



ISO 9001 CERTIFIED
ISO 14001 COMPLIANT
STOW CERTIFIED



See it...

Hear it...

Suspect it...

report it

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

- Calling the toll free hotline number: 1-800-872-2281 + 877-rpt-line or
- Report it online at www.tosl.com, Username: 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

"The best way to escape evil is to pursue good"

"You can't hold a man down without staying down with him"

"The last of the human freedom is to choose one's attitude in any given set of circumstances"

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TOSL Engineering Limited

"An Engineering Solutions Company"

2011, June (Quarter 2)

Safe to Work (STOW)

The Energy Chamber's Perspective

By Dr. Thackwray Driver - CEO, Energy Chamber



The Safe to Work initiative arose out of concerns expressed to the Energy Chamber by service companies and contractors about the arduous time consuming and confusing processes involved in completing Health, Safety and Environmental (HSE) pre-qualification with the major oil, gas and petrochemical companies in Trinidad & Tobago. Trinidad and Tobago service companies and contractors were frustrated by the fact that every international operator asked them for the same information, but in slightly different ways, and that there was no transparent and consistent way in which their actual systems were audited by the companies. Many local companies believed that the HSE pre-qualification process was being manipulated against them to exclude them from tendering for work which they were qualified to undertake. However, note that American and European countries both have higher HSE standards.

When the Energy Chamber took these concerns to the leadership of the major oil, gas and petrochemical companies they received a very open reception and it quickly became apparent that the major customers also found the existing ways of addressing these issues both time consuming, and risky, in that they were not sure that their auditing processes were really helping to raise contractor safety management. They also wanted to see things change.

The final piece of the puzzle came when the Energy Chamber approached the Inter-American Development Bank (IADB) – Multi-Lateral Investment Fund. They were willing to provide grant funds for them to design a better system(Con't on Pg.2)

HSSEQ DAY, JUNE 29:

"BE HSSEQ SMART RIGHT FROM THE START"

On June 29, we hosted a successful HSSEQ day. The theme for the day, "BE HSSEQ SMART RIGHT FROM THE START," was generated from a staff competition with the winning entry submitted by Fareesha Lovelace of the Electrical, Instrumentation & Automation (E I & A) Division. There were quizzes, a crossword and a word sleuth in the weeks leading to the event spurring the involvement of staff. There was excellent participation by many members of staff, all of whom are to be congratulated.

Our day started with eloquent opening remarks from our CEO, Mr. Shazan Ali; a feature address by the President of the Trinidad and Tobago Safety Council, Mr. David Sinclair; and a timeline video presentation of TOSL through the years. The National Anthem was then led by Marsha Noor.



We welcomed a few HSSEQ professionals inclusive of Mr. Anthony Rocheford and David Stoute of IOSH, Mr. Anton Atkins of Atlantic LNG, Dr. Gregory Frankson, Wellness Professional

and several customers inclusive of Ms. Anjanie Sookdeo of Trinmar, Mr. Fazal Khan of the Ministry of Works,(Con't on Pg. 4)

HSE Statistics

(as at 2011, June 30)

- Man-Hours YTD: 526,007
- Accidents: 0
- Loss Time: 0

"Continuing the drive to Keep HSE alive"

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



.....and to help smaller local companies meet the HSE requirements to do more business with the major customers. This interest from the IADB came about because of their mandate to help the development of small businesses in Trinidad & Tobago and their interest in raising standards as a mechanism for ensuring sustainable business development.

With these three elements in place, the Energy Chamber set about implementing the Safe to Work initiative. They first of all had to get all of the operating companies to agree on a common HSE pre-qualification requirement, which took a considerable amount of time and effort. With this eventually agreed, they had to then put in place a governance structure and a rigorous and transparent mechanism for assessing companies against these requirements. This resulted in the creation of the STOW Implementation Board and the training and certification of a team of Independent Assessors, who conduct the assessments of companies wanting to be certified as conforming to the requirements.

Along the way and after considerable consultation with contractors and operators, it was agreed that the only way of really making STOW stick was to make it a mandatory pre-qualification requirement, otherwise service companies and contractors who made the investment in the systems could find themselves undercut in tendering processes by companies who had not made the investments. Hence, the operating companies agreed to sign a Charter committing themselves to STOW and agreeing that the requirements would become mandatory.

It has been a very long and complex journey over five years to get the Energy Chamber to this stage, but they are at last beginning to see the fruits of all their labour. As of the end of May 2011, they have completed full STOW assessments of twenty-six companies and full certification of fourteen companies, including TOSL.

