



Vice President Lauds Indorama at MAN Expo

“...Am told you are doing well!”

INDORAMA - NIGERIA

IMPACT

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Indorama's Brand New Fertilizer Plant

- US\$1.4 Billion Foreign Direct Investment (FDI)
- 1.4 Million MT Fertilizers Capacity Per Annum
- World-Class Facilities & Technology
- CEO: “This Project Puts Nigeria on the Global Fertilizer Map!”



Inside

10 Health Tips for the Festive Period

Nigerian Cuisines: “Ofe Owerrri”

Indorama embarks on Job Evaluation



Message from the MD/CEO

Dear All, it is my pleasure to welcome everyone to this edition of our IMPACT magazine, which reports the great progress we have made in our three mega projects namely Fertilizer plant, Gas Pipeline and Port Terminal. It is indeed surprising for many people that the huge, world-class projects are completed on schedule despite various challenges, and awaiting full commissioning and inauguration in the next few months.

It is in the tradition of Indorama, where hard work, commitment, leadership and integrity are our core values. As our project teams put finishing touches to the pre-commissioning, commissioning and test-run activities, I commend them highly for making us proud with this remarkable achievement. I am really elated that the projects would add tremendous value to the economy and industrialisation of Nigeria.

The outgoing year has been quite challenging in many respects for our company due to the global economic crises. We have managed to surmount all the odds with our collective commitment and resilience. The New Year, 2016, is not likely to be any different. Indeed, it might even be more challenging. That is why, all of us, employees and other stakeholders must continue to work together with greater commitment and diligence.

I wish all our employees, customers, government agencies, community people, and our technical and financial partners Happy Christmas celebrations and prosperous New Year!



Manish Mundra
MD/CEO, Indorama-Nigeria



Letters to the Editor

Message from Senate President

I write to acknowledge receipt of your *Impact* magazine by His Excellency, the President of the Senate, Distinguished Senator (Dr) Abubakar Bukola Saraki, CON. His Excellency appreciates the effort of the magazine for commemorating Nigeria's 55th Independence Anniversary.

Please accept the assurances of His Excellency's highest regards and consideration.

Senator Isa Galaudu

Chief of Staff to the President of the Senate

The impact of Successful Privatisation

We write to acknowledge receipt of your special edition of *Indorama-Nigeria Impact* magazine in commemoration of Nigeria @ 55th.

We sincerely express our appreciation of your giant strides at IEPL. No doubt, your company has contributed immensely to the development of the Nigerian economy since inception in 2006. It is indeed an eloquent testimony of the impact of a successful privatisation programme.

This magazine would no doubt have a positive impact on the reading audience as it is committed to engendering economic and industrial development and growth of Nigeria. We look forward to reading your future editions.

Alex E. Okoh

*Head, Public Communications unit
Bureau of Public Enterprises (BPE)*

It's really interesting, educative and informative

I am directed to acknowledge with thanks the receipt of your *Impact* magazine. It is interesting, educative and informative on activities of IEPL. The content revealed that the company impacted severally on developing her locational environment, and creating employment for Nigerians.

I was very much touched when I read that your company is instrumental for inflow of foreign direct investment (FDI) of \$1.4 billion for a fertilizer plant, port terminal at Onne Port and 84-kilometre gas pipeline. Please, keep up the good work and continue to widen your impact on Nigerians.

Engr. Obi N. David

*Regional Coordinator, South-South
Standards Organisations of Nigeria (SON)*

Great Improvement in Quality

I am directed to acknowledge with thanks the receipt of a copy of *Indorama Impact Magazine*. This edition is loaded with interesting, informative and educative articles with great improvement in quality, content and professional finishing and we urge you to keep it up.

Kindly accept the assurances of the Director General's esteemed regards at all times

Solomon Nshem

*For: The Director General,
National Office for Technology Acquisition and Promotion
Abuja*

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Editor's Note

This edition of our *Indorama-Nigeria IMPACT* magazine, as usual, is loaded with a lot of informative, educative and entertaining stories and articles. The first is our *numero uno* fertilizer plant, which is almost completed and ready for inauguration soon. We have provided you everything you would like to know about the epoch project.

The second in our line-up of stories is the visit of the Vice President to the stand of Indorama at a recent Made-in-Nigeria exhibition, organised by the Manufacturers Association of Nigeria (MAN). What he saw and said is vividly captured in the magazine to give our readers a front-seat view of the event.

We are indeed "catching them young!" Please check out the essay penned for us by a student of the University of Port Harcourt after their excursion to the company recently. It is a flawless prose and gives hope about the leaders of tomorrow.

You will also thoroughly enjoy our healthcare pages and other articles on the back-of-the-book section.

Relax and enjoy this special package. Get back to us with your comments and suggestions.

Jossy NKWOCHA, PhD, FNIPR
Head of Corporate Communications/Special Adviser to the MD



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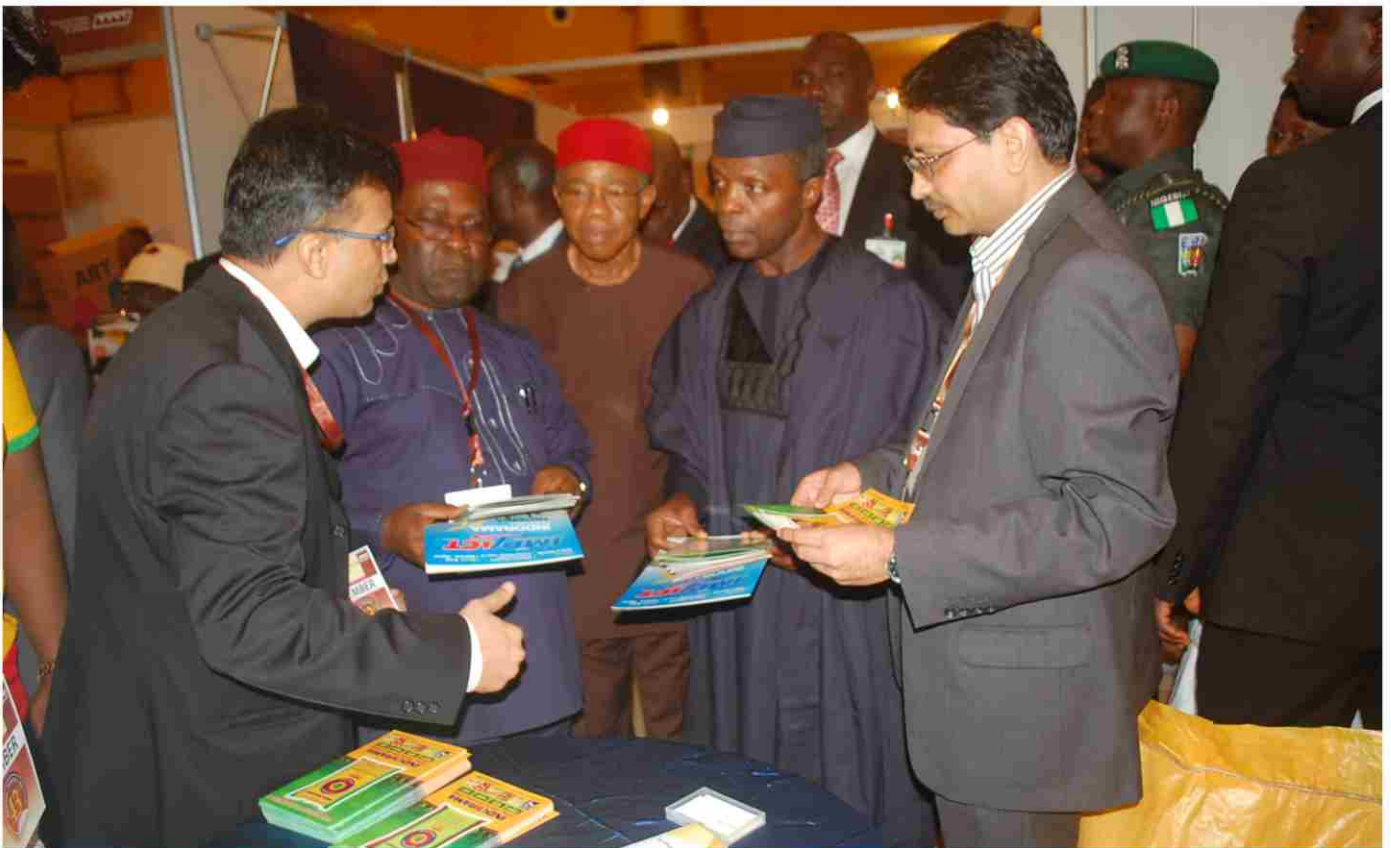


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Vice President, Rivers Govt Laud Indorama at Made-in-Nigeria Expos in Lagos, Port Harcourt

— MD of Indorama Re-elected National Council Member of MAN

Two Made-in-Nigeria exhibitions organised by Manufacturers Association of Nigeria (MAN) in Lagos and Port Harcourt have unveiled to many Nigerians, especially top government officials and prospective industrialists, an array of products that are produced by Indorama Eleme Petrochemicals Limited (IEPL) and its subsidiary companies, which contribute significantly to industrialisation in the country.



Vice President, **Prof. Yomi Osinbajo**, listens to an explanation from **Jesalpura Chirag** of the Marketing Dept, at the Stand of Indorama at the Exhibition. Others from left are: **Dr Jossy Nkwocha**, Special Adviser to MD of Indorama, **Dr Frank Jacobs**, President of MAN; and **Mohammed Aabid** of IEFCL.

Vice President, Prof. Yemi Osinbajo, who was at the exhibition at Lagos Oriental Hotel, Lekki, on 7th October, 2015, visited Indorama stand, and lauded the Group for providing petrochemicals (polymer resins) for Nigeria's plastics and allied industries; as well as its forthcoming fertilizer plant with capacity for 1.4 million metric tons of Urea fertilizer per annum.

