



# Cameron LNG

# Building for the Future



*Aerial view of CLNG, March 2016*

## Construction update

After more than a year and a half of construction activities, the Cameron LNG liquefaction project team working with the contractor, CCJV (a joint venture between CB&I and Chiyoda) has achieved over 5 million man-hours without a lost time incident.

More than 2000 team members are working around the clock to complete the three-train project in 2018.

As crews erect structural steel and large equipment installation increases on Trains 1 & 2, high-rise cranes have converged to change the Hackberry skyline.

“As I travel towards the site and see the cranes I think progress through safety,” said Farid Bogani, Chief Engineering & Construction Officer for Cameron LNG. “With this many employees and no lost time incidents,

I know that each team member must think about safety each day and think about safety for every task they do.”

While progress is a good thing for a construction project, it is not without its challenges.

The company and its contractor are working to minimize the impact the development has on the community.

*... think about safety for every task each day ...*

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## CEO's corner Farhad Ahrabi



During the first quarter of this year, the Cameron LNG team continued to focus on the culture of our company as defined by employees in 2015. Values of our evolving culture touch every individual in the organization and are the foundation on which we are establishing ourselves as a leading LNG company for the next twenty years and beyond.

These fundamental principles define our company culture:

- Safety Above All
- We Embrace Learning
- Results-Based Success
- Together We Achieve
- We Care
- Integrity Beyond Question
- Transparency In All Work

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## CEO's corner

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The principles may seem simple but to develop into an industry leader we must have employees that embrace, encourage and promote a caring, open and transparent, collaborative, performance orientated environment with safety front and center. Each employee is encouraged to develop these principles within their smaller teams to create the kind of environment we all can engage in and move the goals of the company forward.

Cameron LNG Executive Management Team is taking an active role to ensure we have an engaged workforce built on this culture. To do this effectively our leadership is expected to:

- Create and sustain a work environment that gives employees a chance to do and be their best, and in the process reach their full potential
- Create a compelling vision and set a course that the employees can believe in; which leads to a high-performance culture.
- Help employees at all levels understand the company's mission, objectives, and how their job supports it.
- Implement clear and practical communication channels and tools.

My vision for the future of CLNG is that we get so mature, confident and trusting of each other across the organization that we all feel at ease to talk about one another's strengths and areas for further development, which is a prerequisite if we're going to become a truly learning organization.

## Local residents get new opportunity at Cameron LNG

When it comes to economic development in a community, a primary goal is to create more job opportunities for local residents. At Cameron LNG, hiring local is a top priority; and for the contractor building the liquefaction project, equipping people with new skills is a key focus.

Partnering with the Louisiana Community and Technical College System, CB&I (a JV member of Cameron's construction contractor - CCJV) developed the **Have YOU got GRIT** workforce development program - a comprehensive and innovative new training initiative at SOWELA Technical Community College in Lake Charles - which provides fast-track training for careers in high-demand, high-wage skilled craft fields, starting with welding.

The program connects prospective students to the education and support they need to find a rewarding new career among the numerous and diverse opportunities provided by CB&I and the industry; one that connects them with the promise of high-wage jobs and a better quality of life.

Two Southwest Louisiana students working on the Cameron LNG liquefaction project had the grit and jumped at the chance to expand their knowledge and learn a new trade.

"I specifically applied for the training program so that I could work at Cameron LNG," said Theresa Horner from Iowla, Louisiana. "I wanted to be local so that I could be close to my family."

Horner, one of two female welders on the Hackberry project, said it is an honor to be able to say that she is a part of something great that will

benefit the community when it is completed.

For Cameron resident Trevor Labove, working nights on oil rigs and being away

from family, led him to the welding training program.

"My dad is a welder, but I never had much interest before," said Labove. "But I decided it was time to learn a trade I could keep the rest of my life."

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Theresa Horner, CB&I welder on the CLNG project



## Employee Focus

Lynda Irvine



Recruiting individuals with the expertise and experience needed to staff our company takes tireless effort.

