way for milestones that the fabrication team aims to achieve in 2016:

- Start first GTG assembly in Avenza, Italy
- Start Pre-Assembled Racks (PAR) fabrication in Kazakhstan
- Complete preparations to launch process modules fabrication in South Korea for the 2018 sealift

Achieving these fabrication goals in 2016 will support project milestones associated with the 2017/2018 sealifts delivery and the early construction program. “With the first cut of steel at Roveredo, the team is on its way to making 2016 a success,” said Colin McNelly.

Early in the Project’s conceptual design phase, the FGP-WPMP made a key decision in the project’s execution strategy to incorporate modularization as a core element of project delivery. This was a significant shift from the “stick built” construction methodology employed in the previous Tengiz expansion, the SGI-SGP. That project required transportation of all project construction materials to Tengiz as loose components, with all construction performed on site. Modularization moves work away from the site, resulting in significant safety and quality benefits. This approach also minimizes construction impacts such as use of land, water and other resources, as well as minimizing the creation of construction waste onsite. In projects as large as the FGP-WPMP, mitigations achieved by a modular approach can be significant. Modular fabrication is a large scope of the FGP-WPMP, and development are advancing on several fronts. Current Project plans call for more than 150 modules and pre-assembled pipe racks to be fabricated, assembled, and pre-commissioned at various fabrication yards before transportation to site. Once at Tengiz, the modules will be connected to build the FGP’s SGI and SGP plants and the WPMP’s Pressure Boost Facility.

TCO has signed a contract with Daewoo Shipbuilding and Marine Engineering Co., Ltd. (DSME) to fabricate FGP-WPMP process and pipe rack modules in South Korea and Kazakhstan. As part of its contract with TCO, DSME has formed a consortium with a Kazakhstani company, ERSAI Caspian Contractors, LLC, for a significant scope of fabrication work to be done in the Mangistau Oblast of Western Kazakhstan. This work will provide thousands of local jobs, including training, as well as engagement of numerous local businesses. Under the contract with GE, four Frame 9 GTG Modules for power generation will be fabricated at three Cimolai steelwork fabrication yards at Roveredo, Piano, and San Giorgio di Nogaro in Northeast Italy, before being shipped to the GE yard in Avenza for equipment integration and testing. Module number 4 will be Performance tested (Full speed, full load) in Avenza prior to transportation to Modules 1, 2 & 3 to Kazakhstan. This GTG Module will then be de-packaged into sub-assembly and then the strict weight and dimensional constraints imposed for transportation through the Russian Inland Waterway System and route to Kazakhstan.
From Milan to Tengiz
330 Ton Big Block Boiler Installed in Tengiz

The SGE/CAR Project reached another significant milestone in December 2015 when the project surpassed the 5MM Man-hours milestone without a Days Away From Work injury. 2015 also proved to be a year of major milestones for the SGE Project in regards to Major Pieces of Equipment installation activities.

One of the most significant milestones was the new 330 Ton Big Block Boiler making its way from the manufacturer's facility near Milan, Italy and through the Port of Porto Marghera, and more than one year later arriving at its permanent home at the new Boiler location at U9400 in the SGP Plant. The transportation and installation of the Big Block Boiler started in August 2014; the journey was a combination of challenging land and sea travel. Along the way, the Boiler traveled through countries, passed through canal systems linking the Sea of Azov with the Caspian Sea, avoided the yearly weather conditions that typically closed portions of the shipping route, and arrived in Kazakhstan via the Port of Atyrau in October 2014.

On the Sunday morning of October 19, the Boiler departed the Port of Atyrau and took a tour of the city on its way to Tengiz, coming to rest at the South Contractors Compound in November 2014. The journey from Italy to Atyrau was a major logistical accomplishment on a route that was not proofed for out of gauge shipments. However, the Boiler had a few more hurdles to clear before arriving at its permanent home in the SGP Plant, the first hurdle being Lift Point 1 where the De-Mag CC800 1200-ton crane waited to offload the Boiler at the Port of Atyrau. The first lift was the most technically challenging and was over an in-service pipe rack that included propane and butane lines in the North West Corner of the SGP Plant by Gate 110. On November 1, 2015, this lift was executed successfully.

