# Belnews

#### NEWSLETTER FOR STAFF AND PARTNERS OF BELL OIL & GAS LTD. ISSUE NUMBER 55





It has been 20 years of growth, grace, partnership, challenges, learning, favour, development, progress, hope, accomplishments, thanksgiving, and support at Bell Oil and Gas (BOG).

We have transformed into a leading indigenous oilfield service organization with a great deal of experience and expertise in procurement, fabrication, installation, and maintenance of industrial equipment for the Oil and Gas industry and other industries.

This 20th-anniversary edition of the newsletter highlights our key milestones from the beginning. It also features testimonials from staff and management.

#### HIGHLIGHTS

- CEO's 20th Anniversary Message
- BOG at SCiN Virtual Mechanical Engineers' Forum
- BOG Celebrates International Women's Day
- Quarter 1 in Retrospect
- Ingersoll Rand Compressor Repair For Mobil
- BOG at 20 Testimonials from Management and Staff
- Staff Recognition



CEO's 20th Anniversary Message



BOG Participates In SCIN Virtual Mechanical Engineers' Forum BOG Celebrates International Women's Day



# **CEO'S MESSAGE ON BOG'S 20TH ANNIVERSARY**



t gives me great pleasure, accompanied by a flurry of emotions that cannot be described, to celebrate our 20th Anniversary with all our staff. Everyone should be encouraged by and be proud of the BOG story. I certainly am. If you dig deeper, it is most inspiring. Although I was there from the very beginning, I still feel inspired. Looking back, I am amazed at how much we have achieved.

Everything we read about success can be seen and learned from the BOG story. I have outlined below, twenty attributes of success from the BOG story:

- 1. Birth/creation
- 2. The audacity of vision
- 3. Strategic planning
- 4. Tactical planning
- 5. Partnerships and alliances
- 6. 5Ps of marketing
- 7. Team formation
- 8. People management
- 9. Corporate governance
- 10. Culture
- 11. Positive branding
- 12. Raising capital
- 13. Overcoming challenges
- 14. Winning
- 15. Losing
- 16. Managing changes (planned and forced)
- 17. Flexibility and adaptability
- 18. Making very tough and unpopular decisions
- 19. Self-confidence, self-belief, and faith in God
- 20. Never giving up

One major revelation I didn't see coming and that has truly motivated me, is the myriad of write-ups from staff narrating their experiences and what BOG means to them. A poem even emerged. Those stirred up so much emotion and inspiration. The write-ups have been included in this edition. Perhaps my favourite quotation from the various submissions was from Ivan Turgenev: "If we wait for the moment when everything, absolutely everything is ready, we shall never begin". And that is to reiterate the saying that the journey of a thousand miles begins with a single step. That is precisely the BOG story. You can therefore understand when I say BOG is a case study. It is down to us to study and learn from ourselves.

Still, we have a lot to learn. BOG reflects me and I am proud to reflect BOG. BOG started with zero experience and track record in oil and gas, so did I. BOG continues to learn, so do I. BOG has grown and matured, so have I. BOG is not perfect, neither am I. BOG is work in progress, so am I. BOG continues to evolve, so do I. Sometimes we look all over the place for inspiration when it is staring us in the face. BOG truly inspires me and should inspire you too.

Our achievements were not down to our abilities alone or some well-orchestrated stratagem. We are certainly fungible.

As we commemorate our 20th anniversary today, let us be grateful and joyful. A joyful heart is good medicine, but a crushed spirit dries up the bones (Proverbs 17:22).

I want to use this medium to express my profound appreciation to all our staff and stakeholders who have made the last 20 years worthwhile. Without your contributions, dedication and commitment, the story would be different. Indeed, it has been 20 years of grace, friendship, challenges, learning, favour, development, progress, hope, accomplishments, thanksgiving, and growth at Bell Oil and Gas.

We now need you all to help make the next 20 years even more formidable.

Happy 20th anniversary to all.

Dr. Kayode Thomas - CEO

# **DMD'S 20TH ANNIVERSARY MESSAGE**

#### BOG @ 20 – A Story of God's Grace and Mercy



L-R Phil Chukwu (former GGM NAPIMS) listening to Partners Akin Rockson, Ayo Aderibigbe and Kayode Thomas at NOG 2003

o some, saying we are what and where we are by the grace of God sounds like a cliché, but it is true. How do you explain that Kayode Thomas (KT), a Business Analyst and I, an IT Project Manager, neither of whom had lived, nor worked in Nigeria (post-university education) nor in the industry, could share a dream about setting up and building an upstream Oil & Gas service company that is still around in 20 years? God has truly been gracious.

God ordered our steps in the first instance to join forces to form a troika. The significance of John Akindele Rockson (JAR), joining KT and I – being three equally different personalities pulling in the same direction to achieve a common vision- cannot be overemphasized. This gave us the stability to grow trust within the team, an attribute that served us very well. It also gave us a richer network of friends and family to help us in those formative years. I give the glory to God.

Each of the three founding directors got their dream job. The first three offices we had in London (Hammersmith), Lagos and Port Harcourt were all rent-free favors from wellmeaning people who just wanted to help us get off the ground. We had a mentor in London who was very familiar with the Nigerian Oil & Gas industry and was generous with his time, knowledge and experience. We met with Original Equipment Manufacturers (OEM) representatives who chose to be very helpful and kind.

While we were trying to determine what product lines to focus on, Glassfibre Reinforced Epoxy (GRE) piping

solutions selected us. And just as we were debating dropping it for something less specific, we ran into an advert in the newspaper that indicated it may be a good product line to hold. As if these were not enough, a prospective client presented us with an opportunity to partner with them on the first Nigerian built FPSO – Shell's Bonga. This first major assignment was to go and do some remedial work with a team of two people for one month. Only God can explain how that turned into an eighteenmonth project with a 24-man team.

Just the same way, a few years later, only God can explain how a company that had turned down our request for collaboration could call back two months later to offer us the opportunity to partner with them on a multi-milliondollar Line pipe project for Addax on OML 123.

In the journey from adolescence to adulthood, Bell Oil & Gas enjoyed favor with many people who wanted to see us succeed. The legal firm Aina Blankson & Co. who registered us with CAC, offered us their office as our first business address in Lagos at no charge. Beyond that, they did not charge us for legal advice and company secretarial services for so many years because their principal interest was to see us grow. God also brought in many exceptional individuals who started their oil & gas careers with us, contributed to our growth and have now gone on to become C-suite executives within the industry.

What about the mercy of God? How else can we explain that we have not had any Lost-Time-Injury (LTI) in just

# **DMD'S 20TH ANNIVERSARY MESSAGE**

under three million man-hours of work across various terrains in twenty years? We have sent people into confined spaces and tanks, and we have worked at eye-watering heights. We have worked with hazardous chemicals and with radioactive chemicals in Well Testing campaigns. And we are recognized as the experts of working with Glassfibre and other composite material across West Africa that generates dangerous fiber-dust. We have had campaigns that required our team to work through the night and on the odd occasion, we have had eighteen-and twentyfour-hour assignments at critical points in projects on behalf of our clients. We have had people traveling across the Niger Delta region at all hours of days and nights, and to the glory of God, we have not had any serious incidents. I attribute these to the mercy of God beyond all else.

But we have not shied away from our responsibilities either. The Lord led us to pursue achieving ISO safety and quality standards which we achieved by 2010. He blessed us with indigenous staff and consultants alike who pulled out all the stops to ensure that this young company that provides services to the most safety-conscious clients in the country would be able to not only achieve the ISO safety standards but will be able to implement a world-class Enterprise Resource Planning (ERP) solution that will enable us serve our customers better.

About ten years ago, we conceived the idea that Bell Oil & Gas should one day be a manufacturing company. This began the journey of traveling across

the globe to find suitable partners and has led to the capital raise that has made "Project Evolution" possible. Project Evolution is our recently completed facility situated at the Lekki Free Trade Zone in Lagos state that has given us new capabilities in OCTG threading as well as Valve Assembly and Repair. In addition, it has also allowed us to relocate our Glassfibre Spooling Workshop to this bigger facility. Through this part of our journey, I have also seen the hand of God rest upon and lead us through.

