

Company Newsletter



December 09

And now a quick word from the Boss!

Despite the gloom of the present economic situation the Company has now posted it's Accounts for the period ending 31st March 2009. I am pleased to say that they show us in profit and looking fairly steady going forward. There is still a lot to do to but be ensured that the whole team is striving to ensure that this is achieved.

Whilst we have had a good start to this year we have seen some anticipated Contracts not come to fruition as Clients cut back on their spending.

We have had a good safety record to date but unfortunately we had a serious accident at Alcan resulting in a broken collarbone for **Mick Haig**, a long serving and loyal employee. I do not wish to see any of our team get injured and with most of these things, looking back, it could have been prevented. I would urge all of you to be particularly vigilant and do not be afraid to say if you feel that something is not safe. Nobody will complain about trying to prevent injuries. We wish **Mick** a speedy recovery.

More apprentices have been taken on in the North East & South West as we continue with the policy of planning for the future. This will help supplement our Regional Offices. Please give the apprentices your support as they develop in their prospective careers.

A big well done to **Julie** for climbing Drax chimney & raising a considerable amount of money for Prostate Cancer, a charity very close to **Kevin Megson's** heart.

Thanking you for all your efforts, let's make 2009/10 a profitable but very safe one...

David Billington
Managing Director

HEALTH & SAFETY

'6 Of The Best Awards'

Congratulations to the teams at Drax Mills, Esso Fawley & Rio Tinto Alcan who have won the latest rounds of the Tei '6 of the BEST' for the periods March & July 09. The March award was a double award of £500 each following a dead heat between Drax & Fawley.

Martin Thomson - Safety Manager

The Tei Eastcroft Incinerator Project Team have donated a total of £4,500 to 3 local charities of their choice from their Site Safety Incentive Scheme. All the major parties contributed a daily amount if they were satisfied that teams practiced safe working. Here we see **Richard Jeffery** presenting a cheque for £2,000 to the Lincolnshire & Nottinghamshire Air Ambulance representative.



From left to right— photo shows **Brian Loughlin** of RNLI Calshot being presented with a cheque by **David Billington & Tim Darby** representing the site along with **Kevin Hobbs** (Esso Fawley Refinery Manager) showing the framed photo of the Calshot Lifeboat presented in



Here we have the team from Alcan. **Dean Morgan** receiving the £500 cheque from **David Billington** on behalf of the team before passing it onto **Kevin Megson** & their chosen charity Prostate Cancer.



Proposals/Estimating & Business Development

Client enquiries remain at a reasonable level however, competition from other contractors joining the market make it more difficult for us to compete in standard contracts. We are winning work in more specialised areas where Safety, Quality & our expertise cannot be matched. We are being recognised by more clients as a "quality specialist" contractor.

Well done & grateful thanks to all our staff. We may have a quieter period in the 1st quarter of 2010 however, we have excellent prospects for the rest of 2010

Design & Engineering

The Design/Metallurgy/Explosive Engineering/Heat Exchanger Divisions all continue to grow as planned with some interesting contracts for Corus - Wales & International Power in Pakistan being completed in the 4th Quarter of this year.

Congratulations to **James Froggett** who has now joined TSD full time as a Junior Design Engineer in Wakefield after a successful 1st year with the company.

Thomas Pawlowicz is now at home recovering after his serious road accident. We all wish him well and he is now back in the Ruislip Office part-time.

The Design Team continues to give backup to our larger sites at Petroplus, Esso, WRG in Nottingham, Arjo Wiggins, Centrica, British Sugar & Tyseley.

We now have 6 staff who have become Eng Tech Members of the IMechE, congratulations! **Mick Heatlie** will be producing individual staff development plans over the coming year.

Mick Heatlie - Training & Staff Development Manager has had a very busy first 6 months & is taking control of our young Apprentices. We now have a new Training Centre in our B4 Workshops, managed by **Gordon England** to ensure our Apprentices get specific boiler training after learning basic engineering at the ECITB Centres around the UK.