After this, the Boiler made a short journey toward Lift Point 2 via Self-Propelled Modular Transport (SPMT) where it rested on stools while waiting for the CC8000 Crane to relocate it to Lift Point 2. This lift also entailed high risk activities as it required the Boiler to be lifted over a pipe rack that contained an incoming 36-inch crude oil line from the field, an outgoing 20-inch high pressure sour gas line to SGI, multiple other lines ranging from 2 to 20 inches in diameter, and an assortment of hydrocarbon products and utility service lines. This lift required the work crew to wear Self-Contained Breathing Apparatuses (SCBA) during the operations to lift and slew the Boiler over the pipe rack with these hazardous lines in service and onto the waiting SPMT. Once the Boiler was secured on the SPMT, it made a short trip down Avenue 2 where it came to rest at its home on the foundation that was started approximately a year and a half earlier.

The setting of the Boiler on the foundation was the culmination of planning efforts that started in the conceptual design stage in 2011; it was progressively worked through in the detailed design after the Purchase Order was issued in 2013, and ultimately finalized with the heavy lift contractor in 2015. During the time frame to design, build, transport and prepare the site to receive the Boiler in Tengiz, there have been so many work teams, groups, service providers and individuals that contributed to this effort and deserve recognition, that we would be afraid to try listing them all.

On behalf of the SGE Project, the Construction Team would like to say thank you to them! Without your contributions, help and support the Big Block Boiler could not have made such an arduous journey Incident and Injury Free!

David Stogner, SGE Construction Superintendent

The Caspian
New Book by First Kazakhstani TCO Director

Ravil Cherdabayev, the first national director of Tengizchevroil LLP, the project that pioneered the largest foreign investment in the national economy of Kazakhstan could be highly effective, visited his former colleagues and fellow countrymen to happily introduce to them the product of many years of his creative work – his book titled The Caspian.

Ravil Artygaliyev, General Manager of TCO Policy, Government and Public Affairs opened the special event dedicated to the book’s presentation at TCO headquarters in Atyrau. In his opening remarks he said, “Today we are happy to welcome a guest of honor, a prominent representative of the glorious Cherdabayev dynasty, the first Kazakhstani director of Tengizchevroil, the first Oil & Gas Minister of sovereign Kazakhstan, an outstanding state official and public benefactor. Ravil Tazhigaryevich Cherdabayev is here on a significant mission to present to us his new book, The Caspian. This author has gladdened his readers by writing true masterpieces, bestsellers. Oil. Yesterday, Today, Tomorow. and Crude Oil of Kazakhstan – The Chronicles of the Century, which are credited for profound scientific insight and exciting stories rich in important facts and data. His life and career serve as a vivid example of a true and earnest service to people and native land,” said Mr. Artygaliyev in his introduction. – “The Caspian is yet another evidence of the author’s inexhaustible energy and public activity hardened to fatigue.”

Atyrau Oblast Deputy Akim Svetlana Kairgalieva also spoke at the presentation of this book about the Caspian region, its history, culture, economy, and critical issues of environmental protection and political aspects. Mr. Nakpayev shared, “This work is a priceless encyclopedia of the Caspian, the region which certainly deserved thorough chronicles due to the events of global magnitude which took place there. I am particularly proud to know that the noble mission and project of great scope has been carried out by our fellow countryman, Ravil Tazhigaryevich has met this challenge and achieved extraordinary success, indeed!”

TCO General Director Ted Elshin took the floor to deliver his remarks. “This important work has been completed and saw light at a very opportune moment when regional issues tend to gain a strong momentum and can have a significant impact on the global situation both in economy and politics. The Caspian has always been in the focus of TCO’s activity and a critical aspect we have treated with due regard from day 1. In particular, we are currently contemplating the use of trans-Caspian shipping routes to deliver cargo for the FGIP. In fact, TCO has been partnering with the Port of Altau, the key link for the transportation of our products, for quite some time. Mr. Cherdabayev’s book serves as an important reminder to us, helping us treasure this precious history, telling about the chief transportation routes TCO has been using for shipping its products. This is a valuable and exciting history of our exports, the use of rail, pipeline and marine transport, key terminals and the tanker fleet available to the national states. The scientific insight and invaluable graphic materials add to the captivating narration and excited reminiscences, thus making the final product outstanding. I am very positive that this book comprised of five chapters and giving a panoramic picture of the Caspian region will be appreciated strongly by readers belonging to a range of age groups and professions.”

