

Insight!



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MPRL E&P Newsletter (Special Edition)

31st March 2016



Happy Thingyan & Myanmar New Year

to All the Staff Members of MPRL E&P Group of Companies and Myanmar People!



Representative from POINT, a CSO promoting indigenous people's rights and environmental awareness, enquired who primary stakeholders of the project were. *Photo: Supplied*

man rights. These changes reflect the need for the private sector to get involved, to add to discussions, and where possible positively influence how regulations are implemented and reviewed. All stakeholders should be engaging with one another to identify best practices in hopes of developing a Myanmar model to public participation and consultation.

Just recently, the Myanmar Ministry of Environmental Conservation and Forestry (MOECAF) adopted its Environmental Impact Assessment Procedures. Part of the procedures identified, require the project proponent to engage with stakeholders on multiple levels utilizing various communication channels that provide accessibility to an Environmental and Social Impact report.

It is evident that there is a general lack of understanding of public and/or a community/affected person about what an EIA is and is not. In the past, there have been examples of communities who have refused to participate in EIA consultations because they appear to believe that if an EIA consultation was carried out this would mean the project would go ahead resulting in disrupting or boycotting consultation initiatives. There are a number of legacy issues that exist within this context, that hinder effective engagement with affected communities. Public participation and

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MPRL E&P Completed ESIA Disclosure for Block IOR-6

Anastacia Howe
March 17, 2016

Myanmar's approach to public participation is changing rapidly. Currently, there are a number of civil society organizations that have become

vocal about their rights, their concerns, as well as their demand to information. Their change in behavior is expected, reflecting

the country's approach to adopting new regulations, policies, and procedures. Myanmar is on the path towards developing into a na-

tion that is listening to its people. Government representatives are now having conversations and fruitful discussions concerning hu-

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Your Opinion: What was the Highlight of the Company for the Fiscal Year 2015-2016?

Dr. Eloi Dolivo

JV Manager

Exploration & Non-Operated Department



One of the momentous achievements of MPRL E&P in 2015-2016 is certainly the breakthrough gas discovery of Shwe Yee Htun-1, impeccably operated ahead of schedule and below budget by technical operator Woodside. MPRL E&P played two key roles in this discovery. Firstly, you, the MPRL E&P team, should proudly remember that such a major achievement would never have occurred without MPRL E&P's very own Pyi Thar-1 gas discovery in 2012. MPRL E&P was awarded Block A-6 in 2007 with virtually no data apart from old 2D seismic, in a business environment when the country had no access to state-of-the-art technology. Yet the company as a family business like the mohinga-zay at the corner of your street professionally achieved in record times with its own moneys at its sole risk, field studies, 2D and 3D seismic campaigns and the drilling of Pyi Thar-1 and geological sidetrack. It can be fairly said that had MPRL E&P not discovered Pyi Thar-1, there would be no activity on A-6 and probably none even in the Rakhine Basin. This area is now one of the petroleum exploration hotspots of the world, whereby in times of icy oil prices, no less than four seismic vessels and one drill-ship have been active in this weather window. Secondly, this venture was the technical operator's first drilling operation in a new country. These circumstances are usually a steep and costly learning curve for a new operator. The competence, experience, dedication and typical Myanmar ingenuity of the logistics teams of MPRL E&P and M&A, hard-working with much overtime, played an essential role in enabling the technical operator to timely and smoothly run their drilling operations well below budget. Logistics and supply personnel are rarely praised in this kind of success, yet they are one of the three key elements of this success, at par with geologists and drilling engineers; hats down ladies and gentlemen!

U Ko Ko Naing

Manager

Material & Logistics Department



MPRL E&P founded Disaster Management Committee and I had been given an opportunity as a Committee member for the delivery of materials to flooded areas together with my Material & Logistics Team. The tasks, which were to be done by us that, we purchased & collected the materials from suppliers and imported materials from abroad. We were responsible for the distribution of the materials to flooded areas as soon as possible. Every day we expedited the process to achieve the delivery on time.

We arranged the following distributions in last 2015-16.

- Purchased materials for flood release donation such as Soap, Water Purification Tablets, Mosquito Nets, Plastic Sleeping Mats, Rice, Cooking Oil, Beans & Salt, and delivered to Mann Field by trucks.
- Purchased Computers, Printers, Band, Books for library Physics & Chemistry laboratory practical equipment & apparatuses for No.1 BEHS, Kalay Township and delivered materials to receiving warehouse in Nay Pyi Taw with proper packing in order not to damage the practical equipment.
- Imported Pallet Wrapper Machine and Accessories (2) each from Woodside Energy Ltd, Australia and donated to Ministry of Social Welfare, Relief & Resettlement
- Purchased and imported Water Purification Tablet from Bangkok and distributed to Flooded areas
- In addition, donated robes and materials to Monastery for Kahtain Festival

Insight!

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CSR & Communications Department

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Introduction to New Employees

| No | Name | Department | Designation | Commencement Date |
|----|--------------------|-----------------------------|---------------------------|-------------------|
| 1 | Daw Phyo Ei Khine | Administration & Contracts | Executive Secretary | 01.12.2015 |
| 2 | Daw Lae Lae Khaing | CSR & Communications | CSR Support Staff (Field) | 07.12.2015 |
| 3 | U Aung Kyaw Sint | Assistant Facility Engineer | Data Centre | 08.12.2015 |
| 4 | Daw Yin Min Aye | Administration & Contracts | Executive Secretary | 05.01.2016 |
| 5 | Daw Thin Thin Phyo | Finance | Junior Accountant | 11.01.2016 |
| 6 | Lin Wai Naing | Mann Field Operations | Assistant Engineer | 21.01.2016 |
| 7 | Myat Ko Zan | PPE | Assistant Engineer | 21.01.2016 |
| 8 | Pyay Zaw Htet | Operations | Assistant Engineer | 21.01.2016 |
| 9 | Moe Thu | Reservoir | Assistant Engineer | 21.01.2016 |
| 10 | Win Ko | Mann Field Operations | Junior Engineer | 21.01.2016 |
| 11 | Pyae Phyo Saung | Mann Field Operations | Junior Engineer | 21.01.2016 |
| 12 | Nyi Zaw Oo | Drilling | Junior Engineer | 21.01.2016 |
| 13 | Thein Than Linn | Mann Field Operations | Junior Engineer | 21.01.2016 |
| 14 | Soe Si Thu | Reservoir | Junior Engineer | 21.01.2016 |
| 15 | Myo Aung | Mann Field Operations | Junior Engineer | 21.01.2016 |
| 16 | Aung Naing Lin | Mann Field Operations | Junior Engineer | 21.01.2016 |

Monthly Coordination Meeting Initiated with MOGE

Thal Sandy Tun
March 10, 2016

MPRL E&P's CSR Team has organized a 2-hour monthly coordination meeting with MOGE in Mann Field in February 2016 in which environmental and social performance in Mann Field were reviewed and best practice, challenges, gaps and suggestions for improvement in the future were identified. The coordination meeting was attended by Mann General Manager, Heads of Departments and CSR Coordinator from MOGE and CSR Team from MPRL E&P.