The company has been blessed with so many staff who have worked as if they own the business. We have seen so many awake to their true potential. I have seen young adults become responsible married men and women who now have families. At each stage of our growth, the Lord brought us the kind of people we needed for that particular phase.

When I look at the journey over the last 20 years, all I see is the goodness of God. He kept us alive, protected us, and provided for us through each of the wilderness seasons. Most importantly, He has given us a vision much bigger than ourselves that the entire Bell Oil & Gas family is witnessing.

Thank you Lord, for your grace and mercy.

#### Ayo Aderibigbe - Deputy Managing Director



# 2002 - 2022







## **TECHNICAL PARTNER FOCUS**

# Facts You Should Know About OMB



OMB, a family-owned and operated group, is a globally recognized diverse manufacturer of valves for the energy industry and other industries.



In 2020, OMB acquired BEL Valves srl. The acquisition added a new line of pipeline gate valves and engineered ball valves to the company's portfolio

OMB acquired Nencini srl a leading Italian manufacturer of valves for water service in February 2022. The Nencini acquisition Is part of OMB's strategy to expand its territory in the renewable energy

sector.

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OMB has presence in Africa, the UK, Japan, Korea, China, and Canada and a distribution network covering all the major oil-producing countries.





The OMB group has knowledge and experience in the design and manufacture of valves for hvdrocarbon and petrochemical processing plants, oil and gas, offshore and onshore production and transportation, and the energy industry.

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Bell Oil and Gas (BOG) has a long-standing relationship with OMB. As a representative of OMB, BOG supplies, installs, and maintains a range of valves, including forged steel gate, globe, check, floating and trunnion ball, triple-offset butterfly, pipeline gate, and engineered valves.

OMB has over 500 employees in 7 production facilities. OMB is also partnering with BOG to set up a Valve manufacturing plant in Nigeria.



OMB valves are suitable for major industrial applications. including subsea, refining, chemicals, pharmaceutical, LNG, cryogenics, marine, aerospace, fossil, water, wastewater, and power industries.

OMB products range from 2-inch to 60-inch and pressure class ASME 150 to 2500, API 3000 to 10000psi.

# **NEWS HIGHLIGHTS**

#### BOG Participates at SCiN Virtual Mechanical Engineers' Forum.



n the 24th of March, Bell Oil and Gas (BOG) participated in the Q1 2022 Shell Companies in Nigeria (SCiN) Virtual Mechanical Engineers' forum. This forum had in attendance over two hundred engineers from the different Shell companies in Nigeria.

A "Technical Capability Presentation" by Bell Oil and Gas was anchored by Mr. A d e d e j i A d e y e m i, the B u s i n e s s Development Manager, Port Harcourt. Mr. Adeyemi touched on all BOG's offerings and how BOG's over 20years experience in the industry brings immense value proposition around technical support services with respect to continued support of SCiN operations across the various value chain with emphasis on OPEX reduction. Solutions discussed among others are the duplex and super duplex pipes, composite pipes, valve maintenance, leak detection systems and intrusion alerts and of course the BOG FZE facility.

The Shell participants were pleased to learn about BOG's investment in a state-of-theart facility encompassing OCTG pipe threading, valve assembly, repairs and composite pipe systems.

BOG is expected to notify Shell about the readiness of the facility.

# **NEWS HIGHLIGHTS**

#### **BOG Celebrates International Women's Day**



n Tuesday, March 8th, 2022, the female staff of Bell Oil and Gas (BOG) in Lagos and Port Harcourt had a lunch and learn session to highlight and address gender bias-related issues.

The issues discussed included:

- Psychological bias
- Gender inequality in the workplace across the globe
- Cultural bias in Nigeria and other societies

It was an enlightening session. The ladies shared their personal stories, experiences, and strategies adopted to overcome peculiar gender-bias challenges in different aspects of their life.

A key take away was the fact that some biases are selfinflicted. The first phase of breaking a bias is eliminating such biases psychologically. "You are what you say are and not what others say you are."

Guest speaker – Mrs. Ngozi Kejawa, a finance expert also emphasized the importance of self-awareness and personal development. She pointed out that excellence plays a pivotal role in defeating sexism. She mentioned that societies and organizations in Nigeria and the world still need to take giant strides to embrace a free and fair environment where everyone has an equal chance to live to their full potential. However, many women irrespective of gender biases and difficult obstacles they have faced have gone ahead to achieve their dreams. Mrs. Kejawa said every woman must acknowledge her strengths and weaknesses. It is imperative for women to never beat themselves down when they have done their best. She emphasized that comparison is a joy killer.

She also stressed the importance of taking breaks consistently because work and family obligations cannot always be balanced, contrary to what most women in business have said. Women have to learn to keep juggling.

Attendees of the event commended Bell Oil and Gas management for creating enabling platform to discuss and tackle gender inequality issues. Some attendees also recommended that gender-related topics be discussed frequently at the office.

Bell Oil and Gas firmly believes in gender equality. All employees and prospective employees are given equal opportunities without regard to race, color, sex, gender, religion, marital status, or other criteria provided by law.





Some Female Staff Members in Port Harcourt with Business Development Manager Adedeji Adeyemi (Middle)

#### GRE Fabrication Installation and Hook up Project for Total/Sudelettra

he hook up of Amenam Development (AMD2), a well head platform and a production platform named Ikike Development (IKD1) owned by Total commenced on January 7th and ended on February 10th, 2022.

The scope of the project included the tie-in of different lines and fabrication and installation on a new platform called AMD2 extension (Green Field) to the existing AMD2 (Brown Field) platform. The BOG team successfully installed a fire hydrant line, open drain line, deluge system line, and a sewage system line to the existing platform. The result of the functional test was 100%.

The newly installed system will help to boost production by providing the needed safety interventions system for both platforms.





6" GRE to 6" carbon steel tie-in at AMD2 open drain section



Section of the deluge system for the Brown field tie-in point



Tie-In point between the Green field and Brown field of the 3" GRE deluge system





# **PROJECT FOCUS**

#### **Ingersoll Rand Compressor Repair For Mobil**

team of engineers from the Rotating Equipment (RE) Unit carried out the repair and refurbishment of an Ingersoll Rand (IR) diesel driven engine air compressor at Mobil Qua Iboe Terminal (QIT) Eket for 29 days. The repair will ensure the Ingersoll Rand compressor optimization for better efficiency.

Qua Iboe terminal is an oil pipeline terminal located on the eastern side of the Qua Iboe river estuary. The terminal contains nine crude oil storage tanks with a total capacity of 4.5 million bbls.

Bell Oil and Gas (BOG) has had a running contract with Exxon Mobil for the provision of after sales services for Ingersoll Rand products for over 10 years. BOG is a channel partner of IR in Nigeria, offering products, installation and after sales support to clients in the oil and gas industry and general industry. BOG offers bespoke and standard IR compressed air systems, power tools, ARO pumps and lifting and material handling equipment. This mutually beneficial relationship has spanned for 13 years. Through BOG, several IR equipment have been designed and delivered to clients.

IR air compressors are used in the oil and gas, automobile, pharmaceutical, food/beverage industries among others. Ingersoll Rand compressors are American Petroleum Institute (API)-certified.



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#### **BOG Commences Valve Assembly Training**

n preparation for BOG's valve assembly plant commissioning, the company commenced a training program for the team on January 31st, 2022.

The training is in line with BOG's focus to develop a highly-skilled workforce to achieve excellence in delivering valve services to clients.

The valve assembly training covers the following :

- Valve machine setup
- Installation and assembly of valve seat press
- Setup of valve assembly line

- Assembly, repair and testing of Trunnion ball valves.
- Assembly, repair and testing of gate and globe valves
- Assembly of Rotary blasting machine
- Valve rack storage

The training will improve the team's knowledge and exposure to key trends and innovations in the valve industry.

The sandblasting and painting aspects of the training are scheduled to take place soon.



Images of BOG's Valve Assembly Plant.



