

# WHAT'S THE SCORE

www.score-group.com

January 2014

## Score A/S Expand in Norway

### We are now in Sandnessjøen

In April 2013 Score decided to take the next step for our operation in Sandnessjøen and develop our property there with a custom-made, state of the art workshop to support our local business and clients. This was also part of our strategic plan of strengthening our Norwegian operations, by having a strong presence further north.

This is the largest single investment made by Score in Norway, a true milestone for Score A/S on the company's 20<sup>th</sup> anniversary in Norway and a major event for the local community of Sandnessjøen.

The project was officially kicked off in May, with a complete

new concrete building, including workshop, warehouse and a full office block. Based on the agreed delivery schedule from our contractor, we planned our opening ceremony for 26<sup>th</sup> November. This was a tight schedule, going through the summer holiday period and taking us through to a critical time for northern Norway, the onset of winter. We had to be at a certain point in the process before winter started.

*Read more on page 3*



## 2013 Apprentice Awards!

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New Starts, Birthdays, New Parents, Marriages etc.

Do you remember answer:- 1996-1997

### Length of Service

**5 Years**  
Marco Giunta  
Stephan Looknanan  
Alan McRobbie  
Scott Reid  
Ruth Lias  
Neil Harvey  
Keirah Watt  
Reith Still  
Ashley Cannon  
Camilla Eve Jensen  
Jennifer Ward  
Sheena Fraser

**10 Years**  
Colin Cooper  
Kasper Thomson

**15 Years**  
John Cowie  
John Bruce  
Bruce Buchan Eng

**20 Years**  
Avril Birkett

**25 Years**  
Bill Gowans

**30 Years**  
Robert Wilkinson

We would like to thank everyone who contributed articles for this issue. We are always looking for feedback, ideas and suggestions which we could consider to include as this is your newsletter. Contact us at STAMP-newsletterteam@score-group.com. The next issue of the newsletter will be released April 2014.

The Newsletter Team

## Score A/S Expand in Norway - Sandnessjøen

Finally after months of dedication and hard work by the Sandnessjøen team, the big day arrived. The local community was ready to welcome Score A/S to its new facilities in Sandnessjøen and we had about 60 non-Score guests including representatives from our major clients, local businesses, local municipal officials and the local press.

The opening ceremony started at 11 am with Group Chairman, Charles Ritchie's official welcome, followed by a Norwegian speech by M.D of Score A/S, Knut-Leif Forland, on the importance of this expansion for Score A/S on a national level, and completed by Site Manager, Snorre Sørensen, giving a speech from the local perspective. At about 11:30, the building was officially opened and the silk band cut by the godmothers of our new facility in Norway, Beryl Ritchie and Mona Ritchie.

Our local apprentices and staff were positioned around the workshop to tell about their job, our facility, our equipment etc. Our guests toured the facility, speaking to our employees and enjoying themselves.

The local community welcomed Score A/S to our new facility, when the Mayor of Sandnessjøen officially welcomed Score to their town. This was followed by speeches of welcome by several of our clients and finished with our partners thanking us for a great cooperation and successful project.

After speeches and tours our guests and employees enjoyed a buffet lunch. A very successful project and opening was almost complete – but not quite... This is where it all starts, and it starts with the development of new local talent. Therefore, as the second stage of our opening, we had invited the students and teachers from the local technical college. They toured our facility and were shown what we do and how we work. This was followed by a lecture session conducted by Charles Ritchie and Stian Kvaal from Score A/S. Another very successful session, well appreciated by everyone.

The Grand Opening ended with a special celebration ceremony for the Score Team. We had hired the local Viking house (a true replica of an actual

Viking house). Everyone in the party was dressed up as Vikings, and our achievement was celebrated in true Viking spirit with our Chairman taking his natural role as the 'Høvding' of the Score Viking Hordes. A traditional Viking meal, with Viking drinks was consumed followed by ancient Viking games. A successful day, and a very successful achievement was then complete.

Our official opening was marked in Sandnessjøen, with front page coverage and the two full pages in the local newspaper. A positive reaction and great publicity both for Score and for our local team.

Thanks to everyone involved in making this new development possible, and to all the hard work put in by the local team. Thanks also to the Stavanger team and thanks to Score (Peterhead). Without everyone pulling together as one united team, this would not have been possible.

We are very excited about our new operation in Sandnessjøen, and for future successes both with our businesses and in developing local talent from the Sandnessjøen region.

As this story ended in Viking spirit, with a Viking feast here are a few Viking guidelines to keep in mind for future business success. The Viking Law: Be a Good Merchant

- Find out what the market needs
- Don't promise what you can't deliver
- Arrange things so you can return

Keep Camp in Good Order

- Keep things tidy and organized
- Arrange enjoyable activities that strengthen the group
- Make sure everyone does useful work
- Consult all members for advice

Be Prepared

- Keep in shape
- Keep weapons in good condition
- Find good battle comrades
- Agree important points
- Choose one chief

Be Brave and Aggressive

- Be direct
- Use varying methods of attack

- Be versatile and agile
- Attack one target at a time
- Don't plan everything in detail
- Use top quality weapons





# Score Group plc Apprenticeship Awards 2013

It has now been over 25 years since Score began its apprenticeship programme and during that time hundreds of dedicated young ladies and men have successfully progressed through the scheme with the intake rising year-on-year.

As has become the tradition, Score Group plc held its annual Apprenticeship Awards and Christmas lunches on the 11th and 12th December to award apprenticeship certificates to newly time-served apprentices and give recognition to top performers. The event had a special significance this year with Score (Europe) Limited recently being awarded Apprentice Employer of the Year 2013 by Skills Development Scotland.

