

The Dawn Is Never Far Away: Aftermath Of Cyclone Komen

Thal Sandy Tun

At 9:30 on a Tuesday in July, Myanmar became a symbol of destruction as Cyclone Komen had disasters written all over in all but two of its 14 States and Regions with incessant heavy monsoon rainfalls for more than two weeks. A state of emergency declaration was followed by a midnight appeal for international humanitarian assistance from the Ministry of Information at the beginning of August for

more than 1 million people affected throughout the country by the resultant floods and landslides.

Across Minbu Township in Magwe Region in central Myanmar, which was announced one of the disaster zones, the scene was no different – buildings submerged, people dislodged, animals devastated. The civilization had gone – at least for the moment. MPRL

E&P, which operates the well-known Mann Oil Field in Minbu Township, embarked upon its first emergency relief effort by doing the spadework, a rapid needs assessment, which would help the company measure the damage caused and identify who were affected and their immediate needs. At the onset of a natural disaster involving people as having access to accurate and timely information is crucial

Feature 8 ➤



“A story about human resilience and compassionate bond born out of a testing moment to turn around the odds”

First Ever Survey On Grievance Mechanisms Completed In Mann Field : 60% Knew/Heard Of It

Kyisin Htin Aung

A Grievance mechanism is a practical, risk management tool for any business. It allows stakeholders to voice their concerns directly to the company, instead of turning to third parties, and enables the company to respond to their concerns. In that

sense, the mechanism helps identify problems early, before they escalate. Recently MPRL E&P implemented a Knowledge, Attitudes, Practices (KAP) survey on its Operational Grievance Mechanism (OGM) with randomly selected 419 households

across 14 target communities in Mann Field. The survey explored community stakeholders' awareness, beliefs, practices, and barriers related to MPRL E&P's OGM, which was piloted in August 2013 and rolled out thereafter.

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MPRL E&P Group of Companies

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Your Opinion: How did you contribute to the floods in Myanmar and what were your observations and feelings?



U Ko Ko
Geoscience Manager
Geoscience Department

I contributed my time as a volunteer surveyor gathering information at each emergency camp on what people needed for both short term and long term during the relief effort by MPRL E&P in Mann Field. We were gathering information such as the accessibility of clean water, health care status at the camp and their farm land status. There has been a stream of donations from people around the country but their focus is mainly food and clean water. Less attention is given to long-term needs of the affected areas and this is where MPRL E&P's main focus is. Other information we collected include the status of schools, hygiene, sanitation and clean drinking water. In this way we can provide much-needed help to people affected when they rebuild their life. In addition, I also participated in MPRL E&P's CSR activities at the camp. What I learnt from villagers during the survey is the unprecedented speed of water level rising in a short period of time. That part of the area always experiences floods during rainy seasons but the scale of the recent floods was quite severe in comparison to flooding in the past. Moreover, local people received no prior warnings on that rapid increase of Mann creek. Most of the people I met, agreed that the situation could be much less severe if they received prior warnings and adequate instructions on when and how to evacuate.



U Ye Wint Lin
Senior Logistics Assistant
Material & Logistics Department

First, we participated in transporting donation materials from Yangon to Mann Field with 40 courier trucks. When we arrived in Mann Field, we coordinated with Field Personnel and handed over the materials. During those days, we assisted Mann Field Response Team with contributions of the relief items in the affected areas. We also assisted with distributions of materials at the temporary storage area at Mann Field. I was really sorry to see people who were affected by these floods. They were evacuated to temporary shelters set up around the affected areas. The families were having a lack of basic life support such as food and water. They also had to share the small camps with many other families. In addition they could not feed their farm animals. It was much to their relief and happiness, when our team arrived with donations for their camps. It was very satisfactory for me to have seen most of Myanmar people, companies, and associations coming in and donating food, snacks, drinking water and many other materials to the affected communities across the areas and across the country. For the future, I wish all affected people recover and restore their lives quickly and they are better prepared for future disasters.

“Did you know *that* natural gas is the third largest global energy source, accounting for 21 % of energy consumption around the world? It is considered as a fossil fuel and can be found in natural gas fields, oil fields and coal beds. It is one of the world’s most useful, safest and cleanest sources of energy. Do you take out the trash every morning? If so, let’s thank natural gas as it is used to produce your trash bags. ”

Introduction To New Employees

No.	Name	Designation	Department	Commencement Date
1	Daw Hnin Aye Aye Phyo	Junior Geoscientist	G&G	01.06.2015
2	U Min Zaw Oo	Junior Geoscientist	G&G	01.06.2015
3	U Kyaw Zin Oo	Junior Geoscientist	G&G	01.06.2015
4	U Aung Ko Myat	Customer Support	Data Centre	24.06.2015
5	Daw Tin Nwe Wint	Environmental Officer	HSE	01.07.2015
6	U Shwe Min Soe	Customer Support	Data Centre	15.07.2015
7	Daw Pa Pa Khin	External Engagement Officer	CSR & Communications	15.09.2015
8	U Thadoe Thant	Environmental Officer	HSE	21.09.2015
9	Daw Htet Htet Khine	HR Manager	Human Resources	05.10.2015
10	Daw May Zaw Htet	Internal Engagement Officer	CSR & Communications	12.10.2015
11	U Myo Zaw Oo	Senior Stakeholder Engagement Officer	CSR & Communications	20.10.2015

Insight!

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Cartoon

The effects of a poorly planned CSR strategy can result in brand reputation risk not to mention the loss of a social license to operate.

If there is a strategic plan in place then everyone impacted should benefit from the operations.



From Front Page

First Ever Survey On Grievance Mechanisms Completed In Mann Field : 60% Knew/Heard Of It

Since then, anecdotal evidence from community volunteers suggested that there was a general lack of awareness among stakeholders about the OGM, how it functioned, as well as prevailing attitudes that it was ineffective at resolving complaints. To further study these claims, the survey collected empirical data on knowledge gaps, stakeholder confidence in and barriers to using the mechanism in order to 1) analyze the current situation and establish baseline values; 2) identify process improvements required for a well-functioning grievance mechanism; and 3) elucidate targets and themes for future interventions.



Key Highlights

- 60% of respondents either knew about or had heard of the OGM, which leaves 40% or so who knew nothing about it.
 - o 50% knew the basic functioning of the OGM
 - o 50% were able to name at least one method by which complaints may be submitted
 - o 50% were able to name at least one of two primary information to be included in the complaints form
- Primary source of knowledge is from 1) community volunteers and 2) pamphlets, posters, and notice boards.
- Compared to women, men were significantly more likely to have knowledge of the OGM. This reflects the present standing in communities where men play a more active role in community affairs and administration.

Respondents were asked to rate their level of confidence (0 to 100 percent) in three attitude statements:

- o I will submit a complaint if I should have any
- o I will receive a response if I submitted a complaint
- o OGM is effective at resolving complaints

About 30-40% of respondents reported neutral confidence (50 percent) in all three attitude statements, indicating that respondents were unsure of their opinion. This is likely because OGM is a relatively new process and even those who knew about or had heard about it had not formed an opinion because of limited knowledge of how it functioned. Approximately 25-30% of respondents had full confidence (100 percent) in the attitude statements. A small proportion of respondents (~10%) reported low confidence (<50 percent).

Discussions with focus groups and

key informants suggested that reasons for widespread ignorance about the OGM were lack of interest in community affairs, limited involvement in community affairs due to work-related absence from home during the day, and limited knowledge sharing among community members.

Out of 242 respondents who had heard of OGM, 6 had submitted a complaint. A main reason for not having submitted a complaint was that respondents had no grievances to file.

Way Forward

Progress remains to be made in sensitizing community stakeholders about the company-stakeholder communication channel that is on offer in Mann Field. Knowledge interventions, such as information, education, communication (IEC) campaigns are needed, and messages should emphasize that complaints

may be made verbally and that community volunteers are available to capture complaints in written form. IEC campaigns should be delivered at appropriate times, including in the evenings, to reach a wider audience.

Since one third of respondents had not formed positive or negative attitudes toward the OGM, information on the progress of grievances received, resolutions taken, and challenges faced need to be communicated to stakeholders in order to help community stakeholders form informed perceptions about the effectiveness of the OGM.

