HUNTING

review

194 SUMMER 2018

HUNTING

Hunting Review the external house magazine of Hunting PLC
5 Hanover Square, London W1S 1HQ, UK | david.hunting@hunting.plc.uk

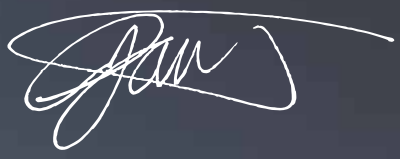
Edited by Georgia Pickering, CMS Strategic
georgia.pickering@cmsstrategic.com

Design: www.plaindesign.co.uk
Print: www.healeys-printers.co.uk

Cover: Union Jack flags hang in Regent Street in preperation for the royal wedding

Common values

"We continue to pursue collaboration as a means to meet the needs of our customers, encourage our co-workers, enhance value in our products and to develop new technologies. We do this by sharing ideas, promoting opportunities and breaking down the barriers to innovation. Teamwork has historically been essential to the development of our company and helps feed the culture that allows creativity to thrive. That is why it is so reassuring to read in this issue of the many ways by which collaboration has made a tangible difference and why it's continued pursuit is so critical"



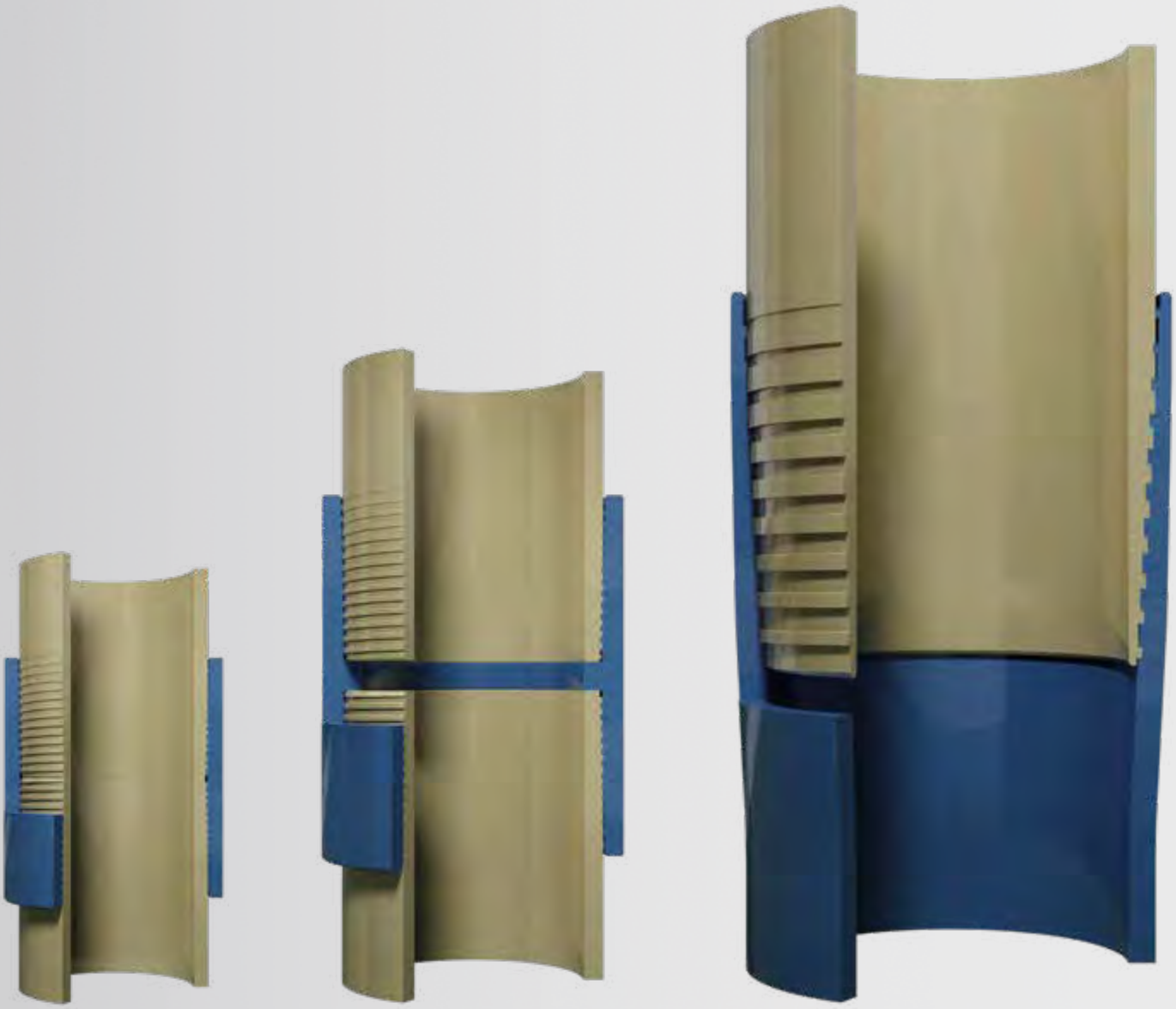
Jim Johnson, Chief Executive Officer

TEC-LOCK™

The launch of Hunting's new TEC-LOCK semi-premium connections provides new technology that addresses the specific requirements of the growing US onshore shale industry at a lower cost

The steady expansion of unconventional oil and gas production in the US led to the need for technology that could support faster operations and greater extended reach, thereby reducing costs. In response to this, Hunting's Connection Technology team developed a semi-premium family of connections, branded TEC-LOCK. The TEC-LOCK family of threads consists of TEC-LOCK BTC, TEC-LOCK BTC-S and TEC-LOCK Wedge.

TEC-LOCK™ Wedge enables its operators to achieve longer laterals without using costly premium connections



Pictured from l to r: TEC-LOCK BTC, BTC-S and Wedge

Growing demand for increased lengths in a lateral wellbore puts a high bending, torsional and compressive load on each connection used in every well. Hunting's portfolio of premium connection threads, specifically TEC-LOCK Wedge, was designed to meet these strenuous operational requirements. The 'Wedge' thread profile provides the operator with full pipe body compression performance and torque ratings unmatched in the industry. It also takes advantage of integral connection design, eliminating the need for a coupling while maintaining an outside diameter profile less than an API coupling. To reduce make-up time on the rig while running the connection, the design allows a quarter turn from hand-tight to power-tight, thereby reducing the overall rig time spent and ultimately enabling significant cost-savings for the operator.