U Myo Zaw Oo, Senior Stakeholder Engagement Officer, introduced MPRL E&P's CSR & Communications Department, its working groups (Stakeholder Engagement, Community Investment, Monitoring and Evaluation, and Communications), roles and responsibilities of each working group and how all the activities of each working group are connected and support one another. Next, U Si Mon, Community Investment Team Leader, explained about the process of selecting community volunteers including selection criteria such as being resident and having good communication with



Coordination Meeting held in Mann Field, February 2016 *Photo: Supplied*

village leaders. CITL continued that before implementation of the short term project, committee members are to be provided with training on project cycle management and preparation of project planning. After the project, members have to evaluate their performance. Daw Wit Hmone Tin Latt, Senior Communications Officer, provided a brief introduction to the Communications Team including communication processes and mechanisms in place.

During the social performance review portion, U Myo Zaw Oo asked Mann General Manager and Heads of Departments to give a rating on Mann Field's performance in three key areas – land, health and safety, and wastewater. The salient points of discussion included lack of collaboration with community regarding land acquisition, and the need to promote 100 % PPE (Personal Protective Equipment) compliance in well servicing. MOGE GM stated that the review workshop was very

effective and it helped identify their weaknesses and strengths. Mann General Manager was pleased to receive assistance from MPRL E&P's Stakeholder Engagement Team as well as Monitoring and Evaluation Team.

The coordination meeting is held monthly to fine-tune future work plans between the two parties and help MOGE become familiar with performance review. ■

Employees Ran for Children in Myanmar



Photo: Supplied

Thal Sandy Tun
January 20, 2016

On 17th January 2016, 21 MPRL E&P Group of Companies staff participated in the Yoma Yangon International Marathon 2016. The well-known running event was organized in order to raise funds for underprivileged children in the country by bringing runners, corporate members, community members and many other supporters together.

In late September 2015, the CSR and Communications Department of MPRL E&P invited staff to participate in the marathon, aiming to promote teamwork, health and volunteering spirit. Avid runners from Operations, HSE and Geoscience Departments took part in the event held in the early morning of 17th January at Thuwunna Indoor

Stadium. Ma Phyu Phyu Khaing, Senior Secretary from the Myanmar Yachting Federation, who participated in the 10 km Challenge, explained how she happened to join the event, "I learnt that CSR Department was calling for applications to participate in the event through a colleague. I am interested in such youth activities and so I registered together with two other colleagues." "What's more, we're not running just for fun and health. We are going to help children in need in the country through this event. So I am thankful to the CSR team for their initiative that enables us to contribute to the cause, and I look forward to taking part in more events next year," Ma Phyu Phyu Khaing added. ■

M&A's 1st Mahar Bon Kahtain Completed at Moe Gote Monastery

Thal Sandy Tun
December 15, 2016

Myanmar is a country with year-round celebrations and ceremonies attached to its Buddhist belief and values. Kahtain-Padaytharpin Ceremony is one of the auspicious events held to donate the much-praised Kahtain Robes to monasteries by the Buddhist well-wishers throughout the country.

Myint and Associates Co., Ltd., a member of the MPRL E&P Group of Companies, held the ceremony on 22 November 2015 at the Moe Gote Monastery located in Kamaryut

Township, Yangon. During the event, lunch was provided to the monks at the monastery and more than 700 guests including 120 employees. It was the first time for Myint and Associates Co., Ltd. to primarily organize the event in which employees from other member companies contributed 973,400 MMK out of the total 6,203,620 MMK through the Material and Logistics Department of MPRL E&P. ■



Photo: Supplied

How to Have Effective, Productive Communication

Team Intelligence

Basic communication is easy. Good communication is challenging. Excellent communication is a lifelong pursuit. In the most basic sense, communication includes speaking, writing, reading and listening. In order to promote productivity and team work, we have found a healthy recipe to share with you, written by Terra Milles, from the www.govloop.com.



3 Cups of Awareness

Improving communication skills sounds like an easy win but some people don't realize that they could benefit from improvement. To assess your communication style you need to gain some awareness of how you are perceived. Record a conversation, or better yet take a quick video to analyze your speaking style including tone, volume, and diction. You may be surprised at your own body language, or how your speech gets slurred together instead of coming out like the elegant prose that it sounds in your head.

2 Cups of Active Listening

Listening is an integral part of communication. If you are truly engaged in a conversation, you are not thinking about what you want to say next. Instead you are looking, listening, and giving all of your attention to the speaker (put your cell phone down!). Active listening creates trust and empathy, so even if there are any misunderstandings down the road, a basic connection has been created that will help you in the future.

A Healthy Dash of Patience

Self-improvement is hard! That's why we have resolutions in the first place. Have patience for yourself and others. It's okay to backtrack and admit something didn't come out right and restate your message. Remember, excellent communication is a lifelong pursuit and we are all continually practicing on each other.

4 Cubes of Clarity

When in doubt, aim for clarity in communication. More is not necessarily better. When you have made your point, stop talking or – change course and ask for feedback. Doing this helps you understand if others have heard what you think they've heard. Remember, what you say isn't necessarily what they hear. We are all subject to filters, and interpretations based on our experiences that color the way we receive a message.

A Healthy Recipe for Communication



Wrap with Transparency

Honesty and transparency are so important when communicating with each other and are a window into what makes us human in the first place. Improving communication skills by using honesty and transparency will undoubtedly enhance how we are perceived and will strengthen our connections to each other. Although personality can somewhat dictate communication style, it's also true that communication growth and development can influence our personality. In this way if you invest in yourself and everyone around you will benefit.

Serve Warm

Smile and try to take things 'the right way' when engaged in a conversation. We all have some days that are better than others, but if we stay positive and are warm – communication is naturally better and creates cohesive bonding relationships that enable us to build positive experiences together.

Original source:

<https://www.govloop.com/community/blog/healthy-recipe-communication/> ■



**THINKING
ALoud** with

U Ye Naing, General Manager, Mann Field, MOGE



On which priority areas has the CSR budget of Myanmar Oil and Gas Enterprise (MOGE) for the fiscal year 2015-2016 been spent?

Education, health and social support are the development areas on which our utmost efforts have concentrated. Following the stipulation of the villages, we have taken field inspections to assess the actual level of needs, along with township or district administrative authorities, and implemented our CSR initiatives that provide the common good effectively.

What are the success stories behind the community investment activities and short-term/long-term expectations?

Due to our implementation of the community investment activities in a transparent and realistic manner, we have been endowed with trust from our surrounding communities in Mann Field. Furthermore, the communities have been welcomed to participate in their own capacity, either in cash or in kind, in these activities while they have been monitored and evaluated consistently throughout their lifecycles. At the same time, coordination of respective counterparts and their role of supervision in order meet the set standards have been ensured. In this way, we have learnt a lot and are expecting that the surrounding communities will find their way to stand on their own feet and be independent in the future.

What would you like to comment regarding the CSR initiatives of MPRL E&P?

In my opinion, MPRL E&P has gone a long way in its CSR initiatives in tandem with MOGE and been successful to a certain degree. So what I would like to advise is to continue fulfilling the major needs of the communities in its usual transparent manner, according to the data that is comprehensively collected for implementation of short-term and long-term initiatives.

Environmental Progress Update: Composting System in Mann Field

HSE Team

What is compost?

Compost is natural organic material (NOM), consisting of compounds from plants and animals residues in the environment, and it is made by biodegrading and reused as a fertilizer and soil amendments due to the fact it improves soil quality and sustainability by adding organic matter and nutrients. Therefore, it is an essential constituent in organic farming.

