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TURN AROUND 2011

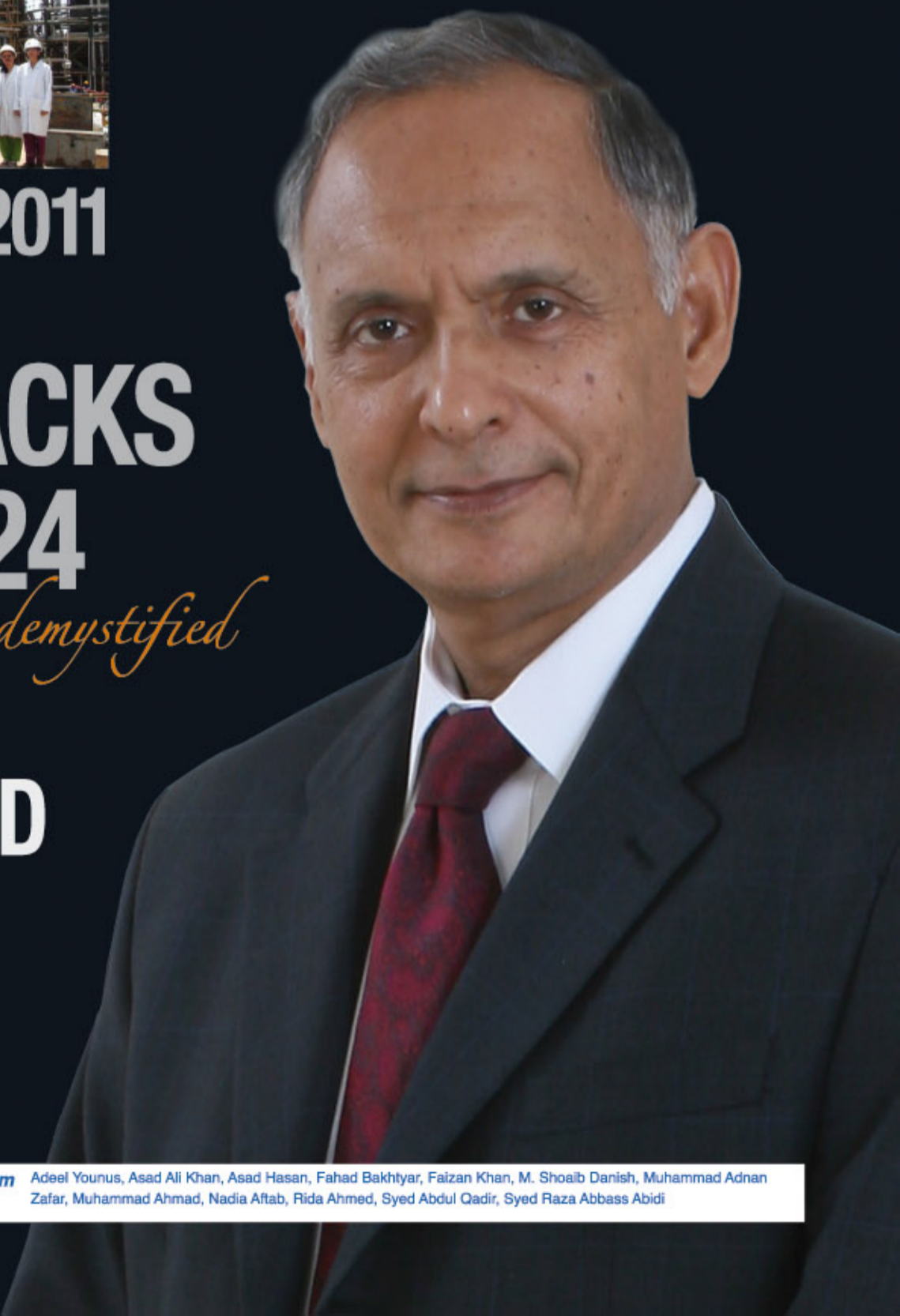


STACKS AT 24

The name demystified

MD'S NOTE AND PROFILE

Guess Who?



MANAGING DIRECTOR'S NOTE

I am pleased to introduce the first official newsletter of Pakistan Refinery Limited. The aim of this newsletter is to keep you updated with the relevant developments and activities of the local and global oil industry. I appreciate the efforts of the team who worked on this on a purely voluntary basis as a genuine support to enhance the culture of the organization.

Pakistan Refinery Limited has the distinction of being the first refinery in Karachi and Southern Pakistan. Our track record in operational excellence and HSE compliments our reputation as one of the most cost-effective and customer friendly refining units in the nation.

All of this has been made possible by the great people at PRL whose dedication, teamwork and integrity has resulted in high standards of governance and an employee value proposition for staff development and retention.

I hope you will find this newsletter enlightening and welcome and appreciate your feedback. Best wishes for the rest of 2011.



The MD Designate Announcement

On September 16th, 2011 the Board of Directors nominated Mr. Aftab Hussain as the new MD, effective November 1st, 2011. Mr. Hussain is currently serving as the Deputy Managing Director at PRL.

Editorial Note



Dear Readers,

It gives us immense pride and pleasure to present the first ever newsletter of Pakistan Refinery Limited, the "Stacks at 24".