The Vice President, who

represented President Muhammadu Buhari as Special Guest of Honour at the event, was received at the stand by Indorama-Nigeria's top executives namely Dr. Jossy Nkwocha, Special Adviser to the Managing Director; Jesalpura Chirag, Head of Marketing of Indorama Eleme Petrochemicals, and Mohammed Aabid, Senior Manager in Indorama Eleme Fertilizer & Chemicals Limited.

Mr Chirag told Prof. Osinbajo and

his entourage including the President of MAN, Dr. Frank Udemba Jacobs, that Indorama's petrochemical products have in the past eight years provided raw materials for over 350 industries in the country. Mr. Aabid also explained that Indorama fertilizer will boost agriculture and farm yields after commissioning in first Quarter of 2016.

"I have been told that Indorama Eleme Petrochemicals is doing very well," the Vice President said.



Also on the Vice president's entourage, was the former President of South Africa, Dr. Thabo Mbeki and senior officials of the South African High Commission in Nigeria, as well as top officials of the Raw Materials Research and Development Council (RMRDC), Abuja, whose Director-General was represented at the event by Dr. (Mrs) Zainab Hamanga, Director of Planning.

The exhibition in Port Harcourt, organised by the Rivers/Bayelsa states branch of MAN, on 28th and 29th October, 2015 at Atrium Events Centre, Stadium Road, was equally exciting as many people visited the stand of Indorama Group, including the Secretary to Government of Rivers State, Chief Kenneth Kobani.

Indorama products including its polymer resins (polyethylene and polypropylene), Urea fertilizer, PET resins and super sacks, were on display at the stand.

Chief Kobani who was received at the Indorama stand by Dr. Nkwocha, said the Rivers State Government is very proud of Indorama Group for its remarkable achievements and provision of development and employment for Rivers' people.



Manish Mundra
Re-elected Council member of MAN.

"We always tell other people about Indorama," he said.

Other top personalities who visited the stand included National

President of MAN, Dr. Jacobs; President of the Port Harcourt Chamber of Commerce, Engr. Emeka Unachukwu; Guest speaker at the event, a foremost industrialist, Mazi Sam Ohuabunwa, a top official of Central Bank of Nigeria, Mr. Eze Okorie, as well as many persons from commercial banks and regulatory authorities.

Both exhibitions in Lagos and Port Harcourt also attracted many persons who said they would like to start small or medium scale enterprises using Indorama products as their raw materials. Some of them expressed interest in being distributors of Indorama fertilizer.

Both exhibitions were also part of this year's Annual General Meeting (AGM) of the MAN at the national level and Rivers/Bayelsa states branch. Former President of South Africa, Dr. Thabo Mbeki was the Guest Speaker at the event in Lagos and spoke strongly on how to protect local industries in Africa against the planned Economic

Both exhibitions in Lagos and Port Harcourt also attracted many persons who said they would like to start small or medium scale enterprises using Indorama products as their raw materials

Partnership Agreement (EPA) between European Union and West Africa.

At the Port Harcourt event, Mazi Ohuabunwa, foremost

industrialist, was the Guest Speaker and recommended various ways to stimulate micro, small and medium scale industries from access to about N500 billion intervention fund provided by the Central Bank of Nigeria.

President of MAN, Dr. Jacobs commended Indorama for its commitment to the affairs of MAN. Managing Director/CEO of Indorama-Nigeria, Mr. Manish Mundra was re-elected as a National Council member of the Association for another year; while the company, represented by Dr. Nkwocha, was also re-elected at the Branch Council of the Association in Port Harcourt.

Mr. Mundra says that Indorama-Nigeria Group will continue to play its leadership role in MAN and as catalyst for industrialisation in Nigeria.



At the PH AGM of MAN: From left: **Eze Okorie** of CBN, **Mrs E. E Akpan**, Vice President of MAN (Eastern Zone); **Dr Frank Jacobs**, President of MAN; **Chief Kenneth Kobani**, Secretary to Rivers State Government, and **Prince Charles Beke**, Chairman of NAN (Rivers/Bayelsa Branch).

Indorama's Brand New Fertilizer Plant

- **US\$1.4 Billion Foreign Direct Investment (FDI)**
- **1.4 Million MT of Fertilizers Capacity Per Annum**
- **World-Class Facilities & Technology**
- **Gas Pipeline & Port Terminal projects inclusive**
- **CEO: "This Project Puts Nigeria on the Global Fertilizer Map!"**

After 32 months from zero date of project, Indorama Eleme Fertilizer & Chemicals Limited (IEFCL), Port Harcourt, a sister company of Indorama Eleme Petrochemicals, has almost completed a brand new fertilizer plant, which is world-class in its facilities and technology.

Currently, several critical sections of the plant are going through various stages of pre-commissioning, commissioning and test-run, leading to plant inauguration in the First Quarter of 2016.

An 84-kilometre gas pipeline to supply natural gas liquid (NGL) feedstock and a port terminal at Onne Port Complex in Port Harcourt are also being completed to compliment the fertilizer project.

The fertilizer plant has world scale capacity of Urea 4000 metric tons per day (MT/day) or 1.4 million MT per annum, is energy-efficient and has state-of-the-art technology, indeed, the latest technologies from world class process licensors – KBR of United States of America and Toyo Engineering of Japan.

"For the Ammonia, KBR's Purifier Ammonia Process Technology is used. KBR is the leading global engineering, construction and technology service provider," says the project director, Mr. Uptal Chatterjee.

He added: "For the Urea plant, Toyo's Urea Synthesis Process Technology, i.e. ACES 21 Technology is used. For Urea Granulation, Spout Bed Fluidizing Technology is used.



Manish Mundra, MD/CEO



Mr. Chatterjee, Project Director



Control room with state-of-the-art facilities



Introduction of these technologies make Indorama's Fertilizer project a world class plant."

According to him, the plant also adopted state-of-the-art construction methodologies, using latest construction equipment, high capacity cranes, committed and skilled manpower and supervision.

Industry experts and stakeholders say that the Indorama fertilizer plant, a large scale project, will be completed in stipulated time

frame is indeed a remarkable record in Nigeria!

Chief Executive Officer (CEO) of the company, Manish Mundra, is excited about this remarkable feat, which he says will boost the nation's agricultural sector; provide needed fertilizers for farmers across the country, improve crop yield, fight hunger and poverty and create numerous employment opportunities.

Besides, Mr. Mundra also

believes that Indorama fertilizer will greatly enhance Nigeria's brand reputation as it puts the nation on the global fertilizer map as a producer and exporter of fertilizers!

Mr. Mundra says the fertilizer project is a whopping US\$1.4 billion Foreign Direct Investment (FDI) from Indorama Corporation, funded majorly by International Finance Corporation (IFC), an arm of the World Bank, and some Nigerian banks; and is one of Nigeria's biggest FDI in the downstream sector of the nation's economy.

Industry records show that Indorama fertilizer is the world's largest gas-based single stream Urea plant. The construction is being handled by a consortium of Toyo Engineering and Daewoo Nigeria Limited.

Some of the critical sections of the plant which have been completed include the central control room, Ammonia and Urea Cooling Towers, Utility Boiler, Air Compressor, which are all commissioned and functional.

Others such as the Primary reformer, Secondary Reformer, Granulation, Material handling system etc. are in advance stage of construction and pre commissioning activities.

According to official sources, the target completion of Pipeline and Port Terminal are synchronized with the Fertilizer project, which means that all three projects will be ready for commissioning at the same time in First Quarter of 2016.

Industry experts are very optimistic that Indorama Fertilizer will turn Nigeria into a net exporter of the product, especially now that everyone is concerned about the world economic crisis arising from fall in crude oil price.

It would be recalled that the ground breaking ceremony for the fertilizer plant was performed by the Chairman of Indorama Corporation, Mr. S. P. Lohia on Thursday, 11th April, 2013. He made a commitment that the plant would be completed on schedule.

What the people say about Indorama's Brand New Fertilizer Plant



Essien Anieno



Odusanwo Mbote



Murali Mohan Simhadri



Babayide O. Eniafe

“It will boost Nigeria's agricultural exports to other countries!” --- Uday Vir Chouhan, Head, Project Control, Fertilizer

We were sure that we would achieve the set target of completing the plant according to schedule. The reason being the management and project strategies and the tactical plans we followed right from conception. We also have world class contractors for engineering, procurement and commissioning.

I am very excited about the project management, especially the manpower involvement. For instance, we engaged over 4,700 people on the project. This project is going to make a lot of impact especially as the agricultural sector is getting improved day by day and government is also making some good policies. I believe it will boost Nigeria's agricultural exports to other countries.

“Many people doubted the possibility of building a fertilizer plant in three years.” --- Benson E. Ekwegh, Electrical Department

In 2013 when the construction commenced, many people doubted that it would be completed in three years. They never believed that a plant of this magnitude will be built and commissioned in three years. Indeed many people doubted the possibility, but now we are all witnesses to it --- that the huge project has been completed on schedule!

I am very happy that this kind of achievement has come in our time. I am also happy for the jobs it would create for Nigerians. The project would make a huge impact not just for Rivers State but the entire country. It would make available fertilizer products to Nigerian farmers and beyond.

“We are all excitedly waiting for the commissioning of the plant,” --- Murali Mohan Simhadri - Head, Urea Fertilizer Project

That this is the largest fertilizer plant in West African sub-region is a great feeling. It is a remarkable feat to complete construction, erection and commissioning of a plant of this magnitude in three years' time.

It is really great, especially in this

part of the world. We had issues with adverse weather conditions, but despite that, we were able to achieve this milestone.

I feel so excited that I am part of this milestone. We are doing a lot of pre-commissioning activities and waiting for the main commissioning to come. We are very eager to see the first products coming out of the plant. Indorama Group is moving ahead. It is a major progress for the company and the employees.