"L-R: Silas Itulua (BOG's Valve Team Lead), Christian Spadea (Valve Trainer) and Sikiru Jimoh (BOG's Machining and Welding Technician)



L-R: Kester Atake (BOG's Valve Engineer), Austin Omobo (BOG's Valve Engineer) and Silas Itulua (BOG's Valve Team Lead)

# **QUARTER 1 IN RETROSPECT**



Representatives from The Energy Year interview CEO, Kayode Thomas at the BOG Headquarters





Christian Spadea, a valve trainer (3rd from right) with BOG's valve assembly team after a traininng session at BOG's Valve Assembly Facility

BOG's valve assembly team kickstart valve service project at Enageed



Staff and Management at Henry Abosi's send-forth ceremony at BOG headquarters.

# **QUARTER 1 IN RETROSPECT**





BOG Management and Staff visit Living Fountain Orphanage, Lagos and Compassion Centre Orphanage in Port Harcourt



Jessy Eni, Senior HR Manager (Middle) with Valve Assembly team after an induction session at BOG Headquarters



Members of the BOG Team with the CEO's Mother, Lady Olufunke Thomas (Middle) at her 75th Birthday party



Members of the Management Team with Lady Olufunke Thomas (Middle) at her 75th Birthday party

#### **20TH ANNIVERSARY - TESTIMONIALS FROM MANAGEMENT**



ne wise man called two other wise men to join him two decades ago

Together the three wise men formed Bell Oil and Gas Limited.

Although the beginning was very humble

The bells have not stopped ringing.

Through dedication, hard work, mutual respect, and intense discussions, they have built and sustained a proudly Nigerian Oil and Gas company.

Today, BOG is not only celebrating a company anniversary but an anniversary of a family that has defied all odds to achieve something great.

BOG, you have barely scratched the surface in your road to success. I am confident you will continue to soar to greater heights.

Congratulations!

Azuka Onyia Chief Financial Officer

joined Bell Oil & Gas (BOG), when the company was five, so I have seen the company evolve.

Right from the first day I met the founding directors, I looked forward to joining the team. There was a sync of the company's purpose and mine - they set out to make a difference, set up a local company with international standards, running on the right business systems.

The founders have successfully built an asset, hence the attraction of a Private Equity capital injection that has pivoted the company's operations. My fancy is being part of the team that has developed the business systems and drives execution.

In the years of working here at Bell Oil & Gas (BOG), I have learnt to apply the Word of God more, become more resilient, very optimistic irrespective of

surrounding circumstances, become increasingly selfmotivated, honed my leadership skills, etc. Like Bell Oil and Gas, I am proudly a Nigerian working to international standards.

Congrats BOG !

Jessy Eni Senior Human Resources Manager

ow time flies, everything looks different now, our baby of yesterday is now an adult; BOG is now 20 years! The journey has been an interesting one having ups and downs, but the ride is of great worth.

Though new in the team, I have enjoyed exciting team activities and involvement with lots of thought-provoking challenges.

Many companies do not live to see their vision become reality while many have had their ships sunk within their first ten years of existence, but BOG prides herself as a reference point for true local content in the Nigerian Oil & Gas industries and today, we see it in reality; a stateof-the-art investment is unveiled - Project Evolution. What a remarkable way to celebrate 20years in existence! This proves we at BOG have faith in what we profess and believe in our vision; and this is just the beginning of new things to happen. My prayer for BOG is that she will not be orphaned now that youthfulness is here! May we wax stronger in all we do and may we not be swept away by the waves of youthful exuberance. May we continue to soar higher and may we remain the leader that we truly are and the envy of all to crown it all.



Long life and prosperity... Hip Hip Hip...Hurray !

#### Adedeji Adeyemi Business Development Manager, Port Harcourt

## **20TH ANNIVERSARY - TESTIMONIALS FROM MANAGEMENT**



In November 2010, I took a decision to join BOG. What ensued over the next ten years has been the most transformative experience of my career.

I have seen BOG achieve many milestones and grow to become a reference point in some of its product and service offerings. Securing a

multimillion-dollar contract for Procurement & Supply of Deep Offshore Carbon Steel Linepipes for Total Egina project in 2013 was momentous. The company also supplied tons of OCTG and linepipes to Addax, Seplat, Agip and other MFOs from 2011-2015.

Other milestones that I delightfully remember include:

- Supplier Delivery Performance Awards from Shell and Addax in 2012.
- Award of the first major multi-year manpower contract from Chevron in 2013.
- Set up of the only GRE pipes spooling plant in PH in 2015 with the first Category A NCEC issued by NCDMB.
- Groundbreaking ceremony for project Evolution in September 2020.

As with life, the company has had its fair share of challenges through the years, the COVID-19 pandemic being an unprecedented speed-breaker on this incredible journey. However, the company is poised for recovery. In the pandemic, the company broke ground for its biggest project in history - Project Evolution, which will be commissioned this year. There is no better way to commemorate this 20th anniversary than commissioning the BOG integrated facility for Pipe threading/machine shop services, valve assembly & maintenance.

I've benefitted immensely from working in BOG as I have grown with the company. Coming in with supply chain management and marketing skills, I've developed capacity and additional skills in:

- Strategic sourcing/category management of specialized oilfield equipment like line pipes & OCTG.
- Business development/technical B2B sales.



- Sales forecasting.
- Networking/high-level stakeholder relationship management.
- Negotiation & influence.
- Intelligence gathering.
- OEM partnership sourcing & management.
- Strategic planning & development.
- Tender /Bid management commercially astute, able to present competitive bids and minimize risk to the business.
- Project management etc.

I keep learning and evolving with the organization. I've attended trade shows, witnessed Factory Acceptance Tests locally and internationally, sponsored by the company to America, Europe and Asia. So many memorable moments, such as:

- Receiving an award for Manager of the year 2012.
- BOG's 10th year anniversary celebration.
- Management Retreat with Fela Durotoye.
- BOG/NADABO Meeting with Mitsui in Dubai.
- Representing BOG at Jiuli Factory in China, for the FAT of Shell K2S project Line pipes with Shell & Nestoil representatives.
- Representing BOG for Fiberspar Spoolable pipes product testing at NOV FGS Houston, Texas with representatives from the Department of Petroleum Resources.
- NOV Distributors' Conference in Houston, Texas.
- Nigeria Oil & Gas Conference & Exhibition, Abuja.

I've had a remarkable experience working in BOG, a company that I am unapologetically passionate about. I am optimistic and enthusiastic about the future.

Project Evolution is a strategic catalyst. I have no doubt that it will catalyze BOG's recovery, growth and ultimate dominance in the same way that enzymes speed up chemical reactions; in some cases, millions of times faster than it would have been without it. The catalysis has begun. The result would be stentorian.

Congratulations to everyone who has kept faith with BOG on this journey and to those who will make history with BOG in the next decade as I wish BOG an expeditious recovery and a flourishing decade.

#### Yemi Gbeja Assistant General Manager Business Development and Supply Chain



#### **20TH ANNIVERSARY - TESTIMONIALS FROM MANAGEMENT**

A long time ago Before we met A void was in my heart

I tried so long To fill the hole But knew not where to start

To make a start, I had to On that faithful day in 2004, I did And the rest is history

It is part of that history we recount today To reveal to us major milestones along the way And hail those, past and present, that made it happen

We built around our strengths and relationships Those in partnership with us knew better For we were their Partner of Choice

I sought along the way to find reason for being I looked through the fancy writing of our core existence

Only to find nothing there to fill the void

Yet beyond the world class institution we craft daily to build

Beyond the robust revenue and balance sheet we gun for

Beyond the workforce that is skill-empowered and motivated, there is at the core contributions made.

And beyond the drive for excellence that is our objective to achieve

Beyond the dominance in the playing field that we seek daily

Yes, beyond the zeal to become the reference point in what we do, there is at the core major contributions and differences made to host communities.

t has been barely one year in the company and I must say it has been a fantastic journey; the people, culture, energy, and drive have been amazing. This drive has made us the leading force in the oil and gas industry and other industries within the country. It has also made us a reference point for local content development in Nigeria.

We have achieved certain tremendous milestones that are exceptional; amongst them is the capital injection from a private equity firm, which was utilized to construct our pipe threading and valve assembly plant at Lekki Free Zone. This project will open many doors for us as a company and Nigeria as a whole.

