

NEWSLETTER

Songa
Offshore

SONGA OFFSHORE NORWAY/UK OPERATIONS | 4TH QUARTER 2013 | ISSUE 20



From the Country Manager

The rig operation in Norway, Songa Dee, Songa Delta and Songa Trym has experienced a very good operational performance last quarter. One major achievement has been reached by Songa Trym being awarded the "Rig Of the Month" award for three consecutive months.

The BOOST program as organized by Statoil is a KPI system whereas all rigs, i.e. floaters, jack ups and fixed platform rigs on contract with Statoil are being benchmarked. To be among the top performers you need to have all QHSE issues OK'ed, meaning no LTA, MTC and spill to environment and further out perform other rigs on operational performance, ref tripping speed, casing running time, operational cost, etc. To experience Songa Trym as the top performer and at the same time being the oldest rig in the North Sea, it becomes evident for the importance of our employees. This is only possible when we have a first class crew cooperating well with Statoil and Songa's operational management and executing their work per company procedures.

Songa Trym is currently drilling an exploration well on Snillhorn and is part of Statoil's rig portfolio of exploration rigs.

Songa Dee has now been on contract with Statoil for more than two years, and is working on the Gullfaks field. We have soon managed Songa Dee for 5 years and the team onboard is doing an excellent job. The main work is to rework existing Gullfaks subsea wells to increase oil recovery in the field. The operation extends from drilling, heavy workover, well testing, completion work, "TTRD" Through Tubing Rotary Drilling operations and other well intervention activities.

In 2012 Songa Dee was upgraded to accommodate and execute TTRD operations and has a dedicated well control package onboard the rig. Songa Dee is one of few rigs operating for Statoil executing such operations. Songa Dee is further one of the rigs performing well for Statoil and has achieved a 3rd place earlier this year and is eager to get up to same ranking again. Currently Songa Dee and the onshore team are preparing themselves for the 2014 SPS. The rig will undergo extensive maintenance and further be upgraded to suit our needs for having the rig as one of the

most versatile and efficient production drilling rigs in Norway.

Songa Delta will on the 14th of November 2013 have conducted 1 year of operation for Statoil as part of the Fast Track program. Statoil realizing that the time between big discoveries are becoming longer, tailored solutions are not commercially viable for marginal fields and that it is more and more necessary to standardize and simplify solutions - the Fast Track program has been implemented with a small group of dedicated rigs. Our goal in this is to help reducing the time from discovery to production from 5 to 2.5 years.

After a massive rebuild, Songa Delta has delivered the first 2 producing wells for Oseberg Sør from the Stjerne field, and is currently finalizing the last of 2 injector wells on the same template, having thereby successfully proven it's ability to work as a Fast Track rig for Statoil. Having taken the rig through a large and challenging yard stay and straight into operation delivering an average of 99.2% economical uptime shows the dedication and professionalism that lives in the crew. With a sick-leave way below the average in the region, zero incidents the last months, zero serious incidents through the year, a constant focus on optimizing, performing and supporting Statoil's requirements, we have received client feedbacks almost 40% above the KPI targets.

Songa Delta will in December conclude the campaign at Stjerne, and move to Svalin-C to initiate a new Fast Track campaign of completion wells.

The year 2013 is coming to an end, and has as usual been a very busy year for everybody working in Songa. We have taken a big step this year going from operation of 1 rig in 2012 to 3 this year.

I have to use this opportunity to thank all employees onboard our rigs and in the office for well executed work and also wish all of you the best for upcoming holiday season.



Vidar Skjelbred
Country Manager
Norway/UK Operations



Input from HR
Read more about our focus points on [page 2](#).



SMIL
Read more on [page 5](#).



Input from Cat D
Read more on [page 7](#).



Songa Cottage Club
Read more on [page 8](#).



News from Stavanger Administration

Stavanger Office

In April 2013, Songa Management signed a new rental agreement for all of the five floors at Maskinveien 32. We have during the past few months furnished and filled up most of our office space of approximately 4000 square meters. We have 14 meeting rooms, 100 offices and 56 desks in landscapes.

We especially appreciate our new spacious and bright canteen that seats 60 persons. Lunchtime is from 11:00 until 13:00 and our chef Stian and personnel from Wilberg prepare tasty and homemade food to us.

And, not at least, a few weeks ago we opened our brand new modern fitness room, probably the best gym in the area. We hope that you will use and enjoy this room.