“Farmers in the host communities should be sensitized to use Indorama fertilizers!” ---Comrade Odusanwo Mbote, Mechanical Department

Indorama management is very meticulous in planning. They take time to plan everything! They have step-by-step approach of achieving things.

To me, it's not surprising that in less than three years, the company is able to build a world-class fertilizer plant. I'm happy about this success because it is another avenue for creating employment.

This plant will boost the



Uday Vir Chouhan

agriculture sector through the provision of fertilizers for farmers. The company should begin to sensitize farmers in the host communities to educate them on the importance of using fertilizers to boost their crop production. Most of them are not even aware that such an opportunity has been made available to them.

“This plant will also help us technologically”, --- Babayide O. Eniafe, Technical Services & Projects



Benson E. Ekwegh

Indorama engaged professionals and experts from conception stage till where we are now. I want to commend the management of Indorama for embarking on this kind of project, which is going to

I'm happy about this success because it is another avenue for creating employment.



HeeWoon Lee

improve on the economy of Nigeria. It will also have a positive impact on job creation so that our Nigerian graduates can be meaningfully engaged.

The Nigerian government has been talking about diversification of the economy. You can see that Nigeria depends mainly on oil. This plant will help to stop fertilizer importation into the country.

With this plant on stream, it will help us technologically; it will create another opportunity for us to be exposed to new technologies and facilities which will help people in the area of their career path and technical know-how.

“It will improve the lives of many Nigerians”, --- Vinay Panchal, Instrumentation department

As a staff of Indorama I feel very proud. Our Managing Director, Mr Manish Mundra and his team has really done a great job. The plant is ready on schedule!. Things are going accordingly as planned. Soon, the plant will be commissioned.

Indorama is working on win-win situation. I am excited to be part of the Indorama family. We want to see a successful commissioning of the plant. For all of us, it is a big milestone. I believe this kind of project will create some level of development in Nigeria to really improve the lives of many Nigerians.

“I give kudos to good management, committed workforce and peaceful host communities!” — Obele Monday – Olefins Mechanical Engineering department

We are celebrating Indorama today because it has built one of the largest fertilizer plants in the world. One basic truth is having money and having the ability to use the money wisely to execute projects. Here, Indorama has the resources and the will power to invest wisely.

This brand new plant has shown the stuff Indorama is made of. We have seen a lot of expansion projects going on. I believe the plant will substitute importation





of fertilizer and we will be among nations that will be exporting fertilizer to other parts of the world. The secret of this achievement is good management, committed workforce and peaceful host communities.

“I will go back to my country a happy man!” --- HeeWoon Lee, Human Resources Manager, Daewoo

It's quite amazing to see this kind of plant standing in three years' period. Basically Daewoo enjoyed good working relations with Indorama and the host communities. We listen to them and tried to meet with their needs.

There is harmony among the workers. My experience working here is relatively different compared to seven years I have worked in other places here is Nigeria. Most people tell me this is the calmest successful project Daewoo has in Nigeria.

I am really excited about the project having gone this far. I left home for a long time and would be happier going back to join my family having achieved the purpose for which I came to Nigeria working with Daewoo for the construction of Indorama fertilizer plant

“Indorama is achieving its vision of building the largest petrochemicals hub in Africa!” --- Essien Anieno, Olefin Process department

It is really a huge achievement for all of us in the Indorama family. It shows that the company is really working towards achieving its dream of “building the largest petrochemicals hub in Africa!”

With this fertilizer project, lives would be changed through job creation and there will be increase in per capita income. On the economy as a whole, it will create a positive impact especially through the provision of the fertilizers that will improve farm output. The farmers need the fertilizer to push ahead in their own endeavour in food security and sustainability.

The secret behind this achievement is hard work, committed staff and good management. We expect that as the plant is being commissioned, people working there will have the best of empowerment and training.

“Other companies should emulate Indorama,” --- Raymond Onomuefa, Industrial Relations Manager, Daewoo

Nigeria's past and present governments have been encouraging foreign investors. So this is a big boost for Nigeria and Rivers State in particular. And we at Daewoo are most grateful that we are part of this history. It is a wonderful thing for us to be able to put up this plant in less than three years.

I am happy because personally it gave me employment --- working for the construction of the fertilizer plant. Presently we have more than 3,500 people working in the construction of the plant under Daewoo, and the construction stage has been going on according to schedule. The fertilizer plant is not just going to boost our economy, but agricultural produce will receive a boost.

I commend Indorama for this initiative, being the first private investor to build a plant of this nature in Nigeria. Other investors should emulate what Indorama is doing.

“Indorama Fertilizer will turn Nigeria from net importer to net exporter of fertilizers”, Mr. Abhjit Deb, Head of Sales & Marketing, IEFCL

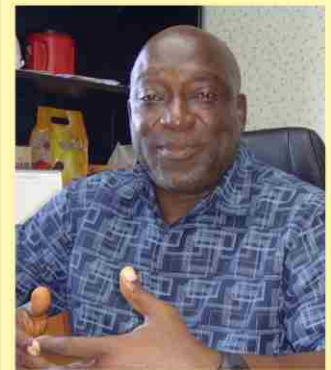
The Indorama Fertilizer is a giant accomplishment in Nigeria, especially now that the Nigerian government deploys the policy frame work of diversification of the economy. Many countries including Nigeria are facing serious economic downturn as a result of slump in the price of crude oil.

Indorama fertilizer would help the Nigerian government to save foreign exchange through both import substitution by domestic sales of Fertilizers for the agro-economic development of the Nigerian farmer and also export earnings. In fact, Nigeria will become a net exporter of fertilizers instead of remaining as a net importer of the product.

My team and I are really excited that very soon, our Urea and NPK fertilizers would roll out from our Port Harcourt plant and the fertilizers would be available to farmers across the country. It would tremendously transform the agricultural sector and create prosperity for the farmers and the country in general.



Vinay Panchal



Raymond Onomuefa



Obele Monday



Abhjit Deb

Ebonyi State Govt Strengthens Business Relationship with Indorama

Ebonyi State Government in South-East Nigeria, owners of Ebonyi Pipes Production Limited, seeks to strengthen its business relationship with Indorama Eleme Petrochemicals Limited (IEPL), where it buys raw materials for its pipe production.

The Deputy Governor, Dr. Eric Kelechi Igwe, on Tuesday, 20th October, 2015, led a team of three other officials of the state government namely Elizabeth Ogbaga (Commissioner for Commerce & Industry); Ben Okah (former Commissioner); and Engr. Mike Obaji, General Manager of Ebonyi Pipes Production Limited, to IEPL to discuss how the state-owned company could enjoy greater business cooperation from Indorama-EPL.

Ebonyi Pipes Production Limited is an existing customer of IEPL and buys HDPE Pipe Grade for its production. Although the visit was meant to be a marketing meeting, the calibre of the guests necessitated upgrading it to a corporate event, and the guests were accorded required corporate protocols.

On hand to receive them were A.K. Sharma, Head of Quality Assurance & Quality Control (QAQC), Dr Jossy Nkwocha, Head of Corporate Communications and Special Adviser to the Managing Director; Aninda Chatterjee, Senior Manager Marketing and Stan Emoh, Marketing officer.

Mr. Sharma welcomed them formally on behalf of the Managing

Director, Manish Mundra. He said the Management was very happy to welcome them in the company premises and commended Ebonyi Pipes for being a good customer. Thereafter, Indorama corporate video was played to give them some detailed information about IEPL.

The Deputy Governor said the delegation was sent by the State Governor, Chief Dave Umahi to

explore further business cooperation with Indorama to ensure that the state-owned company would be strong and proper, and serve its numerous customers.

Dr Igwe said Ebonyi Pipes Production Limited was importing its raw materials (polymer resins) but has since turned to Indorama for such supplies. He said the company is doing very well as many customers book for their high-quality pipes in advance.

He, on behalf of the State governor, commended Indorama for turning around the old Eleme Petrochemicals Company (EPCL), which has now become the pride of industrialisation in Nigeria. He also lauded the company for its upcoming fertilizer plant, which he said would be quite beneficial to many Nigerians.

The guests later had fruitful business discussions with the Indorama team.



At IEPL Product Expo Room: Deputy Governor of Ebony State, **Dr Eric Igwe** (1st left) is shown some samples of IEPL resins and their end-products by **A. K. Sharma**, Head of QAQC Dept, while others on the entourage watch.

Indorama-EPL Undertakes Job Evaluation

As part of its continuous innovation of systems and standards, the management of Indorama Eleme Petrochemicals Limited (IEPL) has undertaken a comprehensive job evaluation exercise to enhance its human resources management for better organisational structure.

The exercise was carried out in August, 2015 through the expertise of Vital Solutions Limited, a leading human resources diagnostic firm in the country.

Head of Human Resources (HR) department of IEPL, Pradeep Ekka, said the exercise was meant to consolidate its world-class status in the area of determining the value of jobs and their relativity with other jobs. This, according to him, ensures that jobs are appropriately remunerated.

The process started with a forum in the company's boardroom where the Managing Consultant of Vital Solutions, Collins Edebiri explained that job evaluation is a systematic process that involves every employee of the organisation, and the exercise is carried out through a committee of heads and representatives of various departments.

For members of the committee and the consultants, it was a



Pradeep Ekka, Head of HR/Admin



Mr. Collins Edebiri, CEO of Vital Solutions (left) makes his presentation at the job evaluation session.

stimulating but tasking exercise. "It was a very stressful exercise but I learnt so much through it. Who knows, maybe I can become a professional job evaluator tomorrow," one of the participants," said.

Speaking in an interview with IMPACT magazine, Mr. Edebiri said job evaluation usually impacts productivity and profitability. According to him, most employees are emotionally attached to their jobs, and always feel good that the job they are doing is relevant and brings value to the organization's overall success".

According to him, organisations pay for jobs that have value attached to them; jobs that add value to the overall goals and objectives of the

organisation.