Nobody works in a vacuum and neither did we. Publication of this newsletter would have been impossible had it not been the efforts and passion of the cross-functional team of volunteers.

Working in a cross-functional team was challenging, but didn't require that much effort, because over the years supporting our core values of "Integrity, Teamwork, and Excellence" has just become second nature to all PRL employees.

Starting point of anything is a vision, we started with the objective of not just having a Newsletter, but creating something that is dominant in some aspect. With this thought lots of effort went into having a strong slate of contents, but beyond that considerable effort went into having a creative design and layout. Coming up with a newsletter name which represents a part of our history,

also required endless brainstorming sessions and generated the most debate within the team.

Our success in meeting our vision can only be gauged with your feedback, which we look forward to.

We would like to extend our special thanks to Mr. Adeel Younus, as without his initiative this Newsletter would not have come into being. Adeel is responsible for proposing the inception of PRL's very own publication, his efforts for bringing about a change in PRL's culture and commencing a publication about the refinery and its people is commendable.

We would also like to thank Mr. Shehrzad Aminullah for his time and effort in assisting the editorial team.

And last but not the least; we would like to thank Mr. Ijaz Ali Khan who really set the ball rolling for this publication.

Stacks at 24 team



Stacks at 24:

The name demystified

An obscure piece of information about PRL is its street address **"24 Deh Dik"** Korangi Creek, assigned in 1960, when the land was allocated from what used to be "surrounding areas" of Karachi. The actual address is missing even from the "Registered Office" address listed with the Stock Exchange.

When commissioned in 1962, the Refinery, its flare and three stacks were visible from as far as "Gora Qabristan". A retiree having over 40 years of association with the Refinery, reminisced that the tall structures used to serve as a "guide" during his daily "walk" from Gora Qabristan to the Refinery. Fifty years down the lane, even today on a clear Sunday morning, while driving on the FTC flyover, you might just be able to catch a glimpse of the Refinery, its flare and the **"Stacks at 24"**.



One on One with the MD; Mr. Ijaz Ali Khan



Compiled by
Rida Ahmed

"Stacks at 24" team sat down with Mr. Ijaz Ali Khan to discuss facets of his career spanning more than four decades. Here are the excerpts from the interview."

Briefly tell us something about your career path?

In 1968 I joined Burma Shell in the Retail Engineering & Sales section in the Karachi Head Office. In those days the Training period was for a few weeks, we were placed at the Keamari Installation Plant and supervised by fitters and mechanics. In 1969 I was posted to Peshawar, where in a short span of about 3-4 years I was given the responsibility of the entire Frontier Province. There were three depots in the Frontier province; Bannu, Kohat and Peshawar, and we would travel to our retail sites in the tribal areas of Waziristan, Swat, Kaghan, etc. Peshawar was a tremendous learning experience because in addition to the Engineering aspect the human aspect was also there. You were dealing with the people of Shell as well as your contractors. There was a lot of independence and empowerment because your bosses were sitting in Rawalpindi or Lahore and there were no faxes and emails, in fact phones were also very rare. While I was in Peshawar the Bangladesh war happened in 1971 and the situation of Pakistan didn't look all that great. Many companies were nationalized and there was a lot of uncertainty in the area. The world was opening up and people had started immigrating to USA, Canada and the Middle East. In 1973, I got an offer from Aramco in Saudi Arabia in the Maintenance organization which I accepted.

The Maintenance organization was headed by a Vice President and was huge; it had its own workshops, control & planning centers, engineering, and construction. Aramco was a great experience because I got the opportunity to work in various divisions / departments of the organization and interacted with various nationalities and the latest technologies. I got the opportunity to work in not only the Maintenance department but also in the Planning, Organization & Industrial

Engineering, Utilities, Operations, Project Management & Construction and Materials & Services Divisions. I made significant progress there and went up to the level of Division Head. During my time at Aramco, I learnt a lot on how to

manage organizations, people, contracting, procedures, projects and management in general. Aramco was a conglomerate of the world's biggest companies such as Exxon, Chevron, Mobile and Texaco. Gradually in 1988, Aramco was taken over by the Saudi Arabian government and it became Saudi Aramco. At Aramco I did not work in Refining Operations or the Refining process, I was basically in Engineering, Operations and Maintenance but had the exposure to all facets of oil. My strong point was always Organizational & Industrial Engineering which manages organizations and people for efficient utilization of resources.

In 1997, I came back to Pakistan with much encouragement that the time is right to return home. Early 1998, I was offered the position of Senior Manager in Shell. I accepted the Shell offer and joined the Operations Organization as S & T Manager, basically working with logistics, supply and distribution. In 2001, I was promoted and made the Director of Operations and was appointed to the Boards of Shell, Pakistan Refinery Limited and PAPCO. In

addition to handling the entire Shell's Engineering and Logistics department I was also responsible for the depots and pipelines. Early January 2008, I retired from Shell and handed my resignation from the Boards, but the PRL Board offered me the position of PRL MD. I thought about it a lot and discussed it with my family and colleagues who encouraged me to take the offer.

What were the first thoughts that came to your mind when you were offered the PRL MD position?