The Ministry of Energy's Initiatives for Creating an Enabling Environment for Renewable Energy and Energy Efficiency

The essential strategic elements to create an enabling environment for renewable energy (RE) and energy efficiency (EE) in Trinidad and Tobago are outlined in a Renewable Energy Policy Framework which is being incorporated in the national energy policy that is currently being developed by the Ministry of Energy and Energy Affairs (MEEA).

The Government has given the process a new impetus through the introduction of a number of fiscal incentives in the Finance Act No. 13 of 2010 which came into effect on January 1, 2011. These incentives are directed to encourage the use of renewable energy technologies and are also aimed at supporting energy audits particularly in the commercial and industrial sectors in an effort to promote energy efficiency. It should be noted that emphasis is being placed on energy efficiency and conservation partly to ensure effective RE implementation. Energy efficiency reduces consumer utility costs and will help offset some cost associated with the introduction of RE technologies.

The Government is committed to taking decisive action to address the issues and challenges in moving forward with plans and programmes for RE and EE.

The approach is necessarily multi-faceted with several activities taking place concurrently and engaging a number of stakeholders. The highlights of the Ministry's focus are:

- **Training and education:** A number of training workshops are being facilitated by the University of Trinidad and Tobago, and the University of the West Indies and financed by the MEEA. The first two workshops involving solar technologies, were recently completed and targeted Government stakeholders who have direct roles in managing the RE sector;
- **Renewable energy and energy efficiency in schools:** Steps are being taken to introduce RE and EE in the curriculum of schools and promote practical use of these technologies in computer and science laboratories;
- **Review of legislation and regulation:** The Trinidad and Tobago Electricity Commission (T&TEC) and Regulated Industries Commission (RIC) Acts are the main targets of the legislative review to incorporate a number of legal instruments for renewable energy and its integration in the national power grid;
- **Public awareness/advertisement campaigns:** A major public awareness campaign is currently being planned by the MEEA to sensitize the public on the reasons for RE and EE and the economic and environmental benefits;
- **Standards and accreditation procedures:** Product and technical standards are being developed in collaboration with several stakeholders including the Trinidad and Tobago Bureau of Standards;
- **Community based initiatives:** The Government is leading by example through pilot initiatives involving Government housing and community centers; and
- **Collaboration with international agencies to promote research and development:** The Government is currently collaborating with the United States Department of Energy on the establishment of a Regional Renewable Energy Research Center in Trinidad and Tobago.

RE development would foster local innovation in which opportunities will be created for new knowledge(Con't on Pg.3)

Meet Another Long Standing Member of Staff Mr. Mohamed Husain



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

I joined TOSL in November 1996, so that would make it 14 years and 6 months.

2.) Based on your experience with us, what do you think it takes to succeed at this company?

Firstly, always strive to be pro-active and learn to accept changes in the interest of the company; always be aware of the policies and procedures of the company; communicate well with staff and assist where necessary; and above all, work hard and be dedicated to the job.

3.) What suggestions for improvement would you suggest, to make our workplace better?

TOSL is a well established company and in order to sustain its activities and maintain its revenue base, there needs to be better communication and co-operation amongst Divisional personnel. Fairness across the board for all staff is important as well.

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

To ensure job satisfaction is achieved in managing and assisting staff where necessary, coping with the many challenges at TOSL and knowing that these challenges were satisfactorily resolved.

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

Some years ago the Finance Division partook in TOSL's Curry Duck Competition and I had the good fortune of being part of the team of cooks that was awarded the prize for the C.E.O.'s choice for 'Best Tasting Curried Duck.'

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?

I strongly feel that in those days the level of co-operation and togetherness was of a higher caliber than what it is today. There has been other changes but I feel that relationships amongst staff is of utmost importance.

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

When I first joined the company, I was given the task of implementing the relevant internal controls to ensure efficiency and I was able to execute this by using my auditing skills. I was also able to develop additional experiences in decision making and financial reporting for Management.

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

I recall a year after joining the company, there was a rapid expansion that warranted the preparation of departmental accounts so as to measure the profitability of each department. I was instrumental in the formatting and designing of such management accounts which are still in use today.

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

Success

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

Our C.E.O. is a man of vision and action and I appreciate the manner in which he operates and the relationship he shares and promotes to all his staff. This gives me a sense of comfort and security, thus encouraging me to continue my loyalty to TOSL.