The annual event is growing in numbers due to the popularity and success of the Score apprenticeship, resulting in 400 attending over the two days including managers and directors from Score. Specially invited guests included staff of Peterhead Engineers Development Limited led by Caroline Milne, Operations Director and also senior management from the former

Banff and Buchan College including Deputy Principal Paul Sherrington. The proceedings commenced with a short introduction from Leighton Willox, Managing Director of Score Training followed by the Deputy Managing Director of Score Europe, Conrad Ritchie announcing the award winners, who were presented with their awards by Fiona Johnston, Jenna Buchan and Carol-Ann Westland from Score's Apprentice support team. With engineering at the core of Score's operations, the company was delighted to award 18 engineering apprentices with their time-served certificates. The company's need for excellence in administration was also recognised with a total of eight administration trainees receiving their time-served certificates.

Among the other awards presented were Engineering Apprentice of the Year, Administration Trainee of the Year, Hardest Workers, and Top VITAL Training System Performers.

### Time Served Engineering Apprentices

Pictured with Conrad Ritchie (Deputy Managing Director of Score Europe), Leighton Willox (Managing Director of Score Training), Fiona Johnston (Apprentice Co-ordinator) and Carol-Ann Westland (Deputy Apprentice Co-ordinator)



Administration Time Served  
Pictured with Jenna Buchan (Admin Trainee Co-ordinator)



Administration Apprentice of the Year  
Pictured with Jenna Buchan (Admin Trainee Co-ordinator)



Engineering Apprentice of the Year  
Pictured with David Anderson  
(Sales and Marketing Director of Score Diagnostics)





Administration Hard Workers over the Year  
Pictured with Richard Sadler (Managing Director of Score Europe)



Top Quality Logs  
Pictured with Kenny Sinclair (Welding Co-ordinator)



Engineering Hard Workers over the Year  
Pictured with Richard Sadler (Managing Director of Score Europe)



Most Dedicated Effort Log Entries  
Pictured with Bruce Buchan (Quality Director of Score Europe)



Engineering Hard Workers over the Year  
Pictured with Scott Will (Technical Sales Director of Score Europe)



Most Dedicated Effort Log Entries  
Pictured with Kevin Gibb (Warehouse Logistics Manager)



Top Quality Logs  
Pictured with Andrew Ritchie (Drawing Office Technical Team Leader)



Top VITAL Performers  
Pictured with Albert Ogston  
(Manager of Score Training)



Top VITAL Performers  
Pictured with Bruce Buchan Snr  
(Quality Director of Score Europe)

## Score Group host Scottish Apprentice Craft Competition Award Ceremony

Score Group's conference facilities were the host venue for the recent IMechE (Institution of Mechanical Engineers) Scottish Apprentice Craft Competition award ceremony, the competition which brings together the best engineering apprentices in Scotland. This year's competition was hosted by the Adam Smith College in Glenrothes and the competitors included two Score apprentices representing Peterhead Engineers Development Limited and another competitor from the Buchan area representing Banff and Buchan College.

At the award ceremony to present the awards was Dennis Helliwell, a senior representative of the IMechE,

along with colleagues Jill Dwyer and Andrew Dobson. Dennis Helliwell spoke to the audience before the presentations on the enduring value of apprenticeships and craft skills to society and the economy. During the competition, each of the competitors underwent a series of written and practical tests on the day which were later assessed and verified by an external expert. The standard of work by the 18 young men (disappointingly, there were no female competitors this year) was high and competitors, family members, training providers and employers should be proud of their achievements. The final results were as follows;

### MECHANICAL

1st Place : Angus Training Group  
2nd Place : Peterhead Engineering Development Limited

### ELECTRICAL

1st Place : North Highland College  
2nd Place : DSRL Dounreay

The winning apprentices and training providers were awarded, with prizes and cheques presented to both winners and runners-up by Dennis Helliwell.

Score Group and PEDL were delighted to see both of their representatives finish in the top four of the mechanical section and for one to take second place continuing their long run of success in this competition.



The Winning Apprentices



PEDL Apprentice with Dennis Helliwell IMechE & Caroline Milne PEDL



## High Profile Year for Hycrome (Europe) Limited

There have been a number of articles printed in our newsletter over the last twelve months in relation to the success that Hycrome (Europe) Limited has achieved in the Burnley area. As well as this being in the production, sales and service front, the company has been recognised at various levels by awards received. These have included "Employer of the Year", "Employee of the Year", "Young Employee of the Year" as well as recognition for advancement in technology and development.

This has further been acknowledged by a local publication that recently

ran a feature on the company. The article outlined the operations of the company, highlighting the inventiveness of the company and its young highly skilled workforce. Indeed thanks to its apprenticeship scheme emphasising the fact that the company recently appeared in "The Times" top 100 apprentice employee list.

In the article Stephen Kelly, Operations Director at Hycrome was quoted "Hycrome is thrilled to be up there with some of the top UK employers, and we will continue to invest in our apprenticeship scheme year after year. Our apprentices

are valued team members who contribute to the growing success of the Company".

The company further commented, "We are proud to be in Burnley and most of our workforce are home-grown and long-serving. Our Managing Director started as an apprentice with the company, and we are delighted to be listed among "The Times" top 100 apprentice employers"

The article in the Business Review was distributed to thousands in the area.

## Billy Barrett – our 1st apprentice in Ireland

In November Score (Europe) Limited took on their first apprentice at their Carrigaline site in County Cork. As part of a joint venture with Induchem, and in what he hopes to be the first in a series of apprenticeships made available by Score to young Irish engineers, Thomas Tattersall, Score Europe Operations Manager, welcomed local lad Billy Barrett into Year 1 of the 6-year course organised by FAS, the governing body for the Irish apprenticeship scheme.

The course, which leads to a level 6 Advanced Certificate from the Further Education and Training Awards Council of Ireland (FETAC), will be followed by Billy while guided, supported and supplemented by input from the award-winning Score (Peterhead) Modern Apprenticeship scheme supervised by Fiona Johnston and Carol Ann Westland, Score Apprentice Co-ordinators.

