

Employee Care

Workplace Stress Tips (Part 2)

Tip 2: Support your health with exercise and nutrition

Taking care of yourself doesn't require a total lifestyle overhaul.

Even small things can lift your mood, increase your energy, and make you feel like you're back in the driver's seat.

- Make time for regular exercise

When stress is mounting at work, try to take a quick break and move away from the stressful situation.

Take a stroll outside the workplace if possible. Physical movement can help you regain your balance.

- Make smart, stress-busting food choices

Your food choices can have a huge impact on how you feel during the work day. Minimize sugar and refined carbs. Reduce your intake of foods that can adversely affect your mood, such as caffeine, trans fats, and foods with high levels of chemical preservatives or hormones. Avoid nicotine. Eat more Omega-3 fatty acids to give your mood a boost.



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WSI Gulf Pearl arrived in Kish

WSI stimulation vessel berthed in Kish Island late October. Gulf Pearl, with a long portfolio of successful operations in Offshore Iran, will open a new chapter in WSI business and is a promising news for both WSI's personnel and clients.

She had a long rest at a drydock in Dubai for maintenance and refurbishment costing over \$3.5M and is now fully equipped for the mission. The sixty-three-meter hull benefits from four high pressure pumps (7000psi) and two high pressure Coflexip reels, enabling her to conduct stimulation of two wells back to back, a considerable cost saving for the clients. Its huge tank of raw acid (165,000 gal) and additives (15,000 gal) along with an onboard stimulation laboratory pave the way for a successful and independent execution of any challenging job. Dynamic Positioning (DP) system, quick disconnect capability and various safety systems onboard guarantee the safe operation for the crew and the client.

"If you can't describe what you are doing as a process, you don't know what you're doing."

— **Edwards Deming**



"Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others."

— **Mark Sanborn**

Happy Birthdays

We would like to extend our congratulations and birthday wishes to the following colleagues for having birthdays in November and December. May this year be so much better than the last for you in every walk of life.

Life is a journey, so enjoy every mile. Happy birthday!

- Adel Samak (K)
- Safa Zergani (A)
- Raein Shakoula'ei (A)
- Zahra Mortezapour (A)
- Mohammadamin Fakherinia (K)
- Ghassem Deilami (A)
- Mansour Fatehivad (K)
- Abdolrahman Mallahzadeh (K)
- Amir Amini (T)
- Esmail Fattahi (K)
- Abdolreza Roozkhon (K)
- Nadia Mahdiyeh (T)
- Akbar Ahmadian Kolverdoust (K)
- Abdollah Ashabsayar (T)
- Sadegh Morovvat (K)
- Alireza Izanloo (T)

Welcome to New Colleagues

- Hadi Mokarami Rad (A)
- Amir Abbas Jahangard (A)
- Hamid Heidari (A)
- Mohsen Kordavani (A)
- Mohammadreza Dadkhah (A)
- Sima Gharibi (T)
- Alireza Sadeghi Ashk Shahr (T)
- Faranak Asadi (T)



Board of Directors Visited Kish

Board of directors and advisory committee planned a two-day trip to Kish to observe and identify the real issues, concerns, and challenges of operation in the segment and to have a face to face meeting with colleagues. At the first night, Kish OFS manager commenced the visit by a brief introduction to Kish base, followed by presentations of field managers. Capabilities, business opportunities, and requirements of all segments were reviewed and the advisory committee left the meeting with an action plan for materializing all opportunities.

The second day started with visiting WSI Gulf Pearl. The captain and crew members explained the vessel and its unique features to the advisory committee. Next was a friendly and face to face meeting with all staff at Kish which was concluded by a lunch at Dariush Grand Hotel. This visit shows top management commitment to increase operation efficiency and effectiveness, also the fact that company's human resources are considered as the real asset of the business.

What's going on in WSI!



ISO 9001-2015 Initiative (Quality Management Sys.)