The Ministry of Energy's Initiatives(Con't from Pg. 2)

development involving improvement and creation of new products and services and expansion of entrepreneurial activity. The focus is on RE and EE technologies that can be established as commercially viable and cost effective applications in Trinidad and Tobago. The RE technologies include solar thermal and stand-alone solar photovoltaics, which are scalable, require minimum maintenance and have near zero operational costs. There is also potential for wind energy projects and in this regard a wind resource assessment programme is being planned to determine the country's wind resources in support of such projects. These projects could range from a large scale wind farm for power generation for the national grid, to stand alone single wind turbine systems for smaller operations such as private farms and rural homes. Additionally, waste to energy projects particularly for on-site electricity generation is an option and would need to be supported by a rigorous waste management strategy to ensure success. Furthermore, the development of a local biofuel (bio-ethanol/bio-diesel) industry is a possibility despite Government's decision to expand the compressed natural gas programme which is being pursued mainly in an effort to reduce the huge subsidy on petroleum fuels that currently exists.



HSSEQ DAY.....(Con't from Pg. 1)



.....Mr. Mark Ballosingh of Repsol and Mr. Garth Mc Call of Petrotrin. Blood pressure and blood sugar monitoring were conducted during the morning by our medical professional support from South Coast Medical.



There were six display booths put on by our operating divisions namely: Industrial Sales, Engineering Services, E I &A, Upstream Energy, Inspection & Testing and Safety Sales with exceptional first rate presentations done by all. Our support divisions did just that and provided excellent support before, during and after the event. Whilst each can be singled out for his/her accomplishments in the competitions the results speak for themselves.

In addition to the divisional competitions there were 3 open events with the respective winners listed below:

Booth competitions:

- Best overall divisional booth: Industrial Sales
- Best divisional presentation: Industrial Sales
- Quality representation: Industrial Sales
- Most environmentally conscious presentation: EI&A (Habitat)
- Most innovative presentation: Upstream Energy
- Focus on customer relationship: Safety Sales

Competitions:

Treasure Hunt:

- Andre Boodoo (EI&A)
- Khalil Baigh (Engineering Services)
- Rajesh Gokool (Finance)

Supervisors Obstacle Course:

- Junimolo John (EI&A)
- Troy Heeralal (Upstream Energy)

Recycle:

- Savitri Balkissoon (Industrial Sales)



The day allowed for the opportunity for managers to publically recognize various members of their teams for their HSSEQ involvement for the year 2011. Those recognized included:

- Corporate Services – Wade Charles
- Finance – Marsha Noor
- Engineering Services – Renee Vasquez
- EI &A – Sohan Seepersad and Andre Boodoo
- Industrial Sales – Ramesh Rampaul
- Inspection & Testing – Susan Bissoon
- Inventory – Brent Barran
- Safety Sales – Rosanna Orié
- Upstream – Dave Ramnarine, Dave Banmally, Don Edan, Fareed Ali and Jason Chase



Present on the this day was one of our foreign suppliers, Mr. Paul Reynolds of Cameron who complemented our HSSEQ accomplishments as tied in to our products and services and recognized our HSSEQ Department with a token of appreciation. (Con't on Pg. 5)



HSSEQ DAY.....(Con't from Pg. 4)



Additional support for the event was provided by the various divisions for which we were very grateful:

- Lunch - Inventory, Finance, Safety Sales and Upstream
- Drinks - Industrial Sales
- Fruit - EI&A
- Dessert - Inspection & Testing
- DJ and microphone service - Upstream Energy
- Water and all the amenities - Property Maintenance
- Tokens of appreciation - Corporate, Engineering and Inspection & Testing



Our in-house catering service comprised of the best, thanks to the cooking and service teams of Azam Edan, Larry Brewster, Gerald Ali, Terry Rajkumar, Troy Heeralal, Annmarie Sirju, Arnold Ramnarinesingh, Tricia Kokaram, Marsha Noor, Savitri Balkissoon and Sindy Rampaul (i.e. a callaloo of our Upstream, Inventory, Industrial Sales, Finance and Engineering Divisions). Special thanks also to Don Edan of Upstream for his DJ services which were requested late on Tuesday June 28 and was done with unsurpassed distinction.

Gifts of appreciation were given to the members of the organizing committee comprising of: Marsha Noor, Michelle Ali, Lana Ramjass, Lydia Mathura, Sadia Muhammad, Tannia Koat, Renee Vasquez, Torrie Patrick, Heidi Meade, Saira La Foucade, Dwight Armstrong, Dale Alleyne, Dave Ramnarine, Watkin Paterson, Cale Phillip, Saleem Juman, Lallita Seeraj and Barroon Lal.

