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ISO 14001 COMPLIANT  
STOW CERTIFIED



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Hear it...

Suspect it... **report it**

If you have a concern about TOSL, but uncomfortable communicating it in person, report it anonymously by:

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  - Report it online at [www.tosl.com](http://www.tosl.com), User-name: tosltd; Password: reportit
- report it** is our contracted independent third party hotline service available 24 hrs/ day, 7 days/week, 365 days/year.

### Motivational Quotes

"Strength does not come from winning. When you go through hardships and decide not to surrender, that is strength."  
**Mahatma Gandhi**

"Sometimes when you innovate, you make mistakes. It is best to admit them quickly, and get on with improving your other innovations".  
**Steve Jobs**



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## **TOSL Engineering Limited**

"An Engineering Solutions Company"

2011, December (Quarter 4)



### The Safe to Work (STOW) Process: A Customer's Perspective

*By Mr. Eugene Tiah*

Each quarter this year, we featured a different perspective on the STOW process. Hence, as we end the year we thought it fitting to conclude with "A Customer's Perspective" from the President of Phoenix Park Gas Processors Ltd., Mr. Eugene Tiah.

#### **Significance of a Contractor Management Program**

In August 2011, Phoenix Park Gas Processors Limited (PPGPL) achieved 19 years without a lost workday case (LWC). This significant milestone was attained because of the efforts of employees and contractors. One of the main contributors to the company's consistent safety performance is a robust contractor management program. Over the years, this program has been a key factor in the successful completion of major construction and expansion projects involving several contractors and their personnel.

#### **PPGPL's Involvement in STOW (Safe to Work)**

Recognizing the need and value of having a robust contractor management program across the energy industry, PPGPL was one of the first companies to embrace the STOW initiative. PPGPL provided valuable input into the development of STOW; was one of the signatories to the STOW Charter and continues to provide technical support and leadership through its involvement at the STOW board level, PLEA (Point Lisas Energy Association) and Energy Chamber.

#### **Benefit of STOW to PPGPL**

From a customer's perspective, PPGPL will benefit from the efficiency, consistency and reliability of the STOW initiative. Prior to the establishment of STOW, a special committee met on a frequent basis to evaluate and prequalify contractors utilizing a rigorous HSE review process inclusive of a management safety.....(Con't. on Pg. 3)

### 2012: The Transition Year - Taking Responsibility

*By Mr. Shazan Ali (TOSL's CEO)*



The global situation in 2011 followed the pattern of 2010. The developed countries including USA, Japan and the countries in Europe continued to face serious economic challenges with Greece, Spain, Portugal and Ireland continuing to weigh down Europe.

World growth was again fuelled by growth in the BRICS (Brazil, Russia, India, China and South Africa), as well as the countries in South East Asia and to some extent those in the Sub-Saharan Region. The outlook for the industrialized countries in North America, Japan and Europe continues to be dim in 2012 and so it is critical for us in Trinidad to focus our attention on new markets in Latin America, Africa and the Far East.

On the Trinidad and Tobago scene, we experienced a third year of negative growth in 2011 and the forecast for 2012 is not encouraging. Economists, Dr. Dhanayshar Mahabir and Indera Sargewan- Alli, in an article in the Sunday Guardian of December 25 2011, suggested that the local economy will have to brace itself for another seven (7) years of difficulty unless the diversification process away from oil and gas is started in 2012. The year 2012 will therefore be one .....(Con't. on Pg. 7)

#### **HSE Statistics**

*(as at 2011, December 31)*

- Man-Hours YTD: 1,183,536.86
- OSHA recordable: 0
- Loss Time Cases (LTC): 4

*"Continuing the drive to  
Keep HSE alive"*

## Competency Assessment at TOSL

*"All that separates you from your competitors are the skills, knowledge, commitment and abilities of the people who work for you"*



Fast Company "Danger: Toxic Company"  
Jeffrey Pfeffer, Stanford University

In 2010, TOSL was selected by both the Energy Chamber and BGTT to participate in a joint pilot exercise on developing a Competency Assurance Management System (CAMS) for the individual needs of our Organization. The Energy Chamber's project (Energy Industry Competency Development Initiative (EICDI)) aims to raise the overall competency of the energy sector workforce in Trinidad and Tobago and assist services providers like TOSL in establishing their competency assurance system.