Outside of work, Billy's interests include football, rugby, sailing and fishing. We wish him well in his apprenticeship and hope that he will be the first of many engineers to undertake their apprenticeship training with Score (Europe) Limited in Ireland.



## Graduation Success

Congratulations to Mr. Stephan Looknanan, Focal Point, who recently obtained his Bachelors of Applied Science Programme in Utilities Engineering – Mechanical, at the National University of Trinidad and Tobago! Mr. Looknanan is pictured right receiving his degree from His Excellency Anthony Carmona, President of Trinidad and Tobago.



## Score Europe Awarded Large Employer of the Year by SDS

Each year the SDS (Skills Development Scotland) Scottish Modern Apprenticeship Awards are held to recognise the achievements and commitment of individuals and employers involved in the Modern Apprenticeship programme. At this year's event on 13th November, held in the Glasgow Science Centre, Score (Europe) Limited was delighted to be announced as the winner in the Large Employer of the Year category.

Conrad Ritchie, Deputy Managing Director of Score Europe spoke on behalf of the company after receiving the award.

"Our Modern Apprenticeship programme is at the core of the company. For over 20 years our business model has depended on it to provide us with talented, skilled and competent individuals who take Score Europe and Score Group forward globally and allow us to prosper."

"We take real pride in the knowledge that our Modern Apprenticeship programme has enabled so many young men and women to pursue their dreams. We are delighted to get the Award, as it is a real testament to what we do and what we have been doing for 25 years. We are in this for the long haul and it is great to have that commitment recognised in this way."



Pictured receiving the award, Barrie Strachan & Conrad Ritchie of Score (Europe) Limited

## Should Scotland be an Independent Country? – Score's Response

As we are all aware, in September Scottish residents will be asked to vote on the crucial issue of whether Scotland should remain within the United Kingdom, or become an independent country.

The implications of the result of this referendum are huge as the outcome will be legally binding, and should there be a 'Yes' vote Scotland could become independent in March 2016.

Disagreements over issues such as our currency, trade opportunities, income from North Sea oil and membership of the European Union, mean that argument and debate over any adverse effect of independence on Scottish businesses will continue right up until voting day. However, it is likely that the present uncertainty over the country's future status will already have discouraged companies from investing further in Scotland.

Score Group plc Chairman Mr Charles Ritchie, himself a proud Scot, has long held the view that independence would have a disastrous effect on Scottish businesses. Regrettably, he is certain it would cause him to direct some of his planned future investments in Score away from Peterhead to areas outwith Scotland. With much regret he also admits it would put Score jobs associated with supply of naval equipment at risk following the MoD's recent statements rejecting proposals on

joint procurement by the Scottish government. Mr Ritchie points to the fact that the MoD spending plan for the next decade would include £13 billion of spending in Scotland, none of which would happen if Scotland became independent. Mr Ritchie has publically stated his fear that everything which Score Group has done to embrace youth and give opportunity to the young people of the Peterhead area may be eroded by politicians pursuing independence as an ego trip, who have no Plan B and who are prepared to throw a generation of young Scots onto the scrapheap.

In an attempt to gauge opinion amongst his own staff in Peterhead, Fraserburgh, Cowdenbeath and Glenrothes, Mr Ritchie used the opportunity presented at the annual Score Group Christmas lunches to conduct his own mini-poll. With ballot box, papers and pens in position at the entrance to the dining area at the Tufted Duck Hotel, St. Combs, a total of 751 members of staff, including all grades and ages, were asked, anonymously, the same question as will be on the ballot papers on the 18th September, namely "Should Scotland be an independent country?".

The final result was an emphatic 642 votes for 'NO' and 109 votes for 'YES',



representing 85.5% against and 14.5% in favour of independence.

Although statistically valid conclusions cannot be drawn from the results of such a non-representative sample, the figures do provide food for thought. For example, when the results were analysed separately after the apprentice & trainee lunches alone, the figures were an even more emphatic 89% against and 11% in favour. This result was perhaps contrary to what may have been expected by those who had assumed that the youngest voters are more likely to be in favour of change.

Whilst aware of the limitations of his own unofficial independence referendum, a delighted Mr Ritchie was, nevertheless, encouraged by the results. After announcing the final result at the end of the series of enjoyable lunches and wishing everyone a happy Christmas and a prosperous New Year, Mr Ritchie hinted that his own wish for 2014 was for all those 'YES' voters to change their minds before the 18th September!



# Update from Score Trinidad and Tobago Engineering Exhibition 2013

Southex is an event management company in Trinidad that is known for hosting several popular events around the country. One of the most important events hosted in 2013 was an expo for trade and its industries called Southex Concepts 2013. This expo was a five-day show in October dedicated to introducing the country's population to the latest innovations and technology produced locally and by extension internationally. Score and its employees (Chanda Jaskaran, Leon Boswell, Ryan Teelucksingh and Josanne Teelucksingh) participated in the expo promoting the company's various fields of expertise and in particular the latest development in innovative technology – The MIDAS Meter®. Our booth had many visitors curious about what we had to offer. We also had many visits from our targeted audiences from the energy sector. These included representatives from the major industries such as Atlantic LNG, Petrotrin, Methanex, NGC and many others. With our guidance, they were readily able to use the Meter to locate any leaking valves on the rigged demonstration panel. Our demonstration fostered positive responses, interests and compliments on how easy the devices were to use.



## CASSIA B 48" Modifications Project

On September 13th, 2013, the 20" bypass connecting the 48" riser to the 26" riser on the Cassia B Hub was commissioned five days ahead of schedule. This allowed the remaining and future TARs to be completed at minimal production impact. The feedback from BPTT on Score Trinidad team's contribution towards this Cassia B Tar and 48" project was extremely positive and Score was awarded a plaque thanking our company for the hard work and dedication demonstrated on the project. Below is some valuable feedback extracted from Norman Christies, Regional President of BPTT's message to the business. "The safe and early execution of the Cassia bypass is a very positive development for the energy sector and the broader economy. Thanks!" - Senator the Honourable Kevin Ramnarine, Minister of Energy and Energy Affairs.