We are glad to announce that one of the major ISO 9001 QMS milestones, i.e. Process Identification, which is to realize all the Petro Iranian Arvand (PIA) company activities in various disciplines as processes is complete. In addition, the corresponding process measurement factors (e.g., time, cost, etc.) to evaluate the processes through Internal Audit process is complete. It is noteworthy that PIA baseline organizational chart to address existing PIA functions and services is finalized and approved by the top management. This will facilitate formulating employee's job descriptions, responsibilities, authorities and competencies which are necessary to develop HR's infrastructure, training and appraisal programs.

QUEST Training Meeting

Based on the company's strategy and the plans to achieve very high HSE standards, WSI conducted a training session on QUEST (HSE/SQ RIRs, Ob/iv) on Tuesday 22nd October for all Tehran's staff. All staff are expected to improve HSE competency of our company by logging into QUEST portal and reporting any risk or hazards observed in our daily business. This service will be available in all bases soon.



DIABETES: PROTECT YOUR FAMILY

The theme for diabetes awareness week (9-15 November) in Iran and World Diabetes Day 2019 is Family and Diabetes.

International Diabetes Federation is raising awareness of the impact that diabetes has on the family and support network of those affected, and promoting the role of the family in the management, care, prevention and education of diabetes.

Families are urged to learn more about the warning signs of diabetes and find out their risk of type 2 diabetes. This is a major concern, due to the signs being milder in type 2 diabetes, the most prevalent form of the condition, responsible for around 90% of all diabetes. One in two people currently living with diabetes are undiagnosed. The vast majority of these have type 2 diabetes.

Left untreated or unmanaged, diabetes can lead to life-changing complications. These include blindness, amputation, kidney failure, heart attack and stroke.

Diabetes was responsible for four million deaths in 2017.

This November, IDF is urging people to test their diabetes knowledge and assess their risk of type 2 diabetes through an online quiz and assessment.

<https://www.idf.org/type-2-diabetes-risk-assessment/>

View WDD 2019 campaign resources and find out how you can help spread the word about diabetes in November.

<https://worlddiabetesday.org/resources/>

WSI Adopts to Enterprise Resource Planning (ERP) Solution



To keep up with the international standards and to increase operations efficiency, WSI has begun to adopt to a comprehensive and integrated Enterprise Resource Planning (ERP) solution, Rahkaran, which covers various business aspects (e.g., Finance, Human Resources, Sales, Management etc.) and provides timely and correct information, resulting in an increase in efficiency, performance and profitability of WSI. This solution leverages modern best practice procedures and techniques to deepen insight into our business. It also enables us to improve management of the business processes. In addition, WSI is considering to purchase additional solution modules soon. Customer Relation Management (CRM) is an essential function within an organization and at its simplest is systems and processes for managing a company's interactions with current and potential customers which ultimately leads to customer satisfaction.

Employees Objectives for 2020

At this time of the year, WSI top management prepares the objectives for the next year. In 2020, the appraisal system will be tied back to the employees' objectives.

Drivers Training Course

WSI held a two-day training course for drivers in Ahwaz on November, 2nd. The participants passed a practical exam at the end. Mr. Matouri and Tomepour conducted the sessions and a tracking device was also installed on all company vehicles to be monitored remotely.

R&D News:

WSI signed a Cooperation Framework Agreement with Sharif University of Technology for research and development of new solutions and products. Following this agreement, WSI started two research projects on very sensitive sensors used in well logging tools. The total value of the projects were in excess of \$350,000.

Following a long negotiation with a Start-up company in Shahroud, WSI signed an NDA with the company and is carrying out a feasibility study to develop MPD (Managed Pressure Drilling) system.

WSI had several meetings with academics from University of Tehran and Beheshti and is about to kick off the project of implementing Artificial Intelligence (AI) in drilling.

