

Amazon

Amazon Oil Services



الأمزون للخدمات النفطية

AUGUST, 2017



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Amazon Oil Services is registered in Libya

Please contact us below:

LIBYA | Amazon Oil Services | Taqsim Ben Zeglam / Nofleen

Tripoli Libya | Cell: 00218 92 804 9559 | Tel: 00218 21 340 4664 | Fax: 00218 21 3403978

E-mail: amazonoilservices@ao-s.com

General Manager

Welcome to the August 2017 issue

On behalf of AMAZON Management, I would once again express my sincere appreciation in the continued support being experienced from all concerned.

Whereas we continue to face challenging times, AMAZON continues to flourish and it is with immense pride that I can now formally announce that on the 7th June 2017 we achieved ISO 9001:2015 Accreditation. Meeting the requirements of this universal recognised standard provides overall Quality Management Systems which will be of real benefit to our company, to help manage our business effectively and ensure ongoing best practice methodology. Further, this provides the foundation to better customer satisfaction, staff motivation and continual improvement.

Indeed, the Auditor was extremely impressed and his comment was quote "this is the best Company that he has audited in Libya with all documentation perfect and it is the only company without a single fault in the system". AMAZON Management and myself personally would like to thank ALL concerned for your efforts and input in achieving this accreditation.

This is without doubt a major milestone in the history of AMAZON and it will be highly relevant to our business activities in Libya and should provide our current and future clients with the knowledge as to our professionalism and indeed lead to greater marketing opportunities. It is thus incumbent on both the Company and it's employees to ensure compliance with AMAZON systems and procedures at all times.



We continue to pray for peace and stability in Libya and have retained our proven track record in our ability to circumvent unprecedented events and still provide an incomparable service to our clients. We recognise that this has been due to the continued support from our loyal staff.

Finally, I would like to express my gratitude to each and every one of you for your continued support, dedication and understanding and we trust that the remainder of 2017 will see an overall improvement in the current situation and AMAZON will continue to flourish and expand.



Travel News

Another Newsletter and yet further new challenges in the Travel sphere of operation however we continue as always to find equitable solutions to unprecedented events as they arise. Our employees continue to rotate to / from Libya even during these difficult times and indeed AMAZON still continues to say farewell to old employees and to welcome new employees to the 'family' albeit not as many as previous unfortunately due to Client budget restraints.

Perhaps the greatest positive impact on AMAZON at this time has been the fact that we have now achieved ISO 9001-2015 accreditation which demonstrates our recognised professionalism throughout the company. Having now achieved accreditation, it is essential that both the Company and their employees exhibit compliance at all times. Accordingly, it is imperative that employees forward their Travel Requests using the company designated form at all times.

As previous, the current fluid situation has proven to be an overall logistical challenge however AMAZON continues to be diligent in their efforts to ensure seamless travel where possible on the dates as requested by yourselves. Where this has not always been possible, we have sought an equitable compromise seeking as always your approval before the tickets are issued.

As you are no doubt aware, internal flights from SOC are no longer from Brega but rather from the field and we are limited to two flights per week namely a Sunday or Tuesday with Thursday being restricted to non-Amazon employees. Accordingly, this has a direct impact on the days that you may travel to / from Libya in order to ensure that you are not enforced to spend an extended period in Tripoli.

Accordingly, employees travelling to Libya should, where possible, schedule their arrival in Libya to a Saturday to catch the Sunday flight to the field or a Monday

to catch the Tuesday flight to the field.

Employees travelling from Libya should expect to depart on either a Monday or a Wednesday having travelled from the field on the Sunday or Tuesday flight.

Whereas these days may not exactly correspond to your actual rotation schedule dates unfortunately at this time we are enforced to accept the current situation which is beyond our control.

Indian Nationals should be aware that flights to / from Amman are currently only available on a Monday or Thursday so they should schedule their departure on a Monday travelling from the field on the preceding Sunday and return on a Monday to catch the Tuesday flight to the field.

Currently, we have a choice between three airlines to egress Libya namely Libyan Arab Airlines, Afriqiyah Airways and Libyan Wings. Each airline has



it's own timetable however they are not scheduled to fly every day. It is also salient to note that we do NOT like to consider late night flights as travel to / from the airport at these times can prove to have a high risk factor and we have a duty of care towards both you and the driver.