At the simplest level, compost can be made easily when a heap of moistened green waste such as leaves and kitchen waste breaks down into humus, which is a black or dark brown color material, after some weeks or months. On the other hand, modern composting system is a multi-step, closely monitored process with measured inputs of water, air and carbon and nitrogen-rich material. The decomposition process is aided by shredding the plant matter, adding water and ensuring proper aeration by regularly turning the mixture.

There are worms and fungi who further break up the material. Bacteria requiring oxygen to function (aerobic bacteria) and fungi manage the chemical process by converting the inputs into heat, carbon dioxide and ammonia. The ammonium (NH₄) is the form of nitrogen used by plants. When available ammonium is not used by plants it is further converted by bacteria into nitrates (NO₃) through the process of nitrification.

Rich in nutrients, compost is used in gardens, landscaping, horticulture and agriculture. In addition, compost itself is beneficial for the land in many ways, as a soil conditioner, a fertilizer, and as a natural pesticide for soil. In ecosystems, it is useful for erosion control, land and stream reclamation, wetland construction, and as landfill cover.

Composting organisms require four equally important ingredients to work effectively:

- Carbon – for energy; the microbial oxidation of carbon produces the heat, if included at suggested levels. (High carbon materials tend to be brown and dry.)
- Nitrogen – to grow and reproduce more organisms to oxidize the carbon. (High nitrogen materials tend to be green or colorful, such as fruits and vegetables, and wet.)
- Oxygen – for oxidizing the carbon, helping the decomposition process.
- Water – in the right amounts to maintain activity without causing anaerobic conditions.

What about the composting system in Mann Field?

Our composting system is anaerobic system. Mann Field is now producing about 2 tons of organic waste per month (food waste, leaves, grass... etc.). These organic wastes are dumped in a designated old wooden pallets or bamboo mats or easy-to-build compost bins in the waste management compound. A compost bin that is one cubic yard (3 feet high, 3 feet wide and 3 feet long) is big enough to retain heat and moisture, but small enough to be easily turned.



Certain ratios of these materials will provide beneficial bacteria with the nutrients to work at a rate that will heat up the pile. In that process much water will be released as vapor, and the oxygen will be quickly depleted. The organic materials (bacteria, fungi, insects, food wastes and leaves) will break down in the compost pile. As the organic materials decompose, it will get hot inside and produce some steam.

In about a week, the compost will be ready for turning (using a pitchfork or shovel) to mix up the layers of green and brown and move to the center of the pile. Turning the pile once a week will make the materials mix well together and compost more efficiently. The composting process can be pretty fast in summer months. The compost pile may no longer heat up after just a few weeks. The finished compost material, dark and crumbly, is used for plantations or garden plants.

Why should we compost?

Composting turns organic waste into a product that is easier to handle and provides the possibility of a saleable product, although it is a commitment that requires resources and time to manage the process.

We can get the following benefits from composting:

- Destruction of pathogens
- Reduces mass and volume
- Soil conditioner
- Organic fertilizer
- Reduces odor
- Decrease pollutants
- Land application when convenient...etc. ■



A wooden pallet filled with decomposing waste



Compost ready for use in organic farming



Gourd plantations using the compost

A Conversation with U Ko Ko, Technical Manager

Inside the Mind of A Geoscientist

Prepared to step out of his comfort zone and say what he really thought, U Ko Ko was something of a rarity in the audience. Yes, he was taking the stage to give a speech to aspired geoscientists who had come to this particular conference held at the Park Royal Hotel located in Yangon of newly opened Myanmar, from 19 to 20 November, to share their passion for the Earth and what they do on a daily basis.

U Ko Ko, a father of two, is a soft-spoken, 41-year-old, newly-appointed Technical Manager at the Technical Department at MPRL E&P Pte Ltd., a leading oil and gas company in Myanmar, and Insight! sat down with him to talk about his conference and more.

Insight!: Please tell us about the conference and why it was significant for you and the like?

The American Association of Petroleum Geologists (AAPG) is a renowned organization in the world's Petroleum Geoscience community. The AAPG is made up of about 40,000 members in 129 countries in the upstream energy industry. Supported by the Ministry of Energy (MOE) and Myanmar Oil and Gas Enterprise (MOGE), the 2015 conference on 'Innovation in Geoscience: Unlocking the Complex Geology of Myanmar' was co-hosted by the AAPG, Myanmar Geoscience Society (MGS) and European Association of Geoscientists and Engineers (EAGE).

Insight!: How did it happen to you to give a speech? What did you talk about?

The AAPG conferences are quite unique for petroleum geoscientists in that new research and updates on a wide range of topics are always featured and debated in these conferences. Since MPRL E&P's assets are located in two of the main petroleum producing areas in the resource-rich country, sharing the insights gained to the world's geoscience fold, titled "Structural Observations along the Salin-Pyay Pleistocene Strike-Slip Deformation Belt", was a valuable and significant matter for both MPRL E&P and the AAPG.

Insight!: What was the hot issue at the Conference?

The hot issue at the Conference was complex geology and related topics about offshore Myanmar because Myanmar is the last frontier in deep water hydrocarbon exploration and its offshore areas are considered uncharted waters. What's more, the country has recently seen a surge in activities in its



energy sector and the world has shown tremendous interest in its hydrocarbon exploration as 'hottest hotspot.'

Insight!: Have you participated in such events before? How were they different from this one?

I attended the AAPG 2012 International Conference and Exhibition (ICE) held in Singapore at Marina Bay Sands Expo and Convention Center. It was a bigger conference compared to the one conducted in Myanmar as it showcased 206 oral presentations along with 6 field trips and 7 short courses. In addition, there were 91 exhibition booths where the latest technologies for the E&P industry were on display!

Insight!: How did you feel about being in the spotlight? Has it become second nature for you?

Being a speaker at the AAPG 2015 Conference is my first time experience that I will never forget. I spoke at some conferences in the past but the AAPG Conference is the one where all fine scientists come together and debate, giving me a chance to meet with experts from around the world and listen to their gripping presentations and learn a lot through intimate discussions with them.

Insight!: Let's talk a little bit about your education background including any prominent awards or experiences you have gained so far.

I earned a bachelor's degree from Mawlamyine University in 1998 and a diploma in Applied Petroleum Geology from Yangon University in 2000. Then I earned my Master in Basins Analysis and Petroleum Geology from Curtin University 11 years later as I received a scholarship from MPRL E&P.

Insight!: That's great. Then shall we have your say about what a geoscientist does and their most important role in society?

The field of geology involves studying scientifically about Earth materials and processes which can affect all aspects of human civilization, and that is why geology and geologists are important in our society. For example, let's think about earthquakes, landslides, floods, droughts, volcanic eruptions, ocean currents, fossil fuels, minerals including gold, silver, and uranium. Geoscientists are trained to delve into all these concepts. Let me give you a simple example – geoscientists study how earthquakes happen. As you know earthquakes can kill thousands of people and bring down everything built on the ground at the drop of a hat. By understanding them, they can expound upon how earthquakes work and recommend actions that can mitigate death toll and other losses.

Insight!: Who is your most influential geoscientist?

I am full of admiration for all the geoscientists who have fun working in geoscience and who have made significant discoveries.

Insight!: Are you a member of any other geoscience societies?