"On behalf of Atlantic I just wanted to recognize the excellent outcome that BPTT has achieved in bringing the Cassia by-pass in safely 5 days ahead of schedule. Please pass on our sincere thanks and congratulations to all the teams involved in delivering this great result. Well done." – Nigel Darlow, CEO of Atlantic. We would like to congratulate the following Score employees who played a significant role in the success of this project:

- Leon Boswell – Strategies & Engineering Team Leader
- Josanne Teelucksingh – Engineering Trainee
- Vickash Ramoutar – Focal Point Trainee
- Ryan Teelucksingh – Workshop Deputy Team Leader

Keep up the great work team!!!!



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## QGC Contract

Score Brisbane has been awarded the maintenance contract for the QGC brownfield and greenfield sites for upstream facilities and the midstream facility. A series of campaigns is planned to recertify the current population of approximately 5000 PSVs with Ben Swanston and Mathew Lacey scheduled to arrive in Queensland in Mid-January to work on the project which will initially all be done on the various sites. The QGC project is a world first of its kind and takes methane gas from coal seams or beds and processes it before converting into LNG for export to a range of overseas markets. Greenfield upstream facilities comprising the well sites, gas gathering and compression are approximately 85% complete with almost 2000 of the 2237 planned wells being commissioned.

The midstream facility is the 2-train LNG plant being built on Curtis Island, with the first of these 2 trains also at an advanced commissioning stage. First gas has been delivered from the Chinchilla and Dalby regions of South East Queensland in an area called the Surat Basin up to the LNG plant on Curtis Island via the 540km pipeline. This in preparation for first gas to be processed through the plant in mid 2014, with the first LNG cargo scheduled for 3Q 2014.

## Score Hosts Careers Academies UK

On December 10th 2013 Score hosted a workshop for the Career Academies programme. Over 30 pupils from Peterhead Academy, Gordon's School Huntly and Oldmachar Academy attended the workshop. The workshop was kicked off by Leighton Willox who gave an introduction to Score explaining who we are and what we do, followed by a tour of the Ian Cheyne Score Energy building and facility.

concentrated on Personal Effectiveness and Junior Belbin then in the afternoon they worked on communicating personal strengths, preparing an application/CV and preparing for interviews.

Score Group are delighted to be involved with Careers Academies UK and will continue to support this highly effective careers initiative.

The workshop itself was run by the Urquhart Partnership and was split into two sections. In the morning they



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# BP – The Helios Awards – Score Nomination

The Helios Awards, established by BP in 2001, provide an annual opportunity for teams around the world to share their challenges and achievements. The aim is to recognise teams globally and share their stories to show how they are living the BP values and thereby contributing to building a safer & stronger BP. The teams consist of other oil, gas and service companies globally as well as that of BP.

It is with great delight that we are able to report that Score was nominated for the NORTH SEA HELIOS AWARDS 2013 recently.

“Project description:  
CHALLENGE: The 147km TAQA-operated Brent pipeline is a critical piece of infrastructure carrying 10% of UK crude oil production from the North Cormorant field to the BP-operated Sullom Voe Terminal. One of the isolation valves on the pipeline was found to have degraded in service and was passing at a rate of 18 litres per minute. This made pig reception and removal at Sullom Voe Terminal an almost impossible task and the pigging programme of the Brent pipeline had to be suspended. A method of fixing the valve while maintaining production had to be found so that the vital pigging programme could resume.

SOLUTION:  
The pipeline isolation valve is a welded-in valve with a

bolted body construction. This meant the valve couldn't be removed, but it could be disassembled in-situ. A 2.5 metre section of pipeline between the valve and production tee which could accommodate a pipeline isolation plug was identified. The plug could potentially allow the work to be carried out safely and without any impact to production. STATS were chosen as the most suitable contractor to carry out the plugging work with Score providing valve overhaul expertise. An extensive risk management process was followed and a step-by-step procedure formulated to provide complete assurance that all eventualities had been covered. Extensive lift planning was put in place and the rigging team were integral to task planning from an early stage. Contingency plans for in-situ welding and machining repairs were created and risk-assessed. Due to the level of risk associated with execution, extensive scrutiny was applied to each of the activities within the repair scope; plugging, valve repair, testing and plug retrieval. The level of planning and assurance applied demonstrated that all eventualities had been covered and the risks had been reduced to as low as reasonably practicable.”  
“Excerpt from BP publication”

Score's nomination is a huge endorsement and honour for our team working in the Sullom Voe terminal not only in regards to the work they performed but also for the experience that Score possesses in order to provide service and solutions alongside the major players in the industry.

# PowerGen Asia Lunch and Learn 2013



Score Energy recently exhibited at the PowerGen Asia conference held in Bangkok Thailand which had a large amount of gas turbine operators visit from not only Thailand but surrounding countries. The Energy booth was kept very busy with hundreds of visitors generating new key contacts with customers and opportunities with off engine support proposals.

As a result of the show, Score Asia has received numerous inquiries from new potential customers in the region that visited the stand. With a large amount of DLE users in Thailand the cut away premixers gathered a lot of interest as did the other LM products on display. Score Asia also took advantage of having key Energy people available and arranged a Lunch and Learn at a local hotel. The event was well attended by both new and existing LM operators in Thailand with senior management and key personal attending. The presentations included an introduction into Score Group which was presented in English and then translated into Thai

by Score Asia's local representative. David Moir of Score Energy then presented Energy services in greater detailed followed by a more detailed presentation of PAM and a case study to show operators of its worth. The presentation generated a lot of very good questions from the new start up plant operators in respect to our support services for the on engine ancillaries. With the success of the Lunch and Learn, and the very encouraging feedback received from the participants, Score Asia plan to have additional Lunch and Learn sessions in East and West Malaysia and Japan.