We also have certain Nigeria Content Equipment Certificates (NCEC) Category A in Key Areas such as :

- Facility For Assembly Testing Repair & Maintenance of Valves.
- Facility for Assembly and Maintenance of Pumps, Compressors and Other Rotating Equipment.
- Facility For Fabrication and Assembly of Hoses.
- Facility For Prefabrication of GRE, GRP, GRVE and Composite Pipes..

In the face of dire circumstances We soared together and came through it all For we are now as unique and agile as ever

We are now on the road to recovery and restoration It may not be easy, but it's simple! As simple as just showing up and committing to that littleextra.



I am here today

To celebrate the impact and contributions to society To celebrate the talents, ideas, and capital brought together to achieve something unique!

I am confident that the next decade will be cool and fun

I'm aware that mountains will be levelled, and bridges built

I'm optimistic that the next decade will be history-andcelebration worthy.

Reflecting on the significant moments through the last two decades,

All the emptiness fizzles away and the void filled beyond appearances.

Eureka, I'm fulfilled to know the void can only be filled and sustained by meaningful contribution to society!

#### Ebi Dike Acting Operations Manager



• Facility For Threading of Pipes and Machine Shop Services.

The truth is that we are just getting started. Like they say, the sky is just the starting point because many people have walked on the moon. At BOG, we will continue to win!

Daniel Nzekwe Finance Manager

#### Who Associates with Eagles and not Soar!

The Grace of God alone has kept BOG this far, I am grateful Lord for what You've done for BOG these 20 years and grateful for my life in BOG.

BOG has really shaped me and made me a better person. I came almost still raw but now refined. I came as a 'child' but now I've grown. Over the years, BOG has contributed to my growth as a person and my career through experience gained and skills acquired. I have learnt, developed skills, and gathered experience. I really appreciate the opportunities provided for career growth for members of staff. Not many organizations can boast of a structure that encourages consistent career progression as is obtainable in BOG.

I joined BOG armed with a West African Examinations Council (WAEC) result. In line with the values of the company, I was encouraged and supported to pursue a tertiary certificate. I enrolled for and obtained a Higher National Diploma in Business Administration & Management as a part-time student, and I have currently gained admission into the University of Port Harcourt to obtain a B.SC. in Management Sciences. Also, I'm an Associate of Chartered Institute of Administration (ACIA).

I was recognized as the Bell Person of the Month and Most Innovative Staff of the Quarter at the same time, in September 2019. I received "Double Honours". One of the values of BOG is "can and will do attitude irrespective of current knowledge". There was an issue on a project, I launched myself into it and was determined to help solve the problem. I succeeded and I received two awards for this. When the Standards Organization of Nigeria (SON) confirmed that BOG had fulfilled the requirements for Integrated Management System (IMS) Certification, I was excited because I was part of the team that made this happen.

I am glad BOG has been an exciting and positive case study in the industry. Despite occasional setbacks, a positive attitude keeps BOG going.

Psalm 124:1 'If it had not been the LORD who was

on our side, now may BOG say; we are set to enter our transformational phase. Capital Injection was received from our private equity partners. Now, BOG's Multi-Million-Dollar Pipe threading and Valve Assembly plants, the first of its kind in Lagos State has been constructed, with all equipment imported and currently undergoing installation.

We now have Category 'A' Nigerian Content Equipment Certificates (NCECs) for our Facilities for Pipe Threading, Machining, Prefabrication of GRE, Repair and Maintenance of Valves, Fabrication and Assembly of Hoses, Assembly and Maintenance of Pumps, Chemical injection packages, Compressors, and other Rotating Equipment.

May the Lord crown BOG's future with a bountiful harvest; her pathways shall overflow with abundance. (Psalm 65:11).

Happy 20th Anniversary!

Gift Dappa Admin Officer

#### When A Dream Becomes a Reality

I would like to start this piece with that famous quote by Ivan Turgenev; who said and I quote. "If we wait for the moment when everything, absolutely everything is ready we shall never begin". This is the story of Bell Oil and Gas (BOG). BOG's journey has been tumultuous, it has been fraught with ups and downs, given to the ups and downs in our industry locally and internationally. Stringent regulatory requirements guide our operations. There is also the COVID-19 pandemic and all the issues that surround it.

In spite of all the challenges, BOG has remained dogged - We are getting ready to commission the OCTG threading and Valves Assembly plants at the Lekki Free Zone.

I must mention that BOG has contributed to building the capacity of our budding youths by her various

educational interventions by way of corporate social responsibility.

I celebrate the visionary founders and wish the entire BOG family a happy 20th anniversary. Greater heights ahead.

Anthony Asuelimen Field Service Technician Composite Pipe Systems





#### 'Twas the HouseThat Stood'

It began with an idea, An idea worth changing continents for, An idea that would birth many partnerships and unite people of many diversities, It began with an idea.

This idea birthed many firsts, First recruitment, first partnership, first project, first award, And though it did bring such great firsts,

Along, with it, came first difficulties.

But we forged on,

For we had laid a strong foundation. And on this foundation, strong processes and atop that, stronger people.

And every brick we built, we built with grace. His grace.

So when the wolf of low oil prices huffed, we stood. When the wolf of the pandemic puffed, we stood. Ours is the house that stood and will yet stand. 20 years today, 20 more from now. We'll stand.

With our resilience and determination.

With our people and our processes, we will evolve and we will grow.

Ours is a tale truly worth being told, for we are built for continuity.

We are the house that stood. Happy 20th Anniversary.



Erica Akpoborie Business Development Executive

#### Never Stop Dreaming, I'm inspired!

Life, as they say, is never a bed of roses. It comes with ups and downs, twists and turns. Sometimes, it throws at us seemingly overwhelming circumstances that challenge our very essence of existence. A lot of times we give up, other times we find the courage to keep trying and keep going.



I personally connect with the BOG story. A story filled with achievements in the face of daunting challenges. Even in the midst of the COVID-19 pandemic, dwindling oil prices in the recent past and the downturn in the oil and gas industry, BOG has completed and is on the verge of commissioning her OCTG Threading, and Valves Assembly Plant located at the Lekki Free Zone, Lagos.

Does the foregoing indicate that BOG is perfect? No, far from it. I see the positivity in the BOG story of 20 years that provides me a source of inspiration to become a better me. To pursue my career and dreams even more vigorously regardless of the challenges I might be facing. To take responsibility, re-connect to BOG's "canand-will do" attitude irrespective of current knowledge" and make it my personal core value.

As you read this piece today and celebrate the BOG success story of the past two decades, let it inspire you and re-awaken your dreams. Let it be the springboard of strength towards realising your potentials. Let it motivate you to be the best you can be in your chosen endeavour; to give the best you can give in your own capacity that will help take this company to even greater heights.

I would like to conclude with the words of Doug Ivester -"Never let your memories be greater than your dreams". So, while we celebrate the achievements of the last 2 decades, we must not forget that just ahead of us lie opportunities for even greater accomplishments.

May the journey of corporate success continue even in the coming years! Happy 20th Anniversary!

Festus Ojudun Assistant HR Manager

#### **20TH ANNIVERSARY - TESTIMONIALS FROM STAFF**

There is beauty in telling the story about an institution as unique as BOG. Her grace lightens the path of her people for all to see and know, and I am one of them.

My BOG adventure didn't start with the experience of a fully fitted resume but the guts and the determination to win. I know this was what the team saw and took a chance on me as an office assistant. I came to this great establishment fresh with little experience, but BOG has made me a force to be known and admired.

Coming from the days of looking so much like a fresh kid thrown from Silicon Valley into a new world to this day, BOG has refined me and many others. I cannot help but use my pen as I travel memory lane. It all begins to make more sense now as I look to the many trainings and re-trainings I got until I became a professional with awards to show for it. Who makes a finance professional/expert out of an office assistant; you need not guess, BOG!

In our Port Harcourt pidgin, we would say "na who carry body go chop bole de know-how de stew take go well". Truth be told", the beauty you see on the outside is due to the smart work and commitment of the team within. I am here, and I know. Today, I am glad the company's vision is coming through –'to be the reference point for true local content development in the oil and gas industry'.

BOG is reputed for building people and turning potentials into professionals in a multifaceted energy sector.