To prove the concept, Hunting's engineering team began rigorous testing of the TEC-LOCK Wedge to validate the performance against customers' demands. This included extensive make and break tests when the connection is set to power-tight position and then broken back apart by un-torqueing and unthreading it. To ensure that the connection was gas tight for use in such wells, the TEC-LOCK connection was then tested for gas-seal ability. This was completed using a combined load test and Hunting's SealLube thread compound. Finally, the connection was submitted for fatigue testing to establish the robustness of the technology in a range of high pressure applications like drilling, reaming or rotating during cementing operations.

Having successfully passed this round of testing, the TEC-LOCK Wedge is now available to the market, offering the next generation in semi-premium connection technology. TEC-LOCK Wedge enables its operators to achieve longer laterals without using costly premium connections. It also reduces the risk of over torquing during the make-up process on the rig floor, while cost savings are also augmented by the quicker make-up time and the absence of a need for additional couplings. ■

Drilling Tools wins

Achieving Continuous Improvement goals requires widespread collaboration and cooperation across our teams

This is exemplified at the Drilling Tools facility in Conroe, Texas. Following a sharp downturn in the market, the team was tasked with maintaining capability to reflect the reduced order flow. It was just as important, however, to keep momentum and capacity at such a level that the team would be able to respond to future uptick in demand.

To achieve this, the team deployed a series of Kaizen events with specific goals in process improvement and waste minimisation. This included 5-S "just do it" projects from Machine Shop CNC upgrades and associated operational equipment renewal. These alone have significantly increased efficiency and decreased waste through the period of reduced business.

The nature of the Drilling Tools service cycle is fast paced - when an order is received, the process must move quickly to ensure that customer expectations are met. Furthermore, the team must also be prepared for unexpected changes to orders and be able to respond to customers' special requests in order to stay competitive. This focus on customer satisfaction was central to the Drilling Tools division's CI programme.

Upholding stringent safety standards while making operational changes remained of primary importance. Loading equipment on to trucks and moving large Mud Motor sections requires a high level of vigilance and the team continued to observe rules regarding Personal Protection Equipment and behaviour in critical areas. →

NEW PRESSURE

Recent US activity in the shale plays has introduced new challenges for the industry. This has led to a requirement for a better lower-end drilling assembly to withstand the harsh drilling environment of the Permian Basin in West Texas. The Hunting Drilling Tools team was well placed to respond to this demand, which included the design and manufacture of 8" and 5" Mud Lube lower ends, with additional supporting parts.

The delivery of this project was broken down into successive Kaizen initiatives. The simple aim was to raise efficiency in every area and increase the capability and velocity of the work flow through the Conroe facility. A series of 5-S projects in eight focus areas included:

1. Re-align inventory to meet demand:

- Sort and package any partially used seals and rings.
- Order additional rings / seals to build back inventory levels.

2. Inventory flow and improvements to support new product lines:

- New inventory carts needed and issue methods improved.

3. A capacity constraint was identified in the assembly of lower ends for drilling Mud Motors and rectified with an additional pack area and breakout machine:

- Installation of additional breakout assembly machine.
- Sand blasting all equipment / prep and paint.
- Fab pack building tool organiser.
- Outline and label pack / building areas.
- 5S support tables for pack builds.

4. Tool handling capability needed to increase flow and velocity during assembly / disassembly:

- Installation of three half ton jibs.

5. New wash area to increase workflow after disassembly:

- Procurement of new wash carts to move rotors and parts, improve flow and reduce use of overhead cranes (relieve bottle necks).
- New water system to reduce environmental impacts and increase wash capability.
- Construction of new walls and drains for water containment with environmental controls and safety considerations to keep water separate from electricity.

A WINNING PROJECT

The Drilling Tools team was able to significantly reduce the operating costs and increase production capacity for the customer with the introduction of 22 new 8" Mud Motor lower ends to the drilling motor fleet. For this model operating costs were reduced by 30 per cent and production capacity raised by another 30 per cent.

Even more encouraging results are expected following the introduction of a new 5" Mud Lube to the drilling motor fleet; with 30 planned throughout the year. A substantial reduction in cost is forecast alongside an increase in production capability of 50 per cent.

FURTHER BENEFITS AND IMPACT

The completion of the final Kaizen event saw the addition of a breakout machine, installation of a new overhead jib, movement of two pack and build areas, and fine-tuning the work flow for QA inspections of motors. This part of the programme is expected to increase build capability by 100 per cent while reducing pack building time by 30 per cent.

The installation of new drain, trench and walling now enclosing the wash bay area reduces the time for cleaning Mud Motors and downtime for repairs and blockages. It has increased capacity by 25 per cent and substantial costs are saved per unit cleaned. The new water treatment system cuts the bi-monthly sump cleanout costs and lowers the risk of leakage. Modern, brighter lighting improves safety and the working environment.

The team at Conroe has achieved remarkable system efficiencies in every area while reducing waste and overall cost in response to customer demand. ■

Pictured above: Conroe machinist area – Before
Pictured right: Conroe machinist area – After

Applied Permian technology

Hunting has evolved its perforation technology to meet new demand in the Permian Basin

ABOUT THE PERMIAN

The Permian is the largest oilfield in the world, boasting the greatest number of oil and gas wells, drilling rigs, footage drilled, stages, operators, service companies, and personnel. The sheer scale of this complex operation means that there are opportunities to create efficiencies and enhance productivity as it moves into the perforation phase.