# Intellectual Property Quarterly Update

This quarter the IP committee has kicked things up a gear and we are now starting to move things forward and it is with great pleasure that I can announce that congratulations must go to Harry Lamb, Gregory Smedley, Shane Richardson, Michael Clements and Chris Stuart who have all had ideas taken forward to patent application. At this point in time we are unable to disclose details of their inventions, however watch this space as, if their applications are successful an announcement will be made here.

Further congratulations must go to Scott Will, Simon Turner and Duncan Baxter who's Load Control Cabinet has now been filed and is now on the road to reward of a full patent. Kenneth Delany for his In-line Sealant Injector which is now on the same trajectory.

Myself and Mr Jamieson have started to tour the company in order to generate new IP and drive applications. It has been a very rewarding process, we have started to get applications from all areas of the company across a wide variety of locations. We have seen how the intellect, wit and aptitude of individuals lead to some very interesting ideas and solutions to technical problems. I would like to concentrate on this matter for a few moments, when solving a technical challenge you are generating IP and something that is protectable by law. The solution may seem simple, logical or even obvious. It is these ideas however, that we are most interested in. I would once again reiterate how important it is to you as individuals and Score as a company that we protect these ideas.

As you know the current scheme rewards individuals in stages, upon receipt of an IP disclosure form the inventors will receive a certificate thanking them for their invention. If this invention is taken forward to

a full patent application a reward of £500 will be paid and upon grant a reward of £1000 will be made. If the invention is commercially exploited up to 10% of the profits made will then be payable to the inventor(s) at the Chairman's discretion.

I am pleased to announce that the Chairman has decided to extend this scheme. If an employee is entering into retirement then the scheme will keep running paying into his estate at the Chairman's discretion. A patent will last for a minimum of 10 years so if the employee retires during this period and the company profits from the patent the money that would be paid under the employee incentive scheme and will continue to be paid.

I look forward to receiving your IP suggestions.

It's vital to do your VITALS

I'm sure you all know the importance of the VITAL modules, and we have just released the first module on intellectual property. The module will show you how to protect Score's intellectual property by understanding what constitutes disclosure. The modules import as if we disclose an idea, invention or process which we intend to patent then we are unable to do this. I promise the module is easy to understand and contains no boring legal words and phrases!

Reminder of the process for submitting IP.

The IP Disclosure Form is a Word Document and is available to download from Microsoft Outlook (e-mail) – Public Folders/\*Intellectual Property/Download Form. The form should be downloaded and saved under a different name. For guidance on completion of the various sections of the form refer to the notes provided

at the end of the form. These refer to the description and significance of the invention and its commercial potential. When an IP Disclosure Form is submitted the employee undertakes to maintain total confidentiality in respect of the IP, and no discussion outwith the company is permissible. After completion the document should be password protected and submitted to : IP.committee@score-group.com The password must be communicated via a secondary e-mail to the same e-mail address.

Happy New Year

Andrew Pearson

## Andrew Pearson - Trainee Patent Attorney

In November Andrew Pearson joined the Score team at Wellbank, Peterhead. Andrew, who is the son of Geoff, Engineering Director (Score Marine), will be working as a Trainee Patent Attorney alongside Ian Jamieson, Project Manager Score (Europe) Limited, with the particular remit of looking after the company's intellectual property (IP) interests. Currently based in London, Andrew will initially be working about one week every month in Peterhead. While reporting to the IP Committee under the chair of Anita McRobbie, his aim is to set systems in place to enable Score Group to identify, capture and record all IP within all areas of the company. Andrew also envisages working closely with Score Training in the production of training modules designed to keep staff aware of IP and its implications at all levels. Andrew is well qualified to undertake this important task having studied Law at the University of Exeter, where he developed a particular interest in IP law. Outside of work, Andrew is a rugby-playing, Michelin-standard chef who also enjoys shooting. Clearly a young man of many talents, we welcome Andrew to the Score team.



# Score Honours Gordon Milne

On 27th September the valuable contribution made to the training of engineering apprentices in Peterhead by Gordon Milne was recognised, as the Peterhead & District Group Training Limited HQ (PDGTL) at Blackhills was named 'The Gordon Milne Building'. This building and its dedicated staff play an important role in the practical training of apprentices and trainees, primarily from Score, at all stages of their Modern Apprenticeships. The official naming ceremony was held outside at the front of the building in the presence of Gordon's PDGTL colleagues, former Score colleagues and current apprentices and trainees. A plaque sculpted from red Peterhead granite and bearing the new name of the building was unveiled before Charles Ritchie, Score Group plc Chairman, congratulated Gordon and thanked him for his huge contribution at the Training Centre. Born on 18th October 1947 into a farming family at New Leeds in the heart of the Aberdeenshire

countryside, Gordon was employed for many years at the Cleveland Twist Drill factory in Peterhead, before joining Score (Europe) Limited in 2000. During his time as Score's Apprentice Co-ordinator up to 2012, Gordon had been instrumental in shaping and structuring the paths of more than 350 young engineers and others as they gain SQA qualifications and work experience during their progression through the ranks of the company. In addition to his role within Score, Gordon also took on the Chairmanship of PDGTL and was a major guiding influence in that role for 8 years, leading the organisation through significant change. Despite retiring from Score in 2012, Gordon continued as part-time Chairman of PDGTL, thus continuing to pass on his considerable knowledge and experience to future generations of engineers. Known for his wide knowledge, effective communicating skills at all levels and his friendly and down-to-earth attitude, many senior engineers in Score Group and elsewhere have

good reason to be thankful for Gordon's guidance and encouragement during their early careers. When not involved with Score and PDGTL, Jaguar enthusiast Gordon enjoys shooting and also hunting down bargains at local auctions, car-boot sales and antique fairs. However, there is no truth in the rumour that the 'Antiques Roadshow' team after visiting Gordon at his Mintlaw home to assess his collection with a view to a future broadcast, quickly gave up on the idea when they saw the size of the task ahead! Gordon spoke to the gathered crowd after unveiling the plaque and typically he spoke of the great career opportunities nowadays for young engineers, and encouraged those apprentices and trainees present to maximise their potential by taking full advantage of the fine facilities and instruction provided at the Training Centre. Gordon's presence will be sorely missed at PDGTL but the legacy of his tireless work will continue to benefit many future generations of young engineers in the Buchan area.