CAMS is focused on measuring employee's competence in their work tasks. The individual's ability to consistently apply skills, knowledge and the correct attitude to a given task, measured against a defined occupational standard determines if they are assessed as '*competent*' or '*not yet competent*'. It should be noted that there is no pass mark in assessments - an employee deemed '*competent*' has demonstrated that they are able to carry out their work tasks when measured against a standard. For employees assessed as '*not yet competent*', they will be given the opportunity to further develop their skills to achieve their potential. Employees can be assessed as many times as it takes to prove competence in their occupational area.



Within each operating Division, subject matter experts (SMEs) have been identified, trained and certified as assessors by the National Training Agency (NTA). Their role as an assessor is to conduct competency assessments on their employees by observing them carrying out work activities and determine them to be '*competent*' or '*not yet competent*' in executing the task. Upon successful completion of all the mandatory units of the standard, employees will be awarded with a Caribbean Vocational Qualification (CVQ).

Both employees and TOSL benefit from the CAMS as it will provide employees with a CVQ in competency in their occupational area; the CVQs are recognised across the CARICOM region and can also be transferred internationally. It also ties into employees' personal development plans. For TOSL, a competent workforce would improve our working practices and improves service delivery to our clients. Untrained and incompetent employees are a risk to the Organization.

Going into 2012, we plan to have completed the baseline assessments for all operating personnel by the end of the 2<sup>nd</sup> quarter and support from all involved is necessary to be able to achieve this. Once assessments and identified training has been completed for all operating personnel, assessment of all support staff will follow.

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## Breast Cancer Awareness Month



October was Breast Cancer Awareness Month. This month gave us the opportunity to raise awareness of this disease and to support those who have been diagnosed or affected by breast cancer. Breast cancer is the second leading cause of cancer deaths in women today (after lung cancer) and is the most common cancer among women. The number of new cases of breast cancer has jumped dramatically worldwide, from about 640,000 in 1980 to more than 1.6 million in 2010, University of Washington researchers report.

During this month employees at TOSL took the opportunity to support this cause by raising funds to make a contribution to the Trinidad & Tobago Cancer Society.

Breast Cancer Awareness tokens were given in return for each donation made.

**Thanks to all for their support!!**



## Meet Another of Our Long Service Employees: **Ms. Sabrina Rampaul**



In this Horizon issue, we will be having a one-on-one discussion with another of our long service employees, **Ms. Sabrina Rampaul**, Divisional Co-ordinator.

**1.) How many years have you worked at TOSL?**  
15 years.

**2.) Based on your experience with us, what do you think it takes to succeed at this company?**  
William Feather says it best; "Success seems to be largely a matter of hanging on after others have let go." This is clearly shown by TOSL as we have persevered through the good and somewhat bad times to show continuous growth and development. That in itself, is true success.

**3.) What suggestions for improvements do you have to make our workplace better?**

We should definitely come out of the "Peter pay for Paul and Paul pay for all" adage and focus on picking out the bad apples from the bunch, and dealing with the problems on a one to one basis.

**4.) What is most satisfying/ enjoyable about your job and working with TOSL?**

My teammates. For the past 9 years I have been in the Electrical, Instrumentation and Automation (EIA) Division and I can say that we truly operate as a family. There is a sense of ownership as we all work together for the betterment of TOSL and ourselves. Our manager/s has always been very understanding and takes into consideration each person, his/her situation and makes us feel cared for.

**5.) What has been your most memorable experience thus far with TOSL?**

My transfer to EIA. At that time it was the most traumatic thing for me as I feared the change in the environment, but looking back now, it was definitely the best move in terms of my development and growth. (Con't. on Pg. 7)

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## STOW Process.....(Con't from Pg. 1)

.....system and other related documentation. The STOW certificate will eliminate this HSE review, thus reducing the prequalification period, manpower requirement and storage space for document management. The STOW process also lends itself to a more robust and comprehensive assessment process with the utilization of independent trained assessors who conduct site visits as part of the evaluation process.