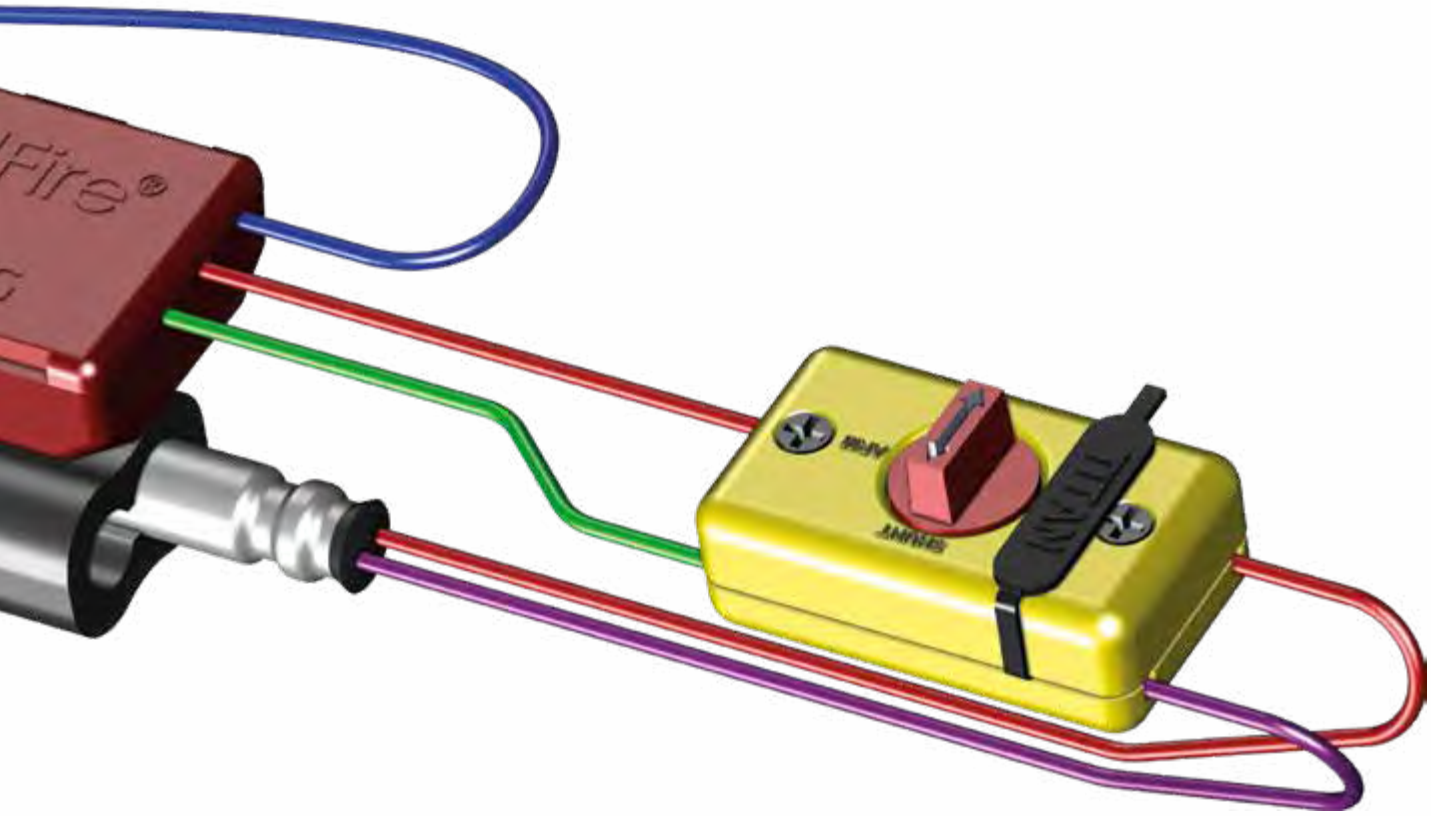
To achieve this, Hunting Titan has developed the H-1 Perforating Gun System®, which is widely recognised as the most efficient perforating technology in the industry. →

H-1: A SNAPSHOT OF KEY CAPABILITIES

Electric wireline companies seek to complete over six fracking stages per day in the Permian's shale play, as this significantly helps reduce the costs. The H-1 has been developed to meet this demand, with an intuitive, reliable, and user-friendly design that offers operational flexibility as well as impressive return on investment. The H-1 is not only safer to operate but four times faster to handle than the previous generation of perforating gun, with a simplified loading technique using the H-Lok™ shaped charge. It also eliminates the need for electrical wires by using the RF-Safe ControlFire® Cartridge. The Return on Investment has been well documented, with minimised downtime, faster "ramp-up" to injection, and lower treating pressure.

Other benefits include:

- Waste prevention: predetermined detonating cord lengths.
- Reduces footprint (total length of assembly).



- Removes the need for tandem subs between perforating guns with a box by pin.
- Reduces leaks: there are no port plugs and therefore no seal-point fractures.
- Reduces hardware connections by 1/3.
- Increases operational flexibility: reacts to changes in wellbore size and delivers longer laterals.

Through advances in technology, Hunting has risen to the cost vs efficiency challenge demanded by the Permian. The H-1 Perforating Gun System® is agile enough to deal with the realities it meets in the wellbore while also being reliable and simple to use ■

Ultrasonic washing

Hunting Subsea Technologies was recently challenged by a customer to design and produce a gas coupling that could operate on the ocean floor. In response to this, the engineering team focused on designing and testing multiple configurations until the optimum design was qualified

The process of manufacturing the R&D test couplings was a tough lesson, which encouraged the team to address such factors as tight tolerances, mirror finishes and extreme cleanliness. Subsea is used to exacting engineering specifications and worked out the details for the polished surface finish. A reoccurring concern was that it was essential to ensure that the male coupling probe was kept in a clean condition as it was critical to proper sealing. As an active workshop, the ongoing machining, grinding and polishing processes means that there is a significant level of microscopic particulates in the air which can negatively impact the final product.

As an active workshop, the ongoing machining, grinding and polishing processes means that there is a significant level of microscopic particulates in the air which can negatively impact the final product

While the “wash process” that the team had in place was acceptable for their usual product cleanliness requirements, the production of the new gas coupler required a higher level of sterility. The test R&D couplings were cleaned in the existing manufacturing ultrasonic wash tank with good results. However, it soon became clear that a dedicated system was needed to consistently produce high levels of cleanliness. So, a Kaizen team of five from Operations, Manufacturing and Quality was formed to find a solution.

Led by the Valve/Test/CIMV Production Supervisor, Jared Kiser, the Kaizen team quickly confirmed that a new independent ultrasonic wash system was the best option, as the enhanced cleaning levels could be more closely controlled. It was also decided to place the system on the other side of the facility from the polishing area, and at the end of the test cycle for the gas couplings; thereby reducing the handling and upholding the cleanliness. Following significant research, a mobile, off-the-shelf, wash tank system was selected for the job made by Ultrasonic Power Corp. The CAPEX request was submitted and approved.

