

COCO TEA  
WINS CALYPSO  
COMPETITION pg7



### UPGRADE

Following commissioning, the Centre would house the following functional areas...



### TURNAROUND

Improving the efficiency of its operations



### RESPONSIBILITY

The objective of the project is to measure the correlation between productivity levels and the implementation of internal CSR practices.



OFFICIAL NEWSLETTER OF LAKE ASPHALT

# LAKE

## VISION

## LAKE ASPHALT DEVELOPS NEW WARM MIX PRODUCT



### NEW WARM MIX

TLA-X IS A WARM ADDITIVE PROVIDING GRADE BUMP TO THE NEXT HIGHER LEVEL WITH LOAD BEARING ENHANCEMENT AND ENVIRONMENTAL BENEFITS.



# LAKE ASPHALT LAUNCHES NEW TECHNOLOGY

Lake Asphalt of Trinidad and Tobago (1978) Limited has developed and launched the newest of the Warm Mix Asphalt Technologies (TLA-x) during the National Asphalt Pavement Association's (NAPA) Warm Mix Asphalt (WMA) Conference held in Nashville, Tennessee, United States of America during November 2008. In attendance at the meeting were Mr. Gene Porther—Director; Mr. Wayne Wood—Chief Executive Officer and Mr. Deonarine Sarabjit—Head, Research and Technical Services.

## What is Warm Mix

Warm Mix Asphalt is a generic term for a variety of technologies that facilitates the mixing and laying of paving materials at lower temperatures with a significantly reduced volume of emissions. Reductions of 50-100 degrees Fahrenheit have been recorded. As such, it is a product that satisfies the stringent environmental requirements of our foreign markets.

## What Are the Benefits of Warm Mix

There are several benefits of using Warm Mix Asphalt as compared to the currently used Hot Mix Asphalts which must be produced at relatively high temperatures and laid before the temperature drops too low to obtain optimal results. They are:

- Improved compaction to stiffer mixes



Lake Asphalt's CEO-Wayne Wood and the Asphalt Institute's President-Peter Grass at the Conference

- Extended haul distances
- Extended paving season
- Reduced emissions up to 60% at plant and job site
- Reduced binder oxidation
- Reduced fuel consumption
- Can be incorporated directly into binder aggregate mix
- Does not require modification to mixing plant
- Allows for the achievement of the next higher level of Performance Graded Asphalts while maintaining low grades
- In pellet form, provides ease of handling and dispersion

## The Impact of Warm Mix on Lake Asphalt's Business

The introduction of this product represents a significant breakthrough for Lake Asphalt in that:

- It places Lake Asphalt at the forefront of the industry in terms

of technological development; and

- It provides the Company with the opportunity to achieve a steady revenue stream throughout the year.

At present, most of the Company's markets are located in the Northern Hemisphere where minimal paving activity occurs during the winter months thereby negatively impacting on the Company's revenue earnings capacity during this period.

The timely development of this technology for commercialization together with the recently launched pelletization technology provide a powerful advantage for the Company in current and developing markets. This advantage is greatly welcomed given that the industry will be severely challenged in the period ahead as the world economic challenges impact the industry.

# UPGRADE AND PHYSICAL INFRASTRUCTURE

## TLA ASPHALT CEMENT (AC) PROJECT

This project which is designed to ensure that Lake Asphalt maintains an adequate stock of Asphalt Cement (AC) to meet any increase in demand for the product is approximately 70 percent completed.

To date, all eight tanks have arrived at the project site; been reassembled and are in the process of being connected.

Mr. Kenny Pope-Cupid—Engineering Superintendent proudly stated that once completed, Lake Asphalt would be able to provide a high quality product on a continuous basis for all road works in Trinidad and Tobago.



Mr. Kenny Pope-Cupid - Engineering Superintendent stands in front of Storage Tanks for TLA Asphalt Cement (AC)



TLA Asphalt Cement (AC) Storage Facility

**“TO DATE, ALL EIGHT TANKS HAVE ARRIVED AT THE PROJECT SITE...”**

## COMPLETION OF CORPORATE SERVICES CENTRE



Renovation works to the Corporate Services Centre was completed. Following commissioning, the Centre would house the following functional areas:-

- Human Resources
- Industrial Relations
- Records Management
- Health, Safety & Environment

Also to be housed in this Centre on a temporary basis would be the Business Units.