"So the moment you know that your job has been evaluated, it becomes a motivator to work harder and aspire for a higher position; and for you to get there you need to work harder and show result in productivity," he said.

Mr. Edebiri commended the management of IEPL for initiating the exercise, and the staff for fully keying into the process.

"What I saw here was world class standard. I saw an enthusiastic management that gave open commitment, I saw leadership that was involved, I saw staff that wanted to know what the process is. I have carried out job evaluation exercises in different companies, but I must say that this is one of the best," he said.



Comrade Godson Eruba swears in the new BEC members

NUPENG Elects New Executives at IEPL

A new Branch Executive Committee (BEC) of the National Union of Petroleum and Natural Gas Workers of Nigeria (NUPENG) in Indorama Eleme Petrochemicals Limited (IEPL) has emerged through an election which took place on Saturday, 7th November 2015 at Vee Hotels, Trans Amadi Industrial Area, Port Harcourt.

The winners include Comrade Charmi Eze who emerged as Chairman; Comr. Emmanuel Okparaji, Vice Chairman; Comr. Walter Tamunoikun-Ala Dennis, Secretary; Comr. John Nwokocha, Assistant Secretary; Comr. Ebiti Obuzor Ebiti, Treasure, and Comr. Golden Osaromube, Trustee.

Others are Comr. Obari Levi Esolee as Financial Secretary; Comr. Elechi Micah, Auditor; Comr. Magnus Onumodu, Public Relations Officer (PRO); Comr. John Abbey, Welfare officer; Comr. Peace Gbanen Kabari, Chief Whip; and Comr. Blessed Olukpeobe Obariakasemi, Welfare Officer.

Swearing them into office immediately after the election, the National President of NUPENG Comr. Achese Igwe who was represented by the Zonal Chairman, Comr. Godwin Eruba, charged the new BEC members to see their victory as call to service by discharging their duties diligently.

He said the workers elected them because they believe they will represent them very well and enjoined them not to betray the confidence reposed on them.

In a welcome address before the election commenced, Pradeep Ekka, Head of Human Resources of IEPL who was represented by Mr Godswill Eke said the Management's message to NUPENG members was to see the election as a mere contest within a family and not a war.

"Whether you win or lose, you are still a member of the One Indorama, One family. Everyone should display sense of maturity at the poll," he said.

In an acceptance speech presented after the swearing-in of the BEC members, newly-elected chairman, Comr. Eze thanked all the members for voting him and the other executives. "Our victory is the victory for all --- no winner, no loser," he said.

"Fellow comrades, it is with complete humility that I accept your call to serve you as your leader. I hereby

harken to your united voice and promise to serve you all. As I have always maintained, it's God first, humanity second and I last".

"With God and you all by my side, we will mend every broken bridge and cross it to our promised land. Permit me to assure all of you who contested with me that we are all winners," Comr. Eze further assured.

The chairman said he will run a congress-driven leadership that will improve the union's relationship with Management and also improve the welfare of members.

Comr. Eze thanked the Zonal Chairman and his team for ensuring a peaceful conduct of the election and promised that he and his team will work peacefully with IEPL management through constructive dialogue.

Mr Eke (on behalf of Mr. Ekka) said Management was indeed happy with the conduct and outcome of the election. According to him, Management's objective was that the election should be peace and fair.

He said as Management has amicably worked with all previous BEC to ensure industrial harmony, it would also expect the same harmony and peaceful engagement with the new BEC.

The election was conducted by Zonal officials of NUPENG namely Comr. Godwin Eruba, Comr. Mrs Thelma Ndukwe, Comr. Mrs Stella Uzoka, and Comr. John Daniel Osaro, Zonal Adviser.

PHOTO SPLASH



Visit of Controller of Immigration, Rivers state Command to Indorama Eleme Petrochemicals: Manish Mundra, Managing Director presents corporate souvenir to the Controller, CIS Iam Haliru



At the Made-in-Nigeria Exhibition in Port Harcourt: Chief Kenneth Kobani, Secretary to Government of Rivers State and others listen to Dr. Jossy Nkwocha, Special Adviser to the MD of Indorama at the stand of the company at the event



Indorama officials that received the officers of the Nigerian Immigration Service: From left: Manish Mundra, MD; Pradeep Ekka, Head of HR/Admin; Jossy Nkwocha, SA to MD; and Debo Ajaguna, Admin officer



At the Indorama Stand at the MAN Exhibition: His Royal Highness, Eze G. C. Adiukwu, former Chairman of MAN in Rivers/Bayelsa States branch signs the register after interacting with the company officials' at the stand



Plant tour: Group photograph of the visiting Immigration team and officials of Indorama after the plant tour



At MAN Made-in-Nigeria Exhibition in Lagos: Officials of the Raw Materials Research & Development Council (RMRDC) pose with Dr. Jossy Nkwocha (middle) of Indorama at the company stand. The RMRDC team here is led by Dr (Mrs) Jane Bassey, a Deputy Director

On Saturday, 21st November, 2015, IEPL held a maiden Spouse Party as part of its integration programme. It was a party full of fun.

PHOTO SPLASH



Manish Mundra, Managing Director, declares the Spouse Party open.



Mr. Mundra leads other participants on the dance floor.



Lalit Goyal of Commercial dept and his wife won a prize at the event for dancing. Walking down to pick the prize.



Some management staff who graced the event: From Left: **U.K Chatterjee** and his wife, **Munish Jindal**, **A.B. Rao** and **A.K. Sharma**.



Innocent Kpenden of Logistics Department (in red cap) and some other spouses at the event.



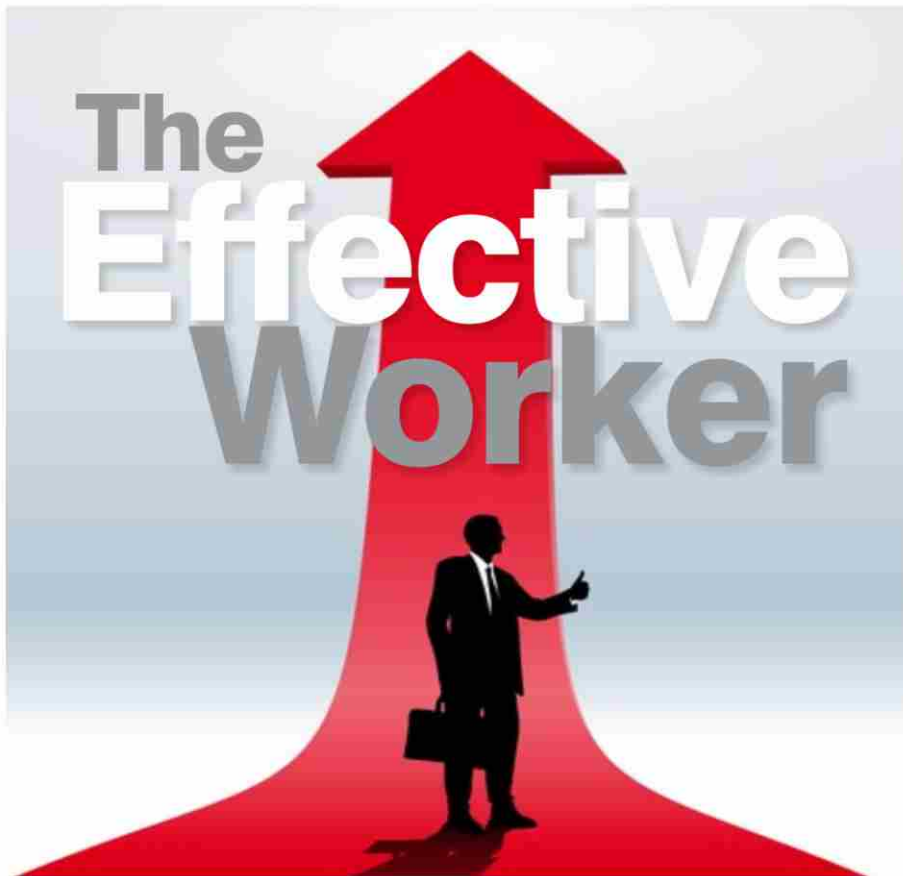
A group photographs of some participants (Nigerians and expatriates) at the party.



Couple's dance at the event with **Jite Orimiono** (Chairman of organizing committee) and his wife in the middle.



Pradeep Ekka, **Kendrick Oluka** and **Munish Jindal** at the dance floor with some spouses.



Generally speaking, the different personalities at the workplace can be grouped into two major categories: *Busy workers and Effective workers*. And believe it or not, employers care more about the 'Effective Workers' –that is, those workers whose style of work and actions directly contribute to realizing their departments' and organization's goals. They work (not just hard work but) smart enough to accomplish multiple tasks with limited resources and time. Below are very important tips (that have helped many professionals and will certainly help you) to evolve into an effective worker.

#1: Learn To Be Organized – Plan & Manage Your Time & Work Schedule

Be sure to have a system that works for you and helps you to plan and manage your time and daily job schedule. Whether it is an electronic gadget (office software, a phone planner app, etc.) or just plain old paper and pencil, a diary, or whatsoever you feel comfortable with, you need to find a way to plan and organize your tasks at work. Use the following guiding points to plan your time and work:

1. Keep a list of all business matters that should be accomplished for each day and rank them in order of priority (be sure to give higher priorities to those urgent Management report).
2. Review your list and, wherever possible, delegate tasks others can do.
3. At the end of each day, list all uncompleted tasks that must be picked up next morning. These tasks become the top priority the next day.
4. If you have subordinates working under you, take few minutes in the morning to check they are planning to achieve what you see as priority for the day, and be sure to encourage them to.
5. In your daily schedule list, always give room for flexibility to accommodate unplanned tasks that pop out every now and then in the course of your job.

#2: Effective Workers Are Open To Taking On More Roles

While other workers shy away from taking on additional responsibilities, effective workers actually see opportunities for personal growth, learning and development with every added task. They are very open to taking on more roles and are happy when fully utilized.