The new system has been in operation since June of this year – just in time for the first production run of the new coupling to be shipped to the customer. ■

Pictured below (L–R): Jared Kiser; Dwight Cassell (Manufacturing Supervisor), Tom Pliant (Manufacturing Engineering Supervisor), Brant Caton (Production Manager) and Rick Graham (Manufacturing Manager and CI Sponsor)

Hollandaise

It is 38 years since Hunting was established in Holland to provide an overhaul, service and repair facility for customers in the gas fields of the southern North Sea, and the story continues

In January 2016, Hunting Well Testing (previously known as Fabrication) joined its colleagues in Manufacturing on an adjoining Olieweg site in the coastal town of Velsen-Noord. Now employing some 30 people, the Well Testing unit comprises a 2000m^2 workshop, 2000m^2 yard space, a 2000m^2 outside work and storage area, as well as office space. This was recently adjusted to optimise efficiency and increase capacity and is led by Erwin Visser, General Manager Well Testing and Fabrication. From purely maintenance in the early set up, it had been an obvious step to move into manufacturing which forms the bulk of the workload now.

While the Hunting brand has been boosted by this united presence, the teams have retained their distinct culture and staffing profile, reflecting their respective market segments. In many ways Well Testing is more akin to the Well Intervention unit in Aberdeen. The two share the same customer base, for example, although there is one crucial difference: Aberdeen specialises in down-hole applications, while the Dutch facility is geared towards manufacturing surface testing equipment – a complimentary operational offering.

SAND WITCHES

Now selling to a global clientele, the Dutch operation offers a range of equipment that spans Heat Exchangers, Choke Manifolds, Plug Catchers and Piping Packages. However, their acknowledged expertise is in Sand Management. Sand filtration is a standard industry technique to remove solids upstream of the choke manifold, whether it is for well testing, frac-flowback or well clean-up operations. This reduces the risk of sand eroding or blocking the processing equipment. Engineering, fabrication and specialist welding are leveraged to provide customer specific systems and to develop new proprietary products. In-line sand filters are slotted in sizes to remove material in a range from 100 to 800 microns at a working pressure up to 20,000 PSI. The Hunting Cyclonic Desander is a robust high rate solution capable of operating at up to 10,000 PSI which is highly wear resistant. Sand filters and Cyclones can be interchangeable for customised configuration. →

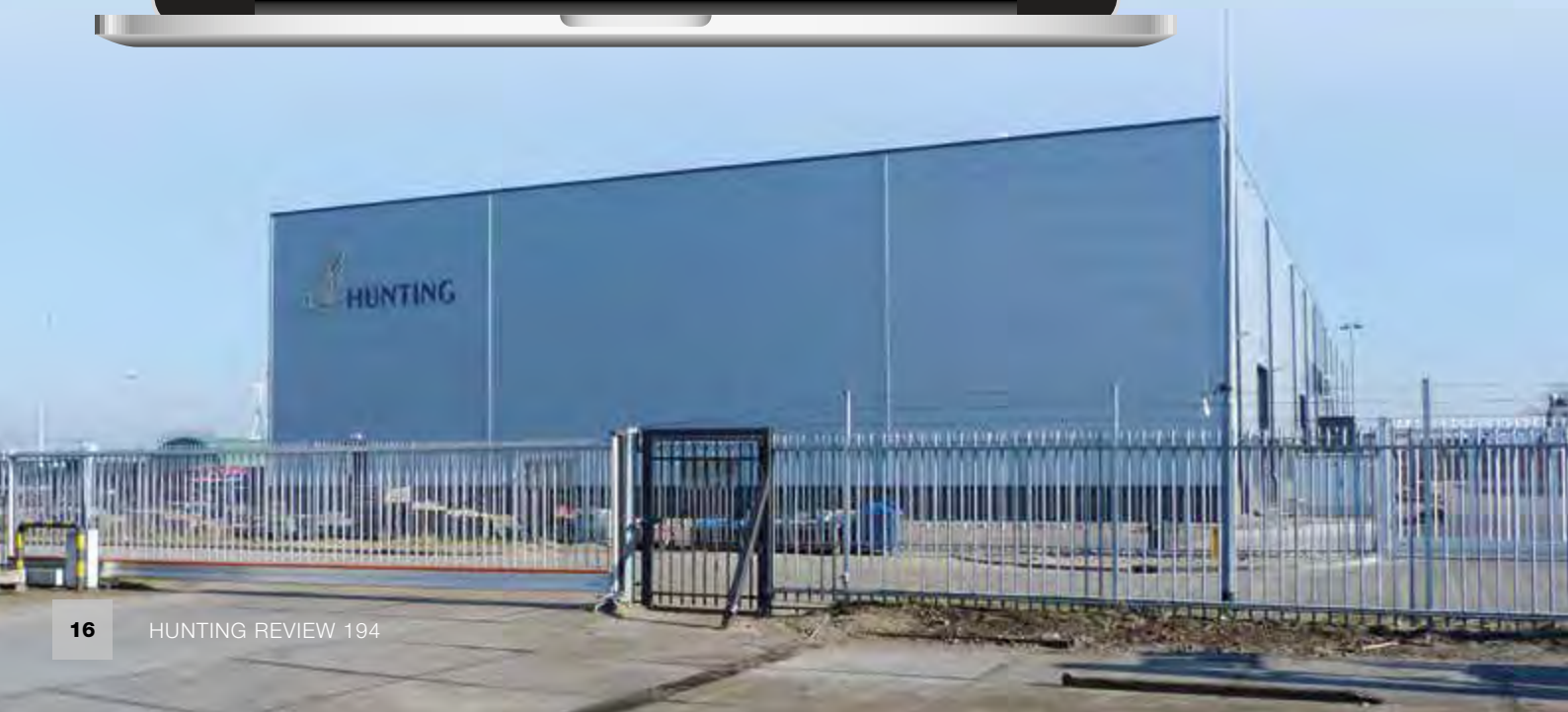
Now employing some 30 people, the Well Testing unit comprises a 2000m^2 workshop, 2000m^2 yard space, a 2000m^2 outside work and storage area, as well as office space

MODELS

A notable feature of Hunting's technology is an online Desander Efficiency Calculator. This tool is based on published correlation data for fluid dynamics, that allows the customer to run multiple scenarios varying inputs such as oil and gas combinations, flow rates, fluid and of course sand properties. This helps the customer select the most appropriate wellhead desanding method for their well test application.