# PLANT TURNAROUND

As Lake Asphalt continues to strive to improve the efficiency of its operations, the Company, in January 2009, embarked on a Plant Turnaround exercise for the purpose of undertaking the following activities:

- Repairs to Tank 275
- Leveling of moulding shed floor behind #2 Still
- Cleaning and repairs to Paint Plant Dried Asphalt storage tank
- Installation of walk way on Boiler #4
- Installation of lighting fixtures in steam plant and production storage sheds
- Installation of guttering on moulding sheds
- Repairs to Paint Plant storage bin and concrete floor



# FROM THE OFFICE OF THE CHIEF EXECUTIVE OFFICER

As we begin 2009, we need to be clearly mindful of the current financial and economic crisis that is impacting the world over. Lake Asphalt is not immune as is Trinidad and Tobago from the effects of this crisis which is predicted to continue throughout this year as well as next year.

We have already started to feel the impact of this crisis in the form of reduced demand for our products as our Distributors adjust to changing market conditions. Employees therefore need to be aware that it is not business as usual and that we may need to carefully examine the way we do business with a view to increasing our productivity and effi-

ciency to achieve a lower unit cost if we are to maintain our profitability.

To manage in this changing dispensation and grow the business, we continue to focus on developing new products and new technologies and plan to register in the short term, the necessary patents for these innovations. We believe that this approach will reposition Lake Asphalt to effectively take advantage in the upcoming surge in global infrastructure works identified in the stimulus packages for various countries.

As we do this, internally we must

review and where necessary change our work practices and procedures in an effort to minimize costs and improve our cash balances where possible.

This year 2009 therefore is not without its challenges and we hope that our workers and their union-representatives will work with us to ensure that we overcome whatever difficulties lie before us.

*Mr. Wayne Wood*  
CEO



## PRODUCT DEVELOPMENT

As Lake Asphalt continues to make strides in the area of technological developments, efforts have been focused on the protection of the associated intellectual property. In that regard, discussions are ongoing with Gala Industries. The principals of Gala Industries recently visited Lake Asphalt to progress these discussions.



Left: Representatives from Gala Industries and Abatech Inc., Right: Representatives from Lake Asphalt



Dr. Geoffrey Rowe and Head of Research & Technical Services Unit- Mr. Deonarine Sarabjit

**DR. GEOFFREY ROWE OF ABATECH HAS BEEN RETAINED BY LAKE ASPHALT TO PROVIDE TECHNICAL ADVICE AND TO ASSIST LAKE ASPHALT WITH THE PROMOTION OF TRINIDAD LAKE ASPHALT (TLA) IN THE INTERNATIONAL ARENA.**

Dr. Rowe has been in the asphalt industry for the past 30 years and has worked with TLA since the 1980's. He believes that to be properly marketed, TLA needs to be properly defined. In that way, the advantages of using TLA would be more easily understood. ▲

# INTERNATIONAL NEWS

## LAKE ASPHALT VISITS PANAMA

On the invitation of the Panamanian Ambassador to Trinidad & Tobago, Lake Asphalt visited Panama during the period January 12-15, 2009 for the purpose of exploring business relations. The Delegation comprised the Deputy Chairman, Mr. Anthony Richardson, Chief Executive Officer, Mr. Wayne Wood and Team Leader of the International Business Unit, Mr. Nigel Minors.

High powered government meetings were held separately with the First Vice President of Panama, Minister of Foreign Affairs, Minister of Commerce, and the Vice Minister of Public Works.



Lake Asphalt delegation at the Panama Canal. From L-R: Messrs. Wayne Wood-CEO, Anthony Richardson-Deputy Chairman Nigel Minors-Team Leader, International Business Unit

The Lake Asphalt team also met with representatives of the two major Chambers, the Panama Chamber of Construction (CAPAC) and the Chamber of Commerce, as well as authorities in charge of the Colon Free Zone and the Panama Pacifico Processing Zone. Colon is the second largest free zone in the world,

second only to Hong Kong. In addition, a meeting was also held with the Panama Canal Authority.

All discussions centered on the possibility of supplying Panama with TLA pellets, TLA Cold Mix, Refinery Bitumen and Bitumen Emulsions; and the options available for developing a lasting supply relationship. Arrangements were now being made for the provision of samples for testing in the Panama laboratories, and for the actual laying of test strips.

As we continue to follow the progress in this area, we look forward to adding our close neighbour Panama to our list of new (and satisfied) customers.

## LAKE ASPHALT HOSTS SWEDISH TEAM



Swedish Company DAB-Domiflex AB led by Anders Berne (right) visits Head of Research & Technical Services Deo Sarabjit, and Team Leader of the International Business Unit Nigel Minors.

On January 28, 2008 Lake Asphalt hosted a team from the Swedish company DAB-Domiflex AB. This company is one of the three largest producers of mastic asphalt in

Sweden, and specializes in bridge decks.

The leader of the group, Mr. Anders Berne, recalls using Trinidad Lake Asphalt (TLA) in Sweden for many years. Although it is not used as extensively today, it is still very highly regarded. During the visit, discussions were held on ways to increase TLA use

in Sweden.