In addition to these advantages, because many of the energy companies are served by the same pool of contractors, STOW will ensure that contractors participate in one standard assessment process which is applicable across the industry. The contracting companies would therefore benefit from a single certification that satisfies the prequalification HSSE requirements for all the participating upstream and downstream energy companies versus the previous requirement of having to prequalify separately for each company.

### **Benefit of STOW to Trinidad and Tobago**

The STOW program is comparable to international standards such as BS OHSAS 18001 whilst addressing Trinidad and Tobago's legal and statutory requirements. This leads to an auditable and credible process. Trinidad and Tobago stands to gain from the implementation of the STOW program in several ways including:

- Improvements to Contractor Management HSSE Program which would result in reduced workplace accidents;
- Established industry standards leading to consistency in managing contractor workforce;
- Independent assessment by certified HSSE professionals reducing the likelihood of substandard systems and practices; and
- The establishment of best practices that meet world standards enhancing the country's HSSE profile.

### **Present Status and Objective**

PPGPL started the process of implementing STOW by identifying its high risk contractors. This category of contractors refers to those who work directly on plant facilities in the energy sector. A meeting was held with the relevant contractors who had an opportunity to raise issues and concerns with this new requirement. PPGPL has set a date of December 31, 2011 for all its high risk contractors to be STOW certified. In order to achieve this objective, PPGPL will put in place the necessary mechanisms to facilitate a smooth transition.

### **Summary**

Although PPGPL has had good success with its own Contractor Management Program, it recognizes the benefit of a robust consistent Contractor Safety Management Program within the energy sector with tangible benefits for the national Community in the area of contractor HSE management. As such, PPGPL has embraced the STOW concept. Although some challenges are envisioned, PPGPL is committed to providing the leadership for the successful implementation of the STOW process at its facility.

## HSSEQ Corner

### TOSL's Quality Management System (ISO 9001:2008 Certification): 2011 - The year in Review



One of the main elements of the Quality Management System for 2011 was to move the organization away from a procedural type/approach to quality to one of a process driven and oriented entity.



To this end, a new Team of Internal Auditors were trained to conduct Quality Process Audits, which were successfully completed for the period.

Another main area of focus for this period was centered on the separation of Quality within the HSSEQ Department so as to bring about more clarity in defining the quality management system requirement.

In 2011, our ISO 9001:2008 external audit which was conducted by The Trinidad & Tobago Bureau of Standards (TTBS) was a surveillance type audit, which also took the form of being a "Process Type" one that yielded very positive results with the organization having zero major non-conformities and zero minor non-conformities.

For this period the organization's customer satisfaction index also indicated improvements and increases in the levels of both external and internal customer satisfaction. This year also marked exceptional increases in preventative actions being implemented with very positive results.

As we plan ahead for 2012, the organization's thrusts will continue along the path of continual improvement with the expectation of becoming fully process driven. The focus of our strategic initiatives will be centered on the implementation of increased corrective and preventative programs whilst we continue to strive towards the attainment of meeting/exceeding our customer's requirements and the achievement of 100% customer satisfaction.



### HSSE at TOSL – A Reflection on 2011

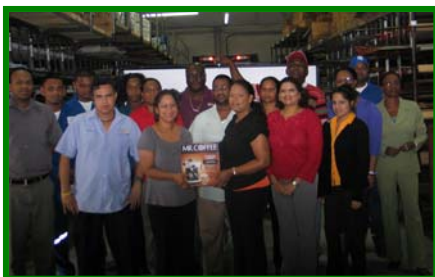
As 2011 comes to an end, we often reflect on the accomplishments of goals and targets set at the beginning of the year. Just like personal goals that are traditionally set at Ole Year's night, at work, goals and targets were also set to improve the HSE performance, communication and standard at TOSL. The year 2011 was crunch time for a number of companies to achieve STOW status and working towards improving HSE standards in their work environment.

Today, HSE is the main focus in most organizations with the OSH Act, STOW and numerous standards in an effort to ensure a safe working environment for all facets of work. The year started off with our accomplishment of STOW certification; however, that was just the beginning as the idea was not only to set goals, but also to achieve and maintain them.

