

**HAPPY BIRTHDAY «AVENCOM»!**



The birthday of the company is the time to sum up and announce progress. The event marking the 19th anniversary of the company was planned and executed in «Park Hotel», hotel complex in Uralsk, on May 1, 2014.

In that time our assistants in event planning («ENOT» production, Russia, Samara) provided an opportunity to go to «AVENCOM PICTURES» studio for all company employees. Initially suspecting nothing, all in attendance

became world movie stars and the main characters on the set of the following films: «Unusual Match», «The Bremen Town Musicians» and «Dog in Boots». The opening of the event began with an old movie ceremonial - breaking of the plate in honor of the beginning of the shooting day. An integral part of the event was sport (football, volleyball, darts and boccia competitions) and many other pleasant surprises. Throughout the day, an artist drew a colorful cartoon for all who wanted one.

As part of the tradition of the company day, the results of 2013 were summarized where guests and company employees heard about achievements and other interesting projects.

A ceremonial moment is the annual awards for leaders and the honouring of the company's veterans. Valuable gifts for tourism and gold medals for veterans were presented.

Pleasant surprises awaited guests

and company employees at the festive banquet, where all of a sudden movies shot during the day were shown. The gems of the holiday were our guests from Samara – dance group "Indigo" and musical group "Old Third". As in elite sport, the teams that took part were given the following places: 1 (Tornado), 2 (Salute), 3 (Meteor), 4 (Streamer). It means that friendship won. During the banquet all the pieces of the plate were picked up, symbolizing that together we constitute a whole – AVENCOM.

■ Marzhan Kuspaeva



**CHILDREN OF AVENCOM**



the ship «AVENCOM» and went on a treasure hunt. Using a map and clues, they found a treasure chest, and each child received his treasure - a backpack and a frisbee for games outdoors. After lunch, the children ate a delicious ice cream for dessert and they went to the pool. But that wasn't the end of the surprises...

Girls and boys were given aprons and chef's hats and guest chefs showed two master classes. The girls learned how to make pizza, the boys, like real men, prepared their own barbecue.



This year, AVENCOM held a children's party with the theme «AVENCOM — a happy family». An informal atmosphere in which parents and children participated in games and useful competitions, united all into one large cheerful family.

All the children were divided into five scout groups. They were given neckerchiefs in the group's color and the kids went on adventures. During the trip, they were saving "injured" friend, digging for water, and tying sea knots. At the end of the journey, they were accepted as real scouts and received their first badges. In the next moment, the children "boarded"



This experience will give children the opportunity to help their parents with knowledge and great pleasure.

The Holiday combined entertainment and useful skills in the form of a game, and most importantly - it united all the parents and children in a happy team AVENCOM.

■ Lyubava Piterskova

**«MASHTAKS» ONE YEAR OLD**

The members of the cycling club «Uralskie Mashtaki» are still meeting every weekend. The club was organized by Sergei Klimenko. The year was full of lots of trips to beautiful places. Anyone can join the cycling club, and for this a group on Facebook was created. This

year «Uralskie Mashtaki», on its birthday reached the point of "31 642 km together". For this great event T-shirts with a logo designed by Sergei were ordered. The group is ever-growing with new entrants. Enthusiasts came from the UK and Germany for the bicycle trip with the "Mashtaks". But members of the group aren't limited to the precincts of Uralsk only. They participated in the bicycle trip Aksai - Uralsk, passed through the national park "Samara Bend", swept through Atyrau, Moscow and even Dorset (England).

■ Lyubava Piterskova



**OPEN AVENUE**  
WINTER 2014-2015



**WHAT WE SEE THIS YEAR OFF WITH**

2014 is ending and we can already make an initial summary of the results the Company's activities. This year, we have kept the volume of sales of the previous year at 2 bln. tenge with a little increase of 1-2% in the net profit.