From left to right: **Callum Cunningham, Robert Topping, Gordon England (Training Engineer), Matthew Oslear & Paul Matthews.**



Tom Dow - Director

Callum Cunningham is nearing the end of his 3-year Apprenticeship in Pipefitting & is looking forward to carrying on gaining experience within TEi.

He was interviewed by Mick Heatlie, Training & Development Manager & asked his thoughts of the last 3-years.

'The Light At The End Of The Tunnel'

Q1. What do you consider to be your most important achievements of the past 3-years.

Gaining the experience required by working on various sites over the past 2-years in order to achieve my NVQ Level 3 in Pipefitting.

Q2. What elements of your Apprenticeship have you found most challenging?

Keeping the entries in my logbook up to date, gathering information & evidence to fulfil the requirements laid down by the ECITB.

Q3. What elements of your Apprenticeship have interested you the most, & least?

Gaining the experience & learning the different aspects of Pipefitting has interested me the most with completing my logbook being the least.

Q4. Where do you see yourself in 3-years time?

Continuing to be employed by TEi, gaining more experience of engineering construction & becoming a skilled tradesman.

Q5. What advice would you give to the new Apprentices in their 1st year?

Always be enthusiastic in every task given to you, do not be afraid to ask questions when not sure & keep on top of your logbook as it is a very important part of the Apprenticeship.

Here we see Matthew Cunningham practising his pipefitting skills in our new Training Facility at Head Office, Wakefield



Safety Representatives Corner!

Rob Coleman inspected the site at Rio Tinto Alcan during the latest Outages and was pleased to see the Management Controls in place including the daily Jobstarts, CDM co-ordination, CDM Inductions and Safety Walkabouts.

The team were introduced to Rob at the '6 Of The Best' presentation and later he spoke with many employees on his tour of the boiler. PPE issues were raised along with work at height practices. His report on the findings of the inspection was tabled at the next Safety Committee Meeting with the Directors.

TEi Safety Representative

Yimpact

There are exciting times ahead for Yimpact if recent events are anything to go by. Our services are being recognised globally & the following gives a flavour of the type of work we are involved in.

Following recent visits to South Africa, TEi have signed a Licence Agreement with Steimüller SA for the exclusive use of Yimpact's Explosive Engineering processes & also for TEi's support in Condenser Retubing work utilising Retubeco's "state of the art" detubing equipment..

On the condenser front, Yimpact have recently returned from Hub River P.S in Pakistan, after carrying out tubesheet repairs, which proved to be a very interesting & challenging project. On the basis that the repairs prove successful, there could be a likelihood that similar repairs will be required on up to 3 more condensers next year. **Well done to all!**

We recently completed Explosive Welding Trials for BAE Systems, who are interested in using our process for the next generation of Nuclear Submarines. Well done to Stefan Jaryckj & Met Lab for their support with this project.

Yimpact are currently supporting the SW Region in the retube of 2 HP Heaters.

Yimpact continued:

This work, which is being carried out in B4 Workshop, is a first for TEi as the tubes are fixed into the tubesheets using the internal bore welding technique. When successfully completed, this will open up a new market for TEi in the UK.

Gordon Longstaff
Yimpact Manager

Quality Assurance

Warren Steer has transferred to the QA Department as a QA Engineer. At 28 years of age he is the youngest member of the department & has fractionally reduced the average age as part of the Company's succession Management Policy. We wish him well in his new role.

During 2009 the Company's IMS has been assessed by LRQA as part of the surveillance assessment process. The Company continues to gain positive feedback from the LRQA regarding its Safety, Environmental and QA processes.

On September 3rd the North East Regional Office was formally added to the Certification Schedule. LRQA were impressed by the set up & systems at the Office, so well done to **John Sudds** and the North East Team.

There will be a complete IMS CD update release in early 2010. The CD will include a number of procedural & changes/modifications that represent improvements to the existing system & any changes that have arisen out of new UK & EU Legislation.

The system is being constantly evaluated & everyone's input is needed for our processes to continually improve & to provide the company with a sound & functional Management System.

In advance of the 2010 IMS release the Company Quality, Safety & Environmental Policies have been re-issued. The Policies represent a fundamental part of the day to day running of the company & should be displayed on all notice boards. These policies are available to all our Clients & they are the first document to be read & assessed against the ISO Standards for which we comply with.