Thanks to all who organized, participated and supported our event. Let's continue being HSSEQ smart from the start in all that we do.



STRESS RELIEF CORNER: *Wuzzle*

Give the meaning of the info in the boxes - that's the Wuzzle!

WHERE WHERE WHERE WHERE WHERE WHERE RAINBOW	SXOT	2TO
JUST	I E C except	CCCCCCCC

(See [page 8](#) for answers)

TOSL introduces High Density Polyethylene (HDPE) Geomembrane Liners



TOSL introduces yet another high-end solution - HDPE Geomembrane Liners. Lagoons and retention ponds are stagnant bodies of water which can promote the growth of harmful micro-organisms and will eventually leach contaminants into the water table through any exposed sub-grade. These risks can be minimized/eliminated by implementing an effective containment and aeration system. HDPE Liners are designed to provide this effective containment. The demand for reserved fresh water has increased the need for retention ponds and fresh water lagoons for Industrial, Commercial, Aqua and Agriculture etc. The introduction of Geo Lined lagoons has become the ultimate solution for which TOSL has developed a technical team, aligned with a foreign partner to provide this solutions for any application.

Reliable smooth polyethylene HDPE liners are used for hazardous, as well as non-hazardous containment applications for numerous industrial, municipal, agricultural, and decorative applications including:

- Landfill Caps
- Canal Linings
- Oilfield Pitliners
- Mine Tailing Ponds
- Decorative Ponds
- Primary Containment
- Farm Ponds/Aqua culture ponds/Batch Chemical
- Irrigation Reservoirs
- Shrimp & Fish Ponds
- Leachate Collection Ponds
- Waste Water Ponds
- Secondary Containment



Depicts repair / restoration of Alternative Water Supply Lagoons at Atlantic LNG

This material has excellent Ultra Violet (UV) resistance and does not contain plasticizers which can migrate to the surface, causing premature aging.

- Integrated with carbon black for complete protection against ultraviolet degradation
- Exceptional chemical resistance enables hazardous material containment
- Substantiated strength and durability
- HDPE is noted for its excellent stiffness and strength in the face of any containment application.

The Impact of Globalization on International Business

By: Renée Vásquez

On April 20th 2010, the Deep-water Horizon drilling rig explosion occurred and within mere hours of the blast, news spread like wildfire through every media house across the globe and every country in the world was aware of this disaster.

The Deep-water Horizon explosion and the subsequent oil spill in the Gulf of Mexico is a perfect example and credible evidence to show the reality of Globalization and the impact it has on the world. Globalization is often referred to as “shrinking time and space”; it is the result of the interrelatedness and interconnectivity of organizations and countries within short spaces of time over long distances.

Globalization is essentially the development of communication and assimilation amongst people, businesses, and governments of different nations. It is compelled by international trade and foreign direct investment and incorporated with technology. Globalization impacts the environment, culture, political systems, economic development and profitability of businesses.

Globalization is anything that transcends borders. The effects of the financial crisis in the United States of America and Europe have adversely affected the energy business sector, not only within the USA and Europe, but across the world. Initially, all international powerhouses of the world were affected within the first few months of the credit crunch, which originated in the USA. Consumers reduced their utilization of fuels and energy sources, of which the consequence was not only a cut in sales for but also a reduction in the price of the energy sources.(*Con't. on pg. 7*)

The Impact of Globalization(Con't from Pg. 6)



With a cut in profit due to the crunch, projects scheduled for commencement were deferred indefinitely or cancelled. Employees of the conglomerates were retrenched as a method of minimizing the cut to profits. Departments were shuffled and reorganized to ensure that the work continued as close to normal operation with minimal staff. Exxon Mobil, on the other hand, was not negatively affected by the financial crisis. Instead, Exxon announced that in 2008 the company posted the highest profits for any American corporation. The automotive industry seemed to suffer the most from the financial crisis as companies like Toyota had to drop its net income forecast for the year 2009. This was as a result of increased cost of new materials and unstable oil prices.

The oil and gas industry is one of the most competitive markets on a worldwide scale. Many companies are in existence today competing for dominance of the energy sector, which has and will always play the largest part and carry the heaviest load pertaining to the functioning and adaptability of mankind today and the steps we must take to not only assure our future, but to promise a better tomorrow.