Working each day to hire and retain our employees is Lynda Irvine. Lynda joined Cameron LNG last November as Vice President of Human Resources. From corporate headquarters in Houston, her team oversees all HR activities for Houston, CLNG's Terminal in Hackberry, Louisiana, and the export facility, under construction.

Cameron LNG is fortunate to have Lynda join the executive management team. She brings with her nearly 20 years of Human Resources leadership and generalist experience in MLP and C-Corp upstream, mid-stream, and oilfield service companies. Her specialty areas include strategic HR consulting, organizational development, merger and acquisition due diligence, compensation and benefits plan design, and leadership coaching.

Most recently Lynda served as the Vice President of Human Resources at Eagle Rock Energy Partners, L.P. for the past seven years, before the company's merger. Lynda has also held positions with Trico Marine Services, Inc., Pogo Producing Company, Marathon Oil Corporation, and Texaco, Inc.

Lynda holds a Bachelor of Science in Psychology from the University of St. Thomas and a Master of Science in Human Resources Management from Houston Baptist University.

## Community Happenings



CLNG External Relations Manager Stevie Trahan with student group



CLNG Environmental Supervisor Clayton Miller answers student questions

### Cameron Parish Career Fair

Cameron LNG employees Clayton Miller and Stevie Trahan played an active role in the 2nd Annual Cameron Parish Career Fair on March 22. Students from across the parish had an opportunity to visit with company representatives and higher education representatives to learn about education and skill requirements needed for future employment. A mock interview component was added this year to give students an idea of realistic experiences.

### Upcoming events:

- **Cameron LNG Scholarship Recipients**
  - To be announced the week of April 25
  - 23 applicants applied for this year's \$15,000 scholarship awards
- **Christus St. Patrick Foundation Dragon Boat Races**
  - April 23
  - Come cheer for Cameron LNG's crew as they help raise money for the Children's Miracle Network
- **Cameron LNG Community Car Wash**
  - May 6
  - In Partnership with Hackberry 4-H Club
- **Cameron LNG Community Town Meeting**
  - June: the exact date will be announced on our Facebook page
- **11th Annual Hackberry Summer Splash**
  - June 4

# Employment/Job Fair



Tail-end of line of applicants for job fair

With the progress on the new liquefaction facilities and the completion date just over two years away, the Cameron LNG Human Resource department intensified its efforts to fill 52 new positions in Operations and Engineering & Construction in the first quarter of this year. In January, Cameron LNG took over the Holiday Inn in Sulphur and hosted a successful job fair with interest from more than 1600 prospective employees.

"It was a tremendous success," said Lynda Irvine, Vice President of CLNG HR. "We anticipated that approximately 300-400 people might attend on each day of the Job Fair. Much to our surprise, 1,000 applicants attended on day one, and 650 on day two."

The fair allowed CLNG to engage in face-to-face interviews with hundreds of qualified local candidates. The HR team reports approximately 450 applicants were deemed eligible for further consideration.

To ensure each job applicant had a chance to meet with someone from Cameron LNG, current employees, many with only moments notice, put aside what they were working on to volunteer to help staff the job fair. Several of these employees finished a full shift and came straight to the hotel to visit personally with individuals that had spent hours waiting in line.

"The job fair gave us the opportunity to meet with local candidates who are interested in and qualified for positions we need to fill," said Kayla Gradney, HR Coordinator for Cameron LNG. The fair was a huge benefit for the company, the community, and the candidates."

Hiring activity will continue through the construction of the project. Applications continue to be accepted online for available positions at <http://cameronlng.com/jobs> or [bit.ly/ApplyCameronLNG](http://bit.ly/ApplyCameronLNG).