We knew what we wanted to achieve but the question was 'How were we going to achieve it?' Following good HSE practices, we came together as a group and strategized, or as the HSE professionals say, 'We did a Risk Assessment' and needless to say, all expectations were met. We set about achieving these goals and targets in various ways.

1. We started off the year with a most memorable HSSEQ Ole Mas Competition.
2. Mid year we held our annual HSSEQ Day. This was changed to a concept of booths hosted by operating divisions which highlighted their aspects of work and how HSSEQ is tied into safe work practices.
3. HSSEQ Reward and Recognition for an individual was given out monthly, while a quarterly recognition for a division was done. It all amounted to contributions towards the improvement to HSSEQ.
4. We closed out the year with our STOW recertification process. Our results are expected in early January 2012.

The change at work has been embraced warmly and it is evident that as we approach 2012, we will all make the effort as a team to ensure that compliance is met. HSSE is not a system that is to be enforced at work, but in all aspects of our lives.



Inventory Division  
(1st Quarter Champions)



Ole Mas Competition

We are mindful of the fact that staff has shown their support of HSSE within TOSL and through a number of their initiatives for HSE, the concept for changes to the system were created and accepted. Without staff support, it would've been impossible to realize the goals and targets set early in the year.

As a team we met challenges along the way, however, we were able to .....(Con't. on Pg. 5)

## Reliability & Conditioning Monitoring Program at Arcelor Mittal



In July 2011, Arcelor Mittal awarded TOSL's Predictive Maintenance (PdM) Department with a one year contract for Reliability and Condition Based Monitoring. It was the first time a process like that would be implemented at Arcelor Mittal. The contract is being executed by our Senior PdM technician, Mark Dwarika, and PdM technicians, Samir Khan and Ramon Rabathaly.

Our PdM Department is currently facilitating Arcelor Mittal with Reliability and Condition Monitoring Services, inclusive of vibration data collection and analysis, Lube-oil Sampling and Analysis, as well as infrared thermographic inspection of the DR1, DR2 and DR3 plants. Over the short period since the commencement of the contract the reliability of the facility has improved by approximately 8%, surpassing expectations.

Karth Arthur, Assistant Engineering Manager at Arcelor Mittal quoted that:

*"It gives me great pleasure to recommend TOSL Engineering Ltd to any firm. I have worked with TOSL from March, 2010 to present. During this time they have provided condition monitoring services to our five plants. These include Vibration Analysis, Thermographic Analysis, Electrical Signature Analysis (ESA) and Oil Analysis. The quality of work has been of the highest standard and their reports have been clear and concise. With these services we have increased our availability by 15% and reliability by 8%. I recommend them with enthusiasm, and we will continue to utilize the services of TOSL Engineering Ltd"*

Early fault detection of rotating and static equipment components is a key factor to improving the mean time between failures (MTBF). The PdM technicians are now based at the Arcelor Mittal as a fully incorporated faction of the facility. The interaction between the facility management, engineers and TOSL personnel have improved the plants reliability to where failure of components monitored and corrections made based on recommendations and consultation have decreased drastically.

Monthly PowerPoint Presentations, departmental meetings, as well as equipment condition assessment reports, updating and emergency action plans on critical equipment are also a major role that the technicians are either responsible for or play a role in.

Repairs on equipment are facilitated by Arcelor Mittal's respective maintenance departments, but it is also the PdM technicians' responsibility to oversee and, if necessary, recommend changes to procedures in place.

Overall the actions and recommendations collectively outline the basis of a functional Reliability and Condition Monitoring Program with improvements noted.