Sales increased in certain spheres of activity in comparison to 2013 - telecommunications by 7% and climate control by 2%.

What did we do that was interesting?

The year is ending with the completion of large projects of security systems, which we have carried out for several years for AGIP KCO. These three contracts are numbered 0017, 0136 and 0158. The long-term project is ending for the equipping of new Kazakhmys plant with telecommunication systems and security systems.

Despite the fact that at the beginning of the year the national currency was devalued and the company lost about 20% of its current funds, we fulfilled our obligations to customers without changing prices and indexations, because all our contracts are in tenge.

2014 became the year of tenders and prolongation of all our service contracts. We have kept all our portfolio of service contracts, including retaining the five-year contract for the maintenance of HVAC systems on the Karachaganak field and provided stable employment for our employees.

At the same time in 2014, there has been a decrease in labour productivity and an increase in the total costs with rising wages. Therefore, we have something to work on so as to improve our financial performance.

■ Galina Gerassimova

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**NEW WEBSITE OF AVENCOM**

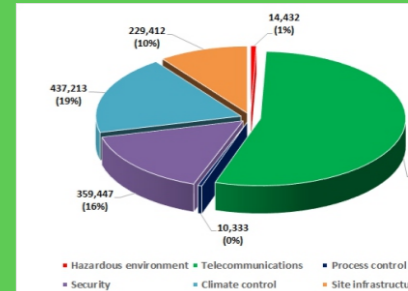
A new website of «AVENCOM» LLP has been launched.

AVENCOM's new website has been developed using the latest techniques in web design, and showing the experience gained by the company. It contains information about all our services, and a description of completed projects. The need to create a modern, improved version of the site was dictated by the company's focussing on customers, who are already accustomed to using information from electronic resources. The portal retained its corporate identity, became more user friendly, convenient, brighter and more informative.

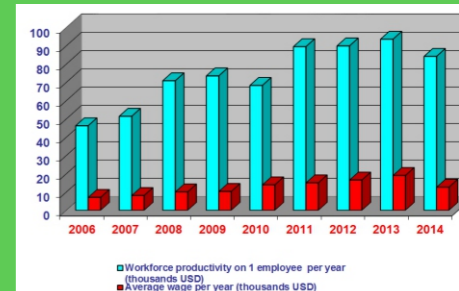
The work on launching the new site was carried out by "Web-Design.kz" studio.

■ Lyubava Piterskova

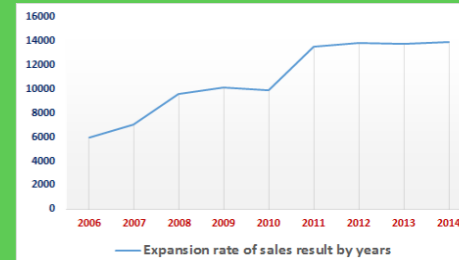
**SCOPE OF SALES BY CATEGORIES (thousands tenge)**



**ANALYSIS OF WORKFORCE PRODUCTIVITY N 2006-2014 years (thousands USD)**



**EXPANSION RATE OF SALES RESULT BY YEARS**



**ANALYSIS RATE OF GROWTH REVENUE AND NET PROFIT 2007-2014 years (thousands USD)**



**CONGRATULATIONS!**



The birth of a child - it's a great joy, responsibility and hard work. This year, employees of our company became the parents of 4 boys and 3 girls. Congratulations on the birth of the sons: Sarsembiyeva G.,

Chelnokova M., Pritychenko Y., Sharapov M. Congratulations on the birth of daughters: Magutov T., Bondarenko V., Tokzhigitova A. and Nassybulin R. Our company wishes the happy parents and their families, health and prosperity!

MISSION COMPLETED



transporting ore. And our company has also supplied materials as part of the fourth phase - the preparation of the site for industrial use.

A packaging workshop was built during the construction of the Bozshakol concentrator plant. We were given the task to include this packaging workshop in a common computer network. AVENCOM's specialists carried out all the client's tasks.