The first thought which came to my mind was Oh My God I've never worked in this company and I don't know the people here and I've never done refining process. I felt that I was retiring from Shell with a lot of dignity, honor and an exemplary track record,

what if I'm unable to do a good job; it won't be doing justice to that company. I knew about PRL as I was in the Board and I knew it was a good company and it had the equity for upcoming projects. Another thought which came to my mind was to get these projects up and running but there was apprehension. In the end they convinced me to take the challenge and do my bit for projects and improve operating procedures, people development and policies in general.

What were the major challenges you faced coming to PRL and how were you able to overcome those challenges?

The major challenge I faced was external and not internal. The people here were very cooperative, competent and willing to learn. The major challenge was that when I joined here in 2008 the world economy crashed which resulted in a triple whammy hitting us. Firstly, the value of oil crashed and we held a significant quantity of oil in our inventory. Secondly, the depreciation of Rupee against Dollars resulted in major exchange losses. Thirdly, as the international demand for products reduced the refining margins crashed resulting in further losses. That is when we had major challenges to sustainable operations. But I along with the Management team said this company will not stop running. We improved the Employee Value Proposition to control the attrition of employees, reduced expenditures and came back to profits. We managed to survive the worst of times due to the faith and hard work of all the Senior Managers and the staff.

Thoughts on being offered PRL MD position:

"Oh My God I've never actually been to this company, I don't know the people here and I've never done refining process before in my life."

Most memorable moment in PRL? Biggest achievement / accomplishment in PRL?

The biggest achievement in PRL would say is my pride in the fact that the people of PRL are doing their best. I feel proud if I have made any difference in the attitudes and aspects which makes this company a good place to work and make people want to have a future here. I feel people development is a greater achievement for me, as compared to getting the company back on the road to profitability.

If there is one thing you could still change in PRL?

If I would really want to change something then it would be to attract and retain the best manpower to work for this company. I would want the people of this company to create an environment which would foster the best of decisions which are sometimes not too easy to take. Finally to live by our slogan of "Integrity, Teamwork and Excellence".

How do you define success?

I feel there are two ways to define success. Firstly, it's the KPIs and parameters which define whether you have achieved your objectives/targets, which is success by itself and cannot be overlooked. Secondly and most importantly it's the effort one puts in to achieve a particular objective. Even if one hasn't achieved targets but had put in their full effort which was visible, and the individual and his/her manager realizes it; that to me is success.

How do you maintain work-life balance? How do you manage stress at work?

Work-life balance is always difficult to achieve but in my case it was slightly easier because I didn't have children here in Pakistan who needed attention, as both my daughters are settled abroad. Spouses tend to understand, but it's the children who require a lot more attention. One eventually learns how to achieve this balance. I feel one should always take out time for the family and even plan vacations, as it is very important for one to unwind. Stress is not something you can do without, but never let it get to your heart. You should have a positive attitude towards life in general and have faith in yourself, your family, friends and Allah. Always share your problems with someone and try to manage them, but don't let it affect your health and address your problems. The support of my wife, Nilofer, was always a source of strength.

You have worked in different organizations as you mentioned earlier, which one did you like the best and why?

Honestly I would say PRL because I had independence and autonomy to implement thoughts and ideas into plans and actions on a bigger scale. I have enjoyed working here.

Career advice for young professionals?

Be flexible to change and always be ethical in your deeds! Don't put yourself in a mould! Be ready to do anything whether in this company or any company regardless of your education. Never feel that you are limited or restricted by boundaries of age, you can achieve anything you want but you have to be flexible and ready to make that change happen.

"We managed to survive the worst of times due to the faith and hard work of all the Senior Managers and the staff."

You exhibit lots of energy in your day to day work and interaction with employees, what drives you, what keeps you motivated, can you share the secret with us?

I do not notice the energy, but it comes to me when I'm at work. I want to stay involved in everything around me and try to find out what the employees feel and what are they occupied in. I feel it is the people who make an organization and it is my objective to ensure that every level of this organization is gainfully employed..

What would be your advice to the incumbent / new MD?

You have a great bunch of people, make sure you get the best out of them and look after them. I hope he will be a great guy and will do excellent things for this company.

What does the future hold for you? Retirement Plans?

I'm looking at doing some more social work which I have not done enough of in my life, my wife has done quite a bit. I would want to work with NGO's which are working to develop the future generations of this company. Possibly a bit of professional work too.

If given the opportunity would you like to continue with your career at PRL?

No! I shall not continue as it's not right beyond my age. When I was a part of the Board of this

company we had decided that once a contract is given to the MD it shall not be renewed. I was asked by some Board members to renew my contract for another year, but I refused.

Who did you admire in your professional career and why?

In companies, there are two types of people I admire. First are those who are very content with their jobs, they have been doing the same thing since ages and they have reached a level of perfection in what they are doing. They are very dedicated to their profession and love what they do. Second set of people I admire the most, are the ones at the very top level of super large corporations. There is nothing which can excite them! They know how to handle the most difficult of situations and give their decision, whether right or wrong, there is a certain aura and calmness about them.

Editorial Note:

As listed earlier these are just the excerpts from the interview. The editorial team recognizes that you really can't do justice to an illustrious career of more than four decades in two pages. Also, people who know Mr. Ijaz Ali Khan, know that discussions with him cannot be condensed to a few pages; the entire interview was drafted in 21 pages!