If you see an opportunity to improve WSI, please speak to us via research@wsi-oilfield.com or www.wsi-oilfield.com/research

WSI Academy

WSI is about to launch an academy that will be the flagship of training institutes in upstream oil and gas industry. WSI academy will provide (1) internal training for staff (2) technical courses for the clients and (3) professional training for those who seek continuous personal development (CPD) to boost their career path. Moreover, fresh graduates of universities will be trained in the hand of professional instructors who have a long portfolio of operational experiences, mentoring and lectureship.

Congratulations to WL Team in Ahwaz

We were glad to hear WL team received an appreciation letter from NISOC for outstanding performance in KL-29 operation. Well done colleagues!



Tips for Eating Healthy at Work (Part 3)

7. Control Your Portion Size

You've probably subconsciously trained yourself to eat whatever is in front of you, largely because you were taught not waste any food. Instead, why not give yourself smaller portions (and maintain your waistline in the process)? Do this for snacks too, especially at the beginning so you can get used to a smaller amount of food.

8. Get Real about What's Healthy

If you're serious about living a cleaner lifestyle, start familiarizing yourself with the health benefits of what you're eating. If you're buying a packaged product, for example, make sure you look at the ingredients and the saturated fat. A general rule of thumb is that the food you're consuming should be under 2.0g of saturated fat.

9. Eat Smart If Dining Out

It's hard to choose a salad when you're eating out when you know that restaurant serves a mean burger. Instead, opt to go somewhere that you know has lots of nutritional but tasty options that won't make you stray from your new regime. It's all about eating smart – instead of depriving yourself of going out altogether. And now you know what's good for you and what isn't, you'll be able to make better choices overall.

Dear colleagues

WSI is eager to give employees a chance to offer their feedback and sentiment on the newsletter contents and organizational changes to promote culture of feedback. To enrich our newsletter, we will appreciate it if you send us your news as well as views:

newsletter@wsi-oilfield.com

Live HSE!



Fatigue Management Awareness

Fatigue is something every person has experienced. It is a natural part of the daily cycle of life. But fatigue is also a major factor in many serious accidents.

Extensive training, the proper safety equipment and a perfect track record of experience cannot compensate for fatigue.

Most employees in the oilfield services industry, are accustomed to long hours, frequent changes of schedule and long hours of travel from one assignment to the next – all factors that add real excitement to our work, but that also can lead to profound fatigue. The effects of fatigue on our alertness, our judgment, and our ability to recognize and respond to potential problems, can contribute to costly and sometimes tragic events.

The onset of fatigue can be recognized in ourselves and others.

Certain signs of fatigue are largely universal and can be split into two groups; cognitive and physical.

The cognitive signs of fatigue include:

- Reduced communication
- Slips and lapses
- Poor memory
- Reduced attention
- Impaired problem solving
- Increased risk taking

Some of the physical signs include:

- Fidgeting and moving around in your seat
- Rubbing eyes and repeated yawning
- Staring blankly, with your eyes going in and out of focus
- Frequent and long blinking
- Difficulty keeping eyes open
- Head nodding

These signs allow us to recognize that we need to sleep, and are our body's way of telling us to do so.

Through our experience in the field, and through scientific research, we can learn a number of practical countermeasures for fatigue.

For example, taking a pre-work nap, avoiding vigilance tasks during known times of low alertness, varying your job routine, taking breaks, adjusting the work environment and managing your nutritional intake can all reduce the risk of fatigue-related accidents.

During your career remember to apply the sound Fatigue Management Strategies to ensure you remain safe, rested and alert



Technology Against Drowsy Driving

Drowsy driving, also known as tired or fatigued driving, is the operation of a motor vehicle while being cognitively impaired by a lack of sleep. The AAA Foundation for Traffic Safety suggests that drivers who miss between one to two hours of the recommended seven hours of sleep in a 24-hour period nearly double their risk of a crash.

Bluetooth headset is to identify patterns in eye blinks to quantify how awake the users are. Vigo tracks eyes and head motion to measure the levels of alertness. When Vigo senses that driver is getting drowsy, it stimulates him with a combination of pulsing vibrations, music or flashing light. It's also possible to check other user's alertness levels since the data is sent to a cloud. The Vigo app can be used to see the history of driver's alertness, trends and suggestions how to stay focused during long trips.