Plans for 2014

Next year we plan to establish a classroom in the old canteen on 5th floor. This will enable us to have courses for both offshore and onshore personnel here at Maskinveien and give us the opportunity to meet each other.

We will also look at the common areas on the floors and make improvements with seating areas and more green plants.

If you have any questions, please do not hesitate to contact us, Hilde, Turid or me, in the administration department.

I wish you all a Merry Christmas and a Happy New Year!



Hanne Nesse
Administration Leader



Input from HR

First of all, I would like to take the opportunity to welcome all new employees that have started over the last year. The company's growth sure shows and we are proud to be a part of it, especially having the next years in mind. Together we will soon all be employees in one of the largest drilling contractors in Norway, and we are looking forward to experiencing that growth together. Our aim is to be the preferred company to work for and we are determined to succeed with the help from you. We will all be appointed great challenges and opportunities going forward in these exiting times!

We would like to encourage you again to use our personnel handbook. Here you will find a lot of information with regards to how to apply for leave, expenses, travel policy etc. As you may have noted, our HR coordinators for each rig are now sending an overview over percentage per rig that act according to our travel policy.

We are now preparing for a comprehensive recruitment process, starting in 2014. As we will be recruiting approximately 700 new employees over the next years we sure face a major challenge. We kindly ask you to be patient with regards to transfers to the Cat D rigs as this is quite a puzzle. These transfer processes must be structured, gradual and in agreement with our customer. According

to our plans we will begin a 4/4 rotation of some positions on Songa Equinox in January 2014.

We prioritize having a mix of our own employees, planning for promotions on the existing rigs when transferring in addition to adding new experienced personnel to both the new-builds and our existing rigs. Also, we are aiming for training personnel instead of only recruiting. Two examples being the ten subsea trainees and the ten electro trainees joining us. In addition, we have apprentices in drilling as well as the fast-track students. We do hope and believe you will support us in welcoming them whether they are joining us from other positions, our other rigs or external.

We are all sure that we will manage the upcoming exiting challenges going forward together!

HR wishes you all Merry Christmas!



Louise Michalsen
HR Manager
Norway/UK Operations



Input from QHSE Department

Since last newsletter there has been a few changes in our department:

- Kyrre Andersen, HSE Advisor Songa Dee
- Gitte Tangen, HSE Advisor Trym
- May-Liz Olsen, Document Controller Delta/Dee
- Roy Hansen, Document Controller Project
- Astrid Vik, Document Controller Cat D

Due to increased activities, we will continue to strengthen our department in the future with additional resources.

Working environment

Several follow up activities related to working environment have been performed after last yardstays, such as noise measurements, chemical management, misc. exposure measurements, etc. This to ensure compliance with regulations. These activities will continue in 2014 for all our rigs, including our newbuilds.

PSA Audit activities

2013 has been a very busy year for Songa in terms of audit activities from PSA. So far, PSA has performed 5 audits with various subjects and topics towards our rigs and onshore organization. PSA has also indicated that they will continue their activities next year, and especially the Cat D project which is one of their priority projects.

AoC(SUT) activities

One of our main goals for 2014 is to finalize the Cat D AoC application(s) to PSA. A great job has been done so far by the Cat D team by doing compliance studies and writing the application.

Synergi

It has now been decided to use Synergi throughout the company including International Operations. We are now working together with the Corporate Office in Cyprus to improve the system and update procedures accordingly.

Campaigns

- We have now ended this years "Better Life" campaign. It has been received well offshore and we are pleased to see that so many chose to participate in the campaign.
- DROPS campaign material prepared and sent out for all our rigs. Should be implemented within Q4-2014.
- Planning of PPE Campaign is ongoing.

Document Control Centre (DCC)

- DCC continues working with ProArc entries for technical documentation for Songa Dee, Songa Delta and Songa Trym. 10 500 technical documents and approximately 1000 administrative documents are registered by the Stavanger office and available for all users per October 2013. Weekly ProArc introduction courses are conducted by DCC for employees onshore and for offshore web client users.

- For the Cat D operation preparation, DCC works with administration and preparation of publishing all Cat D governing documentation on QSMS.

- Songa Knowledge Lifecycle Management (SKLM) has been prioritized by DCC summer/autumn 2013. SKLM is a tool for commenting procedures electronic when opening a document in the companys management system, QSMS. Comments and/or suggestions for updates/improvements are sent electronically for approval/feedback.