Now, history is about to take a shift. At BOG, the global space is becoming our playground to do great things. Our future - Project Evolution (Our Pipe Threading and Valve Assembly Plant) is shooting us to greater heights, and we are ready for evolution.

Watch out for BOG reloaded 2.0.

Happy 20th Anniversary, Bell Oil and Gas.

Gift Ayoade Senior Finance Officer

#### Gold is Tried by Fire, Herculean Companies by Adversity

BOG's development is an inspiration. Her dedication to opportunities, growth in the oil and gas industry, standing out amongst her peers, establishing a Pipe threading and Valve assembly plant, and still standing after 20 years, especially through the numerous economic downturns, is worth celebrating.

Many companies have come and gone, but BOG, "the great place to work," is still standing.

I joined BOG with zero knowledge of the oil and gas industry, fresh from school as a client relations officer.

One of BOG's core values is 'people development' and BOG does very well at it. This is so much so that the Executive Directors from time to time facilitate the learning programs themselves - - imparting knowledge, developing, training, and grooming staff to become the best.

"The university of BOG" will teach you on and off the job, give you tasks irrespective of your current knowledge and, allow you to exhibit your can-and-will do spirit, test you through performance appraisals. and reward outstanding performance. Working in BOG puts you in the right stead to work and perform exceptionally anywhere you find yourself. I have grown from a Client Relations officer to Assistant manager and was awarded the most innovative and BOG employee of the year in 2010. I have experienced the company's good, the bad, and the ugly times, but BOG has always come out shining brighter through it all.



May the journey of corporate success continue in the coming years.

Thank you for making a difference in my life and giving me the opportunity to shine with you.

Happy 20th anniversary.

Ayobami Oloyede Assistant Admin Manager, Port Harcourt

#### Positivity and Resilience is Key!

Anniversaries, whether individual, family or corporate are not only a time to celebrate but also a time to reflect on the difficulties that were surmounted within those years and build a platform for more tenacity to break frontiers further.

Being part of the organization for about a decade now, I have witnessed Bell Oil & Gas evolve and transition from one level of fineness to another in her transformation roadmap and strategic direction but of course, not without striking impediments. The doggedness and resilience of the leaders and staff alike have always made these impediments to be part of the building blocks of the wall of success of the organization so far.

Over the years, the company has been stretched but didn't get to the breaking point. Despite the hiccups, the leadership has always been positive, visionary, thinking ahead and coming up with initiatives to propel the organization towards it's vision - to be the reference point for true local content development in the oil and gas industry! The launching of Employee Value Proposition (EVP), a laudable initiative to put the workers at the centre of the delivery of BOG's strategic objectives was another. Alas, the emergence of Corona Virus Disease kept the initiative at bay even though the focus has remained. What I learned is that the right mindset and unwavering resilience even when things appeared waning has kept the organization going.

Every year has had an expectation, which many a time, were with mixed feelings when reviewed but never without reasons to say thanks be to God, we have some remarkable achievements! There has always been strong hope for better years ahead.

In 2014, the year of replenishment, I witnessed the birthing of the culture change programme with several initiatives rolled out to position the company for further greatness and ensure all stakeholders thrive. The full implementation of the initiatives and the idea of building a workforce that are leaders at all levels were in the year of netbreaking catches, which witnessed a major "shaking" due to global downturn in the oil and gas industry that led to recession in many world economies. Many companies couldn't survive the shaking!

The succeeding years, from 2016; the year of creation, to the year of self-determination, year of birthing, year of focus, year of positive thinking,



year of recovery and now year of restoration have all witnessed notable initiatives, activities, successes and of course challenges.

I joined Bell Oil and Gas at a point in my career where I never had an office setting experience despite working for over six years. All I was doing was going on two-weeks rotational duties of implementing HSE plans and programmes offshore. BOG gave me the platform and the enabling environment to be more versatile!

Today, I can design and implement a quality management system.I had no idea of before joining BOG. I am quite grateful for this! I saw BOG transition from ISO 9001:2008 to ISO 9001:2015. Not only that, but I am also glad to be a part of the team that saw BOG get certified to Integrated Management System (IMS), which comprises ISO 9001:2015 (Quality Management System), ISO 14001:2015 (Environmental Management System) and ISO 45001:2018 (Occupational Health and Safety Management System). The energy, the push, the encouragement to keep learning and gain mastery have really paid off well with time, commitment and effort invested over the years.

I wish Bell Oil & Gas many more years of successful businesses. It can only get better!

Happy 20th Anniversary Celebration!

Long live Bell Oil and Gas Limited!

Sunday Oladoja Supervisor, Health, Safety and Environment

#### **20TH ANNIVERSARY - TESTIMONIALS FROM STAFF**

#### Hats Off to 20 Years of Success

A s Bell Oil and Gas celebrates twenty years of service to the oil and gas community, I join others in the celebration of 20 years of accomplishment. I also take this opportunity to thank BOG for helping me make progress in my life.

I remember when I put in my CV in December 2008, I was called for an interview in January 2009 and was asked to resume on the 12th of February 2009, as a Procurement Service Advisor (PSA). To God be the glory, I do not regret joining BOG.

The BOG ship will continue to sail forward because of her structure, culture, and the determination of the captains in charge. In spite of the obstacles on the company's path, the company is making progress. The company's recovery plan is always in motion. Presently the company has NCEC certificates for GRE spools and composite piping, fabrication, assembly and maintenance of pumps and compressors, flow meters and chemical injection packages, the assembly, coating, painting testing repair and maintenance of valves in Nigeria, facility for coating, fabrication, threading of OCTG and manufacture of couplings in Nigeria, facility for design, fabrication,, assembly and maintenance of skids, hoses and other rotating equipment, firefighting, and protection equipment.

With the completion of the manufacturing facilities at the Lekki Free Zone in Lagos, BOG will become a formidable force to be reckoned with in the oil and gas industry and can take its vision "to be the reference point for true



local content development' to the next level.

I congratulate all members of staff, management, and board who have kept faith with BOG on the journey thus far.

A Happy 20th Anniversary.

Asha Mustapha Assistant Supply Chain Manager

#### The Gift That Keeps Giving

My story, the very one that I tell with all its beauty, finesse, and honor, can never be complete without this one. Just like the average Nigerian dream of a young school leaver filled with hopes and vision, I took the ride that would later change my life forever.

I remember sending my application on a hot sunny day in Abuja, not knowing how it would happen but somehow certain that Bell Oil & Gas (BOG) was about to be the change I needed.

In my career at BOG, I have witnessed working with the best family that shows care, leadership, and result orientation. We diligently look for new ways to do things in our various spheres of influence.

As an individual and a staff of this company, I have many things to be thankful for. I never imagined that I would have gained this depth of knowledge over the past years and immensely contribute towards the achievement of our corporate goals. I am also excited about the future and where we are heading.

We have achieved a number of milestones. Most notable to me are - The attraction of investors that birthed Project Evolution plus we now have Nigeria Content Equipment Certificates (NCEC) Category A Services in Five (5) Key Areas of our Business which include:

- Facility For Threading of Pipes and Machine Shop Services.
- Facility For Assembly Testing Repair & Maintenance of Valves.

- Facility for Assembly and Maintenance of Pumps, Compressors & Other Rotating Equipment's.
- Facility for Fabrication and Assembly of Hoses.
- Facility for Prefabrication of GRE, GRP, GRVE & Composite Pipes.



point for true local content development in the industry. I am particularly excited about how we have navigated through tough times working with purpose and in line with our core values.

The journey has been quite interesting. I am glad to be part of a system that solves important problems and contributes to Nigeria and the world.

Cheers to more heights and breaking boundaries & limitations.

With such honor and pride, I wish Bell Oil & Gas (BOG) a happy twentieth (20th) anniversary. May the good Lord crown the new decade with more successes.

Samuel Okoli Compliance Officer



# **20TH ANNIVERSARY - TESTIMONIALS FROM STAFF**

#### A Dream Come True

20 years ago, three men had a dream, to be the forerunners of an indigenous Oil and Gas company with international standards, in Nigeria. To say they leaped would be putting it mildly, leaving the comfortable lives they had overseas, with their goals in one hand and their courage to pursue it in the other.