Few companies have implemented operational grievance mechanisms in Myanmar, and no company has systematically surveyed community stakeholders’ awareness, perceptions and barriers to using OGMs. Understanding the current situation as well as trends over time is critical to any program’s success. ■

25 Employees Given Monitoring & Evaluation Training

Thal Sandy Tun

MPRL E&P’s CSR and Communications Department has organized a training on Monitoring and Evaluation through the professional training and consultancy services provider, Capacity Building Initiatives (CBI), in August 2015. The in-house training was provided for three days, on the 17th, 18th, and 19th, to 25 employees from different departments, such as Finance Department, Human Resources Department and HSE Department, at Diamond Con-

do, Yangon. The course was provided to ensure members of the key departments are well-equipped with knowledge and skills on project monitoring and evaluation such as reporting, measuring and tracking performance as part of the capacity development activities by MPRL E&P, using a participatory training method through Experience Learning Cycle. Some of the learning objectives included understanding basic concepts of Mon-

itoring and Evaluation, developing Monitoring and Evaluation Plans, know-how of data analysis, interpreting and presenting data analysis effectively.

Ma Eaindray Oo, an On-The-Job-Trainee Engineer in the Technical Department, explained how the knowledge and skills gained from the training are valuable to her. “I am one of the OJTs assigned to have a secondment with the CSR and Communications Department, learning what CSR is and how CSR is helping with our operations in Mann Field. This training on Monitoring and Evaluation gave me opportunities to learn the important concepts and applications of M&E not only for my work but also for my daily life. In addition, I had great fun and the employees got to learn more about each other through many group exercises.”

U Zarni Aung, who is the Monitoring and Evaluation Officer from the CSR and Communications Department, who attended the training, said, “Being an introductory course, it helped me revisit the fundamental concepts of monitoring and evaluation. At the same time, it helped me enhance my skills and knowledge on making a logical framework, understanding and interpreting quantitative and qualitative data, and application of Mindjet Mind Mapping Software for data management. The trainers were really fun and helpful too.”

This is the first time MPRL E&P has used CBI training services to implement capacity building initiatives as part of its talent management strategy for the employees. The trainers were U Thar Phya Phyo, Senior Trainer, and U Tay Zar Aung, Research, Development, Planning & Implementing Team Leader.



ESIAs for IOR-4 and IOR-6 Reveal Key Findings & Disclosure Strategy

Thal Sandy Tun

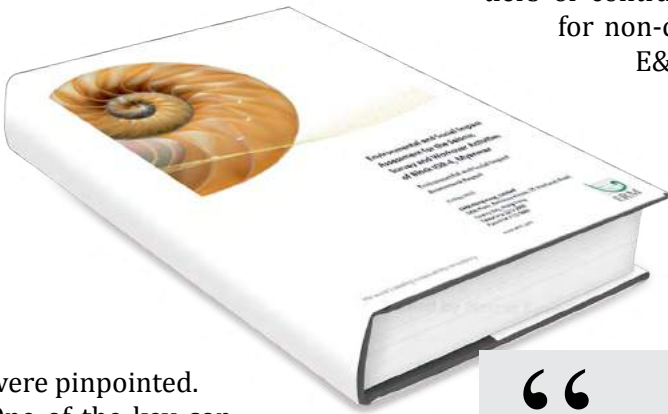
The ESIA studies conducted by Environmental Resources Management (ERM) for block IOR-4 and IOR-6 have been made public for the first time, with appropriate mitigation and enhancement measures recommended for assuaging potential negative impacts or boosting potential positive impacts from the projects.

MPRL E&P Pte Ltd., with the aim of conducting seismic exploration activities and workover activities in block IOR-4 & IOR-6, authorized Environmental Resources Management (ERM) to undertake Environmental and Social Impact Assessments (ESIA) studies for the projects in accordance with the requirements of the EIA Procedures.

A baseline survey for the physical, biological and socio-economic environments of the project areas were established for the project areas and public information regarding the assessments of environmental and social impacts.

The stakeholder mapping, a process weighing the relative influences of different individuals and groups over the project and vice versa, identified local communities, women, elderly, handicapped, fishing groups and farmers in the area as primary stakeholders. Government ministries, local authorities, media, members of parliament, NGOs, CSOs, and village-level institutions

were profiled as secondary stakeholders. Meeting and consultation with these stakeholders were taken place to raise awareness about the projects while key concerns and expectations of the local community



were pinpointed. One of the key concerns of the local community was impact on the land availability in the area and agriculture, which is taken up by the majority. In terms of the key expectations from the project the community voiced the provision of adequate compensation for the loss of land and crops. In addition, the community identified other expectations in terms of financial or technical assistance for their agriculture and other livelihoods.

A summary of the project impacts and the mitigation measures is presented with a schedule and responsibility of implementation identified. A range of management plans, including Biodiversity Action Plan, Waste Management Plan,

Emergency Preparedness Plan and Livelihood Restoration Plan, were lined up to be developed, detailing the management and mitigation measures to be employed where responsibilities are applied to all tiers of contractors with penalties for non-compliance by MPRL E&P.

Along with the stakeholder engagement activities

required by the EIA Procedures, such as focus group discussions, individual discussions, community meetings and surveys, with the purpose of stakeholder involvement and monitoring the effectiveness of mitigation measures, the grievance redressal mechanism (GRM) of MPRL E&P will be put into operation in the project area in regards to the engagement and compensation process.

Furthermore, information disclosure will take place throughout the life of the project to allow for the stakeholders to develop an understanding of project phases, application of the mitigation measures, and community development initiatives, through pamphlets and reports, display of information in community areas, the media, and the company website as well as verbally in engagement activities. ■

“A summary of the project impacts and the mitigation measures is presented with a schedule and responsibility of implementation identified.”

ESIA Reports Timeline

- Release of ESIA Reports for IOR-4 & IOR-6 in May 15, 2015
- Submission of the Reports to Ministry of Environmental Conservation and Forestry (MOECF) for Review in July 10, 2015 and Uploading Summary of the Reports together with Feedback Forms on MPRL E&P's Website in August 10, 2015
- Organizing Disclosure Strategy Workshop for Senior Management and MOECF Officials in August 2015

MPRL E&P In The Limelight As A Transparency Leader In The O&G Sector: MCRB's Report

Anastacia Howe

The second Transparency in Myanmar Enterprises (TiME)/ Pwint ThitSa report was released by the Myanmar Centre for Responsible Business (MCRB) in July 2015. The study, inspired and influenced by Transparency International's 'Transparency Corporate Reporting', assessed the information provided on 100 Myanmar companies' official websites and/or social media pages. A series of 35 questions were used to rate each company's performance in the areas of Anti-Corruption, Organizational Transparency, Human Rights, Safety and the Environment. In the previous year, MPRL E&P was rated the 5th most transparent company. Although the company fell to 9th place in this year's report, a particular mention was made highlighting MPRL E&P as a transparency leader in the oil and gas sector in Myanmar – particularly, emphasizing the development and management of the grievance mechanism implemented in Mann Field. The companies for the research were drawn from the list of the 2013/2014 Fiscal Year Top 1000



commercial tax payers and Top 1000 income tax payers published by the Internal Revenue Department. The key findings indicated in the report illustrate the following:

- The top 10 companies studied in 2014 have all increased the amount of information they make available to the public.
- The most transparent large Myanmar business was Serge Pun and Associates followed very closely by Max Myanmar, and KBZ coming in third place. Among the leading companies, new areas of information

“Among the leading companies, new areas of information disclosure were publications of actual financial data including taxes, environmental and social impact assessments.”

disclosure were publications of actual financial data including taxes, environmental and social impact assessments.

- 39 out of 100 businesses surveyed have no website and scored zero. Around 40 more companies who have group or subsidiary websites publish little or no corporate governance and sustainability information.

Vicky Bowman, the director of MCRB, described the lengths companies took to demonstrate a commitment towards transparency and

good corporate governance. She continued to state that companies see transparency as fundamental to gaining and retaining their social license to operate.

This year for the first time, the report provides recommendations about increasing company performance, which are not just directed at Myanmar businesses, but also to the Government and 2016 Parliament, institutional investors, civil society organizations and the media.