Yes, I am also a member of the MGS (Myanmar Geoscience Society) and the South East Asia Petroleum Exploration Society (SEAPEX).

Insight!: Do you have a pastime given your busy schedules?

I have fun watching movies as it can improve my English language skills. In addition, I like to play games if I can find some extra time.

Insight!: What are the most essential skills of a petroleum geoscientist?

Well, most importantly, lateral thinking, curiosity and self-motivation.

Insight!: Last question: what was your favorite dish served at the conference?

Honestly, I can't remember, but I figured it was Japanese food!

Interview with **Vantage Tower** **General Manager, Mr. Norm Kissen**



When was the Vantage Tower opened for business?

VT received its first tenant on Feb 8th 2016. MPRL E&P occupied levels 7, 8, 9 and 10 at this time.

Who are the major tenants in the building? Why did they choose this particular building?

Major tenants include the Australian Embassy on levels 11-14, MPRL E&P on levels 7-10 and Myint & Associates is scheduled to occupy level 6 and 15 in the near future.

There are two food and beverage tenants, Bar Boon on level 1 and an as yet to be named food court on level 2 with a variety of food and drink choices. The Australian Embassy chose the building based on the quality of the building, the location equidistant between the airport and downtown, the floor plates suited their exacting requirements, and the intimate nature of the property.

As Myanmar is vulnerable to natural disasters and a large number of people live in high-rise buildings, how does the Vantage Tower ensure to provide life and property of its occupants?

Vantage tower is built to withstand an earthquake of 7.2 on the Richter scale. It also has state of the art emergency systems, 100% back up power, and fully developed emergency response procedures developed in conjunction with the MPRL E&P HSE department that will ensure the safety of all its occupants.

Are there any challenges faced in the construction of this structure? For example, in terms of design due to its location?

There were no specific challenges related to construction other than as presented by the architectural design of the façade. Location did not play a role other than challenges presented due to the monsoon season which is a normal challenge in this part of the world.

What are the features of this tower block? What does it add to its already prominent neighborhood, the famous Inya Lake, the historic Yangon University which has welcomed a U.S. President a couple of years ago after 60 years and other well-off buildings near and afar?

Vantage Tower is a 17 story building with 14 floors of commercial space. One level of food court, 13 levels of offices, and 1 full floor penthouse.

There are two basement levels of parking and a 5 storey above ground car park attached to the building with a total of 144 parking spaces. Building facilities include Myanmar's first uptime institute certified Tier III data center and fully equipped meeting facilities. There is also a staff canteen and an open air area available for functions. Its attractive design blends in well with the area and is destined to be a new landmark for the Inya Lake neighborhood.

What do you think about the future of Yangon's old and new landscape? Can they be enjoyed together? Many Southeast Asian metropolises has achieved development at the cost of losing their historic architectural richness, slums and traffic nightmares. For Yangon, what type of growth model should it muse over its own future?

Yangon certainly is a city in transition; with the newfound openness of the business environment and the investment that follows, the city will develop in order to address the requirements of the international business community. The growth of economic activity in Yangon will also affect the lives of its residents with an improved standard of living which in turn will increase demand for all types of property development. As one of the major draws of Yangon is its present tree filled and park like environment, it is certainly hoped that city planners will take this and its numerous historic buildings into account when planning future growth of the city.







Life of A Senior Engineer in Mann Field

What's the big picture?

U Soe Myint, a 62-year-old veteran oil man in Mann Field in Minbu Township, Magwe Division, fondly and respectfully called as "Lay Soe," meaning "Uncle Soe," starts his day at work by attending the 6 a.m. meeting before he sets out for the wells.

His first assignment for today is to supervise his workover unit with an oil well service rig called T100 Workover Rig, by conducting a pre-job safety section on the well site in a harvested field. Much of his responsibility lies with repairing and overhauling oilers throughout the area which results in efficient operations and increased productivity.

He then visits well number 293 where a fuel tanker pulled in beside is collecting oil accumulated. A 1979 graduate from the Yangon Institute of Technology, he previously worked with the Myanmar Oil and Gas Enterprise in the drilling and production units before joining MPRL E&P in 2003 as a Senior Engineer. He said,

"So far I have participated in almost all onshore E&P activities during my career."

Next stop is a large shaded tree, where he meets with a group of eager in-



terns and patiently explains today's field activities. At one point, he said, in servicing the wells, one has to study their histories in order to understand what went wrong with them years ago and figure out remedies themselves. Then comes the lunch break at 11:30 and he enjoys his meal on a moderate scale in the cafeteria. After half an hour or so of resting in his office, he heads to the warehouse where both chemicals and machine parts and equipment are stocked up to request some tools.

With dark clouds accumulating fast in the southeastern corner of the sun-re-treated sky and the ensuing rain, he spends the rest of his evening in the con-

finement of his office until 6 when he calls it a day. This is a typical day for him when on duty – miles away from his village, family, oxen and plantations. ■