Attending the presentation were close friends and co-workers of Ravil Cherdabayev who all used to belong to the same team creating superior benefit to the Republic of Kazakhstan in the early days of independence, as well as local researchers and representatives of the younger generation of oilmen who offered their greetings to the respected author.

The author, Ravil Cherdabayev, a prominent state official and politician, renowned public benefactor, doctor of economic sciences, professor, academician of the International Academy of Mineral Resources, International and Kazakhstani National Engineering Academies, member of the Eurasia Academy of Economics, the first national director of Tengizchevroil LLP took the floor to share about his creative effort and the painstaking process of research and writing. In conclusion of the presentation, the audience enjoyed a documenary titled The Oil of Kazakhstan.
2015 Year in Review

Safety & Health

Tengizchevroil (TCO) continues to have industry-leading safety results in standard industrial safety measurements such as Days Away from Work. In 2015, more than 30,000 people worked for Tengizchevroil for a total of over 72 million hours with eight injuries which required a day away from work. While this statistic is truly world-class performance, TCO strives for zero workplace injuries and is continuously working to improve in this area.

TCO’s Total Recordable Incident Rate (TRIR) is a measure of injury and illness cases without lost time, which have the potential to lead to lost time. In 2015, even with approximately 35 preventable incidents, TCO achieved world-class performance again. TRIR remains a continued area of focus for TCO.

Environmental Protection

TCO’s investments of more than $3 billion on projects to minimize environmental impact since 2000 have been essential to the continuous improvement in environmental protection that has been achieved at Tengiz. Such investments have enabled TCO to reduce total gas flaring volumes by 85 percent since 2000 and increase gas utilization rates at Tengiz to over 98 percent. Gas utilization and other programs have helped reduce total emissions generated per tonne of oil by 73 percent in the same timeframe. In 2015, TCO averaged 2.24 kilograms per tonne of oil produced. Since 2000, TCO has increased annual crude oil production volume by 159 percent.

Investments in environmental protection and improvements in plant reliability have helped TCO reduce the number of technical malfunctions at the KTL plant by 40 percent, and the volume of sour and acid gas flaring during technical malfunctions by 93 percent between 2010 and 2015. In late 2015, TCO’s tree planting project, started in 2014 in Zhana Karaton and Koschagil, was completed and the ownership handed-over to the Akimats of these two villages. In 2016, TCO will continue planting in new “Nursaya” park in Kulsary.

2015 production was 27.16 million metric tonnes (217 million barrels). TCO sold 1.27 million metric tonnes of LPG and 6.85 billion cubic meters of dry gas.

Production & Product Sales

Crude production in 2015 was 27.16 million metric tonnes (217 million barrels). TCO sold 1.27 million metric tonnes of LPG and 6.85 billion cubic meters of dry gas. TCO sold 2.7 million metric tonnes of sulfur, which is 113 percent of the 2.4 million metric tonnes produced for the same period.
Financial Benefit to Kazakhstan

Since Tengizchevroil’s founding, the company has distributed $112 billion to the Republic of Kazakhstan including purchases of Kazakhstani goods and services, profits distributions to KazMunaiGas, taxes and royalties paid to the government, tariffs and fees paid to state-owned companies and employee’s salaries. In 2015, direct payments to the Republic of Kazakhstan totaled $8.2 billion.

Kazakhstani content

Tengizchevroil continues to increase its investment in KC goods and services year after year. TCO has invested more than $20 billion on goods and services of domestic producers back in 2002 compared to $2.4 billion in 2015. TCO has invested more than $20 billion on Kazakhstani goods and services since 1993. The company will continue to identify methods to increase its purchases of quality goods that meet the extremely challenging operating conditions in Tengiz. Primarily, TCO has been a purchaser of services. This is the area of the most impactful sustainable local content growth now and in the future.

A key aspect of TCO’s Kazakhstani content development strategy is working with current and potential suppliers so that they understand the international quality and safety standards they must meet in order to do business with oil and gas industry. The continued development of a Kazakhstani market of goods and services that meets high international standards is a cornerstone of the company’s sustainable development strategy – and creates significant benefit for Kazakhstan. TCO believes that if the company is to achieve its Kazakhstani Content objectives, it must generate long-term opportunities for the suppliers of goods and services. As such, TCO will continue to support the sustainable development of Kazakhstani suppliers, encouraging appropriate investments in infrastructure, Kazakhstani workforce training and the creation of jobs.