Myanmar Centre for Responsible Business (MCRB) is a Yangon based initiative funded by the UK, Denmark, Norway, Switzerland, the Netherlands and Ireland. It was established in 2013 to provide effective and legitimate platform for the creation of knowledge, capacity and dialogue concerning responsible business in Myanmar, on the basis of local needs and international standards, which results in more responsible business practice. MCRB serves as a neutral platform working with businesses, civil society and government. ■



Answering The Call: A Community Volunteer

In Mann Field

Thal Sandy Tun

Ko Kyaw Kyaw Naing is a 27-year-old community volunteer from Lay Eain Tan Village, one of the communities surrounding Mann Field, and he has been working with MPRL E&P since January 2014. MPRL E&P identified a group of volunteers with diverse backgrounds from local communities where its operations happen in order to assist with better understanding of the needs of people living close to the operations areas, implementation and monitoring of community investment projects. Ko Kyaw Kyaw Naing explains how he was drawn to MPRL E&P’s mobilization of local Samaritans.

“I have joined to work as a volunteer to help basically build engagement and trust among local communities, MPRL E&P and MOGE (Myanma Oil and Gas Enterprise) since January 2014 because I feel a calling towards altruism and I want to make a difference for the development of my village.”

Although the volunteers are incentivized by MPRL E&P with monetary rewards in addition to other allowances such as meals, transportation, books and corporate merchandize on the basis of the amount of work done, the most important element driving the roles and responsibilities pertaining to a volunteer is their own attitude towards volunteerism and the nature of the job.

“I feel I am happy and satisfied working as a volunteer in that by doing what I can people gain benefits from it – they get something from it. My being as a volunteer now entails crafting transparent and account-

able relationships between MPRL E&P and local communities. At the same time as MPRL E&P is engaging in community development initiatives for my village, I am determined to cooperate and contribute – dutifully and wholeheartedly.”

As required to participate in regular community meetings, consultations, community surveys, dialogue and many other activities, the volunteers are equipped with necessary skills and knowledge through various trainings, orientations, briefings and other capacity-building initiatives provided by CSR team members. Ko Kyaw Kyaw Naing said, “The understanding and proficiencies that derive from these activities enhance my ability to facilitate communication between the communities and the company and complete my tasks effectively to produce a real impact on the welfare of the local people. I also work together with and gain help from other volunteers.”

Life is full of challenges and adversity. What connects Ko Kyaw Kyaw Naing with his job as a community volunteer has something to do with the challenges he is faced with – a lot of -ism such as criticism, confrontationalism and lack of cooperation. However, there are challenges that make you feel alive and engaged as well as challenges that make you feel merely overwhelming. For this dedicated, benevolent volunteer he concentrates on what he has achieved and what is next on the agenda.

“One of the milestones set in my

“My being as a volunteer now entails crafting transparent and accountable relationships between MPRL E&P and local communities.”

life as a community volunteer is the completion of a short-term community investment initiative in my village – improving access to water. In the future I am confident and enthusiastic to bring in more development and create the good for my community in unison with MPRL E&P.” ■



Community volunteer collecting data from a community stakeholder.
Photo: Supplied

Facts surrounding altruism worldwide

- “Myanmar ranked as one of the top ten most generous countries in the world alongside USA, Canada and UK in 2014 World Giving Index. The three pillars determining the ranking were donating money, volunteering time and helping strangers.”
- “A 2013 report from the Charities Aid Foundation stated that Myanmar had the second highest number of people who volunteered their time, 51 %.”
- “The GDP contribution of non-profit sector including volunteering accounts for more than 5 % in countries such as the United States, New Zealand and Japan.”
- “Research has shown volunteering leads to higher life satisfaction and lower rates of depression, as well as better physical health and a longer life.”

M&A's Data Center Is Awarded An **Uptime** Institute Certification

Thein Soe Htike

M&A Data Center is located at Vantage Tower, a property developed by Myint & Associates Construction Company Ltd. Vantage Tower is set to be Myanmar's most technologically advanced building which has the highest levels of security, earthquake resistance safety, fire prevention and evacuation systems. Myint & Associates Co., Ltd. has also built the first leading and innovative Uptime Institute (USA) Tier III certified ICT (Information Communication Technology) Data Center in Myanmar.

M&A Data Center is the country's first data center, which has received full Uptime Institute Tier III Certification in Myanmar.



Uptime Institute is under the Global Data Center Authority and is based in the United States. Uptime Institute is recognized as an unbiased advisory organization focused on improving the performance, efficiency, and reliability of ICT business critical infrastructure through innovation, collaboration, and independent certifications.

The certifications are awarded according to the following four levels, or "Tiers":

- **Tier IV** - Fault Tolerant Site Infrastructure (Highest Certification Level)
- **Tier III** - Concurrently Maintainable Site Infrastructure
- **Tier II** - Redundant Capacity Components Site Infrastructure (Redundant)
- **Tier I** - Basic Site Infrastructure (Non-Redundant)

Myint & Associates Data Center has implemented a Tier III design instead of a Tier I or a Tier II. This was done to ensure that the services intended to be provided by M&A Data Center would be suitable towards not only tenants of Vantage Tower, but also external organizations such as financial institutions, government bodies, as well as businesses that require the services of an internationally recognized and certified Tier III standard data center. Although a Tier IV design concept was also considered, it was decided that Tier IV design was not suitable nor pragmatic from both a technical and financial point of view during the present time in Myanmar.

It is worth noting that M&A Data Center is the only Uptime Institute certified facility in Myanmar and is also the only facility that has Uptime Institute Tier III certification.

Currently in Southeast Asia, Cambodia and Laos have yet to establish a data center that is certified by the Uptime Institute whereas Indonesia has the highest amount of certified data centers. One of the key reasons for the limited number of facilities that have received certification is the extremely stringent requirements that Uptime Institute demands to be met before such certification is provided by them. M&A Data Center approached this challenge by being meticulous with its design from the on-set of the Front End Engineering Design (FEED) and planning stage of the project. Furthermore, leading industry consultants from Singapore (Ascenix) were also contracted to assist with the process to not only provide world-class advice, but to also share their experience and lessons learned to be applied to M&A Data Center. To site an example of the challenging certification requirements, the clarification and rectification process alone with the Uptime Institute took almost 12 months before M&A Data Center was deemed and formally endorsed as Tier III standard. Such stringent requirements are maintained by the Uptime Institute simply because major banks, financial transaction companies, stock markets, and even government bodies all respect and acknowledge the Uptime Institute certification process which ensures that design, redundancy, security and safety compliance of the highest standards are met.

It is also worth noting that there are numerous data centers in the region (Myanmar included) that are 'self-proclaimed' to be a certain Tier standard. However, it must also be recognized that such self-proclamation is normally quite different from meeting Uptime Institute certification, and thus, is not recognized by the same institutions or government bodies that recognize

Uptime Institute certification.

Being the first internationally recognized Uptime Institute certified Tier III Data Center in Myanmar, M&A Data Center is extremely pleased to be at the fore-front of Information Technology advancement in Myanmar. In comparison, even in technologically advanced countries like Singapore, only three Uptime Institute Tier III certified data centers are currently available.

The Tier Certification of Design Documents for M&A Data Center fulfills Tier III Concurrently Maintainable criteria. This certification recognizes M&A Data Center's ability to support any planned work on site infrastructure without disrupting daily operations. M&A Data Center offers 90 racks of server co-location space and world-class support services.

Business Model

M&A Data Center intends to operate under a focused business strategy with an emphasis on driving new technology innovation and excellence in service quality. IT infrastructure has become the backbone of most businesses, supporting a wide array of applications and enabling diverse business initiatives.

M&A Data Center starts with its current methodology of addressing business needs with dedicated IT infrastructure for our customers. M&A Data Center's strategy is to deploy wide range of business in internet and telecommunications business area. M&A Data Center's information technology service is shaping up to be the foundation of our new digital society, bringing economic prosperity and a multitude of business, social and entertainment opportunities to the users.

M&A Data Center offers corporate customers such as Financial Institutions (Banks), Contents Hosting Providers, and especially Oil & Gas companies to have access to both a world-class data center in Myanmar as well as to world-class critical infrastructure management services.