You should see every responsibility you handle as a learning curve to broaden your knowledge of your career niche. Besides, organizations look favorably on 'multi-taskers'. To be raised to manage a department, most employers want to be sure you actually do have good ideas of the general workings of all facets of that department. Yes, you may have your specialist sphere, but general knowledge of other areas is a big plus.

However, be sure you are sincere about your desire for additional roles; ask for roles that are only within (or at least, closer) to your knowledge area. Also, you must know your limit. Take on only what you can effectively handle to avoid work overload and unnecessary mistakes.

#3: Effective Workers Always Strive For System Improvement

When handling a task, spend some real 'headspace' to think about how to improve the existing system or process where possible. Whether it is just to simply automate a part of the process (say, in Excel or other office software), or minimize the bureaucracies involved, try not to leave a process the way you find it without your input and signature. "System improvers" are the people easily identified within the organization for promotion to higher responsibilities.

#4: Effective Workers Adopt Customer Service Attitude In Their Work

One thing every career person must know is that every worker is in customer service. It doesn't matter what industry you work in or what role you play in it. Even if you are a non-client-facing programmer, an engineer, a technician or a data clerk who never leaves the office or you're always stationed in the technical area, you are in the business of selling – selling yourself and your skills, selling your department and, ultimately, selling your company and boosting her image. And to achieve this,

Thoughts on Life & Living

- 1) Make no mistake about it! Little things in life are actually the big ones. Like the continuous beating of your heart, every second, every minute, every hour, every day, 365 days! Continuously! Unfailingly!!
- 2) Learn by lecture and gesture; by tuition and intuition. That is wisdom.
- 3) Knowledge is life: it is the strength of existence, as well as the composition of God's riches that supplies stability (Bishop Degaya)
- 4) In every sphere of Life, one should know his limitations. (Hugo)
- 5) Good things come to those who wait, but only what's left over from those who hustle.
- 6) By the yard it's hard, but inch by inch, anything is a cinch. (Jewish proverb)
- 7) Men of action are always favored by the goddess of good luck. (Richest Man in Babylon)
- 8) Better a little caution, than a great regret. (Hugo)
- 9) What you tolerate, you allow, and what you allow will eventually rule your life.
- 10) Motivation is what gets you started; habit is what gets you going.
- 11) Many of Life's failures are men who did not realize how close they were to success when they gave up.
- 12) People with dishonest reputation don't get believed – even when they tell the truth.
- 13) Jehovah God does not often give grace to greed.
- 14) Much wisdom comes through much grief.
- 15) The path of success is paved with failures. You must fail and ensure you keep failing until you fail into success.
- 16) Creativity is intelligence having fun! (Sujimoto)
- 17) If you are not willing to learn, no one can help you. If you are determined to learn no one can stop you. (Hugo)
- 18) Almost the whole world is conditioned to think within the box. Creative minds think outside the box. Geniuses just get rid of the box.
- 19) Elegance isn't about being noticed, it's about being remembered. (Sujimoto)
- 20) The celebration of excellence is what lesser minds call arrogance. (Sujimoto)
- 21) You shouldn't focus on why you can't do something; focus on what you can do exceptionally. (Sujimoto)
- 22) Every work of your hands must have an indelible recognizable trade mark; else you are not a professional.
- 23) Many try to cheat their conscience by not putting in an honest day's job for an honest pay. They do not always remember when conscience demands for recompense for they are busy running to the doctor.

NOTE: The unattributed quotes are from the writer.

The Effective Worker

you need customer service at the heart of everything you do.

Always think of yourself as a customer service rep for yourself and your department, and you will develop into a highly-rated professional in your field and will contribute in moving the organization forward.

Below are some customer service lessons to apply in your professional life to help you and your department deliver the best possible service:

1. Always strive to attend to your clients – including internal clients (other employees) – promptly. Do not push service-delivery to another time or ask them to come back later when you can handle it immediately.
2. Answer the phone promptly: When the phone rings, do not wait for someone else to answer it. Make sure you pick it up yourself and ask how you can help, and if you can't help, explain politely.
3. Listen and help as much as you can: Listen attentively to people around you at the workplace to hear their need and what they have to say, and if you can help and it's within the scope of your responsibilities, deliver the solution or refer them to the appropriate person or department.
4. Sometimes, keep a bowl of sweets on your desk for visitors and colleagues. You smiled reading this, I know. It may sound rather simple, but it can really help present you as a friendly, welcoming and listening professional.
5. Look up from the computer and smile when someone enters your office. I bet you would like to return to that office where you were

welcomed the last time! Have a welcoming face when someone knocks and enters your office. Look up from the computer. Staying fixed on your job and looking all busy can be interpreted as you not welcoming people. This will make you lose touch with customers and colleagues before long.

6. Deal wisely with difficult customers/clients and don't ever get angry or shout at them: There is always the temptation to shout and walk that difficult person out of your office. You must learn to wisely handle such people without getting angry.

Conclusion:

In the words of Aristotle, "We are what we repeatedly do. Excellence, therefore, is not an act but a habit". Make the effort to imbibe the above principles as your workplace habit, and you will evolve into an effective professional who is positioned to move the department and organization forward.

Our Excursion to Indorama Eleme Petrochemicals

Confucius once said, “Real knowledge is to know the extent of one’s ignorance”. With this thought firmly in my mind and with a barely containable sense of excitement and anticipation of learning something new and distinct, I approached the morning of Tuesday, 22nd September, 2015 with gusto, the size of which I had not felt in a long time!



Engr. Charles Onuoha explaining a point to Student of UNIPORT during the excursion to Indorama Eleme Petrochemicals

The source of all this was not far-fetched. It was the morning of the scheduled excursion by students of the Department of Chemical Engineering from the University of Port Harcourt, one of which I was, to the world-class polyolefin production plant of Indorama Eleme Petrochemicals Limited (IEPL), a member of the Indorama Group.

As is fairly common knowledge, prior to the year 2006, the plant was known as Eleme Petrochemicals Company Limited (EPCL), and served as a subsidiary of the Nigerian National Petroleum Corporation (NNPC). It was privatized through the Bureau of Public Enterprises (BPE) and was bought over by the Indonesian group, Indorama, upon which there was wide-scale revitalization and revamping.

The plant was re-commissioned on Thursday, 12th October 2006, and has been producing various grades of polymer resins ever since. IEPL is a distinguished

member of various industry-related bodies, having built a well-regarded reputation for high-quality products and services delivery in the ensuing years. Mr. Manish Mundra is the Managing Director (MD) of IEPL.

It was against this back-drop that we made our way to the facility, with hopeful minds, a large number of us especially glad to have a break from the seemingly endless stream of theorization and monotony of our class-room lectures. The delegation comprised 32 students and was led by the President of the students' body, Mr. Jude Okorharen and a lecturer from the department, Mr. Esehoghene Emuraye.

On arrival, we were subjected to a series of security checks after which we were warmly welcomed at the Administrative Complex by officials of IEPL who afforded us a brief introduction of the history and area of operations of the company, as well as what was to be expected of us during the period of our stay.

Mr. Bashir Mohammed, the Safety Officer, offered a run-down of the various safety regulations and attitudes that must be adhered to, at all times, by all personnel within the production facility. This ranged from the compulsory wearing of a helmet to the prohibition of the use of all cell-phones, due to potential of the emitted waves igniting the volatile hydro-carbon components of the processes.

We also received a pep talk from Mr. Chinedum Emeana of the Corporate Communications Department and Engr. Charles Onuoha, the Plant Shift Superintendent (PSS). With all necessary protocols and precautions duly observed, we were driven into the plant facility, accompanied by Mr. Mohammed, Engr. Onuoha and Mr. Emeana.

The first stop was the Olefins Cracking unit where, as explained by Engr. Onuoha, the entering Natural Gas Liquid (NGL) obtained from Nigerian Agip Oil Company (NAOC), comprising C2-C4 alkanes, are subjected to a series of processes to yield the desired olefin products. There are two main sections in this unit: the Hot Section and the Cold Section.

In the Hot Section, a very high-temperature (a mean temperature of about 850°C and maximum temperature of 1100°C) and low-pressure (about 0.81kg/cm²) process “cracks” the ethane, propane and butane of the NGL and the ensuing Gas product from this section comprises un-cracked ethane, un-cracked propane, ethylene, propylene, carbon-dioxide and small quantities of other flue gases.

The exceedingly high temperatures are obtained by the continuous burning of fuel gas in a furnace; this gas is a mixture of hydrogen, carbon monoxide and hydrocarbons like methane or propane obtained from the Cold Section.

It is worth noting that the Cracking process is highly exothermic and heat released during this process is used in powering the Gas Turbines which in turn power the plant.

The gas stream then enters the Cold section, appropriately named as it employs a low-temperature and high-pressure system to induce separation of the various components of the gas stream. The gas products are cooled abruptly to about 500°C by a primary heat exchanger, in order to stop further reaction thus preventing the re-conversion of ethylene to ethane.

The secondary heat exchanger is then used to cool the gas stream even further to about 254°C, before the gas stream is sent for scrubbing to wash out the heavy hydrocarbon liquids. A five-stage compressor raises the pressure of the gas

stream from 0.42kg/cm² to 40kg/cm², and drops its temperature to about 90°C, after which it enters a cold-box where-in the temperature is further reduced to -137°C. Due to differences in condensation temperatures, hydrogen and carbon monoxide are the first to condense out.

The use of de-methanizers, acetylene converters (which use Nickel-oxide catalysis) and C2-splitters further separated the product, removing unwanted products. Generally, ethylene usually constitutes about 65% of the final olefin stream, with propylene making up the rest. This figure varies, and can rise up to 78% ethylene, depending on the composition of the NGL feed stream.