Mr. Berne regards the Pitch Lake as the Mecca of asphalt. (Yes, he actually said Mecca) and had been planning for years to pay a visit.

As he puts it, anyone involved in asphalt must see this Pitch Lake at least once in his life.

**Hej Nigel!**

*Thank You very much for an interesting day at your plant at La Brea. For us it was just magic with asphalt coming up from the ground. If you ever come to Sweden don't hesitate to contact us.*

*Say hello to Wayne & Deonarine from "The mad Swedes" who traveled half around the World to see your Plant.*

**Hälsningar!**  
**Anders Berne**  
**DAB-Domiflex AB**

# “COCO TEA” TAKES TOP SPOT

## IN LAKE ASPHALT CALYPSO COMPETITION

With the tagline “Come hear who have the best pitch” the 18th Annual Lake Asphalt Sports Club Inter-departmental calypso competition got off to a fine start with classics from the Kaiso King of La Brea Lord Marcy as well as from Edwin Noel. The event was formally opened by Lake Asphalt’s CEO Mr. Wayne Wood with the National Anthem sung by Makeda Darius and invocation by La Brea M.P. Mr. Fitzgerald Jeffrey.

Backed by the big band T&TEC Gayatones the fifteen contestants took to the stage and performed to the customary sold out crowd. With M.C. Damion Melville and guest artistes Allison Hinds, Deltoro and Peter Ram, employees as well as the La Brea Community and environs were well entertained.

At the end of the night Lake Asphalt Kaiso Veteran, Phillip Scott “Coco Tea” emerged the winner coping both top spot and the Best Company Building Song with his composition “Change Yuh Attitude”. Best Lyrics and 2nd place went to Robert Huggins “Mighty Huggie” with “Change” while in 3rd place



1st Place & Best Company Building Song  
Phillip Scott “Coco Tea” - ‘Change Yuh Attitude’

was Simon Andrews “Smart Man Sio” with ‘D Sweeter Man’ Best Melody went to Ruben Roberts “Young Robbie” who sang “Don’t Look at Me” and Most Humorous was George Campbell “O.G.” with “A Good Working Stonz”.

This year’s competition for the first time saw the participation of three females, Donna Chapman “Lady D”, Iantha Noel “Lady I” and Jayne Lewis “Kaiso Jayne” with great performances. However it was not

to be ladies night as the ladies placed 5th, 9th and 12th respectively.

The Compositions were of high quality as always and hats off to all participants, Committee members (Gerald Debesette, Ronsworth Benjamin, Authrison Matthews, Randolph Joseph, Ashley Webb, Frank Dillon, Charlene Pollard and Marsha Marchan) and the Management of Lake Asphalt for a job well done. The evening’s festivities ended with an after party with DJs Moods and Sky Max much to the enjoyment of the crowd.



2nd place & Best Lyrics  
Robert Huggins “Mighty Huggie” - ‘Change’



Most Humorous - George Campbell “O.G.”  
- ‘A Good Working Stonz’



Best Melody: Ruben Roberts “Young Robbie”  
- ‘Don’t Look at Me’



3rd place  
Simon Andrews “Smart Man Sio” -  
‘D Sweeter Man’

# SIGNING OF COLLECTIVE AGREEMENTS FOR THE PERIOD 2005-2008

After two (2) years of negotiations, on December 19th 2008, Collective Agreements for the Hourly/Weekly Workers; Junior Staff and Senior

Staff were executed.

Members of Lake Asphalt's Management Team; the Executive of the Contractors & General Workers'

Trade Union as well as Branch Executives were present for the event



Lake Asphalt's CEO, Mr. Wayne Wood & Manager, Corporate Services, Ms. Sati Jagmohan



President General- Contractors & General Workers Trade Union, Mr. Owen Hinds and Lake Asphalt's CEO, Mr. Wayne Wood

## HEALTH, SAFETY & THE ENVIRONMENT CORNER

In the asphalt industry, technological developments and intense competitive pressures have brought about significant changes in working conditions, work processes, and the Organization as a whole.

At Lake Asphalt of Trinidad and Tobago (1978) Limited, we remain committed to addressing these challenges and keeping pace with the new hazards and risks that may arise. We strive to tackle occupational

health, safety and environment issues "head on" in order to achieve innovation and to build effective responses into dynamic management strategies.

To this end, various risk management techniques including Risk Assessments, Risk Control, Safe systems of work, and Active and Reactive Monitoring are being modified and where necessary implemented to meet the needs of

our working environment.

We recognize the positive impact of introducing Occupational HSE Management Systems for the reduction of hazards in the workplace and controlling risks on productivity. The intention is now to use this knowledge to cultivate a positive work ethic geared toward continual improvement of our HSE performance among all our employees and stakeholders.