M&A Data Center offers a comprehensive suite of services from colocation, infrastructure hosting & network bandwidth, application services, to the management of clients' servers. We also will deliver other services of advanced IP, data & IP telephony services and IT managed solutions to our tenants in the Vantage Tower.

M&A Data Center is carrier neutral and also offers (3) back-bone fiber optic lines within the building, and guarantees minimum download speed capabilities depending on the subscribed package. M&A Data Center provides robust internet connectivity to data center customers using long-haul fiber optics to Myanmar Posts and Telecommunications, Yatanarpon Teleport, and targeting other multiple telecommunication carriers. ■

Summary of Benefits

M&A Data Center is the most cost effective and the only Uptime Institute accredited Tier III Data Center with high reliability and unmatched performance, the first of its kind in Myanmar. M&A Data Center also meets the Tier III classification requirements of active and standby capacity components to support IT loads, power distribution paths, concurrently maintainable equipment and continuous cooling. M&A Data Center will provide significant savings to customers with monthly service fees based on consumption in lieu of significant upfront build expenses. M&A Data Center provides high reliability network, servers with virtualized clusters fail-over real-time which substantially decreases unscheduled downtime. Most importantly, M&A Data Center guarantees international standards utilizing a FM200 fire suppression system, high-speed connectivity and annual field data availability of 99.98% with end-user downtime not exceeding 1.6 hrs per year.





THINKING ALoud with

Terry Howe, Country Manager
Myanmar And EITI In A Right Direction: Slowly But Surely



The Extractive Industries Transparency Initiative or EITI is an organization, not an NGO, based in Norway and funded by various governments with a mission to monitor and promote transparency

in extractive industries, especially mining, oil and gas. In recent years, there has been a substantial amount of push and pressure from international governments and organizations on Myanmar, a South East Asian country, opening itself to the world since 2011, to join the organization because of the tremendous extent of extraction activity taking place inside the country and at the same time to improve the country's image related to corruption.

With regard to the oil and gas industry, a number of Myanmar's onshore and offshore blocks have recently been awarded through a bidding process and the consequent signing of Production Sharing Contracts (PSCs), Improved Petroleum Recovery Contracts (IPRs) and Performance Compensation Contracts (PCCs) with an array of international and local oil and gas companies. These awards have the potential to generate millions of dollars of revenues in terms of signature bonuses, training funds, etc.

In order to become a member of EITI, the Myanmar government and its respective Ministries are

required to declare any revenues received through such contracts and the respective business entities have to disclose payments they make to the government and / or State Owned Enterprises (SOE's) in order to reconcile the statements made by the respective parties.

One of the issues that appears to be hypocritical is the fact that some of the western countries that are pressing hard for Myanmar to join EITI are not yet members themselves – some of these countries are still in the process of applying for membership. However, as EITI is a World Bank initiative, there has been a significant push from its more powerful members to encourage countries such as Myanmar, Indonesia, and Philippines, to join the EITI organization.

There are fundamental requirements that Myanmar has to meet for its application to EITI to be accepted. Once accepted as an applicant, each country has a certain amount of time to prepare a certain reporting criteria, gather and reconcile the appropriate data, and then submit to EITI for final acceptance as a member country. At the moment the MEITI has completed a Scoping Study of the extractive industries in Myanmar and has decided to proceed with reporting and reconciliation on payments made to the government from the Oil and Gas sector and the Gemstone sector of the Mining Industry. The target for completing this initial report is January 2016.

The membership of the committee which makes the decisions as to which data is applicable to be included in the MEITI report, consists of representatives from Government, Civil Society and the

business sector. This committee is known as the Multi-Stakeholder Group (MSG). Obtaining consensus from all parties on decisions can sometimes be difficult and time consuming, due to the different interests and interpretation of the EITI process by the respective members.

Once Myanmar has been accepted as a fully-fledged member of EITI, there will be a MEITI Committee which will work under the Ministry of Finance and this Committee will oversee and ensure the reporting and reconciliation requirements are adhered to by both the private sector entities and state owned enterprises involved in the process.

However, the whole purpose of this process, is quite simple and is to monitor the revenues Myanmar receives from its extractive industries. It is also used as a means to reduce corruption.

In the future the public will be able to see how much revenue enterprises such as MOGE are paid by various contractors. Myanmar has many types of extractive industry such as forestry, mining and hydropower projects. So, when these regulations are established in the Oil & Gas Industry, for instance, they will eventually be applied to the majority of the extractive industries in Myanmar.

From an MPRL E&P point of view their will be no significant impact to our reporting requirements, we already have independent audits for all our accounts, so this additional reporting should not be an issue. For Myanmar, although this is only one small step, it can be a stepping stone to the future of the country to ensure it is managed on accepted best practices in an open and aspiring way. ■

Better Working Environment

In September 2015, an essay competition on 'Better Working Environment' was held throughout MPRL E&P's Group of Companies in order to promote employee engagement. Three winners were selected and here is the essay of the 1st prize winner, Ma Aye Myat Thuzar, Admin Assistant from MIPP.

I would like to make a definition for the title of BETTER WORKING ENVIRONMENT. According to Oxford Dictionary, BETTER means "effective", WORKING means "able to function", ENVIRONMENT means "the natural world, especially as affected by human activity. So the full meaning is the place where we are able to function is affected by human activity".

Most of our time is spent in the office, approximately over forty hours, five days a week. How do we ensure our working places are more comfortable? We are working everyday not only for the money but also for the best motivation. Everybody is working for their own personal goals. When we are working, we respect each other, engage in discussions and sometimes fighting for the goals we want.

We should work in a space with natural light which is conducive to a productive work environment. Natural light is the best medicine for the people working for a long time in front of the computer. We are working under pressure sometime; at that time we need a place to be relaxed and productive. If we have a segregated place for breaks to unwind without disturbing people at work it will help morale tremendously. If we get a chance, we would like to decorate our workplace, our table to be refreshing; for example, we will paint our desk, we will bring plants or fish to our office. We will be motivated to work and be enthusiastic to come to the office every day.



Photo: Supplied

Whether our office is in a cabin, cubicle or open-concept, we must have small and large spaces that we can collaborate in. This will spark team creativity and camaraderie and indirectly encourage us to be more invested in our work and our colleagues. One simple way to help improve the relationship with each other is by having meals together. We can never forget the time we have to sit down and eat together in the canteen. We do not need to spend a lot of money.

Each month, we engage with colleagues in activities to strengthen our bond as a company.

Such events include monthly birthday celebrations, social activities such as blood donation, gathering for donations to orphanages, and volunteering at the aged center and so on. Each event should take place during working hours to break up the week giving us the opportunity to be thankful to each other for our hard work, while strengthening company culture.

We should work together happily, and never feel like we're chained to our desk. Sitting at a desk does not equate to billable hours or

even doing our best thinking. As you all know, having the freedom of mobility leads to better thinking. Creating a work environment that places emphasis on wellness is the key to success.

In this modern world of technology, we forget that face-to-face meetings with colleagues are important. We need to meet with each other from time to time, and we need their feedback from time to time. Emails can be so impersonal and imply messages that are not there. Talk to our manager, supervisor and colleagues. We might be surprised at what we have to say. ■

From Front Page

The Dawn Is Never Far Away: Aftermath Of Cyclone Komen

for effective disaster response, in eight locations of Minbu Township, including the four emergency camps pitched in the Mann Oil Field area, where around 2781 people were residing currently.

Daw Zin Mar Myint who was on the ground as one of MPRL E&P’s CSR Field Team conducting the assessment said, “We were in Ywar Thar Village in Mann Field. A total of 180 households were evacuated and the village was under water. Our assessment told us the community needed clean water and mosquito nets as priorities.” Her description resonated with Daw Than Than Maw who explained how high waters from the Ayeyarwady river had washed away her tomato plantation and she was relocated to Nyaung Zin Relief Camp where the situation was so desperate that she even had difficulty getting drinking water.

At the same time, it felt like the whole country was rudely awakened by the disaster, only second to Cyclone Nargis in May 2008, as people, young or adult, were rediscovering themselves and preserving human spirit in this national-level predicament. What was being referred to was, through the armament with information technology devices and mass communication, nation-wide responses to the unfolding crisis, by which around 122 people were killed, more than 5,000 buildings collapsed, 174,000 hectares of farmland wrecked and 486,000 hectares of rice fields gone according to state-owned media, were unfurling – to everyone’s amazement.