On getting ethylene (about 99.8% pure), this is sent to the Polymerization Unit where polymerization takes place in a Continuously Stirred Tank reactor (CSTR) or series of CSTRs, with cyclohexane as solvent and the use of catalysts. In this unit, polypropylene and various grades of Polyethylene like Linear-Density Polyethylene (LDPE) and High-Density Polyethylene (HDPE) are produced in pellet form.

Depending on clients' specifications, the use of co-monomers is made. The common co-monomer used by IEPL is butane, which enhances branching of the polyolefin, providing good stretch-ability, good impact resistance and good shear

strength. Subsequently, we were shown the Control Room which boasts of a world-class Distributed Control System (DCS), the CS-3000.

The Bagging section of the plant was next on our itinerary. Before the polyolefin resins are sent to this section, Quality Control officials are expected to have ascertained that the incoming polyolefin product meets the acceptable standards after conducting various tests on samples to ascertain its purity, conversion and catalyst usage levels as well as mercaptan and cyclohexane levels.

The product is then bagged in 25kg bags, before being lined up in the warehouse on a pallet with a carrying capacity of 1ton. The head of this section, Mr. J. R. Patel remarked that the warehouse has a housing capacity of 25000 Metric Tons (MT).

After a thoroughly illuminative foray through the plant operational area, we were led back to the Administrative Complex for a Question and Answer session with our hosts, led by Dr. Jossy Nkwocha, the Head of Corporate Communications and Special Adviser to the Managing Director.

The value of Indorama Eleme Petrochemicals Limited to economy of the nation, and indeed Africa was truly appreciated, as we discovered that over 86% of the polyethylene (the most widely used polymer resin globally) and

polypropylene requirements of the nation were met by the company, with well over 450 industries dependent on the company for raw materials.

We also discovered that IEPL generates large revenue for the government, through the payments of taxes and dividends, as well as providing employment for over 4000 individuals. IEPL places premium value on the integrity of its Brand as well as its Corporate Social Responsibility (CSR), sponsoring the building of hospitals and roads, awarding of scholarships to indigent individuals, and granting of excursion opportunities to students to enhance the knowledge-base of future engineers and leaders.

Throughout the course of our excursion to IEPL, I was very impressed by the expansive technology and control systems and the cordial and helpful nature of every member of staff we encountered. As Dorothea Brande sagely remarked, "Act as if it were impossible to fail".

The Indorama culture of viewing challenges purely as opportunities for growth inspired me to approach all aspects of my life in the same vein. The technical and life lessons we learned in the roughly four hours of our stay may well have changed the course of our lives. It was a great day at Indorama, one which would remain indelibly stored in our memories.

15 M.Sc Students of Uniport Complete 6-Wk's Intensive Internship in IEPL

Fifteen Masters' Degree students of the Centre for Gas, Refining and Petrochemicals of the Institute of Petroleum Studies, University of Port Harcourt, have completed an intensive six weeks' internship at Indorama Eleme Petrochemicals Limited (IEPL), to practicalise the theories they have learnt in the classroom.

The internship which lasted from Monday, 7th September to 16th October 2015 saw the students through various units in the operations departments including olefins plant, Polypropylene Plant, Polyethylene Plant, and Power Plant, Utility and Offsite (PPUO).

The six-week practical experience exposed the Nigerian aspiring engineers to machines such as the pumps, heat exchangers, cooling towers, steam boilers, storage tanks, furnaces, and distillation columns, among others.

The beneficiaries of this unique mentorship arrangement include Job-

wotaChimzi, Akpofure Oghenedoro, Edem David, Izuegbu Lilian, Jaiyesimi Olusegun. Others are Ms Shehu Fadilah Metu Godwin Nmerole Augustine, Nwafor Akachukwu and Nwaozuzu Chukwuemeka. The others were Ms Una Dominica, Ichado Solomon, Owolabi John, Okonkwo Onochie and Ojo Stephen.

Some of the interns who spoke to Indorama-Nigeria IMPACT magazine said they were very grateful to the company as the programme enriched them with good practical knowledge of various industrial machines and systems, especially the intricate petrochemicals processes.

Recalling the experience of the group, one of the students, Mr. Chukwuemeka Nwaozuzu said: "after six weeks of Internship with some of the finest and most talented people in Indorama-Eleme Petrochemicals Limited, It has been a pleasure to work at IEPL and we appreciate the company's gesture of allowing us to do our internship here."

Prof. Godwin Igwe, Director of the Centre for Gas, Refining and Petrochemicals, said the University of Port Harcourt was very appreciative of the gesture of IEPL, and confirmed that the students learnt so much during the six weeks period of internship in Indorama Eleme Petrochemicals.

Dr. Jossy Nkwocha, Special Adviser to the Managing Director of IEPL said the company was pleased to host the students on the intensive programme as part of the company's corporate social responsibility (CSR) to help mentor the young ones with practical experience to become better graduates of their chosen field.

Send-forth: PPUO Celebrates Rakesh Singh



Group photograph with the celebrant, Mr. Rakesh Singh (in traditional attire)

Staff of the Power Plant, Utilities and Offsite (PPUO) department and others from other departments of Indorama Eleme Petrochemicals Limited (IEPL) on Wednesday 14th October 2015 organised a send-forth in honour of Rakesh Singh who resigned and is relocating to his home country.

The event which held at the conference room of the PPUO department was solemn for his colleagues and friends who wished they could spend more time together. However, they bathed him with tributes and well wishes.

The send-forth started with an opening prayer said by Bright Nwoke of the department.

In an opening remark, the head of the department (HOD), Anil Gupta stated that Mr Singh joined Indorama Eleme Petrochemicals (IEPL) two years after it was privatised, but his potentials came into limelight after his former boss Neraaj Gupta shifted him to New Project, giving him the opportunity to manage the Utility Section of PPUO.

He said Mr Singh began to explode his God-given talents and potentials, and that since then he has been handling the section to the best of his knowledge and ability.

The HOD said Mr Singh gave everyone the opportunity to do their work with self-confidence and that made them build up self-esteem and trust in themselves.

"That was why when he mentioned of his resignation, nobody was happy until he explained that it was for the betterment of his family," he said.

Tonto Douglas, superintendent in the department said since 2008 when Mr Singh joined IEPL, he has contributed immensely to the department and the company in general.

He said Mr. Singh recently proved his competence at managing PPUO during the absence of the HOD Mr Gupta and the Senior Manager Ramarao Voduri.

Mr Douglas further said that all employees in the PPUO and indeed the department are going to miss Mr Singh. He wished him well in his future endeavours and encouraged everyone to emulate his good deeds and devotion to duty.

Bright Nwoke of same PPUO/operations also gave his own testimony about Mr Singh. He called Mr Singh a boss and a brother, who related very well with his colleagues and subordinates. "He approached matters the way you will understand them," he said, and added: "I wish him

well in whatever he is going to do next."

Staff of other departments including Health, Safety, Environment & Fire (HSEF); Electrical, TS&P, Instrumentation and Mechanical were there and took their turns to eulogize the celebrant. For instance, Pradeep Pawar of HSEF testified that Mr Singh has been very friendly to both Nigerian and expatriate employees who have had anything to do with him. "In fact, he was a personal friend, and I will surely miss him," he said.

In his response to the tributes of his colleagues and friends, Mr Singh thanked everyone that came to honour him at the send-forth party. He said he was overwhelmed with the tributes showered on him.

Mr. Singh promised to take the good hospitality of the company and the country (Nigeria) to his country India. He also promised to keep in contact with all his colleagues and friends.

Finally, a gift was presented to Mr Singh on behalf of the department by Raphael Nwodoh. A photo session and refreshment preceded singing of the song: "For he is a joy good fellow..."!

The event ended with a closing prayer by Raymond Emah of PPUO.

Ofe Owerri



“OfeOwerri” is one of Nigeria's sweet and finger-licking cuisines, very popular and enjoyed mostly by the Owerri people of Imo State and generally by Igbos in the South-eastern region of the country. An average Owerri man is an ardent lover of this vegetable soup.

The *OfeOwerri* soup is unique in its ingredients, preparation and taste. But most importantly, the rich content of the soup makes it very nutritional, which is why it has gained national prominence.

Some people complain about the high cost of preparing the soup. Sometime ago, a local musician in Owerri town was said to have sang a popular song that *ofe-owerri* is not for the poor!

Many people outside the south-east region also enjoy this special soup. Indeed, intertribal marriages have taken place on the basis of men from other parts of the country marrying Owerri girls purely because of their liking for “*OfeOwerri*”.

I'm from Owerri and my family enjoys eating *OfeOwerri*, especially my father who likes it for his lunch or dinner served with garri, wheat flour or cassava flour.

As a vegetable soup, *OfeOwerri* has choices of vegetables for its preparation. These include fluted pumpkin (*Ugu*) leaves, *Ukazi* leaves, *Uziza* leaves and *Uha* leaves. Each of the above mentioned vegetables are good to the body as they provide many nutrients.

Other ingredients for the *OfeOwerri* include meat, stock fish, asa fish, smoked or dry fishes especially the one called *mangala*, *isam* (periwinkles), snail, red big crayfish, mashed cocoyam, dry or fresh pepper, palm oil, *ogori* spice, and seasoning (eg. *magi cube*).

Once all the ingredients are available, the cooking is now simple. Let me take you through the following eight stages:

#1: Wash your hands and pots very well; wash the meat three times properly. Season and boil the washed meat.

#2: Wash the stock fish and the smoked fish, and add the stock fish to the meat in the pot. Add the smoked fish, but please not all. Add the red big crayfish. Allow to boil for about 25 minutes. Add red oil, cover the pot and allow boiling for ten more minutes.

#3: Get some cocoyam; wash, peel and boil the cocoyam in another pot. Please do not add salt. After 15 minutes, piece the cocoyam with a fork to know if it is done. If it goes through freely, bring it down and pound in a mortar till it becomes paste.

#4: Go back to your cooking meat, stock fish, red crayfish, smoked fish and test to see if it is now tasty. Add two spoons of dry ground pepper and *Ogiri* spice. Allow for more five to seven minutes.