# Score Europe Hold "Time Out for Safety" Event

On Friday 22nd November, a "Time Out For Safety" day was held by the Score (Europe) Limited HS&E team along with representatives from the Europe HS&E committees across the UK sites. This was the first time such an event has been organised within Score (Europe) Limited and demonstrates the company's on-going commitment to improving safety performance across the organisation. The team was delighted that the event, which was held at the Tufted Duck hotel, was also attended by representatives from Step Change In Safety, the UK Oil & Gas industry safety body.

The program for the day focussed on a range of subjects including Employee Engagement, the role of the HS&E Committee and how the skills of HS&E Representatives can be developed to make their contribution more effective. The theme of individuals actively contributing to improving our HS&E performance was a

common message, and the challenge of "Step up, or step out" was delivered to all those present by Conrad Ritchie, Deputy Managing Director, in his remarks that opened the proceedings. The 20 personnel in attendance participated in a number of group sessions and activities that provided some excellent improvement suggestions which can be implemented over the coming months across the Europe sites.

Donald Ross, QHSE & Continuous Improvement Manager, summarised the day - "By holding the "Time Out For Safety" day, it is another example of how AIMS is encouraging us all to examine what we are currently doing and implement changes to make improvements. The participation by Step Change in Safety in the event demonstrates our commitment to learning about best practices from the Oil & Gas industry, and will hopefully allow this relationship to develop in future".






## Score Apprentice Information Evening

6th March 2014,  
Ian M. Cheyne Building, Wellbank

Watch local press for further details.

  
Score Group plc  
Intelligent Valve and Gas Turbine Solutions™  
www.score-group.com

Doors open 6pm



# Distinguished Visitors Address Score Group Apprentices

## "Teenage Years & Lifelong Influences"

Score Apprentice Lecture by Moderator of the General Assembly of the Church of Scotland.

On 4th November about 230 of the Peterhead-based Score apprentices and trainees, were addressed by the Right Reverend Lorna Hood, Moderator of the General Assembly of the Church of Scotland 2013-14.

Mrs Hood was visiting the North-East in her capacity as Moderator of the Presbytery of Buchan and took time out from her busy schedule to visit Score Group facilities at Peterhead. After a welcome by Conrad Ritchie, Deputy Managing Director Score (Europe) Limited, Mrs Hood took the opportunity to tell her young audience about her teenage years in the 1960's, and their influence on her own outlook on life and choice of career.

Without preaching on the current rights and wrongs in society, and with very little reference to religion, Lorna began by describing her schooldays in Ayrshire leading on to Glasgow University and a degree in History. In those days, without smart phones, internet, text messaging and online games etc, teenagers had to organise their own leisure activities which were often centred around youth groups and church-related venues. Lorna suggested that although there was less communication through technology in the 1960's, there was probably more direct personal interaction among young people then than there is today.

By the end of her university course Lorna had realised that her future career path lay not in teaching or academia, but rather in

the ministry. After graduating as Bachelor of Divinity from Glasgow University in 1977, Lorna began her first charge as minister at Renfrew North Parish Church in 1979, one of very few women ministers in Scotland at the time. After 34 years she is still minister in this same parish near Glasgow.

Loyalty is a theme which has always featured strongly in Lorna's life and career, and one which is often seen as outdated in today's highly competitive world of business, commerce and industry where people regularly change careers or employers in attempts to reach the top of the career ladder. Lorna's journey to the very top of her own profession demonstrates that another route exists which is based on trust, familiarity and loyalty and where the achievements may be just as great, and perhaps even more satisfying. It may have surprised a few people to hear that Lorna has never seriously considered moving from her present parish to further her career. However, nobody could claim that she has made the wrong decision, as the Right Reverend Lorna Hood was voted one of the 100 most powerful women in the UK in 2013 in a BBC Radio 4 'Woman's Hour' poll.

During 34 years as minister of one parish, Lorna recalled how she has received huge satisfaction and pride in sharing experiences, happy and sad, with friends and colleagues as they all helped and supported each other in their journeys through life. In fact, Lorna emphasised that it was largely because of the respect,

support and understanding of her long-established friends and colleagues in her congregation and elsewhere that she had felt able to accept the nomination in October 2012 to become a candidate for the post of Moderator. After the success of then being elected in May 2013 to this leading role in the Church of Scotland, she now continues during her year in office to rely on the support and encouragement of her loyal congregation. Without such support Lorna would not be able to devote all the time and commitment necessary to fulfil wholeheartedly all the tasks and challenges undertaken by the Moderator, while based in Edinburgh, but required to travel widely. Lorna concluded that the question of loyalty is one which she has faced throughout her career, and it is also one which young employees today will be confronted with throughout their careers. She hoped that the Score apprentices and trainees would appreciate the excellent training and support which was obvious to her during her visit and make the most of these great facilities in their careers with Score.

After she had answered questions from a thoughtful and appreciative audience, including an amusing anecdote on some of her experiences as one of the Chaplains to the Queen in Scotland, Leighton Willox, Managing Director of Score Training Limited, thanked Lorna for taking time out during her visit to our area to offer her words of wisdom which were much appreciated by Score apprentices, trainees and other staff.