We also have to consider Departure / Arrival times as you are no doubt aware, flights are subject to random delays which can have an impact on scheduled international flights thereafter. As soon as you are aware that a delay will have an adverse impact on your scheduled international flight then you require to contact ourselves immediately in order that alternative arrangements can be made. As you will have noted,

we now include emergency contact details to ensure contact whilst you are in transit. Accordingly, it is important that AMAZON have your mobile phone contact details. (Provision is made for this is on the Travel Request Form)

You will have noted that on occasion we are unable to issue your Return ticket to Libya by a Libyan Airline when tickets are issued as they do not make provision for advance bookings until their future schedules are available. Your ticket is however forwarded to you as soon as the 'system' makes reservations possible.

Commercially, we source Libyan tickets through Libyan based agents through our nominated

agent in Malta which now results in you receiving an additional ticket for the Libyan leg of your journey however we continue to retain overall control in the event of unforeseen changes being required.

We would reiterate that once a ticket is agreed and issued, you recognise that AMAZON incurs a substantial penalty charge from the individual airlines should we be required to change a ticket so please ensure that any ticket changes are limited and justified. Further, should an employee make their own arrangements and procure alternative tickets without AMAZON prior approval, then they could become liable for such costs.

Employee Profile

Nedeljko Šovljanski



Nedeljko joined Amazon in October 2014 to work in Libyan Norwegian Fertilizer Company (Lifeco) as a Senior Mechanical Engineer. Nedeljko Šovljanski has a Masters in Mechanical Engineering, from the state university in Novi Sad – Serbia. He started his career in Carbo Dioxide in 1996, a dry ice plant, as a Process Engineer. As a young engineer, Nedeljko implemented theoretical knowledge with the practical experience of older colleagues, to decrease losses and to increase production capacities by 20%.

He got married a year later and moved to Novi Sad to start work at a Serbian Oil Industry. After that, he was permanently connected with Oil & Gas jobs. In Oil refinery, he was employed in various roles, such as engineer for standard implementation, chief for mechanical equipment maintenance, adviser for energy savings and manager for exploitation and maintenance oil facilities. After selling his company to Russian GasPromNeft, Nedeljko decided to continue his career in an EPC company Velesstroy in Russia. His first role in the new company was engineer for technical support and design in brown field investment. After two and half years, erection of the refinery was completed.

Nedeljko decided to join the AMAZON family in October 2014. His role was to follow existing projects and prepare scope of work for the future ones. Nedeljko felt this was a completely new experience from refinery plants. These processes are performed on very high pressure and temperatures and any mistake can be lethal. There is always new process, technology and technics engineers must learn and that is the mission and purpose of engineers – to make the world a better place. Nedeljko feels at ease working with Amazon with the support he has received during his time in Libya

Virtue of a Great Leader

Future Insight

Management guru Peter Drucker once said “the future is already here”. He was pointing out that signs of change present now are signalling the massive shifts to come. Great Leaders spend time looking for these signals and then prepare the way forward for their organisation.

Drucker said that Leaders need to organise themselves to see the opportunities. He warned them not to be complacent; pointing out that it was inevitable that someone’s revolutionary idea is around the corner. All organisations will face times when change is catastrophic, and comes suddenly and forcefully. Insightful Leaders have to see the warning signs and make the painful decision to ditch business that were once successful but are now in decline. This allows them the opportunity to move into new business areas where they can once again be market leaders.

Blue Ocean Strategy by W. Chan Kim and Renee Maugorgne is the quintessential book on the topic of exploring new opportunities. They point out that it is easier to find new areas of business (blue oceans) than fight tooth and nail for a dwindling market (red oceans). Leadership expert Jack Welch was at the forefront of many of



the moves General Electric (GE) made under his leadership. He led the e-commerce and Six Sigma revolutions that were to have such a profound impact on GE. Welch is quoted as saying “Control your destiny or someone else will”, “Change before you have to”, and “If you don’t have a competitive advantage, get out of the game”.

Drucker said Leaders need to look at their organisations from the outside in. They need to define their business from the customer’s perspective. They also have to be aware of all the potential customers out there, asking how

they can tap into the potential demand.