A success story from WCP Team



Challenge:

Extreme Low-pressure wells – Potential of flow falling over

In North Yaran Field, the wells with sufficient pressure are flowing through the cluster separator, where the oil is separated and transferred to the main production line. However, few wells have considerably lower pressures compared to the rest of the wells. Flowing them to the same separator with other wells, could have lead to flow blockage and subsequently those wells being killed.

Cluster close drain pumps failure

In North Yaran Cluster, each well is equipped with a separate line conveying the produced well effluent to a closed drain system, in which the low pressure intermittent well flow could conveniently be stored, and pumped to the main production line. The main pumps in charge of transferring the stored oil to closed drain system failed and caused the production of lower pressure wells impossible.

WSI team was approached by the client for an appropriate and standard early production facility design to maintain the low-pressure wells in production line in parallel to the main Cluster separation in a safe and efficient manner.

Solution:

Surface facility design and implementation for low-pressure wells

To avoid effect of high-pressure wells on low pressure wells, a separate three-phase separator was designed for the operation. This was in addition to two oil manifolds on separator entry line in a template of early production, gas flare line, pumping package and other requirement.

Secondary separator for additional bypassed wells from Closed drain

Additional separator and surface facility were designed and accommodated in well testing layout for the wells which bypassed from closed drain system pump line, and all parallel operations were supervised by WSI well testing team simultaneously.

The output oil from these two separators is transferred to two tanks and eventually pumped to the main production line. Currently, more than 2,000 bpd of oil is being stored and sent to the main line via this line.



Result:

- Design, Equipment section and Implementation of early production facility for low pressure wells plus storing and pumping package to pump the effluent to production line.
- Maintain contribution of low-pressure wells into production line.
- Fully separation of heavy oil without carrying over / under.
- Design and install standard gas flare line to safely burn the surge gas.
- Recovery of two low pressure wells with total production capacity in excess of 2,500 bpd.
- Implementing the second phase of the project provided facility to isolate the closed drain for performing maintenance while maintaining the production.
- Handling 6,000 bpd of heavy oil which is half of total 17 wells of North Yaran production cluster.
- Operational and environmentally Accident free operation for more than 18 Month of operation.
- Positive effect on field HSE and SQ culture and enhance WSI reputation by implementing WSI safety regulations for each operation including HSRC, JSA and all risk control factors.
- Impeccable performance in accomplishing the project objectives and performance which was highly appreciated by the client.

WSI Lesson Learnt:

- New experience for WCP team in heavy oil well testing with present of H2S and its challenges.
- New exposure in rendering operation in Land Clusters with sensitive and high level of HSE requirement.
- Gaining valuable experience in extremely low-pressure conditions which would give WSI a competitive advantage in similar projects.
- Managing contractors in the services which are out of WSI scope of work and creating safe and teamwork atmosphere.

Concert Well Testing Live Performance

Concert well testing live performance brings digital automation and communication to well testing by giving you -in your office or wherever you designate- the same real-time information and interactive capabilities as the operations personnel and experts in the remote operations center. This seamless access and sharing of data, diagnostics, and analysis improves your test's efficiency, data quality, and safety to mitigate uncertainty and achieve actionable results.

A flexible wireless sensor network, wearable technology, and HD-cabled video cameras inform wellsite displays across ruggedized tablets and your web-based dashboard- wherever you want to see your well test. The concurrent analysis and advanced diagnostics refine the scope of work and predict operational events.

Further improvements to test efficiency and HSE come from automated data acquisition that eliminates exposure to manual sampling and monitoring. Concert well testing live performance increases operational control and communication by connecting everyone involved. For more , see:

<https://www.slb.com/resource-library/interview/ts/concert-well-testing-live-performance-interview>