Computerised Fluid Dynamics analysis is also undertaken to model the flow across the filter. This helps determine the resistance of an equivalent porous medium in a 3D representation of the filter screen cartridge in the filter pot. Different scenarios for pressure drop, velocity, gas-oil-ratios and flow calculation can all be simulated in this way. ■

The Hunting Cyclonic Desander is a robust high rate solution capable of operating at up to 10,000 PSI which is highly wear resistant



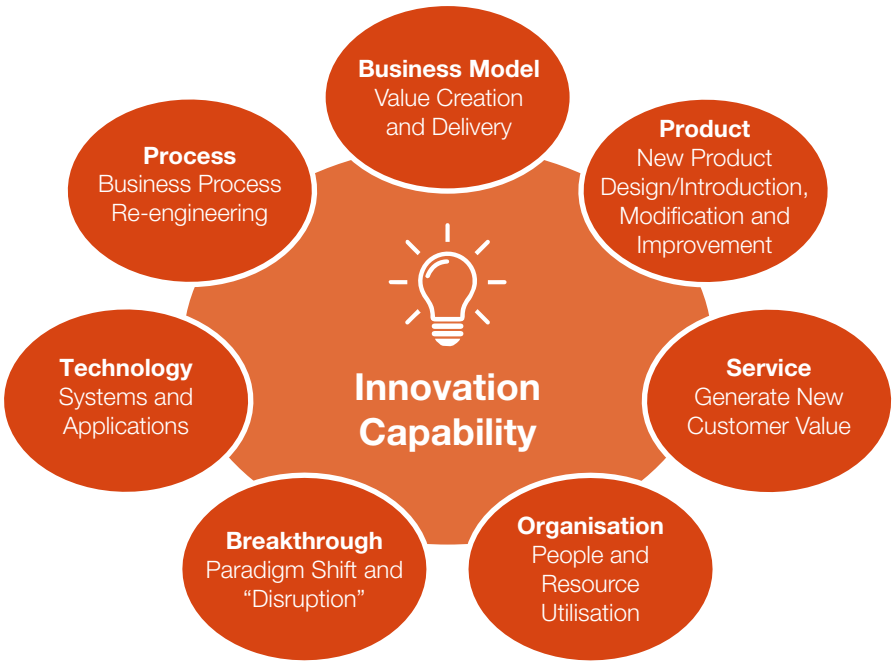
Collaborative Learning and Innovation

The 4th Asia Pacific Technical Forum was held once again in late 2017. Since its inception in 2014 this popular annual highlight has provided an opportunity for teams across the regional business units to present their projects and share experiences. Through group presentations and peer-to-peer discussions, participants take part in collaborative learning, meaning they all benefit from the broad range of different resources and skills. The event is organised by the Hunting Training Academy (HTA) and the Regional Engineering Department.

VIRTUAL LEARNING

Some eighteen participants from the five business units in Singapore, Batam and Wuxi took part in the two-day event, which also included a series of mini-seminars. The first seminar, given by Assistant Manager for Engineering Technology Oo Yong Tze, explored Vacuum Insulated Tubing (VIT) and how Hunting connections can be threaded with this equipment.

A subsequent session was delivered by means of a webinar by Andy She, Manager of the Mills Quality Engineering department based in Hengyang, China. The session provided insight into the pipe manufacturing processes and helped participants to understand key aspects of quality management at the steel mills including inspection discipline and pipe dimension control systems.



INNOVATION AS A CAPABILITY

CI is at the heart of the Asia Pacific team's vision for the future, whether in the development of products or services, business modelling or indeed processes engineering or technology innovation

The HTA's new learning and knowledge management system, called the Sharing Hub for Innovation, Education, Learning & Development, or S.H.I.E.L.D, was introduced to Asia Pacific in May 2018, by Managing Director for Asia Pacific Daniel Tan. In his presentation, Daniel described how innovation is essential for the long-term success and encouraged all the business units to embrace new ways of operating to achieve sustainable productivity gains and cost efficiency. →

CI RECOGNITION AWARD

Two projects from those shortlisted for the Technical Forum were subsequently awarded the prize for Continuous Improvement & Innovation. The winning teams were from Hunting Energy Services (Singapore) and Hunting Energy Completion Equipment (Wuxi).

The Singapore project involved multi-disciplinary participation, from customer service and planning, to production and delivery. The project was led by Senior Manager for Operations, Kwek Wee Liang. It comprised a series of Kaizen initiatives to target efficiency and productivity improvements in its order fulfillment process. It was initiated by the Singapore Business Federation mentoring for accelerating productivity programme and the outcomes were endorsed by them.

The other successful project took place in the Wuxi facility and was led by its new Business Unit/Operations Manager, Eric Zhou Hui. The collaborative efforts of Wuxi's engineering team and the HECE production line saw results of up to 40% improvement in efficiency and productivity in the various machining / threading processes.

REINVENTING THE FORUM

The Technical Forum has proven its value in recent years and it will continue to evolve to remain relevant and reflect current and future business operations. Indeed, there is significant potential for the Forum to support the business in the following ways:

- Breakthrough innovation and continuous improvement leveraging on technical/ engineering expertise and technology.
- Build and strengthen its capabilities to meet the challenges in a different operating landscape.
- Become a springboard for imagination, ideas and initiatives to support our current and future growth in the region.

To ensure that these objectives are met, the Technical Forum will evolve from being an annual occurrence to be a continuous and ongoing process delivered and promoted through various platforms and channels. Last year's event was coordinated by Regional Engineering Manager Wang Yi and his team.

CONTINUING THE JOURNEY

In partnership with the HTA, the Regional Engineering Department will follow the Hunting S.H.I.E.L.D principles of collaborative learning and innovation through new online platforms to generate and exchange ideas, such as webinars for professional sharing or conversations, e-learning and continuing education, knowledge and resource depository.