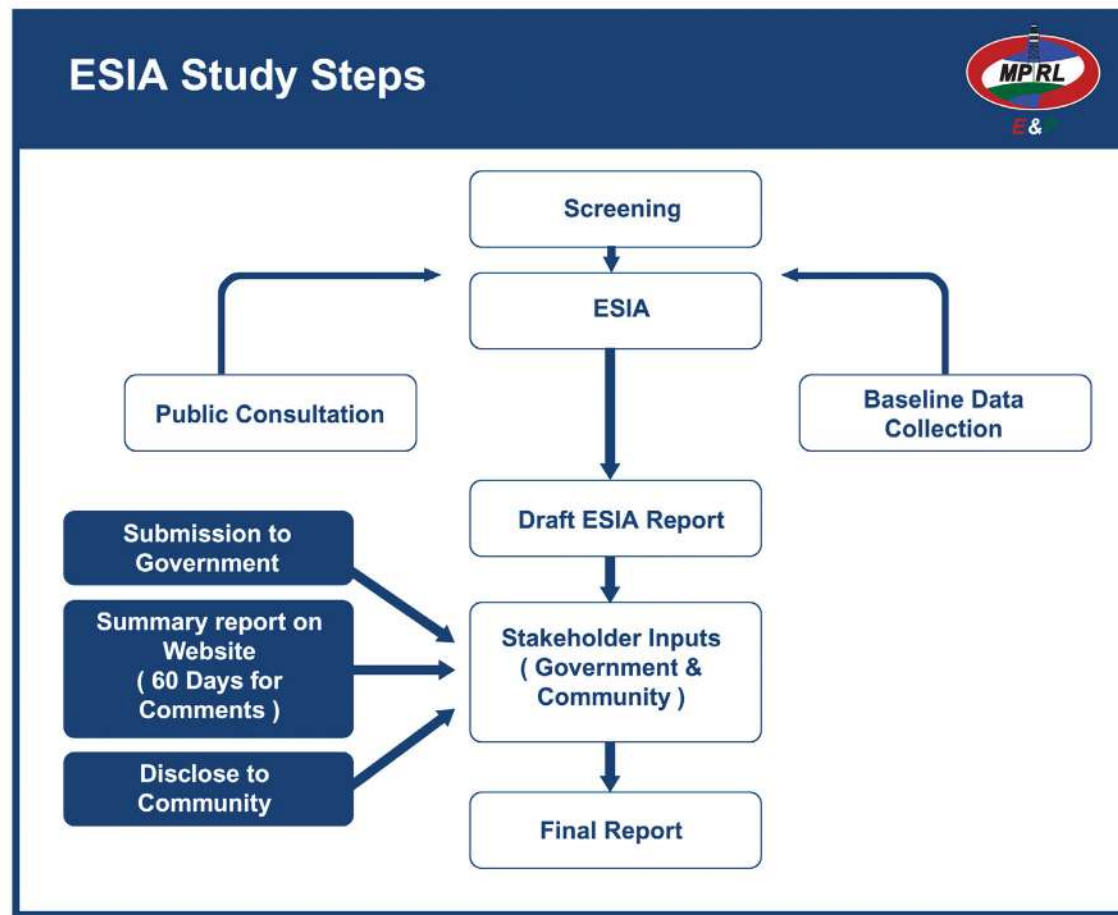
Facts behind the Story

- Myanmar is one of the world's oldest oil producers, having sold its first barrel of oil in 1853.
- The country has an estimated proven oil reserves of 50 million barrels and 10 Tcf (Trillion Cubic Feet) of proven natural gas reserves.
- The Mann oil field is situated north west of Magway, about 580 kilometers north of Yangon.
- Being 16 km long and 1.5 km wide, it was discovered in 1970 and its peak production was 24,711 bpd (barrel per day) in 1979.
- MPRL E&P currently holds a Performance Compensation Contract with MOGE.

From Front Page

stakeholder engagement is an important element of the ESIA process. The core objectives of any disclosure workshop should be to initiate communication with primary and secondary stakeholders, provide an overview of the reporting process, and in particular, an update of the proposed mitigation plans associated with intended seismic and work over activities.

MPRL E&P believes that stakeholder engagement is an important tool for building strong, constructive, and responsive relationships that are essential for the successful management of a project's environmental and social impact. As a result, enhancing good dialogue man-



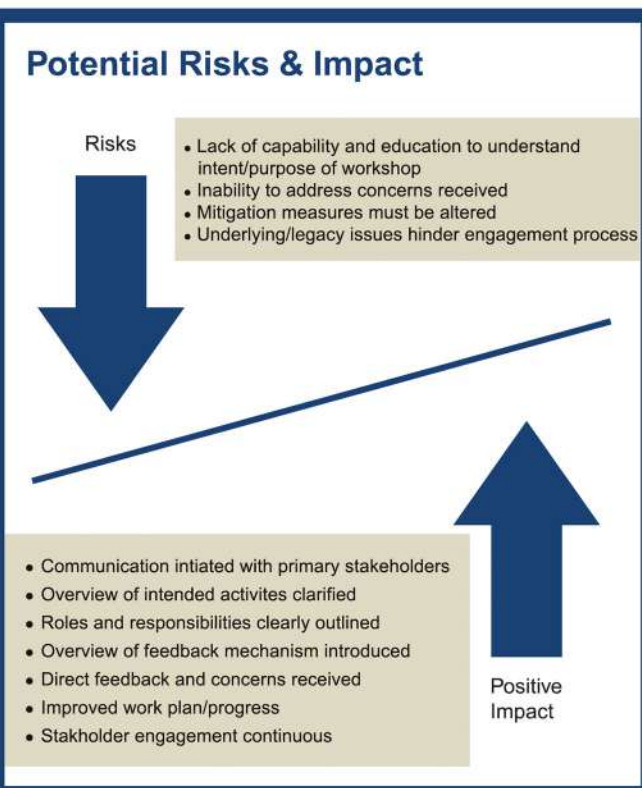
feedback on the findings, risks, and impact identified in the ESIA report for Block IOR-6 – confirming findings initially identified in the public consultation meeting facilitated by ERM. Discussions held proved effective as stakeholders conveyed a number of suggestions that have positively influenced the design and implementation of intended operations. The disclosure process held with host communities confirmed the following concerns, impact on water resources, process and procedures for land acquisition, calculations for crop compensations, loss of livelihoods, and importance of continuous engagement. Following community meetings, a workshop was held in Yangon with civil society, MCRB, Center for Human Rights and Business, as well as government representatives. The intent of the workshop was to establish direct communication with CSOs, in particular representatives of the Ayeyarwady Region, providing them the opportunity to emphasize, discuss, and raise concerns and/or questions. The EIA process as well technical activities related to our industry is a new and foreign concept to many communities. Instead of keeping key stakeholders in the dark, it makes business sense to include them in the decision making process, share key information, and work towards developing 2-way communication and trust. Ultimately, in the long term, a strong dialogue and relationship will result in effectively implementing activities and mitigating impact more efficiently. ■

Feedback Mechanism

The graphic features the MPRL E&P logo on the left. The central text in Burmese reads: "ကျွန်တော်တို့ နားထောင်ဆွေးနွေးကူညီဖို့ အဆင်သင့်ရှိပါတယ်။" (We are ready to listen, discuss, and assist you). Below this is a photo of a woman in a blue uniform speaking to a group of people. To the right are two smaller photos showing community meetings. At the bottom, another line of Burmese text says: "အကြံပြုဆွေးနွေးခြင်းဆိုတာ ဘာလဲ။" (What is consultation?).

MPRL E&P would like to hear your feedback and/or concerns regarding seismic survey.

ages relationships especially those with competing values. Stakeholder engagement is an ongoing process that may involve stakeholder analysis, disclosure of information, consultation and participation, community grievance mechanisms, reporting to stakeholders, and monitoring engagement. Taking into consideration our best practices and lessons learned from Mann Field, we made the decision to conduct a total of 9 workshops in Myanaung and Yangon with affected communities from Block IOR-6. The purpose of the workshop was to provide stakeholders with the opportunity to understand and provide



- Teams Involved in Community Disclosure Process**
1. CSR Team
 2. Consultants
 3. Operations Team
 4. HSE Team
 5. Geoscience Team

Purpose & Business Case

Purpose

- Stakeholder consultation is an important element of the Environmental and Social Impact Assessment (ESIA) Process. Soliciting, collating and documenting the opinions of potentially affected people and interested parties ensures that project design and the ESIA reflects the collective views of the stakeholder base.

Business Case

1. Initiate and establish partnerships with communities in particular people affected by the project (PAPs)
2. Mitigate risks and impact received from affected stakeholders
3. Confirmation on previous public consultation and concerns identified



Who's Who at MPRL E&P?

themselves, who best know where they are motivated to grow and learn. Some of the key talent management process includes;

- Personalized mentoring with well-defined progressive objectives
- Continuous monitoring and evaluation program
- Bi-annual Performance Management Process to ensure that every employee grows to the best of his/her

Technical Department

Duties and Responsibilities of the Department

- To minimize Mann Oil Field decline and potentially increase the field production
- To carry out and provide support to all petroleum geology and engineering studies and operations in MPRL E&P's and MPEP's operated and non-operated blocks

Technical Excellence

- Balanced group of well-trained experienced engineers & geoscientists
- 100% Myanmar Engineers in production operations
- Over 150 years of combined experience in Geoscience area
- Strong local knowledge and expertise

Talent Attraction Programs

In the MPRL E&P's technical team, every manager believes that our engineers and geoscientists are some of the best in the Myanmar's oil and gas industry. Therefore, every manager takes full ownership of the talent management. The development plan for each employee starts with the employees

talent and performance in an enjoyable, rewarding while challenging environment

- Development of talent to enhance performance in current positions as well as preparing for the next level whether as a champion in his/her expertise or as a manager

Achievements (2015-2016 FY)

- Essential contribution to successful drilling and first HC discovery of Shwe Yee Htun-1 in water depth exceeding 2,000 m in Block A-6
- Comprehensive integrated evaluation of MPRL E&P's new assets, IOR-4 and IOR-6 and ongoing evaluation MPEP's A-4 and A-7 new blocks (10% participation).