During 2015, TCO identified new Kazakhstani manufacturers and TCO management visited several regions in Kazakhstan and gained a better understanding of manufacturing capabilities of local companies.

Corporate Responsibility

Since 1993, TCO has invested more than $1.1 billion to fund social projects and programs in the Atyrau Oblast for the community and employees. TCO’s Egilik (benefit in Kazakh) budget for 2015 was $25 million and its Community Investment Program budget was just over $1 million. Through these two programs, and in partnership with local and international organizations, TCO funded a variety of projects to improve the education and health of over 7,000 citizens in the Atyrau Oblast.

In 2016, TCO has another $25 million budgeted for Egilik, the majority of which will be spent in Atyrau Oblast.

Workforce Development

TCO’s strong training and development programs have a long tradition of helping advance our Kazakhstani employees to positions of increasing responsibility. Kazakhstani citizens now hold 86 percent of TCO positions and Kazakhstani managers and supervisors hold 74 percent of TCO supervisor and manager positions. Because attracting and retaining a world-class workforce to manage Tengizchevroil’s large and complex business is critical to the company’s ongoing success, we strive to be one of the best places to work in Kazakhstan. Providing a competitive, pay-for-performance based compensation package remains a priority. TCO will continue to identify and prepare successors for TCO senior management positions.

Expatriate assignments for our Kazakhstani employees are an important method by which to support employees in gaining international experience that will enable them to achieve their goals. Currently, TCO has over 60 Kazakhstani employees working outside of Kazakhstan.

Outlook for 2016

TCO’s safety focus in 2015 will see us working to achieve a Day Away From Work Rate and Total Recordable Incident Rate of zero. We will progress our queue of large and complex projects, notably the Future Growth Project and Wellhead Pressure Management Project, in a safe and capital efficient manner. We also will focus on the execution of our production plan, completion of 2016 turnarounds and continuation of our drilling and workover programs.
Striving for Perfection

On January 13, 2016, the staff of TCO IT held their 2015 Year-End Meeting to sum up last year’s results and performance. The meeting of the “most technologically advanced TCO professionals”, as IT specialists are often referred to at TCO, turned into a domain-specific discussion about the team’s achievements and targets, which can be summarized in a laconic motto: “Strive for Perfection”. Our correspondent interviewed TCO Information Technologies Manager Brendan Rogers.

B. R.: – We hold our IT Town Hall meetings twice a year. Just like every meeting, we started this one with a Safety Moment. It is important to us that everyone in our organization works safely and always returns home safe and sound. For the IT department, 2015 was very successful in all respects, in terms of the safety of our employees and the reliability of systems that we support. We reviewed the IT Scorecard and Key Initiatives Dashboard on a monthly basis. For example, one of the items we monitor is the performance of key production environments such as e-mail, network, and O: drive. This is to ensure that the IT services we provide to our business partners work reliably, and users do not suffer from unexpected outages. In addition to the reliability of systems, we also pay great attention to our work that helps our partners achieve business value through projects implemented by us. I can say with confidence that all of our projects in 2015 were executed successfully within approved budgets, schedule and scope. And this success was achieved through the contribution of each and every IT team member.

To add to the challenge, all the projects were carried out in an environment of tangible cost reductions. Our IT operating expenses were reduced by 8% and capital expenditures by 20%. A similar challenging situation last year was with our organizational capabilities when the hiring freeze started. However, despite all of this, we were able to successfully fulfill all our commitments. I am very proud of the results of our work in 2015. – Would you please share a few words about some projects that IT implemented last year and the benefits they bring to our company?

B. R.: I would like to point out some important things that I mentioned at the IT Town Hall, which were not included in our metrics. First of all, I’d like to highlight our teamwork with various TCO departments. For example, last year the IT team helped the TCO Automation team to prepare and successfully pass an audit. Similarly, we assisted the TCO Security team to eliminate some audit findings and continued working with the Facilities Engineering team on the FE Information Dashboard on a monthly basis.