Under a magnifying glass, outside on the streets of Yangon, the young people were keenly raising funds while vehicles loaded with relief supplies hustling off to disrupted villages across the country became every day scenes. Ko Si Thu, a member of a donation group called ‘Friends Donation’ explained why he was standing on the platform of a busy Yangon street. “Except Yangon, the whole Myanmar is inundated. As a Myanmar national myself, I cannot just watch and sit back. Personally, I feel the easiest way to seek public support is most likely on the streets.” Another group called “Myanmar Youth Power” which had been amassing public donations at the Hledan Junction said, “On the first day of our campaign, we collected about Ks 11 lakhs. On the second day, about Ks 19 lakhs. Today is the third day.”

At MPRL E&P, within a few days, a disaster management committee was set up to effectively address response and recovery needs of the affected communities following the rapid needs assessment by reflecting natural disaster management principles in the best possible way. As a result, two humanitarian responses were completed in Magwe Region as part of the commu-

nity investment initiatives by the company. Meanwhile, MPRL E&P Group of Companies’ employees contributed cash assistance of MMK 3, 420, 000 for 114 MOGE and MPRL E&P personnel affected by the floods. In addition, 2051 hours of volunteer service were provided by 115 employees, exceeding the target set by the Corporate Social Responsibility and Communication Department in order to encourage employee engagement with the community. In total, MPRL E&P Group of Companies as a whole contributed MMK 756,508,045 by end of August to the Myanmar Floods 2015.

On top, an in-depth health assessment in the emergency camps was completed as a step forward as it would land the company in a better position to understand and identify challenges and strategies for recovery and rehabilitation of the affected communities in Mann Field. Concurrently, the lessons learnt following this natural disaster to further improve disaster efforts include a need to develop disaster management guidelines and procedures, workshops and trainings for the employees and community volunteers, crisis communication guidelines and procedures, as well as community safety programs including but not limited to natural disasters, oil spills, and explosions.

George S. Patton Jr. says ‘I don’t measure a man’s success by how high he climbs but how high he bounces when he hits bottom.’ Similarly, it will not be about how much trouble we are in. Rather, it will be about how highly and quickly we pull through from this adversity through the golden virtues of resilience, patience, leadership and spirit of cooperation and harmony, starting with what we have, not with what we lack, while still being aware of what needs to be learnt at national levels.

Whereas Myanmar is striving to achieve economic development and modernization in its new era, natural catastrophes hijack the developmental gains and encumber the developmental interventions. The preparedness and mitigation measures should be integrated into the development efforts of any kind, as Myanmar is vulnerable to multiple natural hazards, such as tropical storms, cyclones, earthquakes, droughts, and landslides. In addition, it is urgent to take more dedicated actions, as a developing country, towards tackling underlying disaster risk drivers, such as poverty, climate variations, unplanned urbanization, poor land management, weak institutional arrangement and disaster risk governance, limited scope of disaster risk reduction, unsustainable uses of natural resources and degrading ecosystems. ■

MPRL E&P’s Disaster Management Response Overview

Anastacia Howe

On 31st July 2015, the water level of Mann Stream increased and flooded the surrounding villages of Chin Taung, Kwe Cha, Mann Kyoe, Kyauk San, Ywar Thar, and Mangyo. As a result, affected families were relocated to emergency relief camps and ground located further inland. At the onset of a crisis, rapid assessment information will be collected and used to recognize and quantify the emergency, and to readjust strategies and plans accordingly. Specific information obtained can provide an insight into shelter, food, health including nutrition and sanitation requirements.

Therefore, MPRL E&P’s community volunteers and CSR Field Team conducted the Rapid Needs Assessment in eight locations in Mann Field by completing a series of interviews with key informants and observation assessments to better understand the magnitude of the situation and the associated impact on affected communities within MPRL E&P’s operations area. Following this, an in-depth health assessment was initiated in six locations by the employees from Geo

science Department, Operations Department, CSR Department and HSE Department.

Following the assessments and relief efforts, it became evident that a greater emphasis should be placed on developing a disaster management guideline and procedure. To ensure future disasters are mitigated, it will be necessary

“ 115 employees volunteered 2,051 hours in total for relief efforts. ”

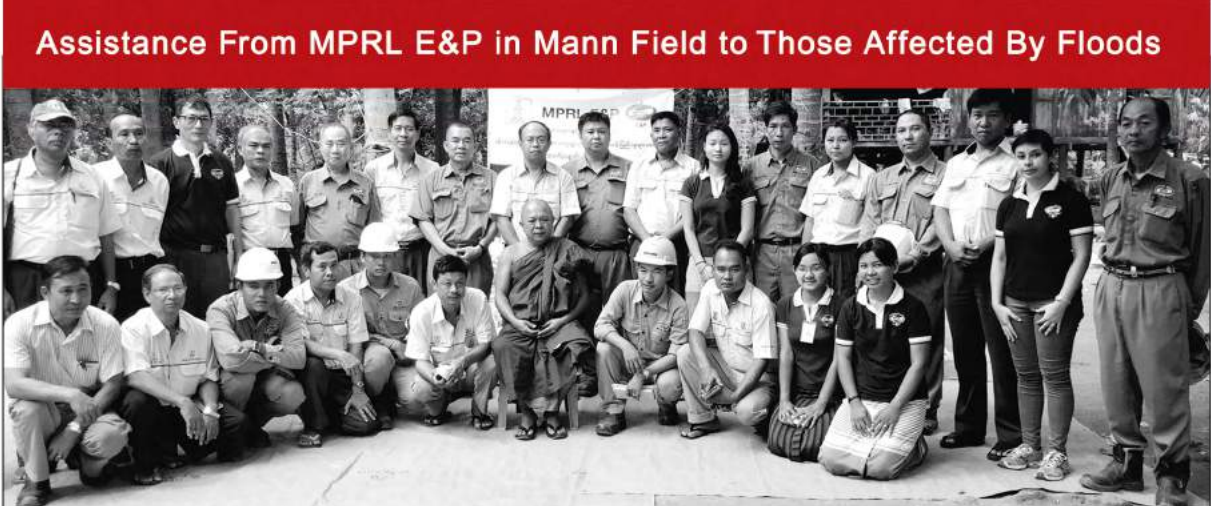
Distribution items provided to communities and camps in Mann Field

Camp/Village	Rice	Oil	Salt	Bean	Soap	Mosquito Net	Sleeping Mat	Firewood
Ywar Thar	82	94	180	108	376	66	66	-
Auk Kyaung	7	15	30	30	30	30	30	60
Yay Pu Yoe	28	29	58	58	116	58	58	58
Dat Kyaung	52	57	-	72	228	114	114	-
Shwe Din	19	5	34	34	34	34	34	59
Kyauk Kone	41	50	101	101	101	101	101	101
Mangyo	46	50	99	99	198	99	99	99
Nyaung Zin	25	-	98	98	98	98	98	123
Total	300	300	600	600	1181	600	600	500

to provide a disaster management training to key personnel which includes but is not limited to: Heads of Departments, MOGE personnel, MPRL E&P Field Managers and community based volunteers. Additionally, a community safety program should be designed and implemented to ensure supplies are available at the field level and resources are ready to be distributed. ■

Key Highlights

- 2 emergency relief efforts
- Cash support to 114 employees from MPRL E&P and MOGE affected by floods
- Clinic set up and 163 patients received treatments
- 3 water tanks strategically placed to provide daily water needs
- Contributions by employees amounted to MMK 11,386,600
- 115 employees volunteered 2,051 hours in total for relief
- Food assistance provided to Chin State



Assistance From MPRL E&P in Mann Field to Those Affected By Floods



Rapid Needs/Health Assessments Conducted in Mann Field



U Moe Myint and MPRL E&P GoC Assist NNDMC With Myanmar Floods 2015

Thal Sandy Tun

As a series of responses during August and September 2015 spearheaded for relief and recovery efforts from the floods impacted across the country, Chief Executive Officer U Moe Myint and MPRL E&P Group of Companies donated a total of MMK 738,708,045 and USD 20,000 to assist the National Natural Disaster Management Committee in the wake of Cyclone Komen. Monsoonal heavy floods and landslides have left more than 100 people dead and 1.6 million evacuated and displaced in 12 States and Regions of Myanmar. Thousands of agricultural land, fishery and livestock industries were destroyed, which has resulted in damage amounting to billions of kyats. In addition, 476,000 houses, 1,029 kilometers of rural roads and 824 bridges were destroyed by the floods according to the situation report September 2 of the National Natural Disaster Management Committee. “The total cost of the destruction by the current floods would be approximately 165 billion kyats”, President U Thein Sein was quoted as saying. Included among the contributions made by U Moe Myint and MPRL E&P Group of Companies were two pallet wrapping machines together with Woodside Energy Ltd., water purification tablets for Myanaung and Magwe areas, multimedia equipment and library supplies to No. (1) Basic Education High School of Kale, food and cash assistance to Hakha, Magwe District and Pwintbyu Township. ■



Who's Who at MPRL E&P?