The true value of specialist knowledge is in its application, while added value emerges from sharing new ideas and furthering innovation ■

Clearing up

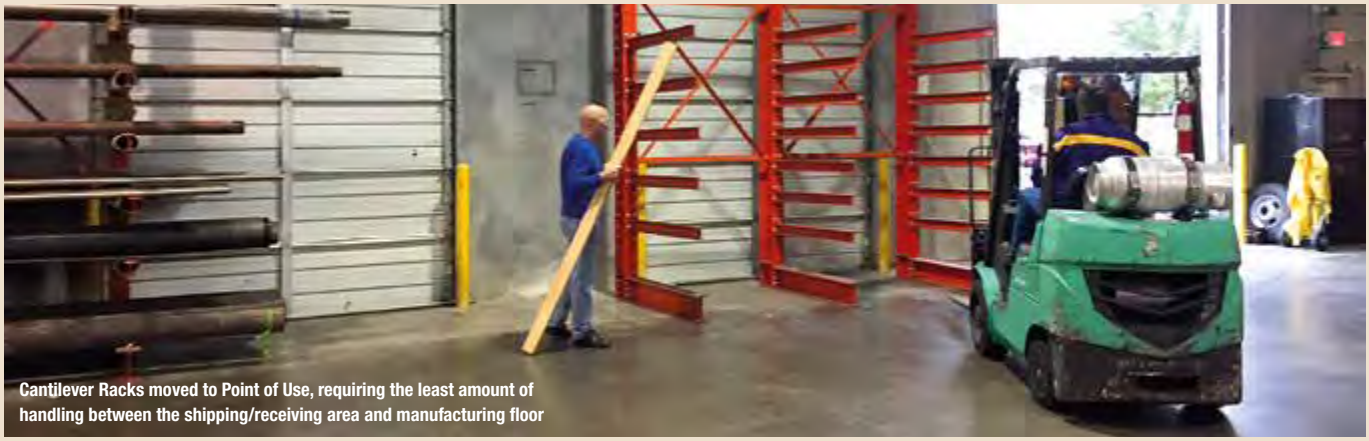
Continuous Improvement projects are regenerating all areas of Hunting, as divisions seek heightened efficiency


Before

THE LOGJAM

At Hunting's Sam Houston Parkway (SHP) facility, just off the Beltway in North Houston, a clear area for improvement was identified in the receiving, packaging and shipping processes, where a backlog of products had built beyond the capacity of direct personnel employed and with limited recourse to indirect personnel. If the backlog was not cleared, shipment of completed products would become a constraint and reputational problem for the company.

Pictured below: Process owners Dee Phenix, Chris Bullitt & Alex Loutchaninoff who supported Project Sponsor Andrew Cousins



Cantilever Racks moved to Point of Use, requiring the least amount of handling between the shipping/receiving area and manufacturing floor

Small parts packaging station created

SEEING THE WOOD FOR THE TREES

The team at SHP aimed to increase throughput capacity in this area while maintaining headcount at its current level. To achieve this they employed the "Theory of Constraints".

This saw the introduction of a five-step process to alleviate the bottleneck. The first step was identifying the limitation: there was only on full-time shipping/ receiving employee to undertake all tasks. This was a single point of failure with multiple responsibilities – when a shipment (raw material, office supplies, shop supplies, etc.) arrived all packaging and shipping activities had to stop.

Next, the CI team found two areas for immediate improvement, which would reduce the constraint. The staff member would need to package both small and large parts in different ways. For small parts, the existing packing bench was inadequate and without suitable storage space for equipment, making it difficult to work at effectively. The team invested in a new small parts packing station, well organised and with dedicated places for packaging tools, forming an uncluttered space to work as well as store consumables.

For large part packing, the member needed to walk to the parts, taking all the required consumables and tools without the aid of a trolley. This meant several trips or enlisting the help of other team members. The CI team saw that this process could be rectified by purchasing foam roller carts with a cutting tool and tape dispenser attached so that everything could be delivered in one go, with the additional purchasing or relocating of a stretch film machine.

Based on the 5S: Sort, Set in order, Shine, Standardise and Sustain

The CI team then identified a subordinate (third step in the theory) constraint which, if rectified, would increase efficiency. This step recognised that this 12,000 ft sq of the shop floor, was shared between Shipping/Receiving, Quality Assurance & Inventory Control but with no clear or straight forward flow pattern. At the start of the project, 75 per cent of the floor-space was covered with raw material, finished goods inventory, scrap material, tooling, shipping containers, archived files & other miscellaneous equipment. This made it difficult for employees to navigate around the shop floor, and also to retrieve equipment, which had become an exercise in moving items from one pile to another.

The team completely overhauled the floor space, cleaning and organising equipment, products and waste, so that staff could move more freely and locate necessary equipment quicker. The team also instigated regular audits to prevent the space returning to its prior state.

To continue to alleviate the bottle neck, the team then created a list of action items for the designated shipping areas and the shared warehouse space. For the final step, as part of Hunting's Continuous Improvement programme, the team identified further opportunities that were out of the scope of the current project but could provide substantial impact to the business in the future.

A WALK IN THE PARK

Through the work of the CI team, the backlog of shipping was cleared, which maximises throughput for SHP, as well as improving the team's reputation for delivering products on time. In addition to this, the clearer and more organised shop floor has improved working conditions for the employees, creating a more efficient, practical and more pleasant workspace. ■

Our Hunting **Community**

APPOINTMENTS AND PROMOTIONS

Carol Chesney and **Keith Lough** have been appointed as independent non-executive Directors of Hunting PLC with immediate effect.

Carol Chesney, a US citizen, has spent the majority of her career in the UK. Mrs Chesney is currently a non-executive Director of Biffa plc, Renishaw plc, where she has been Chair of the Audit Committee since 2012. Since 1998, Mrs Chesney has been Company Secretary of Halma plc, where she oversees governance, pensions, group insurance and ethics compliance. Prior to this role, Mrs Chesney was Halma's Group Financial Controller with oversight of all day-to-day financial planning and reporting matters.

Mrs Chesney is a Fellow of the Institute of Chartered Accountants in England and Wales.

Keith Lough is currently a non-executive Director of Cairn Energy plc, Rockhopper Exploration plc and the UK Gas and Electricity Markets Authority (Ofgem). In the last five years, Mr Lough has been the non-executive Chairman of Gulf Keystone Petroleum plc and a non-executive Director of Papua Mining plc and Rock Solid Images Inc. Prior to that, Mr Lough held a number of executive positions in the oil and gas and wider energy industries, including British Energy and LASMO plc. Mr Lough is a Fellow of the Association of Chartered Certified Accountants.

