

PARAGON ANGOLA MONTHLY NEWSLETTER



BIRTHDAY CONGRATULATIONS IN FEBRUARY

11 Feb Kevin Martin
19 Feb Luzai Barreiras
27 Feb Manuel Dambi
28 Feb David Shipman

BIRTHDAY CONGRATULATIONS IN MARCH

24 Mar John Moore
27 Mar Gisela Morais

WELCOME TO PARAGON ANGOLA

RECRUITMENT CONTINUES IN 2009

Paragon Angola is continuing to recruit personnel to meet commitments in the next phase of the Kizomba Satellites project. As such additional expatriate and Angolan National personnel will be joining the team in March. Positions remain open in a number of key disciplines and CVs are invited to be submitted to the office in Luanda for any ambitious personnel interested in a career in Angola's growing Oil and Gas Industry.

KIZOMBA SATELLITES PROJECT

The team at Paragon Angola continue to work on the early engineering phase of the Kizomba Satellites Project with design work ongoing for both Kizomba A and B FPSOs. Site surveys of both FPSOs are being conducted in February by Electrical and Structural disciplines to obtain information required to progress early

Engineering design work.

David Jones, (pictured below) ExxonMobil's Project Engineering Manager in Houston visited Luanda in February and gave a presentation to the Paragon Angola team. The presentation was well received and offered an important insight to the overall scope of work and technical challenges for the project.



SPOTLIGHT

Each month the Paragon Angola newsletter will spotlight one of our employees. This month we spoke with Kevin Martin our Office Manager and Lead Document Controller.

Name: Kevin Martin

Nationality: British

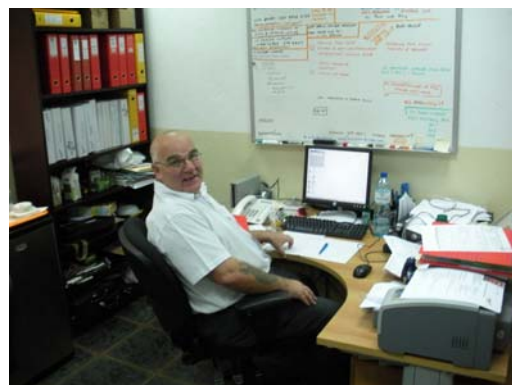
What is the biggest challenge of working in Luanda? The language is the biggest challenge but thankfully there are a lot of people around who are more than happy to help me out with my Portuguese.

What do you most enjoy about working at Paragon Angola? The people. The organization is multi national with a variety of cultures which makes each day an opportunity to learn something new. Since my arrival in 2007 there has been more work coming into Paragon Angola and it has been a wonderful experience watching the team grow to meet these demands.

What are your hopes for the future? To be able to watch Paragon Angola grow further and see our Angolan colleagues move into more managerial and supervisory roles. I know that this is one of the step changes planned for this year and I am very excited about that.



Kevin (above) as you would rarely expect to see him. He has been a scuba instructor for over 15 years. (Below) At 'home' in the Paragon Angola offices on the Ilha



TRAINING AND DEVELOPMENT

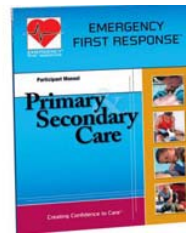
Annual Personal Development Reviews (PDRs) have been conducted for all Paragon Angola expatriate and Angolan National personnel. Objectives will be monitored throughout the year and will be supplemented by quarterly PDRs for the trainees.

Five year succession plans are under development for the Paragon Angola office with a view to short and long term opportunities for Angolan personnel to succeed into key positions within the operation.

A full time PDMS administrator/trainer will be mobilized to the Paragon Angola office in March and will be responsible for design assurance in the use of PDMS and training of all design personnel in the office in the correct use of this critical software package.

Permission has been received from Sonangol for Paragon Angola trainees to visit the Luanda Refinery in March. This will allow the trainees to see first hand how a live plant operates and to see what the symbols they draw on paper look like in real life with regards to equipment and valves. Presentations will be made to the team by Paragon Angola and ExxonMobil personnel prior to the visit to outline safety, operational and process issues related to refinery operations.

Plans are in place for personnel to undertake first aid training in March and a formal course is scheduled for a selection of Angolan national and expatriate staff.



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“Everyone is a leader in safety”

JUST HOW MULTI-NATIONAL IS PARAGON ANGOLA? HERE ARE SOME OF THE NATIONAL FLAGS UNDER WHICH OUR TEAM ORIGINATE:

DO YOU KNOW WHICH COUNTRIES ARE REPRESENTED HERE?



INFRASTRUCTURE

The computer server at the Paragon Angola office has been successfully upgraded and additional workstations installed to support the growth of our operations in 2009. An IT technician will be mobilized in March to support the operation on a permanent basis and an Angolan IT trainee will be recruited with a view to him succeeding the expatriate at some appropriate time in 2009.

The Prodiaman web site is presently being revised to include up-to-date information related to Paragon Angola, it is hoped to have this formally released in the near future.

Security access systems have been procured and will be installed in the Paragon Angola

offices during March this will include a security pass operated turnstile, biometric door entry systems and emergency exit doors.

Proposals for the procurement and installation of emergency escape lighting and fire alarm systems throughout the office are being prepared.

Following the successful Paragon Angola General Assembly held in Houston in September 2008 the first of two General Assembly meetings for 2009 will be conducted in Luanda on 10th and 11th March. This meeting to be attended by senior management from Prodoil and AMEC Paragon, Houston will address strategic issues related to the Paragon Angola operation.

COMMUNITY

The sports equipment previously received should be officially handed over to our sponsored primary school by the end of the month.

Following meetings in Luanda in November 2008 and the signing of a memorandum of understanding between the University of Agostinho Neto and the University of Houston further meetings are planned during 2009. AMEC Paragon will be liaising between both parties and are preparing plans for a continuous collaboration.

Suggestions for team building events during 2009 are under review and will be scheduled to coincide with significant project milestones.



The Cullen College of Engineering, University of Houston



Team building 2008

**WE ARE ON THE WEB:
WWW.AMEC.COM**