Steve Godbold
Quality Assurance Manager

Metallurgical Services

The metallurgical laboratory is making good use of its scanning electron microscope following the acquisition and installation of a digital image capture system and energy dispersion x-ray analysis system. The accessories allow for chemical mapping and point analysis of microstructure features.



Photograph above showing our most recent staff member **Dr Kieran Dodd** operating the SEM. The Met Lab staff wishes to congratulate **Kieran** on his recent marriage to **Gemma**.

Mick Gillis reached a milestone, having attained the ripe old age of **60**. **Mick** intends to continue working for many years to come.

The laboratory continues to provide metallurgical support to TEi's Power Generation and Petrochemical clients.

Richard Heywood
Met Lab Manager

NORTHERN REGION UPDATE!

Line 2 at Eastcroft is now in the process of being completed after a successful rebuild. We have returned the unit back to our client ahead of schedule despite completing additional works.

A strong relationship has been built with Martin GmbH, the main contractor from Germany as well as reinforcing our existing relationship with WRG.

Well done to the Eastcroft Team for raising £2,000 for working safely. It was decided by all on site to present this money to the Lincolnshire & Nottinghamshire Air Ambulance.

Northern Region continued:

We have carried out 7 Outages at Centrica Sites throughout the UK as well as numerous repairs & smaller projects. This contract has just entered its 2nd year, we hope to continue to build on the success to date & to further develop our relationship with Centrica.

The Major Outage at Alcan was completed in September, a tremendous amount of good work was completed in the 6-week period, unfortunately this was marred by the lost time accident that occurred to **Mick Haig**. You will all be pleased to know that he is much improved & looking forward to returning to work.

Major works have recently been carried out successfully at Cleveland Waste, Ineos at Seal Sands & Conoco.

We have secured & executed new contracts at Ineos Saltend & Drax Power Station—Biomass.

Long term Maintenance Contracts continue to flourish at Rio Tinto Alcan, SCCL, & Drax Power Station.

A 3-year Maintenance Contract has also been secured with EPRL at Glanford, Eye & Thetford.

A small team will be working at BP Sullom Voe in the Shetlands from January 2010 for 6-8 weeks. Hopefully the weather will be kind to them!

We are now in December after what has been a very busy year, & still continues to be for some of us although November through to March is traditionally a quiet period for the R&M business.

Thank you to all employees for their continued efforts during 2009

A Further Important Note from our Northern Director!

Thank you to everyone who has contributed in any way at all to the Prostate Cancer Charity.

This year Snaith Prostate Cancer Charity has raised £16,259 this money has now been forwarded to The Prostate Cancer Charity in London.

TEi now officially supports the Prostate Cancer Charity (see www.tei.co.uk) & will concentrate on raising awareness in 2010.

Thank you all once again for your continued support!

Kevin Megson
Northern Director

SOUTHERN REGION UPDATE

We have had a very busy period & currently seem to be reaping the benefits from some of our earlier efforts. For example:

Petroplus, Coryton - our excellent achievements here at all levels have resulted not only in the potential for further projects, but also in our established local team building on our reputation to secure substantial work after the October Outage this year.

Esso, Fawley - the wide range of abilities & teamwork successfully displayed on the extremely demanding Steam Plant 4 Unit 2 Boiler Project resulted in us being invited to carry out a similar project on Steam Plant 4 Unit 1 Boiler in early 2010.

Chevron, Pembroke - our continued good work here has resulted in a succession of challenging projects which have enhanced our reputation & ensured customer loyalty.

We have strengthened the Southeast Office with the recruitment of a new Contracts Engineer, **Steve Denson**. This move was intended to enable this office to meet the needs of existing clients & also develop new clients at the same time.

The rewards from this strategy are apparent by the new venture with Petroplus at Coryton & also a new contract with Arjo Wiggins, involving the relocation of their CHP Boiler from Dartford to Belgium.

On the subject of foreign climes, we have strengthened our relationship with H&F (Europe) by working with them in places as far afield as Holland, Hungary & Tyne & Wear.