#5: Add the cocoyam paste, portion by portion for it to easily get dissolved and allow for another 5 to 7 minutes. You will notice a colour of light shade of orange. Add the snail and periwinkles. Add little water if it too thick.

#6: It's time to add the *uziza* leaves. Add the remaining smoked fish and stir. Wait for about five minutes.

#7: Immediately you perceive the aromatic smell of the *Uziza* leave, stir finally add your vegetable such as *ugu*, *uha* or *ukazi*. Add the seasoning available. Wait for five minutes.

#8: Yommy Yommy!! The *OfeOwerri* is ready! Serve with semovita flour, cassava flour (*fufu*), pounded yam, garrior wheat flour.

Basil Njoku an Igbo man from Imo State, Babatunde shola, a Yorubaman from Ekiti state and Gladys Daniels, who hails from Edo state, said they have eaten *Ofe-Owerri* before and they enjoyed it. “Most restaurants in Port Harcourt serve *Ofe-Owerri*” they said.

How to Prevent HEART DISEASE

As it is said, a healthy body always goes with a healthy heart. Today I would like to share some information about CAD (Coronary artery disease), the most common disease affecting the heart.



Coronary artery disease is a condition in which the arteries supplying blood to the heart is narrowed down and the blood supply to the heart is compromised. We are genetically more prone to get heart disease and diabetes. Our chances of getting a heart disease is twice more than our western counterpart. The stress level and our eating habits account for several heart ailments.

Our heart is a unique organ which works relentlessly throughout our life pumping huge amount of blood, the most dynamic organ in our body. Since our medical college days we are being taught about certain pattern of diseases and which type of people needs to be screened for a heart disease. But it is really strange to find the changing pattern of heart diseases today. The changing lifestyle of people is changing the pattern of Coronary heart disease.

Unlike other diseases, a healthy physical appearance may not always mean a healthy heart and that's the reason it becomes difficult to diagnose an early onset of coronary heart disease. Proper screening of high risk group is the only way, and as it is said "Prevention is better than cure".

The main patho-physiology is the narrowing or blocking of coronary arteries which in turn reduces the blood supply to the heart causing (Ischemia) or reduced oxygenation of heart muscles. This

condition if not treated leads to heart attack or complete cutoff of blood supply to the heart muscles leading to its necrosis or death of most or all its cells.

There are certain basic medical tests which helps us to diagnose these conditions. The most important is a baseline ECG (Electrocardiogram) and the TMT (Treadmill test). This is a very useful baseline test to diagnose Ischemic heart disease.

Generally the cholesterol levels are also identified as the main cause of narrowing of coronary arteries through deposition of cholesterol on the inner layer of coronary artery. All the above mentioned tests are available at our Industrial clinic.

The two important symptoms that the patient gets are dyspnea or breathlessness on exertion and chest pain. But in many cases the patient is asymptomatic (no symptoms), especially in diabetics where the pain is less or even absent.

A complete lipid profile, an ECG and a TMT should be done by everyone above the age of 40 years, more so if a person is having diabetes, a family history of heart disease or diabetes.

Myocardial infarction (or heart attack) is a life threatening complication of Ischemic heart disease (complete blockage of one of the coronary arteries). There are

other forms of ischemic heart diseases but myocardial infarction is the most critical form of Ischemic heart disease as the mortality is 80-99% if not treated within 12 hours of onset of disease.


So, awareness is the most important factor along with some discipline which can prevent coronary artery disease. We all know the dos and don'ts but the feeling that: "It won't happen to me", can let us down.

Stress in today's life is something we cannot protect ourselves from, so a bit of exercise everyday with a healthy diet and less alcohol and smoking can defer Coronary heart disease by a long way.

Risk Factors for Coronary Heart Diseases

1. Family history of any heart disease.
2. Hypertension
3. Diabetes
4. Dyslipidemia (Derangement of ratio of good and bad cholesterol).
5. Obesity
6. Sedentary lifestyle.

Stay healthy and take care of yourself and your loved ones. On the eve of this festive season I would like to wish everyone a Merry Christmas and happy prosperous and healthy New Year ahead.



Tips for Good Health during the Festive Period

The festive period is here! The period between Christmas and New Year celebrations usually presents health challenges for many people. For many people, it is a time of mindless enjoyment --- food, drinks, late nights --- as well as engagements and meetings that leave people exhausted. That brief period can be very damaging to people's health and waistline. It is a time to let loose and enjoy lots of comfort, foods and drinks.

Unfortunately, the festive period is usually not a time people worry about their health; the worry only sets in the new year when most of the parties are over, then individual begin to feel rundown, stressed, exhausted, and remember to check their blood pressure, fasting blood sugar, cholesterol level and physical fitness. Sometimes, at this time, it is late; the damage has been done!

Let's be proactive and pre-empt the health challenges that follow most festive periods. I hereby present a set of healthy tips to make our Christmas and New Year celebrations a truly enjoyable time that ushers good health during festive period.

#1.START OFF CLEAN: Begin each day by having a big glass of warm water with lemon squeezed in. It

cleanses the body organs and decrease water retention. It is highly alkalizing and an excellent source of vitamin C and electrolytes, and most importantly it rehydrates the body.

#2.HAVE A HEALTHY BREAKFAST EVERYDAY: Light meals with vegetables and fruits are ideal. During busy times more than ever we need to fuel our bodies, setting a healthy intention each morning by eating a nutritious breakfast.

#3. SWAMP OUT SUGAR: Reach for natural sweeteners like coconut nectar and honey. Processed white sugar destroys your body; it causes blood sugar imbalance, weight gain, and decreases the immune system.

#4.BE PREPARED TO FACE THE DAY: When running from place to

place, always arm yourself with a few essentials like water and quick snacks, better options are fresh fruits and nuts or sugar-free crackers.

#5. DO A MINI FASTING: Give your digestion a break by fasting, even one day of just natural juice. A fresh fruit fasting is beneficial.

#6.STAY HYDRATED: Drink lots of fluids in the form of water. Keeping your body hydrated will have a direct impact on the health of your skin. Dehydrated body causes rough itchy skin while maintaining proper hydration keeps your skin smooth, supple and wrinkle-free.

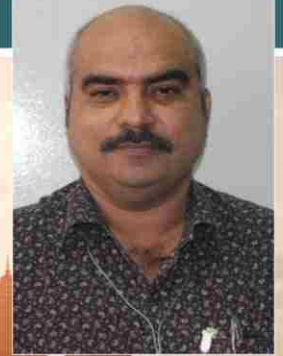
#7. TAKE "ME TIME":Carve out time each day for yourself. Read a book, take a walk or go to the gym, and more importantly take time to rest. This improves your cardiovascular system.

#8.GET DOMESTIC: Especially for females, take time to do the more domestic tasks in life such as shopping and cooking, don't rely on restaurant food; home cooking doesn't have to be extravagant nor do you have to be a five-star chef.

#9. LET LIPS LINGER: Soft kiss and tender touch. It has shown that couples who smooch often are eight times less likely to feel stressed and depressed. Spent enough time with your spouse during the Christmas holiday.

#10.TRAVEL SAFELY: Ensure that your trip is safe, don't drink and drive, and don't let someone else drink and drive. Wear a seat belt and always buckle your child in the car using a child safety seat, booster seat or seat belt appropriate for his or her height, weight and age.

In conclusion, there is danger in over-indulgence – too much alcohol, sugary juices, and starchy foods. There is need for moderation at this time. Besides, individuals on prescribed medications should ensure that they take their drugs as prescribed. I wish everyone a happy Christmas and a Prosperous New Year!