"If you have a dream, don't just sit there, gather the courage to believe that you can succeed and leave no stone unturned to make it a reality". These men are those words personified. "Plants are more courageous than almost all human beings: an orange tree would rather die than produce lemons, whereas instead of dying the average person would rather be someone they are not", these men are as courageous as plants.

Their unwavering courage and determination drove them into attracting private equity investors towards stamping the company's presence in the Nigeria Oil and Gas Industry by establishing Pipe threading and Valves assembly plants. They held on to a belief that the God who helped at the inception will also help to actualize this feat. (1 Samuel 17:37).

When I joined the company in 2015, I was awed by the warmth and vibrant spirit that welcomed me. It was

obvious that the ethics, commitment, and creativity that rang through these walls was a result of the amazing leadership from the founders.

Reflecting on the immense growth of the company, we cannot over-emphasize the contributions from the Bell Oil and Gas indefatigable management team and staff.

Congratulations, Bell Oil at 20.

Femi Jacobs Assistant Admin Manager, Lagos

#### Super Thankful

I am thankful for BOG's bravery - Her audacity to take the first step is the reason we can celebrate 20 years in business.

I am thankful for BOG's loyalty - Her allegiance to Nigerians and devotion to local content development is the reason we are all locals and we are proud to be called world-class professionals.

I am grateful for BOG's grit - It has not been an easy ride, yet she glides through the journey with so much poise and faith.

I am grateful for BOG's courage –The nerve to be unique even in unfavorable circumstances is the reason why we are proud to be associated with her brand.

I am thankful for BOG's foresight - Amidst the storms, there is always a light at the end of the tunnel. She sees it and she keeps on digging. Limitation is not in her dictionary.

I am thankful for BOG's past – It is filled with pleasant memories and testimonials, grace and honor.

I am thankful for BOG's present - A time for recovery, restoration and reflection. I am happy I am alive to see it,

touch it and feel it. I will tell the beautiful stories.

I am thankful for BOG's future - It is filled with hope, a legacy that tells a different and beautiful tale about a Nigerian company.

I am thankful for the BOG People - There is no BOG without the people. They keep pushing for excellence. That's why the name Bell Oil and Gas will always ring a bell.

I am thankful for BOG's yearning to impact lives – I have benefitted greatly.

Happy 20th Anniversary BOG.

Senami Ogunko-Esangbedo Corporate Communications & Branding Officer



# **BOG AT 20 - 20 KEY PROJECTS IN 20 YEARS**

	Name of Project	Client	Year	
	GRE Pipes Installation work on			
1	Bonga FPSO	AMEC Warri Refining		2004
		and		
		Petrochemical		
2	Rehabilitation of FCC feed Storage Tank - 301-TK-47	(WRPCWRPC		2004
	Provision of Multi-phase			
	flowmeter for Well Testing Campaign in Land and Swamp			
3	wells	NAOC		2009
4	Supply OCTG 9 5/8 L80 BTC Casing - 5,715 joints	Addax		2012
-	Supply of OCTG FOR Seplat	Audaa		2012
5	drilling campaign	Seplat		2012
	Fabrication and Supply of Deep			
	Offshore Carbon Steel Bare Seamless Line pipe for Egina Field			
6		Total Energies		2013
	Provision of Manpower services			
	at Agbami FPSO, Escravos FSO,			
7	Escravos Terminal, Onne and Chevron Lekki Office	CHEVRON		2013
8	OFON2 Fabrication & installation of GRE spools for OFD1 platform	Ponticelli		2015
	GRE Spool fabrication of			
q	NWP/LQP /LQP Bridge for DSO Project (SONAM) HHI	Hyundai Heavy Industry		2015
5	Engineering, Procurement,	industry		2015
	Construction and Commissioning for GRP & PVDF Piping for OFD3 &			
	OFD5 Platforms and Access			
10	Bridges	Nigerdock		2016
11	Supply of loading Arms (Woodfield)	PPMC		2016
	Supply of loading Arms (woodincia)			2010
	Installation of Flow Control Valves			
	(FCV), Saddles and Gaskets for the			
12	Minox package in Agbami FPSO.	Chevron/Tamex		2017
		The Shell		
		Petroleum Development		
	Supply of Pibiviesse Valves 40" Ball	•		
13	Valve	Nigeria		2018
	Supply of Ball Valves and Globe Valves for Mobil OCIP II			
14	BeneProjecti	Mobil		2018
	OFON2 Fabrication & installation of			
15	GRE spools for OFD1 platform	Ponticelli		2019
	Supply & Installation of GRE			
16	Spoolable Pipes (OBEN PILOT PROJECT)	Seplat		2019
	Hydrotest of 4" GRE lines on Egina			
17	FPSO	Total/ SHI		2020
		Column		2024
	Supply of Ball Valves of NNLG Train 7 Supply of GRVE fittings for NLNG	Saipem Saipem		2021 2021
	Supply of GRE Pipes for Anoh Gas			
20	Plant Project	Alcon		2021

#### **BOG AT 20 - SUPPLY CHAIN UNIT'S PERSPECTIVE**



From inception of Bell Oil and Gas, The Supply Chain Unit has achieved many milestones including securing many multimillion-dollar contracts for various projects. We also implemented of Systems Applications and Products (SAP) Enterprise Resource Planning (ERP) Materials Management Module, one of the world's leading software for the business processes for materials management to streamline our robust supply chain process thus infusing some efficiency and transparent reporting.

Some major achievements in the Supply Chain Unit, include:

- Fabrication and supply of line pipes for Total's Egina deep offshore project valued at \$46 million.
- Supplier Delivery Performance Awards from Shell and Addax in 2012.
- Procurement, shipping, clearing and delivery of 300 trucks (8,465 joints) of 13-3/8" N80 bevelled/nonbevelled and 9-5/8 L80 BTC casings from Appa port to Addax warehouse, Izombe. Order value - \$15.2 million.
- Procurement, shipping, clearing and delivery of our first and only 4" and 6 -1/2" spoolable GRE pipe to Seplat Warri site in massive reels. Order value -\$1.2 million.
- Supply of Milton Roy first chemical injection package for Offon 2 valued at 4 million euros.
- Supply of our first fuel gas conditioning skid to Seplat.
- The Supply Chain Unit also bided and won the contract for Njaba line pipe project valued at \$17 million, and delivered line pipes and bends to Addax OMLs 123 and 124 valued at \$7.3 million from the contract TB-1917.

Other achievements include:

 Supply of 3-1/2" 9.2/9.3 ppf N80 & L80, CSH/VAM top range valued at \$3.8 million to Seplat,

- Supply of GRE pipes and fittings valued at \$2.5 million for the ANOH Gas Processing Company (AGPC).
- Supply of the biggest valve in BOG's history, 40-inch CL900 top entry trunnion ball valves valued at \$ 1.4 million to SPDC.
- Supply of valves for pigging facilities upgrade project 4A & 4B Mobil OCIP II through BeneProjecti valued at \$3.3 million.
- Supply of various sizes of duplex stainless steel pipes for Kolo Creek to Soku Gas Export Pipeline valued at \$6.2 million to Nestoil for SPDC project.
- Supply of 9-5/8" 47ppf, 13Cr L80, JFE Bear Pin x Box Connection R3 to Afren valued at \$5 million.
- Shipping, clearing and delivery of all the OCTG and valve equipment required for Project Evolution.

With the structure, culture, competence, dedication, and determination of the Supply Chain Team, we remain relentless in achieving the organization's vision to be the reference point for true local content development".

The team is ready for the next challenge and fully prepared to support the successful operation of Project Evolution and every other move that will take the organization to the next level.

We congratulate every member of BOG who has kept faith with BOG on this journey to make history. This is a remarkable feat and there is much more to come.

Happy 20th Anniversary.