Drucker also said that great organisations should ensure senior management spend some time each year directly interfacing with customers. After the hands-on week, senior management are refreshed, look at the operations from an outside-in perspective, are more aware of the bureaucracy that is getting into the way and are a much tighter-knit team.

Leaders need to be aware of signs of corporate decay, indications that their organisation is on the slippery slope to oblivion.

If you don’t have a competitive advantage, get out of the game

Coastal geology and revised stratigraphy of the Brega area, Northeastern Libya

Arun Kumar¹

Abstract

While describing the geology of the Brega area, NE Libya, the Brega Sandstone Bed of Pliocene age was established as a new stratigraphic unit in this part of Libya (Kumar, 2014). New field data from the western regions of Brega especially along the Brega Area One beach provides some new significant geological information. New outcrops of the Brega Sandstone Bed and Ajdabiya Formation are described.

A new hitherto unknown outcrop of beachrocks is also described. Based on these outcrops and their stratigraphic relationships, a new stratigraphy for the Brega area is proposed. The new outcrop of the Brega Sandstone Bed is much larger and is exposed along the sea coast. It is of grayish yellow to brown color and intensely bioturbated, and unlike the outcrops of this stratigraphic unit in the Brega Area Two, this outcrop shows distinct bedding planes that dip 15° to 20°E to ESE. A new outcrop of Pleistocene Ajdabiya Formation was observed in close vicinity of the newly observed outcrop of the Brega Sandstone Bed.

There is an unconformable contact between the Ajdabiya Formation and underlying Brega Sandstone Bed. A new outcrop of beachrocks was observed on the southwestern end of the Brega Area One beach. These rocks are very hard, of gray to dark gray color, and are characterized by numerous circular to sub-circular holes of various diameter and depth; these are filled by floating crude oil that is derived from leakages and spills of crude oil pumped into ships for export from the Brega Port.

These rocks are mostly unfossiliferous but at places, fossil corals and gastropods were noted. Presence of corals is problematic because there are

no coral reefs offshore Brega or in the nearby waters of the Mediterranean Sea. It is possible that the fossil corals from Libya could have been eroded and transported by wind and water during the past and transported to the beaches of Brega.

Ultimately, these corals along with calcareous beach sand were lithified by calcium carbonate and became parts of beachrocks. The gastropods found in the beachrocks are local shallow marine inhabitants, and they can be observed on the surface of the Brega Sandstone Bed as well as in the recent sediments.

Keywords

Beachrock . Revised stratigraphy. Ajdabiya Formation . Brega Sandstone Bed . Pliocene . Pleistocene

Introduction

The author of this paper had recently published an account of the geology of the Brega area (Kumar, 2014). Brega (30°26'06.0"N 19°40'01.0"E) is also known as Mersa Brega or Marsa al-Brega or Marsā al Burayqah and is located on the southeastern corner of the Gulf of Sirte (Fig. 1).

This area is divided into three urban zones namely Brega Area One, Brega Area Two, and the New Brega. Brega Area One lies around 2 km southwest of the seaport and north of the local airport, around 6 km to the east lies

Brega Area Two, and about 10 km towards the northeast of Brega Area Two lies the New Brega (Figs. 2 and 3).

Since publishing the last paper (Kumar, 2014), additional geological field work was carried out in this area and new outcrops were observed. Approximately 1 km long, semicircular beach of the Brega Area One lies on the southwestern end of the area (Figs. 2 and 3). A fairly large outcrop of the Brega Sandstone Bed described earlier from the Brega Area

Two (Kumar, 2014) was found on the northeastern end of the beach (Figs. 2 and 3). In the close vicinity of this outcrop lies another good outcrop of the Ajdabiya Formation that unconformably overlies the Brega Sandstone Bed. At the southwestern end of Brega Area One beach, small and large patches of beachrocks were observed (Figs. 2 and 3). There is no mention of these outcrops in the geological literature of Libya (Boaz et al. 1987; Desio, 1971; Goudarzi, 1970; Hallett, 2002; Tawadros, 2012). This paper describes these outcrops and proposes a new stratigraphy for the Brega area based on their stratigraphic relationships.

Newly observed outcrops along the Brega Area One beach

A. Beachrocks

Beachrocks are the consolidated deposits resulting from lithification by calcium carbonate of sediment in



Fig. 1 Map of Libya showing location of Brega on the southeastern corner of the Gulf of Sirte.