Mrs Chesney and Mr Lough will both join the Audit, Nomination and Remuneration Committees with immediate effect. Further, Mrs Chesney has been appointed Chair of the Audit Committee.

NORTH AMERICA

Jason Mai has assumed the role of Managing Director of the Titan Division. Jason joins Hunting with over 16 years of perforating system development, product deployment and senior management roles throughout the world with Schlumberger and General Manager of the Energetics Group for the Titan Division. In his new role Jason will be responsible for the development and growth of the Titan Division globally.

Dora-Lee has joined the Corporate IT team as Group IT Service and Support Manager. In her new role she will be responsible for the global IT Service Desks, establishing IT policies and procedures, and collaborating with all global business unit IT groups.

Having served as the IT Leader for Subsea, **Ryan Elliot** has joined Corporate IT in the role as Group Information Technology Applications Manager. Ryan will be responsible for all global applications; with a Plant/Operations systems focus and will collaborate with each business unit in selection and execution of new ERP/MRP/ Engineering applications.

Kenny Matherne has assumed the position of Group Manager-OCTG Threading Services within US Manufacturing. Kenny will be responsible for operations within Hunting's Marrero, AmeriPort and Ramsey Road facilities. Since 1981 he has held various positions within the organisation, most recently as Operations Manager at our Marrero, LA plant. He brings a wealth of knowledge related to premium threading of OCTG pipe.

Allan Gill has accepted the role of Business Manager for the Well Intervention US PCE group and will have oversight of all commercial and strategy activities for the group in the Americas. Having joined the company in 2014 as Principal Engineer for Well Intervention based in Singapore, Allan has extensive knowledge of our Well Intervention product lines.

EUROPE

Ian Park has taken on the newly created role of General Manager for the OCTG product line in the UK. Based in Aberdeen, Ian has been with Hunting for over 22 years in various roles supporting the UK organisation. All functional managers in HESUK OCTG will report to Ian.

Simon Hutchinson has accepted the role of Sales Manager for HES UK OCTG product line, based in Aberdeen. With over 10 years of experience dealing with frame contract customers, Simon will have responsibility for all contract customer management and inside sales.

LOCAL RECOGNITION AWARD

On 26 February, Hunting Energy Services Wuxi received the Annual Excellent Enterprise Award for the second year in a row. The local award from Wuxi New District Government was in recognition of the achievements in management-labour relations, community involvement, sustained HSE practices and business compliances. The company was selected from a shortlisted group that included local as well as foreign enterprises operating in the new district. Representing the company to receive the award was Human Resource Manager, Lotus He.

WILLING HEARTS

Last December, 13 colleagues from our Singapore offices helped out at Willing Hearts, a non-affiliated charity that prepares, cooks and distributes some 5,000 daily meals to those in need, such as the elderly, disabled, low income families, and those in poverty. Led by Senior Manager for Operations, Kwek Wee Liang, staff representatives from management, office and production team joined many other volunteers to prepare food, load food boxes and cleaning up the kitchen.

A DRIVE TO HELP OTHERS

Subsea Division has partnered with the Gulf Coast Regional Blood Center since May 2013, hosting annual Spring & Fall Blood Drives. This is an efficient way for the company to sponsor an event and provide the employees a cost-free, onsite way to give back to the community. To date, we have held ten blood drives, collecting a total of 415 units which equates to saving 1,245 lives.

Brenda DeFrayne, Account Representative from Gulf Coast Regional Blood Center, commented "Even with all the technology today, it still takes one person to be able to give to another – this is truly a gift of life! It is because of organisations like Hunting, which host drives during the critical months where we traditionally struggle to bring in enough blood products, that we are able to meet the needs of the community in July and December".

In the same vein, Dearborn Division has been proud to support the American Red Cross with winter and summer blood drives since 2012. Every two seconds someone in the U.S. needs blood, but only about eight per cent of those who are eligible to donate do. Dearborn Division has been happy to contribute to this cause by allowing employees to donate during their workday. To date, we have held 18 blood drives, collecting 636 units from more than 200 different donors. In the summer 2016, we added the option for Power Red Donations for eligible donors. This type of donation takes a concentrated dose of red blood cells, which are the most commonly transfused and needed blood component. They are always in high demand and frequently given to trauma and surgery patients.

APPRENTICES COMPLETE QUALIFICATION IN MECHANICAL MANUFACTURING ENGINEERING

Jack McGregor, Calum Davies, Adam Johnstone and Jonathan Gray have all successfully completed their Level 3 Modern Apprenticeship in Engineering: Mechanical Manufacturing Engineering (CNC Machining).

Joining the team in Aberdeen in September 2014 after completing their first year at college they were the first apprentices to follow Hunting's new apprentice training scheme. This included a purpose-built training cell. Throughout their time all four have maintained a focus on learning, have shown flexibility, adaptability and a positive attitude. The apprentices have been trained in production machining and other manufacturing processes and contributed to production on the Well Intervention and OCTG product lines.

Jack, Calum, Adam and Jonathan are currently honing their skills at Badentoy and providing additional machining experience during a busy period for Well Intervention.

Special commendation goes to Chris Dow and Dave Hutcheon, who both spent many hours developing and implementing Hunting's impressive training programme.

MOUNT DAMING EXPEDITION

Following the Labor Day celebrations in China, our Wuxi facility organised a two-day hiking expedition trip in May to Hangzhou. Upon arrival, the travelling group went hiking at the famous Mount Daming. After the hard climb, the second day was more relaxing for the staff who enjoyed the day at the West Lake and Song Dynasty City. They were treated to a special performance of "The Romance of the Song Dynasty" (宋城千古情) which is one of the most highly acclaimed shows in China, combining the historical stories and legends of Hangzhou City with high technology presentation techniques.

CHILDREN, OUR FUTURE

On 28 May, staff volunteers Johaness Paarangan and Eko Prasetyo began a project to construct a hydroponic structure at the Royatul Quran Orphanage in Batam, Indonesia. This coincided with a campaign led by Siti Aisyah from the outreach organising committee to raise funds for an orphanage. A group of seven staff volunteers, including Managing Director, Daniel Tan, visited the orphanage on 6 June. They joined children between the ages of 6 – 12 years old, to plant lettuce, spinach and green chillis. The children also received "red packets", funded partially from the USD1700 raised.