## **BOG AT 20 - HUMAN RESOURCES UNIT'S PERSPECTIVE**

t is indeed a thing of boundless joy to witness BOG's 20th Anniversary. We, in the HR Unit are glad to be a part of this historic moment. Below are some milestones from HR over the last 20 years:

Some key milestones from inception include:

True to the company's vision for local content development, the company has sponsored staff on some international training programmes:

- 1. International trainings for staff members: some of them include:
- Milton Roy/Ingersoll Rand iCare Training, Paris, France and Dusseldorf, Germany, July 2010 – 4 staff members were trained
- Ameron BV Trainer Training / Commercial and Pipe Fitters Training, Netherlands, January 2010 –
- 4 staff members were trained.
- Ingersoll Rand (IR) Training on IR Industrial Technologies, Dubai, UAE, April 2010 – 2 staff members were trained.
- FMC Training on FMC Measurement Solutions,
- Texas, USA, January 2012 1 staff member was trained.
- Haimo Technical Training on Haimo Multiphase Flow Meter, Dubai, UAE, January 2012 – 5 staff members were trained.
- NOV Train the Trainers Training, Netherlands -
- Netherlands, September 2013 2 staff members were trained.
- Ingersoll Rand (IR) Technical Training on IR Air Compressors, South Africa, February to March 2013
- NOV Technical Training on NOV Spoolable Pipes,
- NOV, Houston Texas, September 2014 2 staff members involved
- Vonk Chokes, OMB and Goodwin Valves Training, in the United Kingdom, the Netherlands and Italy, September 2014.
- Haimo Technical Training on Haimo Multiphase Flow Meter, Dubai, UAE, September 2014 – 2 staff members were trained
- Haimo Sales Training on Haimo Multiphase Flow Meter, Dubai, UAE, December 2014 – 3 staff members were trained
- ASP Rope Access Training, Durban, South Africa, March 2015 – 2 staff members were sent Sundyne OEM Training for 3 staff members in France in April 2015 – 3 staff members
- Milton Roy Europe OEM Training for 4 staff members (2 in RE, 2 in BD), held in France in March 2020.

#### **Technical Assistance Service**

True to the company's value proposition to deliver highly skilled technical manpower to the upstream sector:

1. We successfully executed a Technical Assistance Service to Chevron Nigeria Limited, supplying and managing both Nigerians and Expatriates for seven years.

2. We are currently working with Major Projects supplying and managing highly skilled expatriates to Total Energies.

3. Following Bell Oil & Gas (BOG) winning the Total Upstream Nigeria Limited's (TUPNI) Egina contract for the Fabrication and Supply of Deep Offshore Carbon Steel Bare Seamless Line Pipe for the Egina Field Development Project (Ref. EGI/C134/10), the HR Department successfully organized and managed the training of ten Nigerians locally and internationally on supply chain management, QHSE, Project Management, workshop theory & practise and Manufacture and storage of Line Pipes. The project ran for one year; May 2013 to April 2014, in conjunction with our technical partners-V&M Deutschland GmbH.

4. Driving the institutionalization of our culture change initiatives from 2014.

5. Developed staff recognition programmes (2014) for enhanced staff motivation and engagement, BOG Person of the Month and Most Innovative BOG Person of the quarter.

 Developed the BOG Mentoring programme in 2015 and have been driving the programme to help new staff fully integrate into the company and other staff to progress in their career.

6. Successfully coordinated of the Fast Forward Project, an internship initiative of the British Council and LEAP Africa (Leadership, Effectiveness, Accountability and Professionalism). Students in public Senior Secondary Schools in Lagos and Port Harcourt were given the opportunity to experience real work environment, practice acquired skills and gain new ones. A total of 18 students from different public secondary schools interned in BOG: 12 in Lagos and 6 in Port Harcourt.

7. As a strategy to have the right talent pool for our operations, developed and launch the BOG Career Portal in November 2015.

8. Consistent filling of vacant roles with qualified personnel to help drive overall company objectives.

9. Consistently keeping abreast with provisions and developments in the Nigeria labour law to ensure full compliance by the company.

10. Consistent updating of the HR Policy Manual and implementation of its provisions.

11. Driving the overall corporate strategy across board

12. Maintaining work structure in the company, ensuring different HR processes such as:

- Performance management
- Compensation management (payroll and others)
- Staff recognition initiatives.

# **BOG'S 20TH ANNIVERSARY CEREMONY**



Bell News Issue No. 55 April 2022

# **BOG'S 20TH ANNIVERSARY CEREMONY**



Bell News Issue No. 55 April 2022

#### **NEW STAFF**

#### Samuel Amadiegwu

Job Title: Valve Technician

Career Goals : To be a Valve/Instrument specialist with international recognition

Hobbies: Reading, Traveling, playing, chess

Favorite movie: No Time To Die" 007 series

Favorite food: Swallow with delicious African soups

Summary of your first day /first impression at BOG I am really impressed with the loving atmosphere and warm reception received the first day I arrived BOG. I am glad to be part of the BOG family.

Fun fact about you: I am a lively, energetic and animated

**Kester Onotasamidere Atake** 

Job Title: QA/QC Testing Officer (Valve Assembly, Maintenance & Calibration) Preferred Name



Career Goals : To become a leading pioneer staff member of the BOG group by continuously improving my capacity level to global standards. I intend to continuously improve the BOG process and ensure that all is done excellently. I believe that it is my duty to ensure BOG clients are satisfied consistently.

Hobbies: **Singing** 

Favourite movie: Terminator

Favourite food: Banga Soup and Poundo potato

Summary of your first day /first impression at BOG:

I was marvelled by the sphere of excitement from the team.

Fun fact about you: I love music and I am also a very good singer

#### Sikiru Ishola Jimoh

Job Title: Machining and Welding Technician

Career Goals : To be a World Class Machinist, setting the pace in the Nigerian oil and gas industry.

Hobbies: Swimming and Traveling

Favorite movie: Action movies

Favorite food: Pounded yam and Egusi soup

Summary of your first day /first impression at BOG

The interaction with staff was so impressive. I am excited to be part of this family.

Fun fact about you: I have remarkable skills in writing Yoruba movies

#### **Austin Omobo**

Job Title: Valve Technician



Career Goals : To carve a niche for myself in Valve Asset Management and the oil and gas industry through excellent executions. I want also, to provide leading solutions, that raises several other professionals in my field.

Hobbies: Travelling, Music, Reading, Volunteering

Favorite movie: Fast and Furious series

Favorite food: Pounded yam and Egusi soup

Summary of your first day /first impression at BOG

The reception was quite warm, and the atmosphere filled with positive energy. I'm inspired by the culture and my expectation is high

#### Fun fact about you:

I am a fast learner and adventurous and I find great pleasure in making meals and spending time with my family.



#### **INDIVIDUAL ARTICLE**



#### Positive Thinking: What It Is and How to Do It - Alison Sherwood

Positive thinking, or an optimistic attitude, is the practice of focusing on the good in any given situation. It can have a big impact on your physical and mental health.

That doesn't mean you ignore reality or make light of problems. It simply means you approach the good and the bad in life with the expectation that things will go well.

Some physical benefits may include:

- Longer life span
- · Better physical health
- · Greater resistance to illness such as the common cold
- Lower blood pressure
- Better stress management

The mental benefits may include:

- · More creativity
- · Greater problem-solving skill
- Clearer thinking
- · Better mood
- Better coping skills
- · Less depression

People with a positive outlook may be more likely to live a healthy lifestyle since they have a more hopeful view of the future.

#### How to Practice Positive Thinking

Some ways to practice positive thinking :

**Smile more**. In a study, people who smiled (or even fakesmiled) while doing a stressful task felt more positive afterward than those who wore a neutral expression. You'll benefit more if the smile is genuine, though. So, look for humor and spend time with people or things that make you laugh.

**Reframe your situation.** When something bad happens that's out of your control, instead of getting upset, try to appreciate the good parts of the situation. For example, instead of stressing about a traffic jam, recall how convenient it is to have a car. Use the time that you're stuck behind the wheel to listen to music or a program you enjoy. Keep a gratitude journal. This may sound cheesy, but when you sit down each day or week to write down the things, you're thankful for, you're forced to pay attention to the good in your life. A study found that people who kept gratitude journals felt more thankful, positive, and optimistic about the future. They also slept better.

**Picture your best possible future.** Think in detail about a bright vision for your future -- career, relationships, health, hobbies -- and write it down. When you imagine your life going well, research suggests, you'll be happier in the present.