Standing from left: Mark Dwarika (TOSL's Senior PdM Technician); Jose Luis Perez Campos (DR Maintenance Manager); Brionne Gangaram (Assistant Engineer Manager, Electrical); Karth Arthur (Assistant Engineer Manager, Electrical)

Sitting from left: Ramon Rabathaly (TOSL's PdM Technician); Rajkumar Meighoo (Assistant Engineer Manager, Instrumentation) Samir Khan (TOSL's PdM Technician)

### HSSEQ Corner: HSSE at TOSL.....(Con't from Pg. 4)

.....meet and maintain the focus of the positive attitude towards HSSE. In 2012, we will continue to set goals and targets that meets with the best HSSE practices in the industry bearing in mind that HSSE is everyone's business and not subject to being practiced only in the workplace. The support of the CEO, Managers, Supervisors and Staff has made this challenge acceptable and able to be accomplished.

HSSE Management Representative, Darryl Ali, presenting Reward & Recognition tokens to HSE Committee Members, Barroon Lal (left) and Dale Alleyne (right)

Thanks to all from the HSSE Department.



## Rope Access Inspection & Fabric Maintenance Works



TOSL was contracted by IPSL in October 2011 to perform Inspection and Repair works to the Methanol IV Plant Flare Stack during their M IV Turnaround. This job was the first of its kind where TOSL was able to bring its repertoire of Inspection & Fabric Maintenance Services under one umbrella for the successful completion of a single project. This job was done entirely using Rope Access Personnel and all works – Inspection and Fabric Maintenance - were carried out via this means of access. At a height of approximately 300ft, the Flare Stack represented the highest Rope Access job executed by TOSL in Trinidad and Tobago and may very well be the highest ever executed in the country.

TOSL pioneered the introduction of Rope Access into Trinidad in late 2003 and have been using it as a means of access primarily for our Inspection Teams working on offshore platforms. We have since evolved our range of services and now have the capability to perform

the entire range of Fabric Maintenance – Insulation, Blasting, Painting, Welding etc - in addition to our Inspection Services all using Rope Access.

The IPSL Flare Stack at M IV Job was a resounding success not only for the TOSL Team, but also our valued Client. This job was carried out within budget and within the required time-frame with no loss time incidents/accidents.

Our Inspection Team was able to make a full assessment of the Flare Stack, identifying all corroded areas, as well as areas noted for closer examination. These areas were then analyzed and classed in accordance with applicable standards as far as rating their severity and risk. The Inspection Team then worked alongside the Fabric Maintenance Team developing and overseeing the Repair works which was then carried out in stages. The Flare Stack was water blasted with approximately 13,000 psi of pressure to remove surface corrosion and then targeted areas were primed and coated in accordance with approved procedures. The entire project was done under supervision from NACE Inspectors ensuring that the finished product met and exceeded all applicable standards.



It is expected that this job would lay the foundation for future works for not only Flare Stacks, but for any Piping, Vessels, Storage Tanks, Towers, Columns and Structural Supports requiring a combination of Inspection and Fabric Maintenance works. These works can be done as above using Rope Access or with the use of scaffolding.

Currently, we are working with other companies, both land-based and offshore using Inspection data gathered over a period of time as part of ongoing corrosion monitoring programmes, analyzing them and developing Fabric Maintenance packages for problem areas. These packages detail the corroded areas, the recommended repair works, the applicable standards and the procedures for execution of these works.

***For further information please contact our Inspection and Testing Division.***

## Corrosion Monitoring

In simple words, corrosion is the wearing away of metals due to a chemical reaction. Other materials such as polymers and ceramics do also suffer corrosion. Corrosion is a major problem in many industries, particularly in the petrochemical industry.

At TOSL, our Inspection and Testing Division has the capability to implement, run and monitor a comprehensive Corrosion Monitoring Programme in order to identify corrosion on a plant and equipment and implement mitigations such as Fabric Maintenance, Chemical Treatments and Cathodic Protection to help protect your assets.

A corrosion monitoring program provides comprehensive monitoring of all critical components of industrial objects, assets, facilities and plants for signs of corrosion. For reliable operation it is important to identify the location, rate, and underlying causes of corrosion. Corrosion Monitoring can provide significant advantages when integrated into both preventative maintenance and the processes inherent to safety management programs. Based on the results of the Corrosion Monitoring program, informed decisions can be made, not only regarding the remaining life of the object affected by corrosion, but also regarding life extension strategies, prospective material selection, and cost-effective methods for remedy of corrosion issues and problems.