KAZ Minerals copper company began to develop the Bozshakol field in 2011. Bozshakol is the largest copper-molybdenic mine in the world. It is located in the Pavlodar region. Bozshakol will have an average output of 75 kt of copper concentrate per year over a production life of 40 years (100 kt average in first 10 years) and will employ around 1,500 personnel. The ore contains highly valuable by-products of gold and molybdenum. Pilot extraction is expected in 2014 but the first ore processing at the concentrator plant in 2015.

■ Rinat Khusainov

In 2012, our company signed a contract with KAZ Minerals PLC for the design and deployment of telecommunication infrastructure and security systems at the sites Bozshakol and Aktogay. 160 telecommunication racks and 7 towers were delivered by AVENCOM. It was done in three stages. This year, AVENCOM deployed a wireless WiMAX network at the Bozshakol site. This network is used to receive telemetry data from trucks

SAFETY AND QUALITY



Health, Safety and Environment.

The program of encouraging employees' compliance with HSE requirements continues. It raises employees' awareness of the main types of hazardous work occurring in the LLP. Work is underway to improve the educational training, which is conducted not only at dangerous sites, but also in the office.

AVENCOM signed a contract with the medical center «INTERTEACH» at the beginning of the year. The conditions of the contract include health services and medical insurance for all employees.

The approach to the evaluation of all the business processes in the company has been radically changed in order to improve the Quality Management

ACCESS CODE

The AVENCOM company designed security system for a base at Bautino, creating a telecommunication infrastructure based on a fiber-optic link. The Bautino base is located on the Caspian Sea. All the necessary onshore infrastructure to support offshore oil operations has been built there. The base's services are used by more than 30 companies. Its main activity is related to providing for the needs of marine operators for services such as the maintenance of ships, rotation of personnel, preparation of drilling muds, transfer and storage of various cargos and equipment, drilling and industrial wastes.

Our company has a certified laboratory for the organization of work

with fiber optic links. It has equipment to carry out all measurements on fiber-optic cables. The project for deploying the security system at the Bautino base was checked and approved by government authorities, and then lines were laid on the basis of it. A total of 10 km of fiber optic cable were laid, and 52 video cameras were set up. Access control systems were installed at the 20 facilities of the Bautino base. 5 data warehouses were installed for such an extensive system. For this, the powerful and flexible NetApp data system was used, which is well able to cope with growing volumes of information.

In the process of finishing the project, our company integrated the access control system of the Bautino base with a similar system of AGIP in Atyrau. This

IN "SAMAL" EVERYTHING IS CALM



AVENCOM installed access control and CCTV systems for the "Samal" camp in West Eskene. During the project, 29 cameras and 15 access control turnstiles were installed. In addition to the supply and installation of the system, our company supplied specialized equipment for the security service - metal detectors, explosives detectors and PTZ thermal imaging cameras. As part of the project requested by the client, AVENCOM developed a specialized vehicle with thermal imaging cameras and elements of the access control system.

■ Andrey Leonov

System. QHSE Service together with the Board of Directors developed quality management appendix for the quality guidelines. It describes the basic business processes, their interaction, and the method of calculation of their performance.

Also in this year, programs of environmental management, occupational health and safety, and road safety have been developed. They describe the main objectives in the field of Health, Safety, Traffic Safety and Environment.

■ Timofey Startsev

integration phase was carried out in conjunction with Apollo Security's specialists. All the work was carried out in strict accordance with HS procedures and monitored by QHSE specialists of our company and AGIP.

■ Andrey Leonov



THE MOBILE CCTV UNIT



Agip KCO requested AVENCOM to provide a rapid deployment Mobile CCTV solution to ensure the security of pipelines, construction sites, and drilling equipment storage yards as a part of an existing integrated security management system.