Our Midlands team have also got the travel itch & in addition to their regular work at Tyseley for Veolia, are developing relationships with potential new clients in Northern Ireland & Jersey.

In addition, we have developed a good maintenance team to work at Centrica in Barry. Their increasing reliance on our team reflects their growing confidence in our abilities.

It has been a busy but fruitful time, however, we must continue to build on our efforts to ensure our future success in the times that lay ahead.

Alan Waddington
Southern Director

Welcome to the TEI Social Page

This section welcomes participation from all employees.



Julie Foster & Dean Terry 'On Top Of The World' both climbed Drax P.S Chimney in aid of Prostate Cancer Charity

Congratulations were in store to the two employees who raised £1,250.00 by climbing 1,460 steps for the above charity, of which £500 was kindly donated by Drax Power. Both employees stated that the view at the top was simply breathtaking!

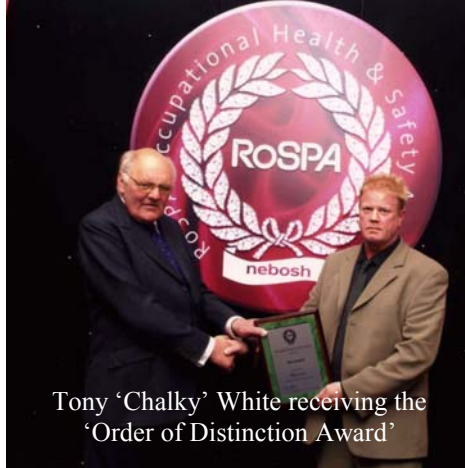


What a beauty! (The fish that is!) Adrian Hammond winner of Tei's Annual Fishing Competition

This year was Tei's 26th year in relation to the above competition, which was held at Hayfields Lake, Doncaster. Won by **Adrian** with an overall fish weight of 11lb 14oz. Adrian also won the biggest fish (shown above) weighing in at **11lb 8oz**.

The Junior Section was won once again by Thomas Senior (**Denis Wright's** grandson), with an overall weight of 2lb 8oz. As you can see from the low weights the fish were not very hungry!

This competition is held every year and we welcome anyone who would like to join us on a peaceful mornings fishing! We are especially interested in Junior Anglers as they are the future for this tradition to be upheld! Any interested parties please inform **Julie Foster** during Spring time next year.



Tony 'Chalky' White receiving the 'Order of Distinction Award'

TEI representative **Tony White** receives the 'Order of Distinction' Award from Lord Melville of Bourne, President of ROSPA during the ceremony at the Birmingham Metropole Hotel in May of this year. Chalky was pleased to represent the company at such a prestigious event in front of the gathered masses of blue chip and other nationally recognised companies and later he visited the Health & Safety Expo, at the NEC where he checked out the latest safety equipment including work at height platforms, HSE briefings on asbestos issues and a new range of knee pads!



Congratulations! to this year's Annual Pitch & Putt winners **Andrew Parsonage & James Froggett** (being an ex graduate **James** never had enough money to purchase a full shirt, so he had to make use of his sewing skills and put two old ones together).

Runners up in the above competition were **Adrian Ruda** and **Luke Foster** (no he hasn't changed sex, prize collected on his behalf) with their knitted 'bobble' hat booby prizes! The best score was 54 and the highest was 77! In 2nd place were **David Billington & Gordon England** with 55, 3rd place went to **Jo Budby & Gary Dye** with score of 61. Well done to all



Stuart Dalby receiving his '40' Year Service Award from David Billington



Alan Bainbridge receiving his '40' Year Service Award from David Billington



Brian Armatage receiving his '25' Year Service Award from Kevin Megson

Above we see **David Billington** (Managing Director) presenting **Alan Bainbridge** (Technical Services Manager) and **Stuart Dalby** (Senior Contracts Manager) with their 40 Years Service Awards.

Kevin Megson present **Brian Armatage** with his '25 Year Service award.

PLEASE NOTE:

If anyone has anything that they would like to advertise for sale. We have a designated 'Swap Shop' notice board in Wakefield Head Office. Please forward details & photo if possible to ei-