In addition to the hydroponic project, the remaining funds went into the purchase of school shoes for 20 beneficiaries as well as study desks and chairs. These were presented the following day by a group of 35 staff volunteers who visited after work to join the children in the Maghrib prayer (after sunset prayer) followed by communal fast-breaking.

HES TRENCHLESS' MARCH FOR BABIES

The annual March of Dimes campaign was established many years ago to fund research, promote innovative care solutions, and provide advocacy and education to reduce premature birth and its devastating effects. Still running today, March of Dimes relies on local community initiatives and events to raise awareness and funds. The March for Babies event took place in June and HES Trenchless co-sponsored a team called #TeamThomasTough in support of Thomas Thibodeaux. Thomas is the grandson of Anne Thibodeaux who has worked in Accounting at HES Trenchless for 12 years. He was born at 30 weeks old and thankfully overcame the challenges of his premature birth. However, the experience left Anne and her family with a deep first-hand appreciation for the notable cause.

In addition to HES Trenchless' financial support of #TeamThomasTough; nine Trenchless employees and their families participated.

CELEBRATING WOMEN'S DAY

On 08 March, the management team in Wuxi hosted an appreciation dinner for its women employees. This coincided with the visit of Chief Operating Officer, Rick Bradley. Accompanied by General Manager for Connections Technology, Mike Mock, and Managing Director for Asia Pacific, Daniel Tan, they presented each woman employee with a rose and a token gift of appreciation.

In Singapore, the Financial Controller organised an appreciation breakfast for the women colleagues from Regional HQ and Benoi facility.

NEW YEAR CELEBRATIONS

In February employees from Asia Pacific Regional and our Benoi facility in Singapore came together for the annual Lunar New Year celebrations and to welcome the "Year of the Hound". The event opened with the traditional lion dance performance – a symbolic and festive crowd favourite. Managing Director of Asia Pacific, Daniel Tan, addressed the staff in both English and Chinese, expressing the company's appreciation of the hard work in the past year and rallied everyone towards continuing excellence in the coming year.

Planned activities saw employees take part in games that included team rope skipping and the "blind snake" game where blindfolded players navigated to find "treasures" in their baskets. Employees were treated to a festive spread for lunch that included the traditional 'Lohei' tossing of salad.

SPECIAL DEAN GOODSON AWARD

PT Hunting Energy Asia received the "Special Dean Goodson Award 2018" in May, for sustained achievement in workplace safety, reaching a milestone of six years accident-free milestone. The award was presented by Daniel Tan at a breaking-fast event.

Receiving the award on behalf of the facility were the key coordinators of the Steering Committee: Fajar Sidik (Risk Assessment and Management), Fathia Zarina (Training and Education), Liga Sandra (Emergency Preparedness) and Yandhi Gunawan (Assessment and Improvement). Daniel complimented the workforce for their commitment to build a culture for workplace safety.

The presentation was held in Batam's Harmoni One Hotel.

FUTSAL CHAMPS

PT Hunting Energy Asia participated in the 12-team M-City Group Trofeo Futsal Championship on 26 April. Captained by Willy Raifino, the team of seven played against tough opponents from other companies in Batam and came up tops in the competition as tournament champion.

ROYAL WEDDING CHARITY LUNCH

On Friday 18 May, the London office celebrated the marriage of Prince Harry to Megan Markle, with a light-hearted Anglo-American themed lunch. Hot dogs and Hamburgers were accompanied by English sparkling wine, a cup of tea and cake. Money raised by individual 'guests' was donated to Crisis, a homeless charity supported by the now Duke and Duchess of Sussex as part of their wedding plan.

ARBOR DAY

Arbor Day is observed in many countries, usually in Spring but dependent on the climate and suitable planting season. "Arbor" is the Latin word for tree and on this special day, individuals and groups are encouraged to plant trees. As part of community involvement activity, 16 employees represented Wuxi's tree-planting activity in Shui Fang Industrial Park of Wuxi City.

SUBSEA SUPPORTS THOSE IN NEED

Empty Bowls is an annual fundraising event that supports the East Fort Bend Human Needs Ministry. The non-profit organisation offers food and financial assistance to residents who struggle to provide necessities for their families. This year marked the fifth time that Hunting's Subsea Technologies division has sponsored Empty Bowls. During this time, employee involvement has grown exponentially – from merely attending the event and purchasing auction items, to actively painting pottery sold at the event and even crafting items to be auctioned off, to volunteering and chairing event committees. Subsea Technologies has also held food drives to help support the food bank located at the non-profit organisation.

During the monthly Employee Social, Hunting Subsea held its own Flick-Football Super Bowl, naming Juan Gil as champion

Brad Jeter, Global Sales Manager, informs the employees about upcoming customer projects & what role Subsea will play in the project

Jim Cox, HSE Manager, explains why safety is one of the most important pillars in the success of our company

Employee Appreciation Lunch – recognising all the hard work shown by our Subsea teams

WUXI FAMILY DAY

Our Wuxi facility held its annual family sports meet and dinner to mark the new year. More than 200 employees and their families joined in a variety of activities such as a mini-marathon, team rope skipping and the tug-of-war. The guests proceeded to a local restaurant for a dinner which has become an annual showcase of talents among our employees. Another highlight this year was the folk song sing-a-long led by the Engineering Department. The annual event is a show of appreciation to employees and a rallying call to continue the teamwork for the new work year.

HUNTING

Hunting PLC (UK)
5 Hanover Square, London W1S 1HQ, UK
Tel +44 (0) 20 7321 0123
www.huntingplc.com

Hunting PLC (USA)
Hunting Energy (North America)
16825 Northchase Drive, Suite 600, Houston
Texas 77060, USA
Tel +1 281 442 7382

Hunting Energy (Europe)
Badentoy Avenue, Badentoy Park, Portlethen
Aberdeen AB12 4YB, UK
Tel +44 (0) 1224 787000

Hunting Energy (Middle East)
Building B23, Oilfield Supply Center
Jebal Ali Freezone, Dubai, UAE
Tel +971 4 887 6850

Hunting Energy (Asia Pacific)
2 International Business Park
#04 - 13/14, The Strategy Tower 1
Singapore 609930
Tel +65 693 31777