- SKLM is an easy way for the crew to comment on procedures and ensure to get response ASAP. When suggesting a change, this will be approved/rejected by the predefined management chain. When approved, SKLM sends the document to DCC for implementation and publishing a new revision of the procedure in QSMS. SKLM will replace the manual system Document Change Request (DCR) which was currently used for updating procedures.

- Songa Delta has been testing SKLM since March this year, and all errors and technical challenges are solved. DCC has installed the SKLM in all procedures for Songa Dee and Songa Trym and will roll out SKLM also for these two rigs during November 2013. Cat D procedures will be issued with SKLM installed from day one.



Rune With
QHSE Manager
Norway/UK Operations



The Competence and Training Dept.

There is a lot of work to do at the moment. We started to work on the "One Songa" within training and competence. This will lead to harmonization of the systems and processes in the company.

We have a lot of new employees, who all has to be in compliance with our training matrix. We work hard and keep full focus on establishing the training program for our new Cat D rigs.

We are very pleased with the completion of the Competence assurance program for Songa Trym, Delta and Dee. Please check your training portal for courses registered to you.

New recommendations for enhancements to training, examination and certification, and the new requirements regarding STCW, will soon be implemented in our training matrix. Detailed information will be sent out. Please, do not hesitate to contact us if you have any questions.

Merry Christmas and Happy New Year to all of you!



Anne Gro Gabrielsen
Training &
Competence Manager



Input from Technical & Projects Dept.

Technical & Projects (T&P) is a division within Songa responsible for providing technical support for our entire fleet, for executing Capex projects, and for providing innovative solutions adding value to our projects. We want to be more than a solution provider within the division, we aim to be solution partners for our clients ready to make long-term investments in our people, technology, know-how and relationships in support of our clients. Our clients contain both internal Songa customers and external customers such as Statoil.

It's essential for T&P to have diverse international, integrated and dedicated teams able to respond quickly and sensitively to local demands, leveraging the full strength of our global resources and know-how. T&P as a division holds the area of competence within: Supply Chain, Subsea, Maintenance, Engineering and Projects.

T&P is new to our organisation and we are still building up the division. Within our goals one of the ambitions are to increase the staff to approx. 105 people within the next 12 months. It's important to build up a stronger internal technical work force capable to cope the increasing demand with qualitative in-house competence.

Successful project management is one of our core competencies and it shall set T&P apart for the future. It takes years of practical experience, know-how and dedication to safely deliver the toughest and most complex of offshore projects on schedule, on budget, to agreed standards, time after time.

Our project managers put together multi-disciplinary, integrated project teams able to safely manage and deliver the demands of each undertaking. These teams shall have industry-leading logistical support, supply chain management and the resources needed to safely execute each project.

Through our project management expertise we will add value to every phase of the project lifecycle - from planning and design through final execution and close-out.



Lars Bruun
VP Technical & Projects



Songa Management Idrettslag (SMIL), founded Jan. 6th 2012

SMIL's purpose is, by teamwork and friendship, to promote sports and well-being for all Songa Management employees. SMIL will cover many activities and try to catch as many employees as possible. Physical activity combined with a shared experience - this boosts our team spirit and good health.

Although we have a board, the members will organize the various activities they want to do. The board shall act as facilitator for the activities that employees chose to pursue. We therefore appreciate any suggestions. We have created a separate calendar where we will post the various activities that SMIL will arrange.

SMIL aims to eventually provide a wide range of different activities. Our ambition is that everyone can find an activity that fits - no matter how physically fit you are or whatever ambition you have.

Here is a list of the activities we offer and the equipment we have for loan to all SMIL-members. We have also signed a deal with Kvadrat Intersport, giving members a 15% discount on all regular items (show your Songa access card at the cashier).

Swimming:

- Gamlingen
- Solahallen
- Dysjalandhallen
- Tananger svømmehall
- Stavanger svømmehall

At the popular bath "Gamlingen" you may bath outside all year round in the heated pool. Show employee cards or business cards - cost is billed Songa/SMIL. Does not apply to family members.

Squash:

- Punch card SATS Forus.

Tennis:

- Randberg Tennishall, book appointments online.

Equipment for loan:

- Football
- Volleyball and net
- Two squash rackets and balls
- Four tennis rackets and balls
- Basketball
- 2 x kayaks
- 4 x surfboards (two women's and two men's wetsuits)

Please remember that SMIL is based on the members taking the initiative and making suggestions for activities on behalf of SMIL (we are happy to help). If you go for a walk in the mountains and want company, or need more people at a football game, etc., use the SMIL calendar and invite members (distroSMIL).