Management program. Another fact I’m particularly proud of is that our TCO IT team is implementing some of the most advanced tools in the whole Chevron Corporation. For example, we are the first ones who developed systems like the SERIP Portal which is a step towards enabling SERIP Stage 4 for TCO, the Well Integrity Portal that tracks technical condition of wells and improves process safety via enabling access to metrics and associated data to decision makers, and the FE IM Transition program that enables TCO base business readiness for the FGP. We were able to achieve all of this due to the coordinated work of the IT department and our TCO business partners working as one team.

– It would be interesting to learn how you recognize the efforts and achievements of your employees. Your department always places a particular importance on this...

B. R.: Yes, we believe it is very important to emphasize and recognize the achievements of our employees. This year at the Town Hall meeting we introduced some new ideas of how to better see our employees’ achievements. We asked our employees to come up to the stage and share their groups’ achievements and successes in 2015. Then we glued stickers with achievements on each of our IT Key Focus Areas (KIFAs). This allowed everyone to visualize the IT department’s achievements.

– The majority of this Town Hall meeting was dedicated to focus areas for 2016. Seems like this year you will continue to implement, upgrade and improve.

B. R.: Well, it’s a perpetual process! We must always strive for better results. In our Town Hall meeting we talked about the renewed IT Strategy which we review annually – usually in December. We always invite our business partners who represent different TCO departments, and together we confirm current directions, set new goals and define priorities. Under the guidance of our TCO Business Unit Architect we have updated our IT Department’s Vision and Strategy, so we have a clear vision of our work in 2016. This allows us to focus the attention of our employees on what is important and guide them to where the IT department is heading today. So, this year we want to add a monthly award program for IT employees to recognize their contribution to the operation and simplification of IT processes. The award is called “IT made IT simpler”! I think this is a good incentive for further quality improvement of IT Services.

– To sum up, you, as the department head, see no obvious obstacles, and have no doubts in securing the success of your team. Is this a correct assumption?

B. R.: I have complete confidence in my employees. They have the qualities that I have always admired: pursuit of new knowledge, striving for process improvements and love for technologies. You can judge the success of our department by the feedback from our customers. During our IT Town Hall meetings we exchange messages from TCO General Director Ted Eitelson and managers from various TCO departments. They all were very grateful to IT employees for their work in 2015. It is important that employees know that their work is highly valued and appreciated. Most of our employees do not work directly with management and do not have the opportunity to hear their gratitude from them personally. Showing appreciation is also a great responsibility.

– Thank you, Mr. Rogers, for an interesting interview. We wish all the success to TCO’s “most technologically advanced” team!

Interview recorded by Albair Khamiev.
Driving Safety – Topicual for All

Eurasia Fund of Central Asia (EFCA) actively engages Kulsary residents to resolve city’s beautification issues

One of TCO’s four strategic objectives is to be the leader in Safety and Protection of the Environment. To succeed in this area of high priority, our Company has committed itself to systematically using tenets of Operational Excellence to:

- Achieve zero DAFW performance
- Provide a healthy and safe work environment and eliminate significant risk factors in the workplace
- Identify and eliminate risks and hazards to the environment and fail-safe operation
- Operate equipment in a safe manner to maintain world-class standards and integrity of assets

In line with these strategic objectives, in January 2016, each work group at the KTL plant committed to discussing the subject of Driving Safety at daily meetings. This is where I learned that TCO Operations Management had endorsed speed limit regulations for Eco Club members. In addition, the following safety rules have been established:

- Essential use of siren during backing
- Issuance of Permit by senior Unit backing
- Minimize use of vehicles within license area; this measure eliminated the use of trucks for transportation of passengers
- Check vehicle before each trip, installing a 360 Safety Walk Around Cone on the hood to be removed by supervisors upon completion of inspection

The involvement of supervisors is perceived effective in enhancing the focus on identifying and eliminating basic risk factors, such as loose wheel nuts, faulty clearance lamps or spotlights, and dangerous and obstructive parking too close to other vehicles.

At a safety meeting where TCO HES and Logistics presented on Driver Behavior and Driving Safety Tips, a few of our KTL operators highlighted the importance of observing the turn signals on the turning lights and observe the 4 second rule in indent weather conditions. In 2016, specific focus will be on banning the use of private cars and taxis in the operations area.