"Be flexible to change and always be ethical in your deeds! Don't put yourself in a mould!"

Quick Facts

Favorite Slogan: Integrity, Teamwork, Excellence

Favorite Sports: Cricket & Hockey

Hobbies: Reading historic books about cultures and civilizations.

Favorite Movies: Epic War Movies

Favorite Place: Karachi and internationally Switzerland

As a person: Zero tolerance for anybody who is even the least bit parochial or unethical.



Turnaround 2011

M. Shoaib Danish

A Turnaround (TA) is a planned, periodic shut down of refinery process units to perform maintenance, overhaul, repair, replacement, inspection and testing activities.

The month of May marked the successful completion of TA - 2011 at PRL. TA - 2011 was executed to undertake major overhauling and maintenance work after fifty-six months of continuous operations, which is the longest period in PRL's history. Historic interval between TA's is forty-eight months. All activities were completed in accordance with timelines set forth at commencement of the event (2nd May, 2011) and as planned the refinery was placed back on stream on 24th May, 2011; with on spec products being delivered to storage. Out of a total duration of twenty-two days, sixteen days were allocated for engineering activities, balance days were set aside for controlled shutdown and start-up.

Planned shut down of refinery is a complex and methodical process, which requires thorough planning and focused execution of work. It includes miscellaneous pre-shutdown activities which are carried out well before the turn around starts. TA - 2011, was in fact a cluster of shutdowns involving a number of inter-related process units including Crude Distillation Unit, HDU, Platformer Unit and utility systems. Major plant equipments such as reactors, columns, heat exchangers, pressure vessels, air coolers and furnaces were isolated, opened, cleaned, inspected and repaired as per relevant work scopes. Inspection work scope encompassed jobs related to Equipments Replacement/ Repairs, Inspection Rejects, Plant Change Modifications, Gland Packing, Cold & Hot Tags while other sections such as Electrical, Instruments & Control and Civil developed their respective TA work scopes.

The entire work scope of the program for replacement and repairs of critical plant piping and equipment due to aging and reduction in thickness was completed as planned. During this period, a major project of replacement of

75 feet high, old platformer stabilizer column (311-E) was also completed. Besides, few heat exchangers and pressure vessels were also replaced or overhauled. Another highlight of the event was Upgrade & Replacement of Crude and Hydro Distributed Control System (DCS); due to technological changes, major hardware of DCS was required to be upgraded for safe and smooth plant operations.

The entire work scope of the program for replacement and repairs of critical plant piping and equipment due to aging and reduction in thickness was completed as planned. During this period, a major project of replacement of 75 feet high, old platformer stabilizer column (311-E) was also completed.

Team work was hallmark of TA - 2011, coordination among various business functions such as Operations, Technology, Administration, Inspection, Procurement, Ware House and HSE was exceptional during the whole event. To facilitate customers, prior to the shutdown, the Refinery built up necessary stocks of products to ensure that customers would see no disruptions to their requirements. TA - 2011 also witnessed a significant change in contracting strategy and for the first time in PRL's history, the entire TA scope was awarded to a single contractor (M/s Descon Engineering), instead of using a multitude of contractors, as was practiced in the past.

During the turnaround, the PRL team continued to achieve exceptional level of HSE which ensured smooth execution of TA. At the peak, over 1,800 company and contractor personnel were engaged in TA execution. Due to extensive preparation, exhaustive forward planning, clear organization and consistent coordination with all stakeholders, the majority of process units were safely handed back to Operations well ahead of schedule. Overall, the turnaround proved to be a great HSE success: no work-related injury was recorded and as a result, during the duration of the TA, the company managed to accumulate a commendable figure of 0.6 Million man-hours without any reportable incident and injury.

Moving forward, PRL has changed its philosophy of staging the turnaround event from four years to two years, enabling the Refinery to leverage various synergies. The next turnaround involving three major units is scheduled for the year 2013.



HSEQ News

Muhammad Adnan Zafar

World Environment Day

- Helps fight soil erosion and climate change.
- Directly or indirectly provides livelihood to approximately 1.6 billion people.

HOW WAS IT CELEBRATED AT PRL?

In PRL, World Environment Day was celebrated on 6th June, 2011. The plantation ceremony was held in the PRL premises. Managing Director & CEO Mr. Ijaz Ali Khan planted a sapling in the lawn area.



WHAT IS WORLD ENVIRONMENT DAY?

World Environment Day is the global day to create awareness about worldwide environmental destruction caused by industrialization and other human activities. The day also serves to draw societies and other governmental organization's attention, for taking measures to reduce our environmental footprint and move towards sustainable development.

WHY IS IT CELEBRATED?

The day was established by the UN General Assembly in 1972 to mark the opening of the Stockholm Conference on Human Environment. Another General Assembly resolution, adopted the same day, led to the creation of UNEP.

The day is now hosted every year by a different city. Typically an international exposition is organized to commemorate the event during the week of June 5.

WHEN IS IT CELEBRATED?

World Environment Day is observed on the 5th of June. The event now takes place on a yearly basis.

Theme:

World Environment Day - 2011

This year's theme was "Forests- Nature at Your Service". The theme was selected to educate people about the benefits derived by having large areas of forests.