Membership fees are set at NOK 300 per year. You will find a link to register and a link to articles in the Personnel Handbook. If you are not a member and want more info, please contact Greta, Stian or Bjarte.





Input from Finance

First of all I would like to welcome the Payroll department to Finance. Due to the temporary changes in HR, the Payroll team in Stavanger will during a period of change report to Finance. I'm confident that the good cooperation between Payroll and Accounting will continue, and the Payroll department under Karianne's management will persist with their excellent work.

On the project side, we have locally (read; Finance Stavanger) evaluated different alternatives regarding electronic invoice handling system (scanning of invoices). A scanning system will make us more efficient and decrease the probability for human errors. In addition, the system will give the users (Accounts and invoice approvers) more flexibility in their working day. We are more or less ready for the implementation, but due to evaluation on Corporate level regarding implementation of an ERP system, the project is currently been put on hold.

Further on the project side, we have together with the Procurement department started a cleanup project of old POs in NS5. There are

unclosed POs dating back to the start up of the Songa Dee operation. The plan is to execute and wrap up the project during November/December.

This autumn Finance has also rolled out a new authority matrix. I would like to point out that only the employees listed on authority matrix have the right to commit cost in the name of any Songa company. That said, I would also like to stress that in Norway there is no legal entity named Songa Offshore (this is the parent company registered in Cyprus). Therefore, in case of ordering goods or services, please make sure you use the correct entity, i.e. Songa Management AS for management services/goods or Songa Rig AS for operational services/goods.

Merry Christmas and a Happy New Year to all of you!



Inge Morten Braut
Finance Manager
Norway/UK Operations



New apprentices in Songa Services

August 19th, two new apprentices started in Songa Services

Tor Arne Knapskog - 18 years
He is from Tau, a 40 min boat trip from Stavanger.

He decided in 8th grade that he wanted to work offshore and that has been his goal ever since. Tor Arne really looks forward to his first trip offshore to Songa Dee this month.

He attended VG1 TIP at Strand College and then attended Well Technique at SOTS before he started his apprenticeship in Songa this August.

He likes to spend his free time at his family-cabin in Tysse, Erfjord, where the whole family either is fishing or in the mountains hunting. He likes to watch good shows on TV and "hang" with friends.

In the future he would like to attend the Technical College and then see what "the time will bring".



Tor Arne Knapskog

Emil Lønne Fredriksen - 18 years
From Kragerø, "the pearl among the coast cities", south in Norway.

He attended VG1 TIP in his hometown and moved to Stavanger to attend Well Technique at SOTS. He started his apprenticeship in Songa last August and his first offshore trip is planned this month to Songa Dee.

He likes to spend his free time training, hunting and cross country skiing.

He hopes to finish his apprenticeship in Songa, get a certificate and go back to the Technical College.



Emil Lønne Fredriksen





Input from Operation Manager Cat D

I hope everyone is well. It's been a while since the last newsletter but we are now back on track. The new Intranet should really make information transfer between us land crabs and our offshore teams a lot easier.

I started in the Cat D project in August this year and have had a couple of trips to Korea to visit our teams there and take in the routines. Our customer is also situated in Korea working alongside our Songa team to ensure the units are delivered in compliance with the building contracts and that the rigs are ready to operate in Norway. This process is working extremely well and feedback is positive from The Songa organization and The Statoil team.

Songa is in the process of building up the Core Crew (operational personnel) in Okpo, the first people will be starting at the shipyard offices in January. The Core Crew will assist our Commissioning teams and also become familiar with their respective units to take them into operation. This will be an important piece of the puzzle when we go into operation with the units.

It is now decided to transit the rigs from Korea to Norway "on their own steam"! That means we will not be utilizing a heavy lift vessel. This will have a lot of benefits for us in the long run including a part of our crews becoming familiar with the units before they arrive in

Norway. Here a lot of potential teething problems will be ironed out before we start operation and this is very positive for all involved parties.

The rigs themselves are progressing well although a little behind schedule. The layout of the units is an industry project that has benefitted Songa substantially. The planning that has gone into the layout shows and this will help us in our daily operations concerning logistics and crane activities. This is a real bonus for everyone who will work on these new units.

On the land side of the organization the Rig Manager for the Equinox, Sven Helge Einarsen, started in October and is working with the Operation Preparation team to get our plans in place. Welcome Sven to the team. The Assistant Rig Manager for the Equinox will start in January. Geir Nornes, currently our Drilling Equipment Manager in the Cat D project, will become the new Assistant Rig Manager. Geir is also welcomed to the team when he starts.