THE WORK IS HUMMING



The maintenance of the heating, ventilation, and air conditioning systems (HVAC) of Karachaganak field is one of the most stable and long-term spheres of activity of AVENCOM for KPO b.v. We have been providing these services for 10 years. Our company won the tender for the extension of the contract in May of this year.

The main objective of the contract is to provide services to ensure a comfortable and safe environment for all employees in industrial and non-industrial buildings and providing the conditions for the stable and uninterrupted operation of the technological equipment.

The new contract requires additional resources principally of people. For the implementation of the old and new tasks about 40 additional staff were taken on. The candidates applying for the project underwent a thorough multilevel selection process.

The Mobile CCTV Unit MU01 was designed and built by AVENCOM in full compliance with the project specifications.

Mu01 was constructed on an all-wheel drive Ford Transit platform and equipped with a 36x magnification IP68 infrared PTZ camera, installed on the top of a



meter pneumatic mast, 4 perimeter monitoring cameras, a 6 kW generator for UPS, an automatic hydraulic levelling system, an operator workplace, air-conditioning unit and two Webasto heaters, Wi-Max, Wi-Fi and 3G communications.

The Mobile CCTV Unit has been delivered to the client.

■ Andrey Leonov

Each successful candidate also goes through a probationary period when they are assigned to a qualified mentor, who shares his skill and experience with them.

The staff structure has been modified especially for this project. All positions were divided into three categories depending on the education, skills and productivity of employees. Together with the monthly estimates of labor distribution (ILD) it provides additional career development and staff motivation.

The whole project works in strict accordance with the health and safety, and environmental procedures of KPO b.v. and AVENCOM. Project staff were often awarded valuable gifts by KPO, and the HSE service of AVENCOM for showing their knowledge in the field of safety.

An important step was the creation of the engineering team of the most qualified project staff. They solve the challenges of dealing with complex faults and modernizing the obsolete equipment of HVAC systems.

The current task includes the continuous training and professional development of staff, the completion of the renewal of the measuring equipment, tools and transport, and the provision of detailed coordination with users and other entities of the Client.

■ Vitaliy Kroitor



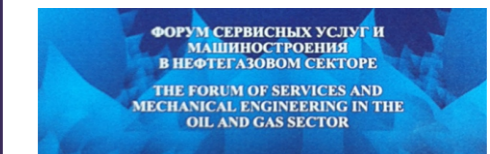
AVENCOM, with its technology partner OptaSense, gave a presentation at the Central Asia & Caspian Oil & Gas Security Forum in Baku, Azerbaijan on April 8/9, 2014.

The Central Asia and Caspian Oil & Gas Security Forum 2014 will address counter-terrorism, theft prevention, pipeline and infrastructure protection, relations with the local community, maritime security and cyber security. There will be a number of high profile security case studies focused on regions across Central Asia and the Caspian.

Jerry Worsley, OptaSense Sales Director, and Mikhail Gerassimov AVENCOM technical director provided:

- An introduction to fibre sensing technology
- Pipeline and Perimeter Applications
- Integration techniques for third party systems
- Case Studies of successful application in the region.

■ Mikhail Gerassimov



AVENCOM was invited in the forum of servicing and manufacturing of equipment in the oil and gas sector «KazServex - 2014». It organized on the eve of the XI Russia-Kazakhstan Interregional Cooperation Forum with the participation of the presidents.

The main goal of our company was - the search for new partners as well as broadening and deepening of our involvement in the oil and gas projects.

The forum was organized by the Ministry of Oil and Gas of Republic of Kazakhstan, the Akimat of West Kazakhstan region, the Association «KAZENERGY», «Informational and Analytical Centre of Oil and Gas» JSC, Karachaganak Petroleum Operating b.v. and the Association of service companies of Kazakhstan. As part of the forum there was an exhibition, where our company presented its stand. The director of our company Andrey Starostenko, told the Akim of the region, Nurlan Nogayev, about pipeline security systems.