CLNG CE & CO Farid Bogani interviewed by KPLC Lake Charles reporter Liz Koh



CLNG VP of Human Resources Lynda Irvine interviews a candidate



CLNG employees (row facing) drafted into service



## Local Residents, Continued from page 2



Trevor Labove, CB&I welder on the CLNG project

According to Deneen DuCharme, a Construction Superintendent for CCJV on the Cameron LNG project, Horner and Labove are excellent examples of how local members of a community can seize an opportunity to learn the basics and train with seasoned welders through apprenticeship programs.

"The training is organized for learners' logical, rapid preparation to achieve advancement. Courses can range from a particular upskilling class for the intermediary welder to a full apprenticeship-style curriculum for the beginner. We set them up for success," said DuCharme.

The goal of the program - which is open to all levels of craft - is to prepare students for a seamless transition from the hybrid training environment into industrial work settings at fabrication facilities and construction projects. It instills a culture of empowerment in the

students - teaching them to foster safe behaviors and build effective teams.

Implementing the company's real-world safety programs allows students to learn first-hand about CB&I's "worker-to-worker"

process that reinforces safe behaviors. Students can discuss

... it was time to learn  
a trade I could keep for  
the rest of my life ...

situations and learn to correct any at-risk behaviors - all in a safe, controlled environment.

Both Horner and Labove appreciate the opportunity to work closer to home. But, for Labove, he said with his new skills and experience he is open to exploring jobs outside of the region once the LNG project is complete. Horner says she plans to stay in SWLA.

The welders both see a brighter future as a result of the training they received and the experience they are gaining on the construction site.

"At the time this program became available, I was trying to save money for welding school. If I couldn't make it happen, I was going to try for a heavy equipment operator position. CCJV gave me this opportunity and placed me on the path to my goal of become a welding inspector," said Horner.

"I'm thankful for it every day," Labove added.

For information about craft jobs on the Cameron LNG project call the CB&I career call center at **1-844-CBI-WORK (1-844-224-9675)**.



Theresa Horner, CB&I welder on the CLNG project

## Construction Update, *Continued from page 1*

Recently, Cameron LNG and CCJV representatives met with local members of the Cameron Parish Policy Jury to address concerns about traffic and road safety. As a result of that meeting, the following measures were immediately implemented:

- No highway sweeping between 6-8 a.m. and 3-5 p.m. unless necessary to lessen impacts on safety
- Additional deputies hired in February to control traffic exiting the site to help residents navigate Highway 27 more efficiently

Other measures to reduce impacts on traffic flow and increase road safety include:

- **Removing over 2000 cars off of Highway 27 each day** - the majority of workers ride buses from park and ride facilities. On-site parking is highly restricted, and arrival shifts are staggered to reduce peak traffic hours.
- **Reducing traffic backups on Highway 27** - vehicles entering and exiting the site use multiple entrances. Some of the oversized materials and equipment arrive via barge
- **Ensuring that contract vehicles are driving courteously and safely** - GPS systems have been installed in delivery vehicles and dump trucks to ensure compliance with speed limits and routes.

- **Keeping mud, dust, and debris off the road** - wheel wash stations have been installed to clean truck wheels before they exit the construction site and some interior roads within the site have been paved
- **Cameron LNG will provide notice of heavy equipment deliveries** that may affect traffic flow on its Facebook page and also on the Hackberry News and Information Facebook page

Finally, CCJV has a permit pending with the Louisiana Department of Transportation and Development for a turn lane at the construction entrance. Once the permit is issued, construction on the turn lane is expected to begin and last approximately six weeks.



*Train 2 beginning to take shape*



*Truck wash station for trucks exiting facility to HWY 27*

### Want more info on Cameron LNG?

Cameron LNG distributes this newsletter periodically to update our neighbors on the construction progress, community involvement, environmental and safety issues, career opportunities and more. To subscribe electronically, please e-mail [info@CameronLNG.com](mailto:info@CameronLNG.com). You can also visit [www.CameronLNG.com](http://www.CameronLNG.com).



**Cameron LNG**

P.O. Box 439  
301 North Main Street  
Hackberry, LA 70645  
1-832-783-5500  
[www.CameronLNG.com](http://www.CameronLNG.com)

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