## Sir Jim McDonald visits Score (Peterhead)

On 24th October the Peterhead-based Score apprentices, in an audience of more than 250 Score personnel, were privileged to hear an inspiring talk from Professor Sir Jim McDonald, Principal of the University of Strathclyde.

Introduced by Score Group Chairman Charles Ritchie, himself an engineering graduate of Strathclyde, as the 'foremost living Scottish engineer', it soon became apparent that we were in the company of a giant in the fields of engineering, education and economics.

It was clear from the start that here was a particularly clever Govan man, not from a wealthy background, who had reached, with strong family support, the very top of the tree through dedication, and by pro-actively seeking and overcoming successive career challenges.

Using the information gained from a tour of Score departments beforehand, it did not take the Rolls-Royce Professor of Electrical Power Systems very long to strike up a relationship with his predominantly young audience...after all the young Jim had been an apprentice himself with South of Scotland Electricity Board, Ferranti and Rolls Royce while studying engineering at Strathclyde University. Shortly afterwards, in 1978, he had also been on the team of engineers responsible for the commissioning of the newly built Peterhead Power Station. With reference to his own experiences, Sir Jim emphasised the personal qualities, including confidence and ambition, which are required for each apprentice to reach his or her full potential.

After indicating how surprised and impressed he had been with the

engineering projects and the knowledge and skill of the Score technicians, Sir Jim concluded that with such fine facilities and with the opportunities available in an innovative company like Score, the career opportunities for young engineers in the energy industries in the North-East are huge. He also hoped and anticipated that co-operation between Strathclyde University and Score Group in the further training of ambitious young apprentices would increase in the coming years. The manner in which Sir Jim delivered his optimistic and hugely uplifting message made this lecture especially memorable, as was demonstrated by the large number of questions from the young engineers and the warm applause received.

## "The Engineer's Role in the Future"

Score Apprentice Lecture by Dr. Tim Fox, Government Advisor on Energy and Environment

On 14th November the Peterhead-based Score Group engineering apprentices and administration trainees were addressed by Dr. Tim Fox, CEng, FIMechE, CEnv, FRSA, Head of Energy & Environment at the Institution of Mechanical Engineers.

In his welcoming speech Bruce Buchan, Training Engineer, Score (Europe) Limited, described Tim's qualifications and his wide knowledge and huge and varied experience in the current energy issues confronting Scotland and the UK. Particularly relevant is the need to balance our increasing energy requirements against an appreciation of environmental issues, and the necessity for a greater proportion of energy needs to come from renewable sources.

As the Government Advisor on Energy and Environment, Tim is a very influential figure and it was a particular privilege for Score Group to hear the views of an expert whose reports, recommendations and other inputs to government policies could well affect our own personal lives and careers. With emphasis on electricity generation, Tim stressed how there will be a continuing need for innovative mechanical engineering in order to meet the challenges of achieving the EU 2020 targets for renewable energy generation and decreased emissions.

A realistic and workable UK energy policy requires a balance to be struck among the ever-present factors of sustainability, affordability and energy security. Taking these into account and after a consideration of all sources, renewable and fossil, Tim concluded that wind power will be a major and increasing energy source up to and beyond 2020. However, wind power and solar energy are

variable and unpredictable sources, which often produce either too much energy at times when it is not required, or not enough when it is required! Tim explained how this problem raised the engineering issues of storage of energy during periods of plenty and its later distribution to areas of demand, which are often very distant from the sites of generation.

A recent development, currently progressing through a pilot stage, which Tim described and which has much potential in providing a reliable and large-scale source of stored energy, involves air liquefaction through cryogenic technology. The energy released when the treated liquid air is returned to the gaseous state can be used to drive gas turbines.

Tim concluded that all issues of energy supply, storage and distribution involve financial, political, environmental and community considerations, but in the forefront of everything is the engineering knowledge, expertise, innovation and flexibility required to overcome the challenges of meeting our future energy needs in a sustainable and responsible way.

Scott Will, Technical Sales Director, Score (Europe) Limited, thanked Tim for his interesting and informative lecture which gave an insight into the ways in which the UK should be tackling energy supply issues, and the engineering challenges to be tackled with an increasing emphasis on renewable sources. The interest which Tim's lecture had stimulated in his audience was reflected in the large number of questions from the apprentices and trainees who had obviously appreciated hearing the views of such an eminent authority.

## Score Hosts B.I.G. Slideshow

On Wednesday 9th October the Peterhead Photography Club held a charity slideshow and talk by award-winning wildlife photographer Tom Langlands, at Score Group's Ian M. Cheyne Building in Peterhead.

Despite the poor weather over 100 people supported the event from which all money raised was donated to B.I.G. (Brain Injury Grampian).

Tom, originally from Dundee and an architect by trade, began by showing photographs of Dundee while explaining how the areas in the photos had changed due to the development and expansion of the city. A continual theme throughout his talk was how human intervention has had adverse effects on our native wildlife.

Tom's passion for photography really took off with his move to Dumfriesshire, where his main interest lay in nature and wildlife photography. In this area of Scotland Tom has been able to photograph the Barnacle Geese which arrive from the far north in their thousands every year to spend the winter on the Solway Firth. A few years ago these birds were highly endangered due to human disturbance and changes to their traditional breeding and wintering grounds. At one point numbers were as low as 300. However, recently, thanks to the Wildfowl and Wetland Trust and other conservation bodies which have established

protected wintering areas, the numbers of Barnacle Geese visiting this area of south-west Scotland have increased to the present healthy levels.

Tom also explained that some of these birds have been fitted with satellite tracking systems to monitor their migration. Local schools have become involved whereby the migration of a 'chosen' goose can be followed by the children and its arrival in their home area recorded. However, Tom mentioned that these Barnacle Geese are now facing a new threat related to global warming in their arctic breeding grounds. Because of widespread ice thinning, polar bears are now becoming trapped in places near to the breeding grounds of the geese, resulting in predation on eggs and young.