Forest Facts and Figures:

- Spread over 4 billion hectares of earth's surface.
- Cover roughly 30 percent of earth's total land area.
- Protects ecosystem by storing significant stock of carbon.



HSEQ INTERNAL AUDIT

As per the requirement of HSEQ-Management System based on OHSAS-18001:2007, ISO-9001:2008 and ISO-14001:2004 certifications, HSEQ internal audit was conducted on 6th July, 2011. The outcome of the audit was "Zero Non-Conformity". The success of this audit was a result of strong employee commitment and buy-in to HSE.

HSEQ REWARD PROCESS

HSEQ rewards process has been initiated in PRL to further promote the culture of safety and ensure continuous improvements in all aspects of HSEQ. This reward process will encourage staff to report any Potential Incidents (PI), unsafe conditions & near misses and thereby assist in reducing actual incidents.

Each respective area departmental head will communicate the best PI to HSE team. The team will review the observations against specific criteria and will decide whether the observations warrant a reward. If the observation is significant enough, then other corporate recognition awards can also be considered.



Local Oil Market Developments

Asad Ali Khan

Regulating the Deregulated

June 2011 came as a blessing for the oil refining sector. The Ministry of Petroleum & Natural Resources finally agreed to the proposals of the refining sector and provided them some relief in terms of deregulating the ex-refinery prices of the products at par with the import price of Pakistan State Oil, thus removing the anomaly in the prices.

Holding on to this fine string of relief in the wake of the circular debt, negative margins and a constantly changing international oil market the deregulation provided a ray of hope to the refining industry which had been missing since the recession of 2008.

Along with the deregulation the Government of Pakistan stipulated that all refineries should install and commission Isomerization Plants for maximizing the production of Motor Gasoline; and Hydro-desulphurization Plants for converting High Speed Diesel into a more environmental friendly product being at par with the Euro-II specifications by June 2014.

This policy, nevertheless, does improvement to the account books of the refineries, however, when you dig deeper into the concept of deregulation many loopholes are attached to it. Deregulation means the introduction of a more competitive and level playing field with the supply and demand dynamics setting the tone for the product prices. However, the deregulation as laid down by the GOP locks the Motor Gasoline price with the import prices of Pakistan State Oil. The point to be noted here is that if PSO does not import any M.S cargoes, the pricing will be based on the previous method which was the main issue in the first place. Secondly, if by chance PSO imports at a price which is less than the crude import price of the refineries it will again result in the same kind of losses which the refineries had to bear in the past.

In addition to that the question is what if another 2008 like situation arises and the refineries have to go through the same situation with margins slipping. Though, it has been given the name of deregulation, from a deeper perspective it is more of a regulated scenario with the appearance of the other. But at this time and age with geopolitical situations, volatile financial markets and many other factors driving the oil market, this still remains a ray of hope to the refining sector in Pakistan.



Pakistan Energy Conference 2011

Pakistan Energy Conference was held in Islamabad from April 10th to 12th, 2011, organized by Pakistan Institute of Petroleum (PIP). It was inaugurated by the Prime Minister, Mr. Yousuf Raza Gilani and was widely attended by the eminent energy experts of the Oil & Gas Industry and other stakeholders. Mr. Aftab Hussain, Deputy Managing Director, PRL also delivered a presentation on "The Challenges of Oil Refining Sector in Pakistan".

Import of Oil Products

An Eternal Abyss

Asad Ali Khan

A country devastated by wars and natural disasters, Pakistan's economy has failed to stabilize in the previous years and is constantly on the decline. The depreciation of the Rupee against the U.S. Dollar since the onset of the great recession of 2008, along with other macro level factors, Pakistan found itself under a balance of payment condition. In order to avert further economic turmoil the International Monetary Fund provided loans which started from around \$7 billion and until recently reached to around \$13 billion which is also presently the backbone of Pakistan's total foreign exchange reserves.