Fig. 2 Google map of the Brega (Marsa al Brega) region showing locations of various outcrops along the coastline.

the intertidal and spray zones (Scoffin and Stoddart, 1987). They are formed in the tropical to subtropical climate belts between latitudes 35°N and 35°S under a thin cover of sediment which overlies the unconsolidated sand. Supersaturation of calcium carbonate in the sea water and high temperatures within the beach sediments are necessary conditions for cementation and thus for the formation of beachrocks.

These rocks usually are well-sorted beach sands consisting mostly of carbonate skeletal particles, and the size frequency distribution of grains in most beachrocks is usually similar to that of nearby noncemented beach sand (Friedman and Sanders, 1978).

Beachrocks typically consist of multiple layers resulting from multiple episodes of cementation and exposure and dip seaward (4–10°) as the internal beach bedding. They are laterally discontinuous and are exposed for short distances before disappearing under loose sand or ending entirely. Thickness of beachrocks ranges from a few centimeters up to 5 m with approximately 2 m being the most common (Turner, 2005).

Often, beachrocks are exposed; this acts like a natural breakwater decelerating shoreline and backshore retreat but it also tends to retard beach buildup. Despite many petrographic investigations of beachrock cements, the processes responsible for beachrock formation are still poorly understood (Turner, 2005). The precise mechanism of the origin of beachrocks has been debated for over 50 years and the history of beachrock distribution and theories of origin has been discussed by Gischler (2007). Rates of beachrock formation varies, usually quite rapid ranging between months to years (Frankel, 1968). Several Pleistocene and older beachrock formations are known.

However, the active nature of sandy coasts and changing sea levels require that most beachrocks are less than 2000 years old. Dating of beachrock is difficult since they are poorly suited for radiocarbon dating (Turner,

2005). Although most beachrocks form in the tropical to subtropical coasts, they are also known to form at higher latitudes, for example, the beachrocks of the Mediterranean Sea coast and from the coasts of Norway, Denmark, Poland, Japan, New Zealand, South Africa, the Black Sea, and the northern Gulf of Mexico. Beachrock formations have also been reported on lakeshores in Pennsylvania, Michigan, Africa, New Zealand, southeast Australia, and the Sinai Peninsula (Turner, 2005).

About 200-m-long and discontinuous outcrops of the beachrocks are located on the southwestern end of the Brega Area One beach (*location BR in Figs. 2 and 3; Fig. 4*). These outcrops are almost horizontal or gently inclined towards the sea; their maximum thickness is close to 1 m. These are very hard, of gray to dark gray color, and are exposed along the sea coast (*Fig. 4a*). These rocks are characterized by numerous circular to sub-circular holes of various diameters and depths (*Fig. 4b*). Although most of these holes are isolated occasionally, they may also get joined into multiple holes of various diameters (*Fig. 4d*). The origin of these holes cannot be explained conclusively, but they appear to be the result of constant wave action on the beach. Often, these holes are filled by floating crude oil (*Fig. 4c*).

The source of this crude oil is most likely from leakages and spills while crude oil is being pumped into large ships for export. Brega is a major crude oil exporting sea port in Libya. Although crude oil pollution in the Mediterranean Sea off Brega is not common, minor leakages and spills cannot be ruled out. Thus, scattered small patches of dried crude oil can often be seen around the coast of Brega.

Mostly, these rocks are unfossiliferous; however, fossil corals (*Fig. 4e, f*) and fossil gastropods (*Fig. 4g, h*) have been observed in these rocks. Presence of corals in the beachrocks here is rather intriguing and needs to be investigated because there are no coral reefs offshore Brega or in the nearby waters of the

Mediterranean Sea (Aguilar, 2004).

However, deep water coral reefs in the Mediterranean Sea are well known (University of Haifa Report, 2010). But these deep-sea corals occur 30–40 km offshore Tel Aviv in Israel in an area that stretches over a few kilometers that is 700 m below the sea level. It is very unlikely that the corals of Brega beachrock could be derived from the deep waters offshore Israel. There are fossil records of corals in Libya and elsewhere in the Mediterranean region. Upper Miocene coral reefs are reported from the western Mediterranean (Esteban, 1980) and Paleocene-Early Eocene from the Sirte Basin in Libya (Scheibner and Speijer, 2008).