Introduction to the Staff Members

1. U Thu Nyo (Planning and Production Engineering Manager)
2. U Yan Naing Soe (Drilling Operations Manager)
3. U Khin Mg Htay (Senior Field Manager)
4. U Moe Zaw Tint (Field Manager)
5. U Myo Win (Field Manager)
6. U Kyaw Soe Win (Acting Geoscience Manager)
7. Mr. Bob Thomas (Acting Reservoir Engineering Manager)



U Ko Ko
Technical Manager
Technical Department

U Ko Ko received his B.S. Degree in Geology from the Mawlamyine University in 1998 and his M.S. Degree in Geology from Curtin University, Perth in 2011. He joined MPRL E&P in 2000, initially focusing on Reservoir Characterization and Development Geology of the MPRL E&P-operated Mann oilfield. Before he was promoted to Technical Manager on 01 Feb 2016, he was the Geoscience Manager of MPRL E&P. He is currently overseeing all technical department. He is an active member of AAPG, SEAPEX and Myanmar Geological Society.

**Build Through Excellence
Lead With Integrity**

MPRL E&P Group of Companies
www.mprlexp.com www.myintassociates.com www.asiadrilling.net

No. 623 Pyay Road, University P.O., Kamaryut Township, Yangon, Myanmar



MPRL E&P GoC 2015 Annual Staff Party



To the Land of Cherry Blossoms & Tea Trees

“Whenever you go, go with all your heart.” (Confucius)

Nilar Han



Yangon’s typical scorching summer heat prompted me to escape to somewhere cool during a three-day holiday weekend in 2015. So I picked Shan State.

On the 8th of March, my niece and I departed the Aung Mingalar Highway Terminal on JJ Express at around 8 p.m. As I slept soundly during the overnight journey, I arrived refreshed in Taunggyi early the next morning. Situated 4,712 feet above sea level, Shan State’s capital is home to a population of more than 380,000. Soon after my arrival, I broke fast a hearty portion of Shan-traditional noodle and warm tofu fritters. Then I shopped fresh local produce with gusto at the Taunggyi Myoma Market.

I was only dropping in the capital before making my way to a hamlet called ‘Htee Pyon’, dwelled by the Shan and Paoh peoples, 38 miles away, where I reached three hours later by road.

It was heavenly quiet for the young people were away working on the plantations and only children and elderly were home. This was the fourth time I had been to this cozy, little village, tucked away among green fields and wrapped in warm smiles of the peoples, offering no place for modern amenities such as Internet and mobile phones – putting me at complete peace and ease.

My conversation with the hosts after lunch was fun because neither of us knew each other’s language, me Shan and them Myanmar, and we had to communicate in ‘sign language’, sandwiched with chuckles, until the youth came back at dusk.

I mentioned in the passing that I was hoping to visit somewhere out of Taunggyi this time; the hosts suggested I go to Kayah State, Myanmar’s smallest

wedged between Shan State and Kayah State, and I agreed immediately.

Next morning at 3 sharp, the vehicle we had ordered for the trip pulled over in front of the house, making me feel admiration towards the ethnic peoples for their punctuality. Altogether 15 people including my niece’s relatives and friends set off like a rocket. I supposed these summer mornings of Shan State were quite cold while the low land experienced a different temperature.

At around 6, after driving for about 65 miles, we were in Pin Long, a town perched 4,954 feet above sea level, with a population of more than 192,000. Being connected to Nay Pyi Taw, the capital and administrative city of the country, with a new 60-mile highway, the town was well-developed in terms of infrastructure and there was quite the hustle and bustle in it. Known for its high quality dried tealeaves, locally produced, Pin Long was surrounded by lines of low tea trees on the outskirts.

Following a short rest there, we picked up towards Loikaw, the capital of Kayah State. I had a glimpse of Moe Bye Dam holding water for Law Pi Ta Hydropower Project on the way.

Loikaw was seated 2,900 feet above sea level and a bit warm and dry. On our arrival, we paid homage to the Taung Kwe Pagoda, a landmark of Loikaw, perched on a small hill neatly, which gave me a chance to crystallize the nice views of the city with my camera for memories’ sake. It was 1 o’clock in the noon by the time we lunched and splashed out on local stuffs in the Loikaw Market. Then we were on our way home as I did not have time to spend the night there, and I was feeling a bit disappointed about having to rush back.

Luckily, they did a favor for me by choosing to use the path that passed through Hsihseng as I had never been there. Loikaw and Hsihseng was 35 miles apart and the road was still under extension, making it a bumpy ride.

When we entered the hamlet, it was already 7 in the evening and the hot dishes of pé-pote with tomatoes and home-grown veggies, quickly fixed at home, that I polished off right away would always etch in my mind.

Next day, 11th of March, although tired from the yesterday’s trip, I felt amazing and walked about two miles to a neighboring village as today was a market’s day there. In Shan State, there were villages where markets only took place every five days and it was their custom to shop in a village where there was a market. In addition, it was their custom, too, not only to shop but also sell their produce by bringing them along. So it was a way of exchanging goods that can help both parties involved. Being home-produced, the fruits and vegetables were fresh and inexpensive.

In the evening I hired a motorbike to pay a visit to Kakku pagodas – a group of more than 2,000 pagodas built about 400 years ago. Thanks to its DNA of ancient craftsmanship still visible, it was a prominent tourist’s attraction. Just 33 miles away from Taunggyi, it was within easy reach for local travel enthusiasts too. In the vicinity of the pagodas compound, local products such as garlic, chili, turmeric, dried tealeaves would not let a shopaholic like me go home empty-handed!

On the 12th morning I bid farewell to my friends in the village and left for hectic Yangon by 1 o’clock in the evening, feeling up to a storm to get back to my work!

I have to share this holiday with you, albeit short and pragmatic, for being to have navigated around the well-known sights in the locality. The point is, as Confucius says, ‘whenever you go, go with all your heart.’ ■



Our Community

Community Essay Competition in Mann Field

MPRL E&P's CSR Team has organized a community essay competition for the surrounding communities in Mann Field with the aim of promoting better understanding, communication and engagement between the communities and the company in the future.

During the competition, started on 1st and ended on 22nd January 2016 , a total of 24 participants from various communities such as Kyar Kan, Mei Bayt Kone and Nan Oo, submitted their essays, depicting the theme from various perspectives, and a winning essay was selected according to the criteria developed.

The winner of the competition, Maung Soe Min Htike, Kyar Kan, and was awarded USD 100 along with a certificate. The essay, describing the background socio-economic life of Kyar Kan community, the arrival of the MOGE and MPRL E&P, their contributions to the development of the community in terms of corporate social responsibility initiatives, the country's changing time and the aspirations of the community having been carried from generation to generation, is published here for our readers. Please enjoy!