An effective corrosion monitoring program includes a wide range of activities such as:

- Identification of all critical components and component alloy composition
- Measurement of the location and extent of corrosion
- Prediction of remaining life
- Identification of failure mechanisms
- Determination of fitness for service condition
- Inspection scheduling
- Development of recommendations for remedy and correction of problems
- Development of corrosion prevention strategies



Corrosion Monitoring uses a wide range of measurement techniques. Non-Destructive Testing (NDT) methods are the most effective and broadly applied testing methods. Suitable NDT methods for the monitoring of corrosion include:.....(Con't on Pg. 8)

## Long Service Employee.....(Con't from Pg. 3)



**6.) What in your mind is the most significant change at TOSL when you compare the present to the days when you had just started?**

Definitely there was a culture change. We have lost that close knit, family culture where everyone looked out for each other.

**7.) How well do you think your training and development needs were assessed and met?**

TOSL always provides the necessary training and support to enable me to work efficiently.

**8.) If you were retiring tomorrow, what one thing you would like to be remembered for and feel most proud of accomplishing for TOSL?**

My hard work, dedication and commitment in meeting my deliverables/deadlines.

**9.) What is the first word that comes to mind when you think of TOSL?**

Innovative

**10.) Why have you chosen to stay with TOSL and not move to other jobs, as most people do these days?**

TOSL has met my need for a constant challenge as everyday there is something new and exciting; as well as it remains a very rewarding environment for me as I feel a sense of satisfaction and accomplishment at the end of each day.

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## 2012: The Transition Year.....(Con't from Pg. 1)

.....of transition where each of us must take responsibility for change.

There have not been any bold moves by this government or previous governments to move the economy away from its dependency on oil and gas. Leadership and Vision have been the missing links and we continue to believe that oil and gas will be the panacea for all of us.

The rapid development of Shale Gas in the USA has seen our market share for our Gas in the USA market reduced from over 70% to approximately 20% in 2011 and this market share will continue to decrease in 2012. New markets in Brazil, Argentina, Chile and the Far East have now replaced most of our markets in North America and we will continue to have an increased focus in the gas markets of Latin America and the Far East.

Recent gas finds in the Sub-Saharan Region such as in Mozambique, which has recently announced reserves of over 70 TCF, will draw many of the International players to that region and we will now have to be very innovative as we put leases out for bid in order to attract the attention of the major players.

Local Content Legislation, as a means of ensuring that more of the Oil & Gas revenues generated within their shores stay in country, has been a feature of the African Countries in the Sub-Saharan Region. This drive to legislate has started in Ghana and is being followed by Tanzania, Angola, Nigeria, Uganda and others. Yet, after 102 years of commercial oil production, we in Trinidad & Tobago are still vacillating on the need to enact local content legislation as a means to deepen the capability and capacity of locally owned service and sales companies operating in the oil and gas sector so that we could ensure that more of the dollar generated from oil and gas stays within our economy. With declining reserves in oil and gas, it is critical for locally owned companies operating in the Oil & Gas Sectors to look outwardly at opportunities in the Guianas and the Sub Saharan region and for us to compete in those markets. Local Content Legislation will allow us to improve our competence and capacity in the local market and give us that confidence and the impetus to venture into the international markets.

The challenge for us at TOSL Engineering Limited is to diversify quickly into new areas of the local economy and to take the leap into the International arena. We have started this process in 2011 and will accelerate this initiative in 2012.

As a company we have six (6) choices to start the transition year of 2012 to achieve extraordinary results. These choices are:

- Act on the Important
- Schedule the Important Issues
- Fuel our Fire
- Go for the Extraordinary
- Rule our Technology
- Learn to Synergize

Success in 2012 will be achieved by documenting a clear plan of action and ensuring that there is a feedback loop to review our performance at stated intervals and make the necessary adjustments in the plan. We need to focus on the behaviours we must encourage and support to allow us to meet the financial targets which we have set. We need to focus in on increasing customer intimacy as the root of all success and there must be an increased emphasis on each of us increasing our circles of influence. Success will come if we listen, generate enthusiasm, be inclusive, share information, praise others, embrace our customers and celebrate our successes.