**Focus on your strengths.** Each day for a week, think about one of your personal strengths, like kindness, organization, discipline, or creativity. Write down how you plan to use that strength in new ways that day. Then, act on it. With practice, you can add more positive thoughts to your life and enjoy the benefits that come with optimism.

By Alison Sherwood Culled from www.webmd.com

# **LGYEARS** IN BOG

et me begin by expressing my total gratitude to the giver and preserver of life – God – who has kept me to this day. I also want to thank the Management of Bell Oil & Gas (BOG) for the opportunity to be a part of a dynamic and agile BOG team these ten years.

My career journey with BOG, which started in January 2012, has been phenomenal because of the development and growth I have experienced. I joined as a Health, Safety & Environment (HSE) Officer; now, I am a Supervisor, HSE through continued dedication to work, personal/corporate development, and enabling environment.

My growth is primarily borne from exposure to diverse and sometimes unique work conditions at BOG. I joined at a point in my career where I was just an operational HSE person. BOG has taught me to show a sturdy passion for continued learning, take on more significant challenges, be resilient while faced with difficulties, remain focused and resolute in pursuit of excellence. I am constantly learning, unlearning, and relearning. Now I am a strategic and operational HSE professional.

The organization has shaped and sharpened me. I have learnt to adapt to various sensible core values that underlie the different working processes. These invaluable core values led me to become the Organization's Radiation Safety Officer (RSO) in 2014 despite having little to no prior knowledge about radiation safety. I cannot but also mention that my prowess in project HSE management is attributed to the opportunity to get involved, from the development of project HSE plans to the actual execution of the plans, whether on-site or by remote support. I have had opportunities to work and interface with dedicated teams and clients as the focal HSE person on various projects onshore and offshore without any lost-time injuries (LTIs).

Also, my current level of competence in Quality Management is wholly attributed to joining BOG, gaining mastery through training, QHSE team support, and personal development. This has given me the opportunity to develop the skills to design and implement management systems and auditing. I am glad to reciprocate the treasured gesture by adding value to the organization and being part of the team that guided the organization through transitioning from ISO 9001:2008 to ISO 9001:2015 Quality Management System. More importantly, contributing my quota in ensuring the organization is certified to an Integrated Management System (IMS), which comprises ISO 9001:2015 (QMS), ISO 14001:2015 (EMS), and ISO 45001:2018 (OHSMS).

I must say that BOG has a healthy working environment.

Sunday Oladoja Senior QHSE Officer



yjourney in BOG that started in the month of June 2012. I was as an Administrative assistant and from there I was promoted to the Finance Department in March 2014 as a Finance Officer, Today I am a Senior Finance Officer. I have worked with different people who have impacted my life positively.

I am also grateful for the opportunity BOG has given me to develop myself and gain experience in the oil & gas industry. In my 10 years in BOG, I have learnt a lot and I have been able to understand and worked on the different finance functions (Account receivables and payables, Treasury, Accounts reconciliation, Statutory and tax audits, Regulatory compliance etc.).

I have had the pleasure of working with some of the smartest people I have ever met, some colleagues have become friends and family, all these would not have been possible without BOG. I am continuously grateful for the opportunity the company has given me.

Indeed, BOG is a learning ground. I am grateful and happy to be part of the BOG family.

Thank you.

Titi Bankole Senior Finance Officer



Before I joined Bell Oil and Gas on January 17th, 2012, I used to be a Project Engineer who spent most of his working hours on different offshore locations. Coming on board as a Project Analyst changed my career path from a Field Service Engineer to a Project Management Officer, which at that time, I was not convinced it was a journey that I was ready to embark on.



I have worked with the most experienced persons in the project office who are always ready to assist and guide me developed my passion for project management.

Having worked closely with different Senior Project Analysts, Assistant Managers, Operations Managers, and the Deputy Managing Director over the years, I have fine-tuned my project management skills, thinking approach, and applications. This has given me the confidence and exposure to managing internal and external customers. I could not have achieved this significant career milestone without the BOG family.

It is interesting to note the tremendous career growth I achieved in BOG. I have grown from a rookie Project Analyst to an Experienced Assistant Manager.

I am happy about the Man I have become, and my story cannot be told without Bell Oil & Gas.

#### kechukwu Onoh - Asst. Manager. Operations

# **STAFF BIRTHDAYS**



GIFT DAPPA 8TH JANUARY











ELIJAH ISIJOLA 10TH FEBRUARY





JOHN OSSIA













KAREEM ATULUKU 24TH MARCH







ANTHONY ASUELIMEN 23RD MARCH

Congratulations to all our Celebrants

# **INDUSTRY NEWS**

#### Nigeria and Equatorial Guinea Sign Gas Deal

Nigeria and Equatorial Guinea have signed a memorandum of understanding that could see gas from Nigeria fed to a processing complex on Bioko Island.

The Punta Europa site in Equatorial Guinea hosts a methanol and LNG complex that is currently fed by gas from the Alba and Alen-Aseng fields operated by Marathon Oil and Chevron, respectively.

Signed by Timipre Sylva, Nigeria's Minister of State of Petroleum Resources, and Gabriel Mbaga Obiang Lima, Minister of Mines & Hydrocarbons in Equatorial Guinea, the MoU envisages Nigeria supplying gas from offshore fields to Punta Europa.

#### Dr. Kayode Thomas Talks to The Energy Year

Dr. Kayode Thomas, CEO of Bell Oil & Gas, recently talked to The Energy Year, a popular oil, gas, and renewables news magazine, about the advantages of composite pipes over conventional ones.

He also spoke on the company's main expansionist project, Project Evolution - a multi-million-dollar, integrated facility located at the Lekki Free Zone with a total size of over 15,000 square meters. The facility comprises state-of-the-art valve assembly, maintenance, testing, painting, production plant, and an OCTG production, threading and machine shop facility. The facility will also accommodate our composite pipe fabrication services and serve as a storage and logistics base for our entire operation.

Dr. Thomas also touched on the impact of the 2020 marginal field bidding round on the business.

#### Read full article on : https://theenergyyear.com/articles/local-manufacturing-for-nigerias-oil-services/

#### Seplat pays \$1.6bn for ExxonMobil assets in Nigeria

Nigeria-focused independent Seplat Energy has struck a deal worth as much as \$1.6 billion to acquire the entire share capital of Mobil Producing Nigeria Unlimited (MPNU) from US supermajor ExxonMobil.

The deal covers shallow-water fields plus 1000 employees and triggers surge in Seplat share price.

This deal — which includes an extra contingent payment of up to \$300 million — will see Seplat gain control of MPNU's entire portfolio of shallow water assets, which it holds in a joint venture with state-owned Nigerian National Petroleum Corporation



# **INDUSTRY NEWS**

#### Kenya's Government Sizes Up a Development Plan for a \$3.4bn Oil Project

Kenya's government is awaiting the results of a challenging ultra-deepwater wildcat that Italian major Eni has been drilling for close to 80 days.

Located in Block 11B, the wildcat was spudded in about 2500 metres of water by drillship Saipem 12000 on 28 December.

Andrew Kamau, Principal Secretary at Kenya's Ministry of Petroleum & Mining has said it will be completed in a few weeks.

It is understood that the well should have completed but has been hit by major technical challenges.

#### Saipem Scoops \$400 million Offshore Drilling Deals in Middle East and West Africa

Saipem has won \$400 million rig contracts in the Middle East and West Africa that involve high specification jack-up rigs and an ultra-deep-water drillship.

The company confirmed the rig deals and said "two contracts have been awarded in the Middle East for two high specification jack-up drilling units," while another one involves an ultra-deep-water drillship contract from Eni for a campaign offshore West Africa.

The start of operations is scheduled for the fourth quarter of 2022.

#### Saipem Confirms €2.4bn Loss for 2021

Italy's Saipem has reported a 2021 net loss of nearly €2.4 billion (\$2.6 billion), but promised better times with a \$2 billion rights issue and an aggressive turnaround plan, while also forecasting higher revenues on increased exploration and production activity worldwide.

The results came three months after the company issued a shock warning that a backlog review, covering approximately 80% of Saipem's projects, would likely lead to an annual loss of more than one-third of the company's existing equity.

The company has indicated that it intends to reduce its emphasis on offshore wind and a retrenching in the onshore oil and gas sector.