ပိုမိုကောင်းမွန်သော အနာဂတ်ဆီသို့

မောင်စိုးမင်းထိုက် (ကြာကန်ကျေးရွာ)

မကွေးတိုင်းဒေသကြီး၊ မင်းဘူး(စက)မြို့နယ်တွင် ကျေးရွာပေါင်းများစွာရှိသည့်အနက် မင်းဘူးမြို့၏ မြောက်ဘက် (၃) မိုင်ကျော်အကွာ၌ ကြာကန်ကျေးရွာ ဖြစ်ပါသည်။ ကြာကန်ကျေးရွာသည် ဧရာဝတီမြစ်၏ အနောက်ဘက် မန်းရေနံမြေနှင့် ဆက်စပ်လျက်ရှိသော ကျေးရွာပေါင်း (၁၆) ရွာတွင် တစ်ရွာ အပါအဝင် ဖြစ်ပါသည်။

ရှေးနှစ်ပေါင်းများစွာ ဘိုးဘွားမိဘများလက်ထက်က မိရိုးဖလာတောင်သူလုပ်ငန်းနှင့် တစ်ပိုင်တစ်နိုင် မွေးမြူရေးကို လုပ်ကိုင်ကာ ဘဝရပ်တည်မှု ပြုခဲ့ကြပါသည်။ ဘိုးဘွားများလက်ထက်က ရာသီဥတု မှန်ကန်ခြင်း၊ လုပ်စာပင် ပေါများခြင်းတို့ကြောင့် လျှာတန်းမှုများကို တစ်ခမ်းတနား ကျင်းပနိုင်ခဲ့ကြသည် ဟု စာရေးသူ ကြားသိခဲ့ရပါသည်။ နှစ်ကာလရွေ့လျားလာသောအခါ ဧရာဝတီမြစ်ရေတိုက်စားမှုကြောင့် ကိုင်းမြေများပြိုကျကာ လုပ်ကွက်များ လျော့နည်းလာခဲ့ပါသည်။ ၁၉၆၉ ခုနှစ်ပိုင်းခန့် တွင် စွမ်းအင်ဝန်ကြီးဌာန (မန်း) မှ ရေနံ စတင်တူးဖော်ခဲ့ကြပါသည်။ ထိုအချိန်မှစ၍ တောင်သူများ၏ ယာခင်းယာကွက်များတွင် ရေနံတူးဖော်ခြင်း၊ ရေနံပိုက်လိုင်းများ သွယ်တန်းခြင်း၊ ရေဆိုးကန်နှင့် ရေဆိုးမြောင်းများ တူးဖော်ခြင်း၊ လျှပ်စစ်ဓာတ်တိုင် များ စိုက်ထူခြင်းတို့ကြောင့် လုပ်ကွက်များ ထပ်မံလျော့နည်းလာခဲ့ရပါသည်။

ယခုမျက်မှောက်ကာလ၌ ကြာကန်ကျေးရွာတွင် အိမ်ထောင်စု (၂၉၀) ကျော်၊ လူဦးရေ (၁၂၀၀) နီးပါး နေထိုင်လျက် ရှိပါသည်။ ကျေးရွာလူထု၏ (၄) % ခန့်သာ အစိုးရဝန်ထမ်းများဖြစ်ပြီး ကျန်လူထုမှာ တောင်သူ၊ လက်လုပ်လက်စားလူတန်းစားနှင့် ကျောင်းနေအရွယ်ကလေးသူငယ်များသာ ဖြစ်ပါသည်။ ကျေးရွာမှ လူအများစုသည် ဘဝရပ်တည်မှုအတွက် မင်းဘူးမြို့ကို အမှီသဟာပြု၍ လုပ်ကိုင်စားသောက် ကြရပါသည်။ ပန်းရံ၊ လက်သမား၊ ကုန်တင်ကုန်ချ၊ မြေတူးမြေပေါက်၊ ဆန်ရွေးပိရွေးလုပ်ငန်း၊ အထည် ဆိုင်၊ ငါးခြောက်ဆိုင်နှင့် ကုန်စုံဆိုင်တို့တွင် ပင်ရောက်လုပ်ကိုင်ကာ အသက်မွေးဝမ်းကြောင်း ပြုကြပါသည်။ ဘဝရပ်တည်မှုအခက်အခဲများ ရှိခဲ့သော်လည်း အရေးကြီးတော့ သက်လုံကောင်းခဲ့ကြ ပါသည်။

ရှေးအခါက ဘိုးဘွားမိဘများသည်လည်း ဒေသခံ ငြိမ်းတိုးတက်ရေးကို အလေးထားဆောင်ရွက်ခဲ့ကြ သည်ဟု ထင်မြင်မိပါသည်။ အနာဂတ်ရေးကို မျှော်တွေး၍ ရွာဦးရွာထိပ်တွင် ရေတွင်းများ တူးဖော် ပေးခဲ့ကြပါသည်။ ၁၉၇၃ ခုနှစ်တွင် တူးဖော်ပေးခဲ့သော ရေချိုတွင်းသည် ယခုကာလအထိ သောက်သုံး ရေ ရရှိနေဆဲဖြစ်ပါသည်။ နောင်လာနောက်သားကျေးရွာလူထုအတွက် တူးဖော်ထားခဲ့သော ရေတွင်း (၄) တွင်းသည် ဘိုးဘွားမိဘများ၏ စေတနာကို ထင်ဟပ်နေခဲ့ပါသည်။

၁၉၉၀ ခုနှစ်၊ ဇွန်လ (၁) ရက်တွင် မြို့နယ်ခွင့်ပြုချက်ဖြင့် ကိုယ်ထုကိုယ်ထမူလတန်းကျောင်းကို စတင်ဖွင့်လှစ်ပြီး ၂၀၀၃ ခုနှစ်၊ ဇွန်လ (၁) ရက်တွင် မူလကျောင်းအဆင့် ဆက်လက်ဖွင့်လှစ် နိုင်ခဲ့ပါသည်။ ၁၉၈၉ ခုနှစ်၊ ဖေဖော်ဝါရီလ (၁၉) ရက်တွင် PIC မှ သောက်သုံးရေ ၂၀၁၀ ခုနှစ်၊ ဧပြီလ (၃) ရက်တွင် MOGE နှင့် MPRL E&P မှ ကျပ်သိန်း (၅၅၀) အကုန်အကျခံ၍ စက်ရေတွင်း တူးဖော်ကာ အုတ်ကန်တည်ဆောက်ပံ့ပေးခဲ့သောကြောင့် ကျေးရွာတွင် ရေလုံလောက်မှု ရရှိခဲ့ကြပါသည်။ ၂၀၁၄ ခုနှစ်၊ ဒီဇင်ဘာလတွင် ကျေးရွာလူထု ညီညွတ်တက်ကြွစွာ ပါဝင်မှုကြောင့် ကိုယ့်အားကိုးကိုး လျှပ်စစ်မီးကို အိမ်ထောင်စု (၁၂၀) အတွက် ပေးဝေနိုင်ခဲ့ပါသည်။