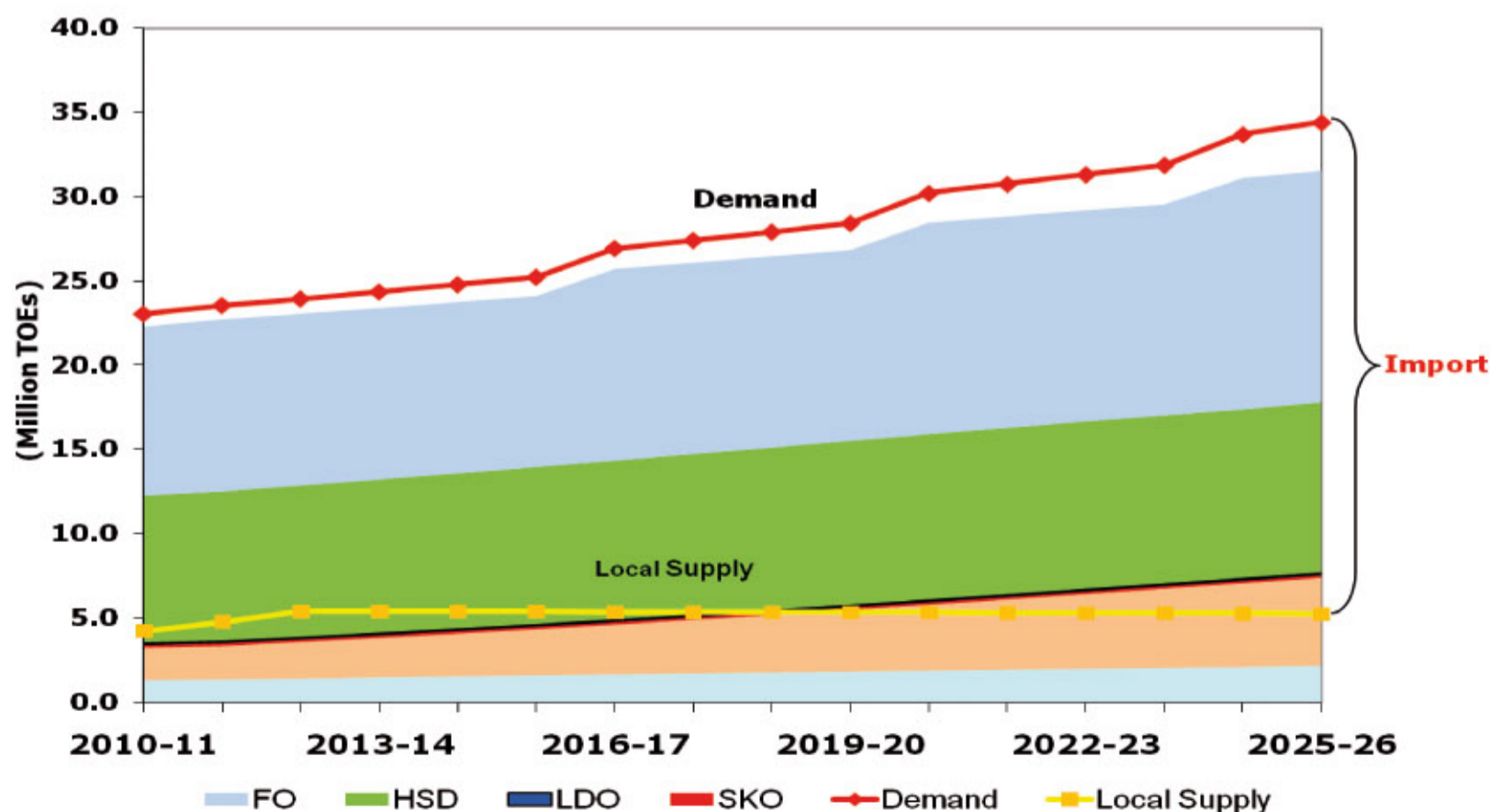
Oil is the second largest source of energy used in Pakistan with very limited and unexplored resources resulting in a stagnant production rate. This results in the import of crude oil and POL products which constitutes a major part of country's total import bill.

At present the figure on the left presents the oil deficit prevailing in the country. With demand at an all time high Pakistan has to cope up with importing atleast 82% of it and it all seems to increase in the coming years if the situation remains the same.

In the fiscal year of 2009 – 10 the oil import bill stood at an all time high of \$10.5 billion. But the major concern arises from the continuous rise in demand driven mainly due to the rise in electricity generation and industrial consumption which has resulted in the increase in POL import bill at an outrageous rate of \$3.5 billion per year. Also, the POL import bill for the

fiscal year 2010-11 is projected to stand at around \$12.5 billion and that too during a time period when the country and economy are plagued by internal security challenges and natural disasters.

There are many questions the long term energy policy makers of this country have to answer and given the above scenario there are several options that are available, though with this trend, time is surely running out and if Pakistan will continue to depend on the imports of this commodity with constantly depleting foreign exchange reserves, a meltdown is surely inevitable.



Long Service Award

Faizan Khan



Pakistan Refinery Limited recognizes outstanding achievements and years of dedication of its staff through the Long Service Award Ceremony.

It has been PRL's tradition to hold such ceremonies as appreciation and encouragement of its staff who have worked in PRL for 10-30 years, to enhance their performance and in recognition of their devotion and hard work.

The Long Service Award Ceremony was held on June 27, 2011, in which Certificates of recognition and medals were presented by the Managing Director.

Recipients of Long Service Award were as follows:



S. No.	Name	Dept.	Approximate No. Of Years
1	Mukhtar Ahmed	Terminal & Oil Movement	11 Years
2	Abdul Majid	Terminal & Oil Movement	11 Years
3	Tahir Rafique Memon	Terminal & Oil Movement	11 Years
4	Muhammad Muzaffar	Mechanical-Rotary	11 years
5	Hamid Farhan Siddiqui	Terminal & Oil Movement	15 Years
6	Fazeel Ahmed	Terminal & Oil Movement	15 Years
7	Saeedullah	Mechanical-Rotary	20 Years
8	Mohammad Ali	Mechanical-Rotary	20 Years
9	Mohammad Rasheed	Electrical	21 Years
10	Yousuf Ali	Electrical	20 Years
11	Sultan Mir	Mechanical-Stationary	25 Years

Longest Serving Employee Mr. Tanveer Qamar

Muhammad Adnan Zafar

Having 37 years of service with PRL Mr. Tanveer Qamar is the longest serving employee (October, 2011). Tanveer joined PRL as an Operator at the age of 18. He has worked both at Keamari Terminal and Korangi Tank Farm. At present he is working as Executive Shift Supervisor at Tank Farm Korangi and successfully managing the shift affairs for the last 14 years.