Nothing conclusive can be said about the source of these corals but these corals might have come from somewhere inland Libya and landed on the beach of Brega Area One which was eventually lithified by calcium carbonate-forming beach rocks. There is a possibility that the corals of the Paleocene-Early Eocene carbonate rocks of Libya were eroded and transported by wind and water during the past. The gastropods found in the beachrocks are local shallow marine inhabitants and can be observed in recent sediments.

Continued to the Next Issue



Fig. 4 Outcrops of the beachrock on the southwestern end of the Brega Area One beach



The Real Effects of Sleep Deprivation

Many effects of a lack of sleep, such as feeling grumpy and not working at your best, are well known. But did you know that sleep deprivation could also have profound consequences on your physical health?

One in three of us suffer from poor sleep, with stress, computers and taking work home often blamed. Regular poor sleep puts you at risk of serious medical conditions, including obesity, heart disease and diabetes – and it shortens your life expectancy. Most of us need around eight hours of good-quality sleep a night to function properly – but some need more and some less.

An occasional night without sleep makes you feel tired and irritable the next day, but it won't harm your health. After several sleepless nights, the mental effects become more serious. Your brain will fog, making it difficult to concentrate and make decisions. Your risk of injury and accidents at home, work and on the road also increases.

If it continues, lack of sleep can affect your overall health and make you prone to serious medical

conditions. Here are several ways in which a good night's sleep can boost your health:

Sleep boosts immunity.

If you seem to catch every cold and flu that's going around, your bedtime could be to blame. Prolonged lack of sleep can disrupt your immune system, so you're less able to fend off bugs.

Sleep boosts mental wellbeing

Given that a single sleepless night can make you irritable and moody the following day, it's not surprising that chronic sleep debt may lead to long-term mood disorders like depression and anxiety. When people with anxiety or depression were surveyed to calculate their sleeping habits, it turned out that most of them slept for less than six hours a night.

Sleep prevents diabetes

Studies have suggested that people who usually sleep less than five hours a night have an increased risk of having or developing diabetes. It seems that missing out on deep sleep may lead to type 2 diabetes by changing the way the body processes glucose – the high-energy carbohydrate that cells use for fuel.

Sleep wards off heart disease

Long-standing sleep deprivation seems to be associated with increased heart rate, an increase in blood pressure and higher levels of certain chemicals linked with inflammation, which may put extra strain on your heart.

If you don't get enough sleep, there's only one way to compensate – getting more sleep. If you've had months of restricted sleep, you'll have built up a significant sleep debt, so expect recovery to take several weeks.

Starting on a weekend, try to add on an extra hour or two of sleep a night. The way to do this is to go to bed when you're tired, and allow your body to wake you in the morning (*no alarm clocks allowed!*).

Expect to sleep for upwards of 10 hours a night at first. After a while, the amount of time you sleep will gradually decrease to a normal level. Don't rely on caffeine or energy drinks as a short-term pick-me-up. They may boost your energy and concentration temporarily, but can disrupt your sleep patterns even further in the long term.



Amazon is proud to be the only Libyan Operating Company to send 2 delegates to attend the 7th Edition of the North Africa Petroleum Exhibition and Conference “NAPEC 2017” which took place in Oran, Algeria from 21 to 24 March 2017. The delegates participated fully in the Petroleum Conference and the discussion panels. National Oil Corporation of Libya had also sent delegates to the Conference.

NAPEC 2017 was very important meeting to explore investment opportunities, business and development relationship with the National and International Oil Companies

Our main aim was to consider the opportunity of broadening and expanding Amazon business to include other sectors. It offered the most credible networking platform for the Oil and Gas professionals in North Africa. The Event was the largest international Oil & Gas trade Show in Africa, dedicated to the Upstream, Midstream and Downstream activities and also to the products and services suppliers related to the Oil & Gas Business in North African Region with:

- *More than 25000 Business Visitors*
- *Over 600 National & International Exhibitors*

- *People from over 30 Countries attended the event*

It was a great opportunity for Amazon to attend such activity as it gave the chance to meet and network with the major industry decision makers.