၂၀၁၅ ခုနှစ်၊ ဒီဇင်ဘာလ (၁၁) ရက်တွင် MPRL E&P ၏ CSR အဖွဲ့ သည် ကျေးရွာမီးဘေးအန္တရာယ် ကာကွယ်ရေး လိုအပ်ချက်များ လုပ်ကိုင်ဆောင်ရွက်ရန် ငွေကျပ် (၅ ၅၄၈ ၃၀၀) ကျပ်ကို လာရောက်ပံ့ပေးခဲ့ပါသည်။ CSR အဖွဲ့ ၏ ဆောင်ရွက်မှုကြောင့် ဒေသခံလူထုနှင့် ပန်ထမ်းများ အပြန်အလှန် လေးစားမှုများရရှိလာခဲ့ကြပါသည်။ စွမ်းအင်ဝန်ကြီးဌာန (မန်း) နှင့် MPRL E&P တို့ အနေဖြင့် ကျေး လက်ဒေသဖွံ့ဖြိုးရေးနှင့် ဒေသခံများ အကျိုးကျေးဇူး ခံစားရရှိနိုင်ရေးအတွက် အလေးထားဆောင်ရွက် ခဲ့ကြပါသည်။

MPRL E&P ၏ CSR အဖွဲ့ သည် လူမှုရေးတာဝန်ကို ယူကာ မြို့ပြကျေးလက်ကွာဟချက်နည်းပါးရေး၊ လူနေမှု ဘဝတိုးတက်မြှင့်တင်ရေးတို့ကို ဒေသခံများနှင့် အနီးကပ်ပူးပေါင်းဆောင်ရွက်လျက် ရှိပါသည်။ တွင်းထွက်သယံ ဓာတုအရင်းအမြစ်တူးဖော်ထုတ်လုပ်ရေးလုပ်ငန်းများ ဖွင့်လင်းမြင်သာမှုရှိလာသည်နှင့် အညီ ဒေသခံနယ်မြေများ တစ်စတစ်စဖွံ့ဖြိုးတိုးတက်လာကြပါသည်။ ထို့ကြောင့် မကြာမီကာလအတွင်း ဒေသခံကျေးရွာများဖွံ့ဖြိုး တိုးတက်မှုအသီးအပွင့်များ ဖူးပွင့်ပေကာ ပိုမိုကောင်းမွန်သော အနာဂတ်ဆီသို့ လှမ်းချီနိုင်တော့မည်ဖြစ်ပါ ကြောင်း တင်ပြလိုက်ပါသည်။

Wishing All The Couples
A Happy Married Life Ahead!



Maung Thiha Thet Zaw & Ma Win Moh Moh Ko



Maung Win Ko Ko Latt & Ma Hla Yin Nyein

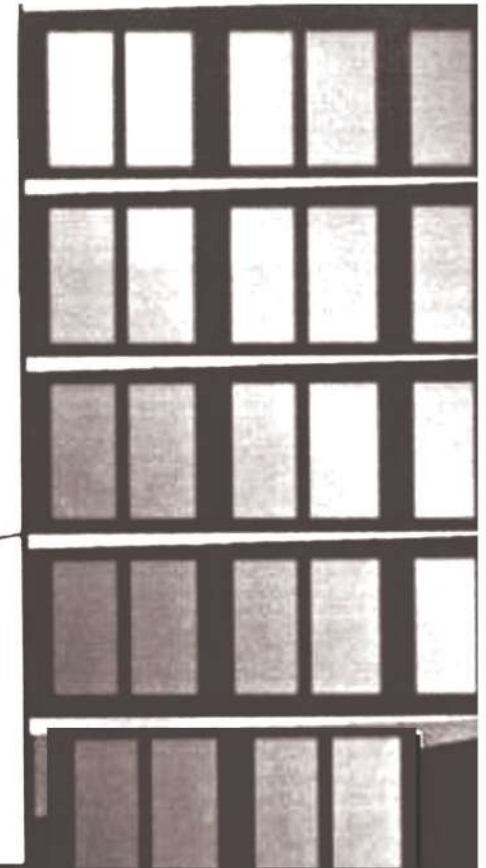


Maung Thant Zin Aung & Ma Myint Myint Than



Maung Kyaw Naing Oo & Ma Ei Mon Aye

Work-Life Balance



Work-life balance is basically about how we maintain equilibrium and happiness between an increasingly demanding work culture and our other commitments in life such as spouses, children, friends, and achieving it is an important task for the mental health of the workforce. Let's find out how our employees are balancing their life and work and what advice they have to offer to us!

Ma Thandar

Business Coordinator

Exploration & Non-Operated JV Department



What are your thoughts on balancing work (career and ambition)- lifestyle (health, pleasure, leisure, family and spiritual) ? Do you think it is possible to strike a balance between the two?

Work-life balance is about our satisfaction with the way we divide our time and energy between work and all the

other things we need and want to do. Work-life balance is essential for business success because it makes us happier and more productive over longer periods of time. Nowadays, however, the ability to achieve work-life balance is becoming more and more difficult. Employers expect more from their employees, and we are increasingly putting additional pressure on ourselves to achieve greater results. As a result, it is important that we maintain work-life balance for our personal health, relationships, and career performance.

How do you balance work life and personal life? What will happen if you cannot manage it?

As a student of Master of Development Studies, it is not just about balancing only work and life for me, it is about finding an equilibrium between work, life and school. The point is to successfully manage my time. It is even more important when I have to deal with major academic commitments such as exams, assignments and presentations. My practice is simple; I always think about what is important to do, what needs to be prioritized and then write it down and get it done. Traveling with friends or family can create memories for a lifetime. As a result, I take long holidays at least once a year not only to have a break from work but also to share some quality time with my family. Being out of balance can lead to stress and negatively affect our overall health and wellbeing. Therefore, we can clearly see how maintaining a work life balance is important.

What should the company do to help their employees achieve it? What advice would you like to offer to your colleagues?

It is difficult to say what companies should do to promote work-life balance because the interpretation of work-life balance can be personal. In my opinion, a simple way is to let employees say how they really feel through an anonymous survey. In addition, a flexible work schedule can empower staff to balance professional and personal commitments.

Ma Thiri May Kyaw

Senior System Architect

MIS Department



What are your thoughts on balancing work (career and ambition)- lifestyle (health, pleasure, leisure, family and spiritual) ? Do you think it is possible to strike a balance between the two?

I think achievements of work-life balance is mutually dependent because if you are

not happy at work, your personal life will be no different. Personally, I assume 100 % achievement in both is possible and hence, we should strive to adjust and look for the common ground to maintain a balance.

How do you balance your work and life? What will happen if you cannot manage it?

I aim to have work-life balance by taking equal responsibilities for both work and life. I endeavor my personal life not to get affected by my career dedications and vice versa. I fulfill my work/tasks during weekdays and spend my weekends with my family or doing other hobbies such as learning, reading, exercising, traveling and philanthropy. In addition, as my parents live in a different place, I make it a point to make daily calls and take leave to visit my hometown. On the other hand, if I can't manage to balance between work and life, I will not be able to have sense of success and achievement in my life.

What should the company do to help their employees achieve it? What advice would you like to offer to your colleagues?

Employees use their leisure time in many different ways, as so do I. Our company provides benefits such as medical insurance, lunch (meals), transportation, so we don't need to worry about those issues. As a result, I can squeeze in some more time to explore new hobbies. I appreciate how the company crafts a convenient working environment to support work-life balance among employees. I would advise my colleagues to manage time effectively and to remember that a little relaxation goes a long way.

If you have any suggestion to our Newsletter, please contact:

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