Tanveer possesses strong interpersonal and communication skills, which have enabled him to perform his duties to the satisfaction of all stakeholders. He was also a recipient of Special Recognition Award for his HSE efforts.

Working at PRL is also a family affair for Tanveer. His father, Ch. Qamar Uddin also worked with the refinery in late 60's and early 70's in Mechanical department.

Father of four, Mr. Tanveer is a family man who has ensured that his children are well-educated. His two daughters are happily married and settled abroad. After retirement he also has a plan to settle in USA/Canada.



Table Tennis Tournament 2011: Ops Rules!!

Singles Table Tennis Tournament was held at Pakistan refinery's Sports Club during the month of April 2011. The Tournament was actively participated by 23 contestants. A total of 61 matches including Quarter & Semi finals were played during the tournament. From day one, the spectators witnessed remarkable performance by the players and enjoyed every single moment of the game.

The final was played between Fawad Hussain (Operations) and Kashif Lawai (Finance). Fawad Hussain, being the defending champion started as the favorite. Motivated by the occasion and with the tiered seating packed with adoring fans, unquestionably the final was the most interesting match of the Tournament. Crucial areas were serviced and Fawad proved to be master of the serve, he never allowed Kashif to settle into this fluent rhythm; Fawad's topspin play was ultra consistent, it forced a series of errors from the opponent.

A straight games victory was recorded; effectively sealing the fate of the Tournament and Fawad captured the title with stunning efficiency and agility.





Above is the picture of Management Trainee & Trainee Engineer's Batch inducted in February 2011

Back Row Left To Right: Muhammad Akhlaq Hussain, Faizan Khan, Muhammad Waqas Razzaq, Muneer Ali, Muhammed Umair Rasheed, Adnan Khalid, Mohammed Shahzad, Umair Rasheed, Ghulam Haider, Toqeer Ahmed, Waqas Sharif,

Front Row Left To right: Rida Ahmed, Muhammed Yasir Akram, Samiullah Khan, Tahir Ali Khan, Kashif Younus, Zeeshan Saleem, Muhammed Arsalan Sheikh.

Our Greatest Asset

Compiled by:
Nadia Aftab

Welcome on Board
All the best for forthcoming career at PRL

Name: Mohammed Bukhsh Tunnio
Designation: Senior Engineer Stationary
Department: Engineering - Maintenance
Qualification: B.E. Mechanical
Experience: Worked at Pakistan Petroleum Ltd, Descon (UAE) and KESC

Name: Muhammad Irfan
Designation: Engineer
Department: Operations
Qualification: B.E Chemical
Experience: 2 years Traineeship at PRL

Name: Nasir Sharif
Designation: Engineer
Department: Operations
Qualification: BSc. Chemical
Experience: 2 years Traineeship at PRL

Name: Asif Zahid
Designation: Senior Executive Contracts
Department: Finance
Qualification: MBA (Finance)
Experience: Worked at Shell Pakistan

Name: Amer Hussain
Designation: Treasurer
Department: Finance
Qualification: MBA (Finance)
Experience: Worked at Karachi Int. Container Terminal Ltd., HUB Power & Shell Pakistan

Name: Salman Saleem
Designation: Controller Budgeting & MIS
Department: Finance
Qualification: Chartered Accountant
Experience: Worked at Artistic Milliners Ltd.

Name: Nadia Aftab
Designation: HR Executive
Department: Human Resources
Qualification: MBA (Human Resources)
Experience: 1 year Traineeship at PRL

Name: Shahbaz Khan
Designation: Supervisor III
Department: Technology & Inspection
Qualification: B.Com
Experience: Worked at Hino - Pak Motors

Name: Zubair Hassan Qadri
Designation: Supervisor III
Department: Technology & Inspection
Qualification: B. Com
Experience: Worked at Hino - Pak Motors

Name: Syed Sajjad Hussain Rizvi
Designation: Supervisor III
Department: Finance
Qualification: MA (International Relations)
Experience: Worked at Omer Jibran Eng. Co.

Retirement

Best wishes for health & happiness in your well-earned retirement and all future endeavours:

Name: Habib Ur Rehman
Designation: Supervisor – II
Department: HSEQ (Fire & Safety)
Years of Service: 22 years

Name: Mohammed Arif
Designation: Supervisor – II
Department: HR (Transport)
Years of Service: 25 years

Name: Akbar Hussain Shah
Designation: Supervisor - II
Department: HSEQ (Fire & Safety)
Years of Service: 26 years

Moving On

All the best from PRL family for the new challenges ahead:

Name: Adnan Arshad
Designation: Senior Engineer Construction
Department: Refinery Upgrade Project

Name: Hassan Ahmed
Designation: Executive Engineer
Department: Technology & Inspection

Name: Faisal Ahmed
Designation: Executive Engineer
Department: Operations

Name: Syed Asad Ali Shah
Designation: Engineer
Department: Operations

Name: Mohammed Ali
Designation: Supervisor II
Department: Finance

Name: Abdul Rasheed
Designation: Chemist
Department: Technology & Inspection

Moving Ahead (July 2011- Sep 2011)