Finance Department

At the base level, the Finance Department is responsible for all the daily transactional accounting activities of the business, including the recording and tracking of all the transactions made, preparing and creating financial reporting to the Senior Management and regulatory and government authorities concerned.

The Finance Department is responsible to manage and control the organization's cash flow, as well as to inform and engage with current and potential investors and funders for identifying and maintaining crucial financial resources for the business. To help with these, it develops a set of policies and procedures for informing, monitoring and accomplishing the Department's functional activities. In addition, the Finance Department coordinates with other business units in order to prepare and plan the organization's budget and analyse financial performance on a regular basis which can be used in arranging staffing, asset purchases, expansions and cash needs.

Furthermore, the Finance Department should be called upon to provide information to assist Senior Management in making key strategic decisions,

such as which markets or projects to engage in, or the payback periods for large capital purchases, often helping in the formation of objective perspectives based on its special financial assessment techniques.

Below are the typical tasks of the Finance Department:

- Payment arrangement
- Revenue collection
- Generating reports for the Senior Management and Government Authorities
- Taxation
- Forecasting and budget

MPRL E&P's Finance Department is composed of eleven employees with various roles and responsibilities.

- | | |
|------------------------|--|
| 1. U Zaw Lwin | Assistant Chief Financial Officer (ACFO) |
| 2. Daw Mya Wit Yee | Senior Accountant |
| 3. Daw Yin Yin Aye | Senior Accountant |
| 4. Daw Phyo Thet Toe | Senior Accountant |
| 5. Daw Pwint Phyu Wynn | Accountant |
| 6. Daw May Zun | Accountant |
| 7. Daw Phyo Thandar | Accountant |
| 8. Daw Nang Hseng Noon | Accountant |
| 9. Daw Hsu Yi Aung | Assistant Accountant |
| 10. Daw Ei Ei Myo | Assistant Accountant |
| 11. U Myo Khine | Senior Finance Assistant |

U Zaw Lwin

Assistant Chief Financial Officer
Finance Department

U Zaw Lwin received his B.Com degree with Honours Class in 1981 from Yangon Institute of Economics and became a Certified Public Accountant (C.P.A.) in 1984 from Myanmar Accountancy Council under which he was a civil servant upon his graduation. From 1990 to 1997, he joined Myint & Associates Co., Ltd. which provides catering and manpower services to Oil & Gas companies and its sister company MPRL E&P Pte Ltd. Later he was assigned by Myint & Associates Co., Ltd. to Baker Hughes E&P Solutions (Singapore), the partner of MPRL E&P Pte Ltd., until Baker Hughes E&P Solutions (Singapore) withdrew from Mann Field Project. He has over 25 years of experience in the oil and gas industry and has continuously contributed to the group since its inauguration and growth.



Myanmar Petroleum Exploration & Production Co., Ltd.

Group's Myanmar Arm for Upstream Exploration & Production
Activities in the Union of Myanmar

MPRL E&P’s Promotion Policy: Revised And Reintroduced

Thal Sandy Tun

The promotion policy has been put into practice since May 2010 with the aim of attracting and retaining talent as well as positively affecting employee motivation and engagement by providing career development opportunities for all the staff at MPRL E&P. The newly revised version of the promotion policy and procedures were reintroduced by the Human Resources Department in August 2015 in order to be widely communicated throughout the organization, both in Yangon office

and Mann Field. Promotions within can be a good old-fashioned way to retain and develop talent in-house with a whole package of benefits for everyone involved – young employees get a chance to stay motivated; people seeking to make their way to the top can do so in a single organization instead of job-hopping and getting bumps and bruises; and employers save their pockets from hiring new people as well as avoid poaching. In the new policy, the company has

stated its intent to provide career advancement opportunities for the employees, fulfill its affirmative action, and equal opportunity commitment. Line Managers or Department Heads or Supervisors are responsible to follow the accompanying procedures by making performance assessment and recommendations for their team members to the Human Resources Department by end of August as the employees’ promotion review period is the mid-term in every fiscal year. They have to evaluate

their team members for promotions based on the assessment criteria such as behavior competency standards, performance, experience and service. Other factors determining if an employee deserves a promotion include past performance records and accomplishments, sufficient knowledge and experience to fulfill the requirements of the new role. In particular, Line Managers or Department Heads or Supervisors are encouraged to recommend promotions for the employees who have proved ‘exceptional’ with their performance levels far exceeding current job descriptions, by completing a promotion review form, the current job description, a new job description, organizational structure, and updated PMP (Performance Management Plan). Henceforth, the Promotion and Career Development Committee led by the Human Resources Department is formed to access the suitability of the employees being recommended and consider the desirability of giving them promotions. With the final approval from the Senior Management, the promotion order shall be released by the Human Resources Department late October. The promoted individual will have to undergo a probationary period in their new positions. While the successful implementation of this policy and procedures will provide the company with a chance to recognize and reward its employees which are indispensable assets and to develop top-notch front runners to meet the organization’s future needs and challenges, it will improve organizational effectiveness and provide the employees in various functions with career opportunities, personal development and a sense of fulfillment. ■

“ While the successful implementation of this policy and procedures will provide the company with a chance to recognize and reward its employees who are our indispensable assets it will be able to develop excellent front runners to meet the organization’s future needs and challenges. ”



No.	Name	Current Position	Promoted Position	Department	Effected Date
1	U Zaw Thet	Engineer	Senior Engineer	Mann Field Operations	1-October-2015
2	U Khaing Lin	Project Assistant	Senior MIS Technician	MIS	1-October-2015
3	Daw Mya Wit Yee	Senior Accountant	Assistant Finance Manager	Finance	1-July-2015
4	Daw May Phyto Khaing	CSR Support Staff	Community Based Facilitator	CSR & Communication	1-October-2015
5	Daw Shwe Mar	CSR Assistant	CSR Support Staff	CSR & Communication	1-October-2015
6	Daw Naw Htoo Lwi Say	Senior Technician	Assistant Accountant	Finance	1-October-2015
7	Daw Thandar	Staff Officer	Business Coordinator	Exploration and New Ventures Department	1-October-2015

Gourmet Recipe For Teamwork

Ingredients

- 6 to 12 individual team members, each possessing:
 - A centered, comfortable self-concept
 - A reasonable level of emotional maturity
 - A self-awareness of the influence of personal beliefs
 - An awareness of the influence of individual temperaments
- A team environment that consists of:
 - A mission-driven, problem solving culture
 - A respect for and acceptance of individual differences
 - A constructive process for resolving conflicts
 - An agreed upon process for arriving at decisions.

Cooking Directions

1. Train a team member to serve as a facilitator. The facilitator keeps team members cultivate a team climate in which people are aware of their interdependence, respect and trust each other, accept and learn from diversity, uncritical, and open to new ways of doing things.
2. Through a combination of training and team-building exercise, demonstrate the importance of recognizing individual differences and their influence on team dynamics.
3. Translate the mission of a team into measurable goals. It is important for everyone to understand and align to team’s goals.



Photo: Supplied

4. Clarify expectations.
5. Establish ground rules for team meetings.
6. Provide team members with the appropriate “tools” for generating creative ideas and innovative solutions to problems.