We shall continue to march forward to our own drums and create our own music as we continue to cut new paths and stretch the boundaries of our performance.

It was Anatole France who said *"To accomplish great things, we must not only act, but also dream, not only plan, but also believe."*

The future of TOSL lies in the collective hands of our stakeholders and we are optimistic that we have put plans in place to secure this future.

## Employees Spotlight



### Welcome to our New Employees

We welcome the following persons to the TOSL Family:

#### October

- ◆ Wilfred Jackson (Team Lead – Sales)

#### December

- ◆ Sheldon Babwah (Quality Control/Quality Assurance Technician)



### Special Occasions

#### Birth

- ◆ Theodore Sookdeo - Baby Boy
- ◆ Alvin Boxie - Baby Boy
- ◆ Fareed Ali - Baby Girl

#### Marriage

- ◆ Sadia Razac



### Employee's Recipe Corner:

In keeping with the season, this quarter we feature **Mala's baked Turkey with Stuffing:**

- Defrost frozen turkey for about 2 - 6 hours
- Remove any turkey giblets and wash thoroughly with Lime and Salt
- Rub your favourite seasonings on the inside and outside of the Turkey and leave to stand for 1 hour
- While turkey is marinating, prepare stuffing.



#### **Almond Raisin Stuffing**

##### Ingredients:

- 4 tbsp butter
- ½ cup chopped celery
- 1 small onion chopped
- ¼ tsp thyme
- 1 cup light milk
- ¼ cup chopped almonds
- ¼ cup chopped cherries
- ¼ cup raisins
- 2 tsp sugar
- 1 ½ cups breadcrumbs

##### Method:

- Heat oven to 375° F
- Melt butter in skillet. Add celery, onion cooking on low heat for 2 minutes.
- Add almond, raisins cherries. Stir in breadcrumbs adding milk intermittently until all crumbs and milk is mixed thoroughly. Sprinkle sugar and thyme and mix.
- Fill stuffing into turkey and allow for expansion. Tie turkey legs together.
- Baste turkey with light melted butter and honey. Baste frequently.
- Cover with foil and place on tray with rack.
- Bake 2.5 to 3 hrs removing foil halfway and turning turkey. Remove turkey from oven when golden brown.
- Serve with cranberry sauce, scalloped cheese potatoes and buttered rolls.

## Corrosion....(Con't from Pg. 6)

.....Ultrasonic, Radiographic, Guided Wave and Electromagnetic Testing.

The selection of the appropriate method, as well as the detection and monitoring of corrosion requires knowledgeable and experienced personnel.

As with any programme, continuous monitoring and follow ups is integral in maintaining the overall health and success of it. Our trained, experienced and competent personnel in accordance with specific programmes will visit your facilities as required to acquire field data which will then be analyzed to determine type of mitigation required (if any).

**For further information please contact our Inspection and Testing Division.**

**Our Vision:** "To be the 'best in class' Engineering Company in Trinidad & Tobago and for us to be able to hold this position amongst other companies operating in a First World Environment."

**Our Cause:** To develop people to be leaders in their community, homes & personal lives.

**Our Culture is defined by:** Value Creation; Efficiency; Quality; Teamwork; Technological Improvement

#### **VISIT OR CONTACT US AT:**

**Address:** 8 - 10 Maharaj Avenue, Marabella, TRINIDAD, W.I.

**Phone:** (1-868) 657-TOSL; 299-0360; 657-7794

**Fax:** (1-868) 657-7502 (CEO & HR)

(1-868) 653-4188 (Metals)

(1-868) 652-9336 (Industrial Sales, Wire Rope, Inspection & Testing)

(1-868) 653-5404 (IT, HSSEQ, Audit, Finance, Business Development/Projects)

(1-868) 657-4621 (Upstream, Safety Sales, Petrochemicals & Process Engineering, Refractory, Valves, Scaffolding)

(1-868) 652-0856 (Electrical, Instrumentation & Automation)

(1-868) 653-0269 (Predictive Maintenance, Pumps & Rotating Equip., Compressors, Engineering Sales)

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