Tom also told other stories of human activities driving various animal species to the verge of extinction. It's only now that conservation organisations are trying to rectify decades of destruction.

Peter Lewis of Peterhead Photography Club thanked Tom for giving such an interesting talk, free of charge, and presented him with a bottle of whisky from the club as a token of appreciation. A total of £900 was raised for the B.I.G. charity, a splendid effort which reflected the most successful charity talk held by the club in over 4 years.





## On the 13th November 2013, St Fergus School visited our Wellbank Facility



Some of the Score Europe Peterhead staff dressed in their onesies in aid of Children in Need

**H1N1 Vaccinations**

Score Valves organised for Dr. Jamie Morton-Gittens, BSc. (Hons), MBBS to come into our office at Cunupia on November 6th, 2013 to administer the flu vaccination (covers the H1N1 virus) to all interested Score employees. Approximately 23 employees took advantage of this opportunity and HR was present to capture the moment! We applaud these employees for taking this positive measure for their health and wellbeing!

## Diwali Celebrations 2013

### Trinidad

Diwali (Diwali, Deepavali) is the Hindu Festival of Lights that symbolizes the lifting of spiritual darkness. On November 1st 2013, the day before the official November 2nd national holiday to celebrate Diwali, Score Valves staff were treated to traditional Indian sweets and came to work dressed in their best Diwali wear, which not only displayed their rich heritage and culture, but also their very fashionable style. Below are some of the fashion styles exhibited by the ladies of Score.



### Middle East

Diwali is a celebration of the triumph of light over darkness, good over evil. Lights, colours, music and food are the basic ingredients for this Indian Festival of Light.

And the Score Middle East family in Dubai was no exception as they celebrated Diwali in November. All personnel irrespective of Nationality took part in the celebrations by coming dressed to the office in colourful traditional attire and sharing a special Diwali lunch in the office Pantry.

Dubai mainly comprises of an expat population and every festival is a reason for celebration filling hearts with cultural warmth.



## WELCOME TO THE SCORE GROUP OF COMPANIES

### Score (Europe) Limited

|                    |                           |
|--------------------|---------------------------|
| Debbie Noble       | Cleaner                   |
| Helen Campbell     | Project Co-ordinator      |
| Anjumol Varkey     | Marketing Assistant       |
| Alexander Morrison | Electrical Technician     |
| Penny Cardno       | HR Advisor                |
| Alex Gibb          | IT Support Representative |
| Thomasz Nyga       | Technician                |
| John Clegg         | Technician                |
| John-Paul McDonld  | Technician                |
| Thomas Sheriff     | Painter                   |
| Jordan Stewart     | Welder                    |
| Darren Thain       | NDE Technician            |
| Jack Tait          | Stores Apprentice         |
| Ethel Metcalfe     | Expeditor                 |

### Score Energy Limited

|              |                   |
|--------------|-------------------|
| Gary Thom    | Sales Coordinator |
| David Winkle | Workshop Manager  |

### Score Subsea and Wellhead Limited

|                 |                |
|-----------------|----------------|
| Chris Robertson | Internal Sales |
|-----------------|----------------|

### Score Group plc

|                |                         |
|----------------|-------------------------|
| Andrew Pearson | Trainee Patent Attorney |
|----------------|-------------------------|

### Qualtec

|                |                 |
|----------------|-----------------|
| Peter Heselton | General Manager |
|----------------|-----------------|

### Score Training

|                   |                       |
|-------------------|-----------------------|
| Alex-John Stephen | E-Learning Specialist |
|-------------------|-----------------------|

## Movember - Brisbane

In November we participated in 'Movember 13'. During November each year, Movember challenges men to grow a moustache for 30 days. With their "Mo's" men raise vital funds and awareness for prostate and testicular cancer and mental health.

The guys in the Brisbane office partook in Movember this year by growing their moustaches with an array of different styles. Mark cheated with a week's head start and still only looked like he had been caught on the top lip with a wet skipping rope. John had a good one going 'chopper style' at

one stage until he shaved into it by accident. Liam, AKA Magnum P.I. gave it a good run although Zeus and Apollo were nowhere to be seen and neither was the red Ferrari which begs the question why Magnum? Jeremy, Scott and Sam also all gave it a good run but struggled to keep up with the eventual winner Brendan who had victory well in the bag within the first week

Good banter was enjoyed by all and we managed to raise a total of \$500.00 between us to go towards changing the face of men's health. A big thank you to all who competed



## Do You Remember?

Can you guess the year?  
(Answer on contents page)

## Happy Birthday

### 18th

Shaun Smith  
Lauren Taylor  
James Butcher  
Kieran Bruce  
Emma Smart  
Melissa Buchan  
Ross Smith  
Luke Duthie

### 21st

Calum Angus  
Hannah Smith  
Laura Milne  
David Allan  
Jonathan Duncan  
Shane Sutherland  
Ryan Morgan  
Callum Palmer  
John Noble  
Murdo MacPherson

### 50th

Karen Brown  
Christine Durham

### 30th

Martin Sinclair  
Craig Buchan  
Emil Roeger  
Simone Brianza  
Andrea Lustrissimi

### 60th

David Mitchell  
Jess Scharling  
Graham Deans  
Mervyn Ashford  
Ian Farrow

## NEW PARENTS

Congratulations to Judith and David Cardno who had a baby girl Annie Cardno on the 12th December 2013.

Congratulations to Mr. Graeme Stephen, Operations Director of Score Valves (Trinidad and Tobago) Ltd. who was blessed with the arrival of his first born baby daughter, Grace Gabriella on November 25th, 2013!!! We wish you and your family the best on this new exciting journey!

## MARRIAGES

Congratulations to Ryan and Lisa Christie who got married on the 22nd December 2013.