With the various conferences and panels from business to technical conferences covering E&P, drilling technology and pipelines to a strategic conference that focuses on business opportunities in North Africa, NAPEC 2017 offered a unique opportunity to network and learn best industry practices and trends. The event was supported by key regional national oil companies who have showed a real commitment

to support the event and made it a real success, through their involvement in the conference’s steering committee, in addition to other key service companies represented by NOC’s, IOCs and Service Companies who showed great interest in getting involved in the event.

Amazon have made great progress in contacting many companies and offered our services to facilitate and introduce them to the Libyan Market. Many companies were interested in getting involved in the Libyan Market and agreed to keep in touch to seek the opportunity to enter the Libyan market as soon as the Economic & Political situation improves.





COST CONTROL

How to maintain project control and keep costs down?

We learn lessons in mysterious ways.

You would think that Cost Controllers would be good at controlling costs. But this is far from true. Seldom do we as project leaders or designated suppliers, know exactly what is involved in a project. As a result, any fixed quotes are totally inaccurate. Projects take on new directions as we learn more about what we really need from them. This eventually leads to many difficult negotiations as we try to establish a win-win scenario.

We sometimes make the mistake of thinking that as long as we are closely involved in a project we can control it on a material and labour- on-charge basis. But this often fails because there is no budget, no target and no deadline. Humans are motivated by targets.

Without one, even the best workers can drift, incurring excessive hours on a project with little or no accountability. Consultants have found that, where there is so much money/budget around that nobody cared what the contractors were doing. This is the disease of complacency.

And without real deadlines, insufficient meetings, long breaks and interrupted

work are common when a project is going off the rails.

Fixed quotes also have inherent problems. There is so much uncertainty that suppliers end up having to add large amounts for miscellaneous items. Alternatively they try and second-guess what the competition is going to quote and then underquote them, often ending up with a situation that means a heavy loss unless they can start charging for every slight variation. Not a great basis for a successful client relationship.

KEEPING CONTROL

One should try to obtain quotes based on the more controllable aspects of a project. The following is a guideline for a new approach on building projects:

- The contractor should quote a likely range for the hours and labour charges. The difference between the top and bottom ends of the range should be no more than 15% to 20%. Discussion should be held throughout the project as to where the landing point will be between these two markers
- The total hours charged to date should be sent back to the

contractor to give them a 'head-up'.

It is worth noting that contractors move from one invoice to the next. Rarely do they look at the total hours incurred on the project to date.

- Additional modifications should be charged separately if they amount to more than 5% of the total cost
- Material cost should be at cost plus 10% -15%. It is only fair that the contractor gets a margin, as they have negotiated a special volume-based discount. However, it is also unfair to be on-charged 30% which ends up at a price higher than one could have negotiated separately with the materials supplier.
- Expenses to be based on agreed guidelines, such as basis of travelling time and costs on full day to avoid numerous part-days inflating costs.

Finally with smaller contractors, insist on a spreadsheet. You will need to check the contractors maths. It is advisable to supply them with a template for the invoice to be able to check for accuracy and then consolidate to provide a running total of their hours.

ISO ACCREDITATION

Amazon achieved accreditation to the latest standard for ISO 9001:2015. The accreditation was obtained by using the Libyan management consultancy firm of ALMAYAR who have over 10 years' experience in this field. Almayar also specializes in providing technical advice and training programs for production and service organizations for the development of management systems to get conformity certificate according to:-

- Quality Management System ISO 9001
- Environmental Management System ISO 14001
- Conformity Assessment - the requirements to run different types of bodies inspecting according to specification ISO / IEC 17020
- International standard for the efficient testing and calibration laboratories ISO / IEC 17025
- Food Safety Management Systems ISO 22000
- Management of Occupational Health and Safety OHSAS 1800

The ISO accreditation was obtained with NQA, part of NTS, the leading independent provider of environmental simulation testing, inspection and certification services in the USA.



COMING TOGETHER,
KEEPING TOGETHER IS PROGRESS;
WORKING TOGETHER IS SUCCESS

OUR SUCCESS IS ABOUT MANY COMPONENTS
HOLDING TOGETHER THAT MAKES US

REMARKABLE



DESIGN // PRINT // PHOTOGRAPHY // PHOTOBOOK



+255 22 277 2802/3/4 { HOTLINE } 0682 822 222 / dtp@dtptz.com