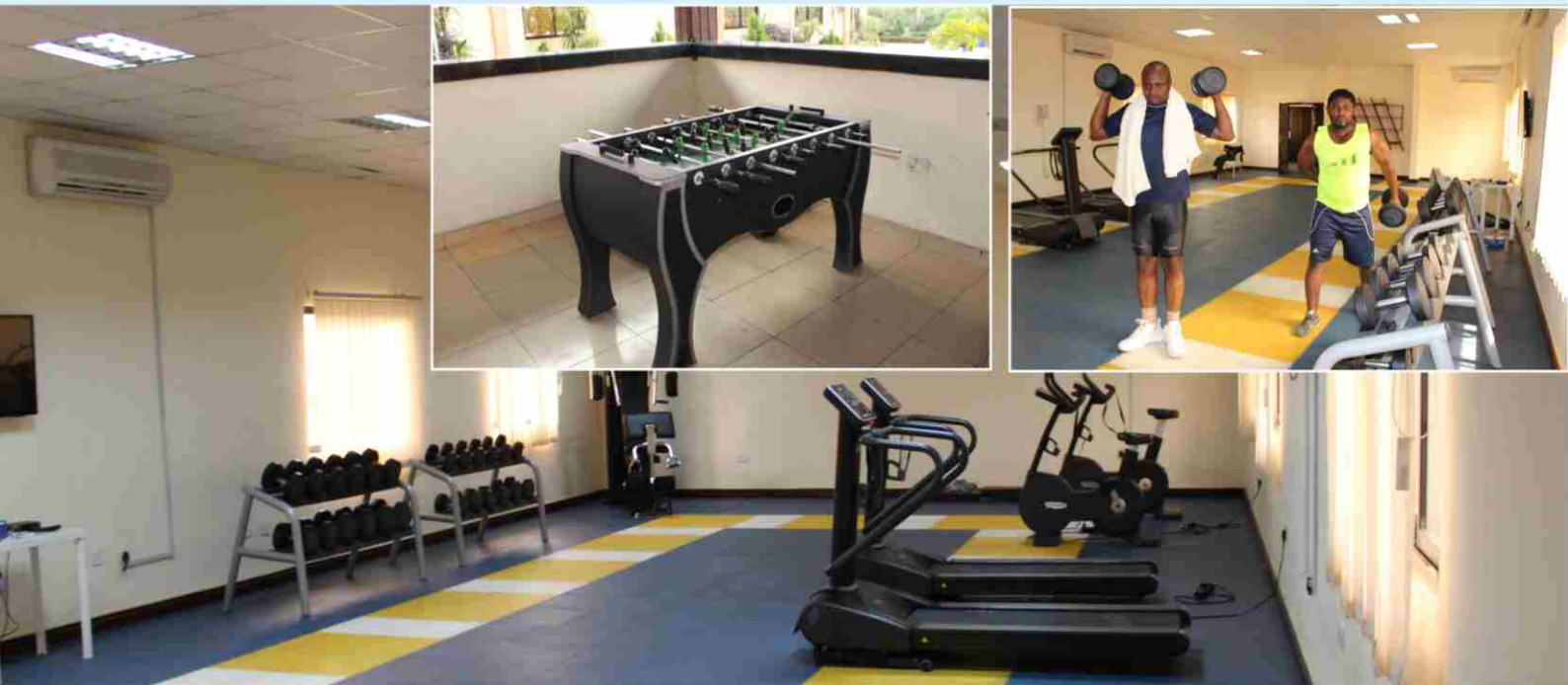
WORDS *of* WISDOM

1. "Two percent of the people think, three percent of the people think they think, and ninety five percent of the people would rather die than think" --- **George Bernard Shaw**
2. "Don't judge each day by the harvest you reap, but by the seeds you plant."--- **Robert Louis Stevenson**
3. "Positive thinking will let you do everything better than negative thinking will."--- **ZigZiglar**
4. "The true voyage of discovery consists not of seeking new landscapes, but having new eyes."--- **Proust**
5. "Close scrutiny will show that most "crisis situations" are opportunities to either advance, or stay where you are." --- **Maxwell Maltz**
6. "Face your deficiencies and acknowledge them; but do not let them master you. Let them teach you patience, sweetness and insight."--- **Helen Keller**
7. "Most of the important things in the world have been accomplished by people who have kept on trying when there seemed to be no hope at all."--- **Dale Carnegie**
8. "Enter every activity without giving mental recognition to the possibility of defeat. Concentrate on your strengths, instead of your weaknesses... on your powers, instead of your problems." --- **Paul J. Meyer**
9. "Genuine security arises from actual, firsthand knowledge that one is both capable and worthy of achieving happiness (through conscious, responsible action) and, once having attained it, that he deserves it." - **Michael J. Hurd**
10. "We are not held back by the love we didn't receive in the past, but by the love we're not extending in the present." - **Marianne Williamson**
11. "If you look to others for fulfillment, you will never be fulfilled. If your happiness depends on money, you will never be happy with yourself. Be content with what you have; rejoice in the way things are. When you realize there is nothing lacking, the world belongs to you." - **Lao Tzu**
12. "Accept yourself as you are. Otherwise you will never see opportunity. You will not feel free to move toward it; you will feel you are not deserving." - **Maxwell Maltz**
13. "A man needs self-acceptance or he can't live with himself; he needs self-criticism or others can't live with him." - **James A. Pike**
14. "A man is as great as the dreams he dreams; as great as the love he bears; as great as the values he redeems and the happiness he shares. A man is as great as the thoughts he thinks; as the worth he has attained; as the fountains at which his spirit drinks and the insight he has gained. A man is as great as the truth he speaks, as great as the help he gives, as great as the destiny he seeks, as great as the life he lives." - **C.E. Flynn**
15. "It isn't what you have, or who you are, or where you are, or what you are doing that makes you happy or unhappy. It is what you think about." - **Dale Carnegie**
16. "If you make friends with yourself you will never be alone." - **Maxwell Maltz**
17. "Nothing carries more potential for change than individual acts of human kindness." - **Jamie Winship**
18. "If you do what you've always done, you'll get what you've always gotten." - **Anthony Robbins**
19. "Life is no 'brief candle' to me. It is a sort of splendid torch which I've got to hold up for the moment, and I want to make it burn as brightly as possible before handing it on to future generations." - **George Bernard Shaw**
20. "Success is the maximum utilization of the ability that you have." - **ZigZiglar**
21. "Desire is the starting point of all achievement, not a hope, not a wish, but a keen pulsating desire which transcends everything." - **Napoleon Hill**
22. "With love and patience, nothing is impossible." - **Daisaku Ikeda**
23. "Optimism is essential to achievement and it is also the foundation of courage and true progress." - **Nicholas Murray Butler**
24. "The strongest oak of the forest is not the one that is protected from the storm and hidden from the sun. It's the one that stands in the open where it is compelled to struggle for its existence against the winds and rains and the scorching sun." - **Napoleon Hill**
25. "The poor, the unsuccessful, the unhappy, the unhealthy are the ones who use the word tomorrow the most" - **Robert Kiyosaki**
26. "The first virtue of all really great men is that they are sincere. They eradicate hypocrisy from their hearts." - **Anatole France**
27. "There are powers inside of you which, if you could discover and use, would make of you everything you ever dreamed or imagined you could become." - **Orison Swett Marden**
28. "The practice of forgiveness is our most important contribution to the healing of the world." - **Marianne Williamson**
29. "Everyone who has ever taken a shower has had an idea. It's the person who gets out of the shower, dries off, and does something about it that makes a difference." --- **Nolan Bushnell**
30. "Be curious always! For knowledge will not acquire you: you must acquire it." --- **Sudie Back**
31. "The only time you ever have in which to learn anything or see anything or feel anything, or express any feeling or emotion, or respond to an event, or grow, or heal, is this moment, because this is the only moment any of us ever gets. You're only here now; you're only alive in this moment." - **Marianne Williamson**

FITNESS:

Utilizing Indorama's Array of Gym Equipment

Sedentary lifestyle has left many persons with regrets. Sedentary lifestyle, which is usually associated with much sitting and very little physical exercise, is the order of day in contemporary society, especially since the ubiquitous use of computers. Studies have shown that those who engage in sedentary lifestyle are exposed to various notable heart diseases, high blood pressure, and diabetes, among others. On the other hand, persons who engage in physical activities especially regular exercise are usually mentally alert, healthier and are as fit as fiddle.



Moderate and regular exercises can help one sleep better at night, lose weight and maintain a healthy lifestyle as well, which by extension makes one energetic, reducing stress or anxiety and depression.

Fitness is not measured by the physical appearance alone, although it is a sign, one can be slim but not fit, and the only way to achieve fitness is in the exercise and the food we eat.

It is gratifying that Indorama Eleme Petrochemicals has provided an array of facilities and equipment at the gym inside the company Recreation Club within the company premises.

Utilizing these machines will unambiguously enhance productivity

at work, family and society. It will also improve our lifestyle and keep us far away from medical complications.

The gymnasium is equipped with several facilities for aerobic weight bearing, strength and isometric exercises, namely Treadmills, Cross rider, Dumbbells, Multigym bench, First aid box, etc.

Aerobic exercises which include brisk walking, running on the treadmills, cycling, swimming, etc. build up the cardiovascular muscle due to the large and continuous movement of muscles in a rhythmic style over a period of time.

The weight bearing exercise is associated with lifting of some proportionate weight for and against

the gravitational force, hence the buildup of bone density.

Apart from the gym, the Recreation Club complex also has various facilities namely: a standard football pitch, adult and children swimming pools, state-of-of-the art synthetic (day & night) tennis court, a set of table tennis board, Billiard (Snooker) table, a football table, a dance hall, a bar with VIP lounge (with 24hrs power supply), a change room and conveniences, etc.

In conclusion, if we are able to utilize all the equipment in the gym, we shall be fit, physically and mentally, and more productive. But for now, one can say that these facilities are grossly under-utilized.



Mr **Felix Efosa Ogieriakhi** of Engineering Department and his family during the dedication ceremony of his son **Spencer Osasuyi Ogirriakhi** and birthday of his wife **Precious Ogirriakhi**, at the Mountain of Fire Ministries, Woji, Port Harcourt.



Mrs **Imaabong Nwogbo** of I.T. Department and her husband at the dedication of their daughter **Mmachukwu Nwogbo** at Our Lady of Holy Chaplaincy (CIWA), Port Harcourt.



Mr **Eric Chukwudi Matthew** of HR/Admin Department with his wife at the dedication of their son, **Jesse Chiedozie Chukwudi** at Christian Pentecostal Mission, Eleme Junction, Port Harcourt.



Mr **Selvaraj Dineshkumar** of Electrical Department, and his wife carrying their twin baby boys **Shrithik Dineshkumar** and **Shrijai Dineshkumar** during their dedication in Coimbatore, India recently.



Indorama Team at the MAN Exhibition in Lagos: **Josy Nkwocha** of MD Office, **Jesalpura Chirag**, **Grace** (usher), **Mohammed Aabid** and **Amaka Ezeji**, all of Lagos office,



Indorama Team at the MAN Exhibition in Port Harcourt: **Michael Ebinyi** of PET, a guest, **Michael Achaziem** of Corporate Communications, another guest and **Stan Emoh** of Marketing

QHSE POLICY

We, at IEPL, are committed to the continual improvement of our Quality, Health, Safety & Environment practices and the delight of our customers & stakeholders through:

- Improving the business processes by adopting innovative approaches & best practices.
- Implementing effective quality management system across the entire supply chain ensuring highest standards of quality & services.
- Preventing injury and ill health by ensuring safe operational and occupational health practices in all facilities involving all employees and associates.
- Protecting & preserving the environment by preventing pollution, maximizing recycle or reuse and reducing waste, discharge & emission.
- Continual reviewing of quality, health, safety & environment objectives, procedures & practices for attaining highest level of operational efficiency and plant performance.
- Complying with all applicable QHSE legal & other requirements and positioning as a responsible corporate entity.
- Creating lasting partnership with customers and associates through offering quality products & services at all times.



Manish Mundra

Managing Director