To compete in the global market place, companies like BP have sought to achieve a competitive advantage over their rivals through strategic acquisitions. Over the years of BP's operations, they have acquired AMOCO, Castrol and Arco to achieve economies of scale in production, in research & development and in logistical and sales functions, thus enabling them to increase market power, leverage and sales. This is in sync with Laurence Capron (1999) theories relating to cost based and revenue based synergies to explain acquisitions and mergers.

One of BP's major rival competitors in the industry, Exxon, also took the strategy of merging with Mobil. This merger pivoted Exxon Mobil to the ranks of BP and therefore became one of their major competitors.

However, as Robert Gertner (2000) suggests not all mergers can be successful and these disappointing outcomes are usually as a result of many factors including managerial errors. This is evident with the merger between HP (Hewlett-Packard) and Compaq which appears to be failing due to leadership, legacy and cultural issues. Their merger also did not help HP to compete with their rival, Dell.



Realistically, there are negative and positive effects of the impact of globalization. Another actual impact of globalization is the growing awareness and the importance of safety and environmental consciousness within the workplace and by extension the home. Multinational companies are working together to create and improve upon global safety standards.

With increasing concern of environmental issues such as global warming and sustainable development, international businesses are paying careful attention to the protection of the environment with regards to their operations.

Many organizations comply with ISO 14001 international environmental management system and standards.

ISO (International Organisation for Standards) 14001 is basically a list of guidelines and procedures for appropriate sorting, storage and disposal of used and unwanted materials. The intention of this standard is to identify and control the environmental impact of its activities, products or services; improvement of environmental performance continuously by implementing a systematic approach to setting environmental objectives and targets; and to demonstrate that set targets have been achieved.



Safety and Environmental requirements fall under the umbrella of the Corporate Social Responsibility (CSR). This is conducted in an effort to improve business ethics. The primary responsibility of organizations and its management is to, over time, capitalize on the values of the company, whilst holding firm to the norms and the principles of its shareholders. Being highly respected as an equal opportunity employer is a strong business motive that assists organisations to reap competitive advantages. This supports Porter's (1990) theory on creating incumbency advantages.

The BG Group has recognized that Greenhouse Gas (GHG) emissions from burning hydrocarbons are a significant contribution to climate change. In 2007, they set company targets of a one million tonne sustainable reduction in the Group's annual GHG emissions by 2012 and enhanced the GHG management programme to achieve this.(Con't on pg. 8)

◀ Employees Spotlight ▶



Welcome to our New Employees

We welcome the following persons to the TOSL Family:

April

- ◆ Muzaffar Ibrahim (Assistant Project Clerk)
- ◆ Jonah Mohammed (Level II Inspector)
- ◆ Terrence Bissoon (Level II Inspector)
- ◆ Kendell Ramkellawan (Level II Inspector)
- ◆ Kraine Branker (Level II Inspector)
- ◆ Riadh Sookoor (Technical Marketing Representative)

May

- ◆ Randy Mahabir (Technical Specialist- Pumps)
- ◆ Satesh Ramnarace (QA/QC Technician)
- ◆ Nyron Ragoonath (QA/ QC Technician)



Special Occasions

Births

- ◆ Michelle Mc Millan- baby girl
- ◆ Usamah Baksh- baby girl
- ◆ Samir Khan- baby girl
- ◆ Cale Phillip - baby girl

Marriage

- ◆ Denesh Beharry



Answers to Wuzzle on Pg 5

1. Somewhere Over the Rainbow
2. X Marks the Spot
3. Put two and two Together
4. Just Right
5. I Before E Except After C
6. High Seas

Congratulation to all who were able to correctly complete this Wuzzle!

The Impact of Globalization(Con't from Pg. 7)

.....The reductions will be reached through improvements to existing operations and in the design of new projects. At the end of 2009, 581,000 tonnes of sustainable reductions had been achieved.

In terms of Apple, the computer hardware and software has become more environmentally conscious since it was realized that Apple's products contribute to 97% of their carbon footprint. They therefore are focused on reducing the impact of their products on the environment. This initiative involves using less material, shipping with smaller packaging, using many toxic free substances, and being as energy efficient and recyclable as possible.



The effect of globalisation on multinational corporations has affected not only the way in which companies treat their employees, but also the way in which they must operate to assure long term survival. Changes must now be made not only to adapt to the product demand of the consumer, but also to guarantee global acceptance in terms of the health and safety of both employees and nationals, as well as environmental concerns.



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

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(1-868) 653-4187 (Inventory Management)

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