Zoke Thoke In Mon State



Travelling is an activity most people love to do. For me, it is an opportunity to relax and get rid of everyday life for a while. Let me share my story of travelling to a destination close to my heart.

I was so excited about the journey that I kept tossing and turning in my bed listening to the monsoonal rain that was beating down the earth outside until mid-night. Tomorrow was a much-anticipated 31 July 2015. It was the auspicious Dhammasakkyar Day for Buddhist people throughout the country to mark the first sermon of the Buddha Unraveled more than twenty five thousand years ago, and on that very day we left for Zoke Thote, the native village of the company's CEO, U Moe Myint, situated in Bilin Township in Mon State of south east Myanmar, before dawn as a group of 34 employees who were looking for funtivities and a good time away from work.

The sun was rising in the east when we stopped for breakfast at Thapyay Yeik Restaurant on the Highway. I had a hearty breakfast of beans and parata, accompanied by a cup of tea which warmed down the chill I was feeling, mixed with excitement and too low of a temperature inside the bus. Anyway, I was already getting excited about travelling with a group of nicepeople from my work on a day which was cloudy, wet and rainy. People might say travelling during rainy season is not wise as it is the cold season they prefer not to roam up and down the country. However, you should never be afraid of doing something most people avoid because you are guaranteed to get a different and an unforgettable memory and I was definitely getting one!

Due to the strong rain last night, the road was flooded and it took us two more hours to arrive at our destination. I came here in 2014 for the same reason and this second time was no less exciting because of the unusual rain. All the way all I could see was flooding, green trees, and plantations dancing in the drenching rain.

At last we were in Zoke Thoke where we celebrated by initiating a Paying Obedience Ceremony to the elderly and making a Waso Robes Donation to the monks at the monastery. It was almost 11:30 and we enjoyed lunch followed by listening to a sermon from the residing Sayardaw that put us in a state of total tranquility for about an hour. That should be the highlight of our journey. We then set out on foot to the Zoke Thoke Naung Daw Gyipagoda where the CEO explained to us about the history of the pagoda and the rich, flourished Mon kingdoms over 11,000 years ago as the first identifiable civilization in the region now called Myanmar. The Zoke Thoke Naung Daw Gyipagoda is close to Kyaik Htee Saung pagoda, one of the earliest pagodas enshrined with Buddha's hair relics, built on a laterite stone hill, discovered and renovated by Sayardaw U Pyinnyadipa in the 1970s who is now famously known as Kyaik Htee Saung Sayardaw. Actually Mon State is one of the many significant places across Myanmar for their wealth of Buddhist objects with historical and religious importance.

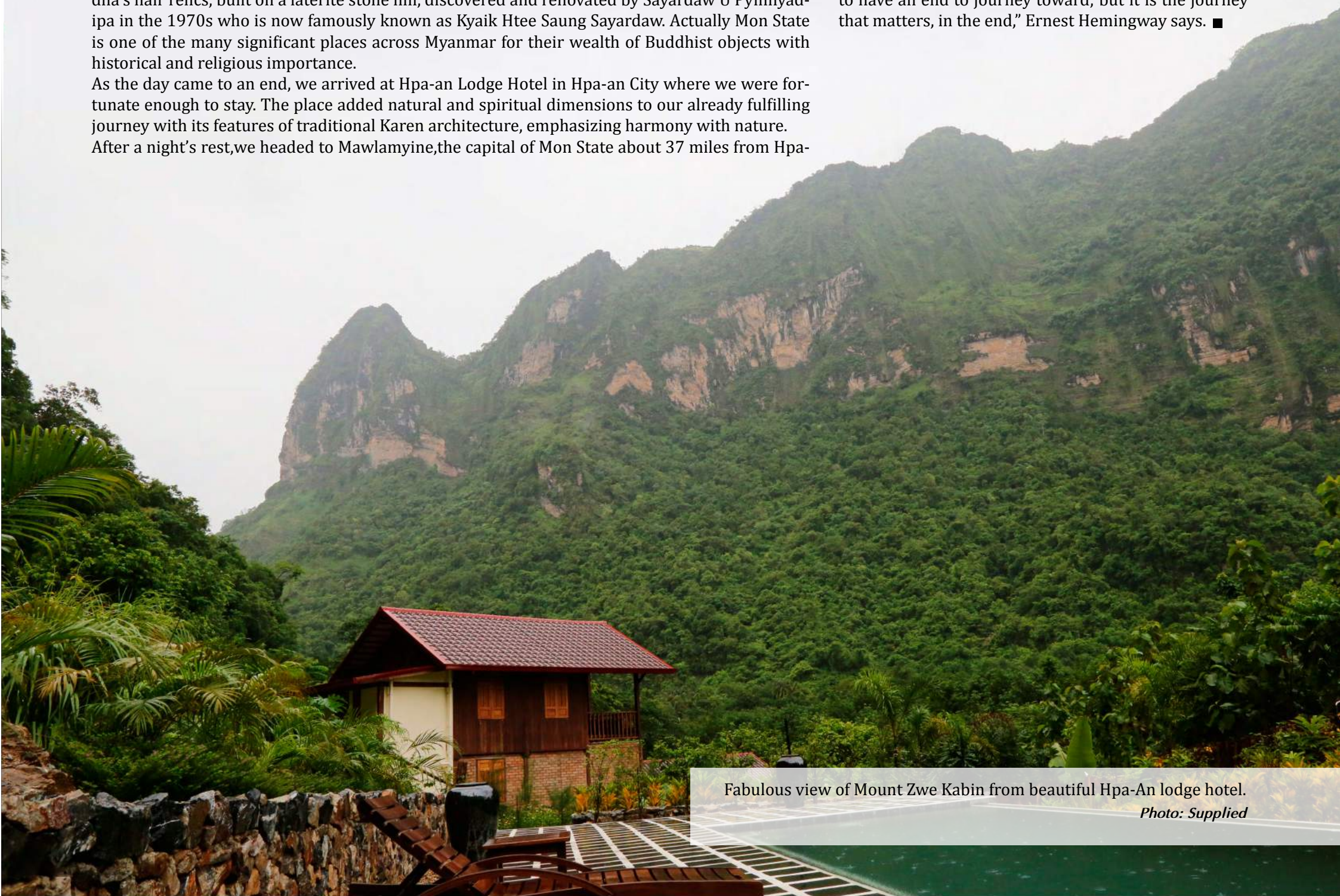
As the day came to an end, we arrived at Hpa-an Lodge Hotel in Hpa-an City where we were fortunate enough to stay. The place added natural and spiritual dimensions to our already fulfilling journey with its features of traditional Karen architecture, emphasizing harmony with nature.

After a night's rest, we headed to Mawlamyine, the capital of Mon State about 37 miles from Hpa-

an. It was almost noon when we arrived, feeling really hungry and ready to devour any local dishes. Exceeding my expectation the meal was great and fulfilling. With our bellies full, we visited Kyaikkami Yele pagoda, housing a Buddha image, allegedly from Sri Lanka containing 11 hair relics of the Buddha, and to Mudon to pay homage to another pagoda titled Zinathuka Yan Aung Chantha, also known as the world's largest reclining Buddha image. The Buddha is 400 feet in length and 110 feet in height, and is the perfect backdrop to a dark green mountain range. Next to the image are 200 monks standing in line collecting alms.

It was near to sunset as we rushed back to Hpa-an Lodge Hotel. I drifted into a good night's sleep as I reminisced about the day's events after a quick bath.

On the third day, there was a change in our itinerary. We were originally going to climb Mount Zwekabin, Karin State's symbolic destination of 732 meters in height. Unfortunately, the incessant rain throughout the day seemed to be mocking us as we sat in our rooms helpless. I told myself that it was not the end of the world and spent time packing my things as we were leaving. The next morning I woke up dragging my feet, and made my way to the bus as I was the last passenger. Maybe I was even the saddest passenger. However, as the bus started and smoothly pulled away, I felt a sense of accomplishment, instantly followed by joy. "It is good to have an end to journey toward; but it is the journey that matters, in the end," Ernest Hemingway says. ■



Fabulous view of Mount Zwe Kabin from beautiful Hpa-An lodge hotel.