Congratulations on well deserved promotions:

Name: Shakeel Akber Rizvi
 New Designation: Senior Manager Contracts & Procurement
 Department: Finance

Name: Mohammed Jibran
 New Designation: Senior Engineer
 Department: Operations



Hajj Ballot Results 2011

We Congratulate the following winners and wish them a safe pilgrimage

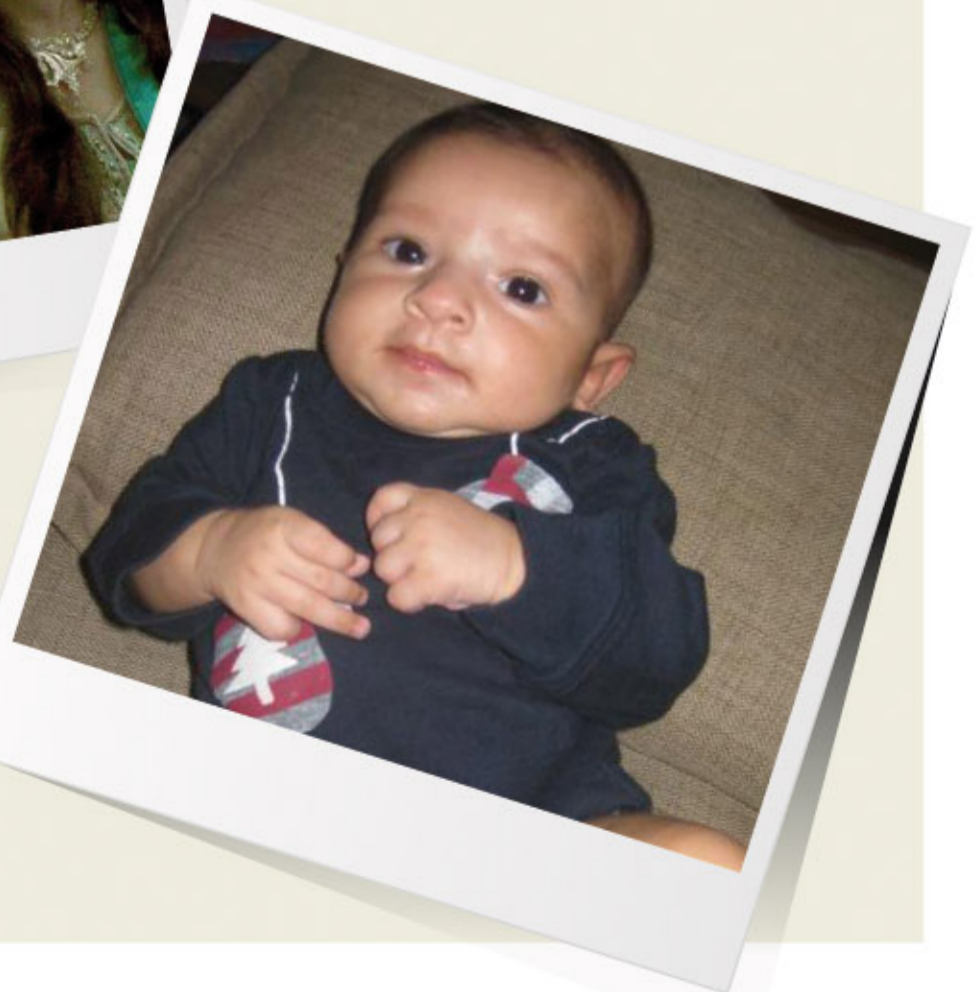
S.no.	Name	Designation	Department
1.	Abdul Rehman	Supervisor- I	Eng. (Inst. & Control)
2.	Ejaz Aslam Janjua	Supervisor – I	Eng. (Inst. & Control)
3.	Syed Azeemuddin	Section Head Training	Human Resources
4.	Haider Mahmood	Sr. Exe. Civil	Eng. (Civil)

Personal News



Congratulations and Best Wishes to Ms. Nadia Aftab, HR Executive, who recently got married to Mr. Farhan Aftab on 20th February, 2011

Mr. Farhan Hassan, Manager Planning & Coordination, has been blessed with a beautiful baby boy Muhammad Mustafa Hassan on 25th April, 2011





Guess who?

The Picture shown is the childhood portrait of an employee serving in PRL. Readers are encouraged to Guess Who this person is and send their guesses to:

Syed Abdul Qadir: abdul.qadir@prl.com.pk

The first correct submission will receive a small gift from the Stacks At 24 Team, and the names of the employees with the correct submission will be announced in the next issue. (Maximum One Submission per employee).

From the Archives

Refinery at the time of Construction & Inauguration



Independence Day Celebrations

August 14, 2011 marks the 64th Independence Day of Pakistan. This day was celebrated with a lot of zeal and enthusiasm at Pakistan Refinery Limited.

Managing Director & CEO, Mr. Ijaz Ali Khan, graced the occasion and hoisted the National Flag, preceded by an impressive guard of Honor, while the employees sang the National Anthem with due solemnity.





PRL VISION

“To be the Refinery of first choice,
for all stakeholders”