Including Driving Safety in regular safety meeting agendas at KTL demonstrated the KTL management’s particular focus on safety of commutes and transport safety in general, and allowed to discover typical risks associated with the use of motor vehicles in the operations area.

By Aigerim Kairbayeva, KTL Projects Support Group specialist.
Join the TCO Kazakh Language Club!

By Aziza Nazarova, HR Organizational Capability

The Kazakh Language Club has been successfully functioning at TCO HQ since April 2015. The objective of the Club is to provide Kazakh language lessons to TCO employees in an informal environment through shared learning. Each club meeting is dedicated to a specific topic and supplemented with interactive exercises. This year the Club run its doors open to its members on February 25 with a topic called “Time Is Precious.” During the event the Club members actively participated in interactive games and contests in both Kazakh and English. These were related to effective time management, the right balance between work and leisure, and Kazakh folklore about the value of time. We have interviewed a couple of members who were happy to share their opinion about the Club.

Interview part 1: Shan, comparing your culture and Kazakh culture, is there anything in common that you noticed while working in Kazakhstan?
– My name is Shan Nadesan. I am a Project Engineer at the FGP Project responsible for providing roads for the FGP. I was born in Sri Lanka, and later moved to London. I am still proud of being Sri Lankan, although I spent most of my life in London. I still practice and remember my Sri Lankan culture. I would say that Kazakh culture in many aspects is natural and perceptible for me. Among them is Kazakh hospitality. Learning it, I tend to learn the language of the country where I work and live. For instance, when I worked in Nigeria I learned the Nigerian native language called “Hausa”.

Sri Lankan although I spent most of my life in London. I still practice and remember my Sri Lankan culture. I would say that Kazakh culture in many aspects is natural and perceptible for me. Among them is Kazakh hospitality. I am still proud of being Sri Lankan, although I spent most of my life in London. I still practice and remember my Sri Lankan culture. I would say that Kazakh culture in many aspects is natural and perceptible for me. Among them is Kazakh hospitality. Learning it, I tend to learn the language of the country where I work and live. For instance, when I worked in Nigeria I learned the Nigerian native language called “Hausa”.

Interview part 2: Gulzada Musina, another active Club participant. Here is what she said:
– Since the very start of this new initiative, I’ve been an active member of the Club. I love my native language, so this was the primary reason I joined the Club. Our regular sessions are attended by representatives of various countries and cultures working at TCO who aspire to learn Kazakh. I see my personal mission in supporting colleagues’ efforts, inspiring them and supporting their enthusiasm in mastering Kazakh. I can say with confidence the sessions we hold are a very new and captivating experience because each time we focus on a new interesting topic. Club members not only learn the Kazakh language, but also benefit through enriching their general cultural and international awareness, learning more about Kazakh traditions, culture and art. Sometimes the training sessions involve role playing and competitions. This is a precious opportunity for all of us to share ideas, ask questions, exchange opinions. This is a very effective form of training, because the information sticks much better.
– What discussion topic would you like to suggest for the next session and why?
– I would like to suggest a few topics for future sessions. 2015 was the 550th anniversary of the Kazakh Khanate, which we celebrated in a big way, so I suggest Kazakh Khans for a discussion topic. In addition, this year, we are going to celebrate the 25th anniversary of Kazakhstan’s independence. This is a very good reason to focus on the history of Kazakhstan. I am positive that any topic about the life and history of Kazakhs would be popular and of great value to all foreign guests learning Kazakh. I would like to use this opportunity to wish all the success to the TCO Kazakh Language Club! It is important to mention that the format of Club sessions ensures the possibility of participation for all company employees, both nationals and expatriates, regardless of their Kazakh language proficiency level. Moreover, after each session every registered Club member receives learning materials. What makes our Club unique is the unity of members who come from different cultures. This demonstrates their true dedication to the TCO Way which recognizes diversity among the company’s key values.
– If one likes some Club sessions he usually encourages friends to join it. Would you invite anybody from your colleagues and friends to share in the experience?
– Certainly. I told one Scottish colleague of mine about the Club. Unfortunately, he was off rotation for the February session. Also, I am sharing all the learning materials with those who are interested in the Kazakh language.

By Aziza Nazarova, HR Organizational Capability

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