# RETIREMENT IS ALSO A NEW BEGINNING

## A Moment in time with Samuel Morrison

In January of 2009, Samuel Morrison celebrated 40 years of service to Lake Asphalt. Young Morrison started at the Warehouse in 1969; in 1971 he was transferred to the Terminal Office and promoted to Supervisor in 1972 where he remained for 13 years before becoming Assistant Production Superintendent—a job he held for 5 years until promoted to Production Superintendent in 1985, the position from which he retires after 23 years.



### INTERVIEW:

What are your plans for retirement?

"I don't have any plans really, I want some time to relax and recuperate after this long journey. Then I will look forward to going into another venture."

What is your wish for Lake Asphalt?

"I wish Lake Asphalt all the best, all the best! I enjoyed and appreciated my time here, if I didn't I would not have stayed for this length of time."

Any advice?

"I have seen Lake Asphalt go through several phases and I give quodos to

past and present Management. I hope that the Lake Asphalt family understands and adapts to the transformation. It is a versatile Organisation and there is a lot still to be done. You will always be faced with challenges but you must step up the pace and go with the flow. On the surface Lake Asphalt seems to be a small Company, but when you get into its tapestry there is so much experience here, it is amazing. Lake Asphalt is a great Company to work with."

## Anthony Gour bids farewell to Lake Asphalt



Born in Union Village, Vessigny, Anthony Gour started working at Lake Asphalt in 1978 as a casual labourer. He has worked at the Lake, moulding shed, production department and on the stills and in 1981, he was Permanently employed in the Moulding shed. Over time Mr. Gour was transferred

to other areas within the Production department and gained experience as a Trolley Attendant, filling head attendant and a fork lift driver. In September of 2008 he was promoted to the position of Foreman.

Gour describes his time at Lake Asphalt as enjoyable, as with everything else off course he has had both ups and downs and when asked what made him stay this long (30 years) he simply said,

"I like my work". Now that the journey that was Lake Asphalt has ended he plans to devote his time and attention during his retirement to his much loved grand children.

Mr. Gour officially retires in April of 2009 and his parting words included best wishes for Lake Asphalt for the future and he hopes to see the Company continue on its part of progress.

# ACQUISITION OF NEW AMBULANCE

In keeping with its efforts to ensure the health and safety of its workers, Lake Asphalt has acquired a new fully equipped ambulance from Neal and Massy Motors.

This acquisition will ensure that in the event of any accident or emergency on the Plant or environs, our employees or other stakeholders would be provided with prompt attention.



Lake Asphalt's Corporate Services Manager-Sati Jagmohan (L) receives the key to the new ambulance from Neal & Massy's Corporate Account Executive-Alastair Cramer

# CORPORATE SOCIAL RESPONSIBILITY

## LAKE ASPHALT PARTICIPATES IN PRODUCTIVITY PROJECT

On March 10th 2009, Lake Asphalt signed a Memorandum of Understanding with the Trinidad and Tobago Manufacturers' Association to formalize its participation in a project entitled, *"Improving Labour Productivity through Internal Corporate Social Responsibility Interventions in the Manufacturing Sector."*

The objective of the project is to measure the correlation between productivity levels and the implementation of internal Corporate Social Responsibility (CSR) practices.

In keeping with its commitment to being a responsible corporate citizen, Lake Asphalt continued to provide funding for various activities within the community. Specifically, the Company was the principle sponsor for the celebrations hosted by the 'La Brea Carnival Improvement Committee'.

The provision of direct funding forms part of a holistic strategy being developed by the Company to incorporate Corporate Social Responsibility into its business practice for the purpose of making a meaningful contribution to the sustained development and advancement of the La Brea Community.

### Contributions also made to:

- Women's Organisation for Underprivileged
- Allo Allo
- Global Youth Leaders Conference for Kevonn Morgan
- Church of the Open Bible Rousillac
- Cedros Anglican Primary School
- Presbyterian Church of Trinidad & Tobago
- Trinidad & Tobago Youth Sailing School for Dekife Charles



Chief Executive Officer of Lake Asphalt Wayne Wood and Chief Executive Officer T&T Manufacturers' Association Natasha Mustapha sign the Memorandum of Understanding



Marsha Marchan (right)-Corporate Communications Officer presents cheque to Ms. Cleothilda Campbell (left) and Mr. Edwin Noel (center) on behalf of the La Brea Carnival Improvement Committee



Charlene Pollard (left)-Corporate Communications Department presents cheque to David Bethel (right) on behalf of La Brea Youth Empowerment Committee towards the refurbishment of the La Brea Hardcourt

### LOOK OUT FOR MORE ON THESE UPCOMING EVENTS

- ▲ ADMINISTRATIVE PROFESSIONALS WEEK - APRIL
- ▲ HSE WEEK - MAY
- ▲ BEDROCK - MAY