Photo: Supplied



Memorable group photo at Zoke Thoke Naung Daw Gyi Pagoda
Photo: Supplied



Myanmar Wave Rider Cup 2015

Ngwe Saung Beach





Surf the Web

"How to Live 24 Hours A Day" by Arnold Bennett

How to Live 24 Hours A Day is written by Arnold Bennett (1867 ~ 1931), an English writer, and is part of a larger work, How to Live. It has 12 engaging chapters and takes about 45 minutes to read. Published in 1910 it is a timeless classic, written in flowery, conversational style, as one of the first how-to books for self-improvement and a best seller in the United States and England. Judging from the name of the book, one might figure

easily that the book will be a manual on how to manage one's time to become more productive and to enhance the quality of life. Truth be told, the book is essentially being about time management and the underlying philosophy is time is priceless: you have to live 24 hours a day, out of which you have to spin money, education, health, wealth, love and many more. Thus the book offers innovative and practical advice on how to make the most out of your daily life, with a few valuable improvement measures, keys to fuller and richer living.

In the book, the writer offers some useful advice to improve oneself.

- Earmark an hour and a half an evening for three evenings a week.
- You can claim this patch of time during your commute, or in the evening, or in the morning, or any other time at your own disposal.
- Out of this time entitled solely to yourself, you can learn something that interests you to improve yourself, such as meditation, poetry, business or philosophy.
- Over the course of weeks and months, the knowledge collected will become a significant amount and value to you.

Chapters

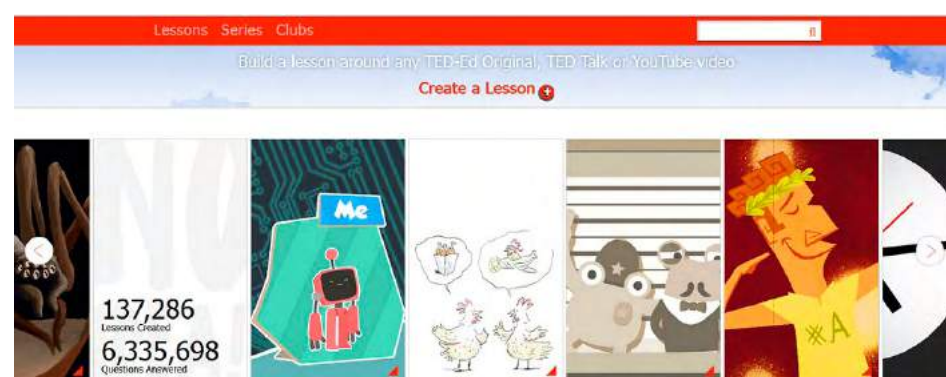
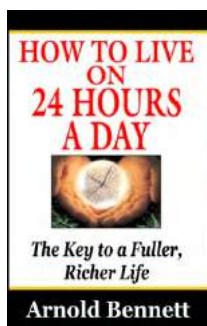
The book has the following 12 enjoyable chapters:

1. The Daily Miracles
2. The Desire to Exceed One's Programme
3. Precautions Before Beginning
4. The Cause of the Trouble
5. Tennis and the Immortal Soul
6. Remember Human Nature
7. Controlling the Mind
8. The Reflective Mood
9. Interest in the Arts
10. Nothing in Life is Humdrum.
11. Serious Reading
12. Dangers to Avoid

The book can be accessed online at the following links:

<https://librivox.org/how-to-live-on-twenty-four-hours-a-day-by-arnold-bennett/>

<https://archive.org/details/howtoliveon24hou00bennuoft>



TED.com/ TED.Ed.com

TED is a nonprofit founded in 1984 as a global conference on Technology, Entertainment and Design. TED.com is a website and serves as a treasure house of free knowledge from the world's inspired thinkers for a community of curious minds. A wide range of topics from A-Z are covered by TED speakers in more than 100 languages, mostly in English.

TED's mission of "Ideas Worth Spreading" reaches far beyond the Conferences and video series, encompassing a variety of projects and initiatives that leverage the power of ideas, such as TED Talks, TED Conferences, TED-Ed, TED Books, TED Institute, etc. Some of the TED's famous advisors include Melinda French Gates, Sir Ken Robinson, Jonathan Bergmann and John Hunter. <http://www.ted.com/#>
<http://ed.ted.com/>

You Are Cordially Invited To The 2015 Annual Staff Party Of The



MPRL E&P
Group of Companies

Carnival Night



6th November 2015

Novotel Hotel (Grand Ballroom)

Cocktails

18:00 hrs ~ 18:30 hrs

Dinner

Will Follow after Cocktails

Dress Code

Cocktail Attire / Dress

Dress Competition

Groups of 3 to 5 employees are encouraged to register to participate in a special dress competition.

What is Your

Favorite Destination?

In today's modern world, many people are busy with their daily commitments – work, children, family and friends. That is why travelling becomes popular than ever before as people can easily get away with the help of cheaper transportation costs and more varied destination options to choose from. Where you decide to spend your days off can tell us a lot about you. Recently, we have found out some of our colleagues' favorite destinations and why travelling is important to them.

Ma Ei Ei Phyu

Receptionist

I went to Kyeik Htee Yoein 2009 as my first trip ever taken, together with my Sister, Brother and Aunty. Of course, I was happy to be out with the members of my family, but honestly, I would be happier if I went there with my friends instead. Last year, I travelled to Ngwe Saung as we were having the annual staff party there. It was fun and exciting, playing games in groups. I like beaches. I want to go there with friends again. By the end of this year, around December, I am hoping to pay a visit to Bagan, the famous ancient city of Buddhism and Myanmar cultural heritage. My mother would be able to pay homage to Bagan's long-standing historic pagodas. I think December is a good time of the year to go there as it is winter, literally, for the whole country. As Bagan is situated in the central dry zone, you can't imagine visiting there in the summer! Travelling is about relaxation for me – I get a chance to set my eyes on different scenery and different people. A short trip will do good when you are down in the dumps. You will be able to go back to work or home with a fresher mind and body. I like travelling. I hope to do more of it in the future.



Daw Nilar Han

Senior Technician

My favorite destination is Inlay Lake, which is located in the Nyaungshwe Township of Taunggyi District in Shan State. I think the estimated surface area of the lake is 45 square miles. The lake is situated about 20 Miles away from Taunggyi. In the lake I can see a lot of traditional things such as special robes made with lotus thread, silk longyi and silk shawl woven by native people. When I visit there I can buy those fine-quality cloths. They produce beautiful cups and flowerpots with silver too. The leg rowing style is a very famous symbol of the place. When I arrived in Inlay Lake, I rode a small boat and sightsaw around the lake. At that time I was able to breathe in the clean, fresh air and see natural scenery such as picturesque mountain ranges and I was thrilled. I cannot get these tastes in Yangon. That is why I fell in love with the great lake and it became a favorite destination for me. When I feel bored and unhappy in Yangon, I always make a trip. Travelling gives me happiness, new knowledge and a fresh mind. Upon coming back from a trip, I feel rejuvenated, with renewed strength and power for my job. Of course travelling is a good pastime for me.



Ma Shoon Eaindray Khin

HR Assistant

It would be hard-pressed for some people to identify their favorite travel destination. I am no exception, as I have visited many places so far. Depending on time of the year, in winter I would like to go to places with mountains like Shan State, and in summer I will pick up beaches as my destination at the drop of a hat. Anyway I believe there are dozens of places to go where I have not been as of yet and I will definitely put them in my top ten travel destination list. Like so many other things, 'favorite travel destinations' can change as you go through your life. As for me, the reason why I choose mountains and beaches is because they are nature. Our everyday schedules would make us difficult to breathe sometimes because of work, study, friends, and families and so on. As a result, we should go to places where we can shelter and forget everything for a while in that I believe nature has no replacement. Travelling lets us slow down and to become still for a moment. We put everything back at home on a pause and learn not to worry about anything. This is a moment when we appreciate how amazing life truly is. Additionally, we try new foods, possibly learn new languages, and meet people from different places. Through these experiences we become more connected to the world in which we live and realize just how similar we are regardless of where we call home.



If you would like to know more about MPRL E&P Pte., Ltd. , Please visit to:



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