Stay safe everyone!



Leon Karl Strongman
Operation Manager
Cat D

Cat D Operation & Preparation

Many of you will be aware of the Operations Preparation Team but may not be familiar with the work they undertake, so here is a brief overview of the important role they play in the success taking the Cat D rigs from "Project to Operations".

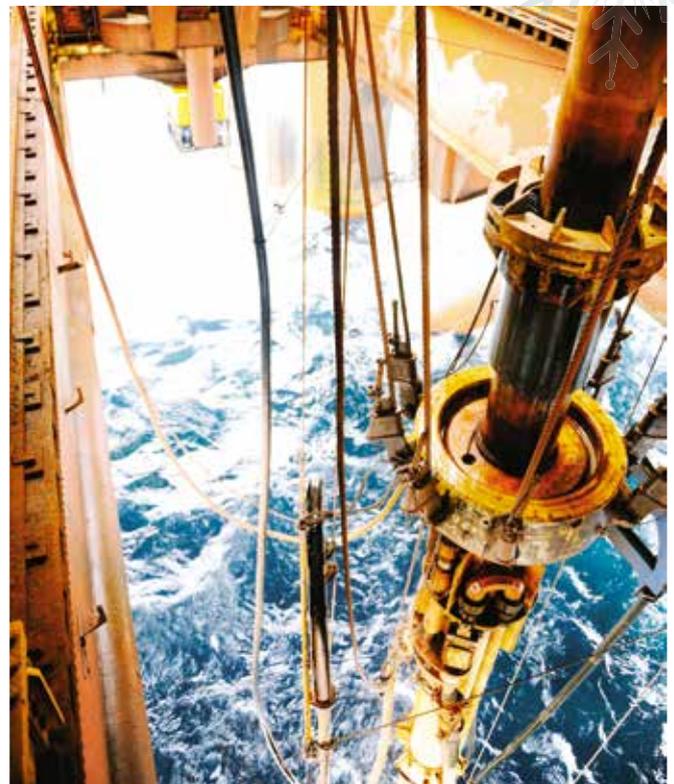


Gård Bjånes
Operation Preparation
Manager

The Ops Prep Team commenced their work on September 1st 2012 and it is led by Gård Bjånes. The Ops Prep Team itself sits between the Project Team (lead by Steve Durham) on one side who are building the rigs, and Operations (lead by Leon Strongman) to whom the rigs will be delivered. Communication and planning between the three groups is vital. Vidar Skjelbred (VP New Builds) oversees all three teams to bring alignment and cohesion to their efforts!

The Ops Prep Team is multi-disciplinary with members from HR, Operations, QHSE & Technical, all working together on the main tasks:

- Procurement of long lead items.
- Regulatory compliance.
- Developing a maintenance system.
- Developing operational system.
- Manpower and Training.
- Relocating rigs to Norway.
- Integrating Statoil equipment onboard the rig.
- Perform acceptance test program.
- Perform offshore deployment test.
- Assist with final handover to Songa Offshore operations department.



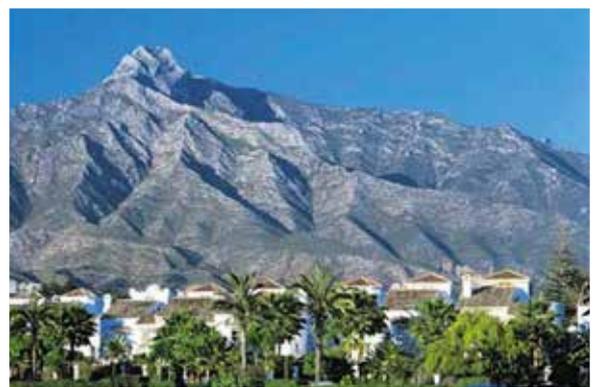
Despite being a multi-disciplinary team they are all focused on ONE GOAL which is to ensure that our 4 new Cat D drilling rigs currently being built at DSME yard in South Korea are ready and mobilized in the Norwegian continental shelf in an efficient manner that meets the requirements of the Norwegian authority, Statoil and of course Songa Offshore. A challenging task in today's environment but one which all involved are entirely focused upon.



Songa Cottage Club

There are a lot of exciting things going on in Songas cottage club for the time being. We are about to implement CabinWeb - a new booking system that will simplify both booking and administration of the cabins. We are planning to take use of this starting 2014. More information will follow.

From 1st December, 2013 you will have the opportunity to rent our new cabin on Vågslid in Haukeli. This is a cogged vertically divided cottage built in 2009. The cabin is located close to the ski lift, so you can put on your skis and you're in the slopes. For those who prefer cross country, there are prepared tracks running from the ski lifts. The Vågslid area is beautiful all four seasons.

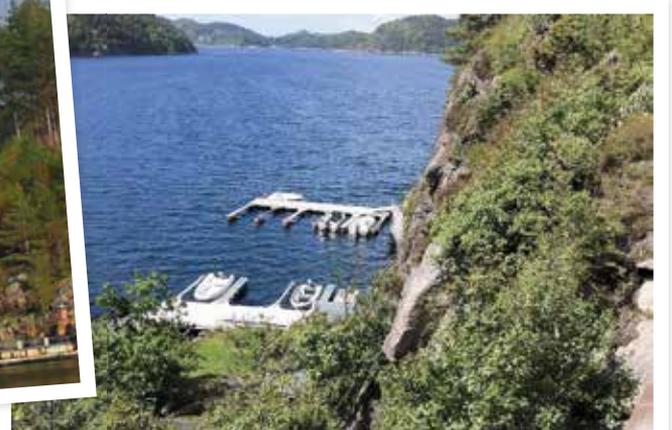


The bungalow in Calahonda, Spain, has been very popular amongst our members. However, it is for sale, and as we speak we are considering other prospects in the same area. We are looking forward to presenting new prospects shortly.

Link to enrollment in Songa Cottage Club and more information about the cabins can be found in the Personnel handbook, under point 5 Welfare benefits.



The cabin in Lyngdal - Sørlandet - was built in 2007. It is ideally situated close to the shore. This is typical for summer-activities but it is just as popular the rest of the year.





IT / IS Department - driven by changes

The IT / IS Department is for the time being taking control of the services delivered to the business and are working hard to make the services better. We have been through several changes already and will be driven by new changes. We have improved the mail services for most of our users and will move the rest of the business over on the new mail solution in Q4 2013 and Q1 2014, this will also improve the availability of documents and will make it easier to collaborate with internal and external people.

The Data Center has been relocated from Houston to Stavanger, this has improved the infrastructure services for IT communication channels (communication access from the offices and rigs) and the server infrastructure. This will continue to improve over the coming months.

The company internet page has been developed to represent Songa and the business vision, over the next few weeks the company intranet site will be released. The developing of the intranet solution will continue in 2014 and will be a very large job. We need to go live with a small solution and improve this solution together with the business units to provide a platform that will encompass the business and allow for fast release of information to all.

For the rigs, we have signed a contract with RigNet for the delivery of Rig Communication services to the Cat D rigs. This delivery will be an improved delivery where also RigNet will participate in the strategy

for Rig Communication services. They will also deliver a better scope, ranging from VSAT, Phone Solutions, Wireless Networks, optimization solution and access to SOIL. We are also in dialog with the existing suppliers to improve the services that are delivered to our existing rigs. These improvements will continue the whole of 2014.



Cato Sola Dirdal
Head of IT / IS

For the short and long run, we will still undergo several large changes that will affect our delivery. We will consolidate our environment with the goal of better efficiency and better service availability. We also have plans for a better service level toward our end user, by establishing a Service Desk that all users will be able to contact through phone and email. This delivery will be driven by a good contract that will make sure that the service level is high.

It is very hectic at the moment and we are working on concrete plans for improvement. We will secure several communication channels toward the business and we would especially like to communicate with our offshore personnel that are very important for us.

NEW EMPLOYEES

Songa Management:

Torhild Karin Anfinsen
Trond Eriksen
Anders Simen Holgersen
Tommy Varhaug
Birte Tjørn Wahlberg
Cato Sola Dirdal
Cecilie Ramsfjell Løvik
Leon Ravndal
Sissel Tjelmeland
Gunvor Drange
Borkur Ingvarsson
May-Liz Olsen
Paras Rathour
Bjørn Sundvor
Turid Elisabeth Berg
Annette Espedal
Roy Erik Hansen
Roy Henriksen
Kjartan Kolbeinson
Sheraz Akhtar
Rune Bjørkelid
Ketil Ege
Astrid Vik
Jan Ove Angelvik
Jørn Løndalen
Kyrre F. Andersen
Sven Helge Einarsen
Viktor Kornienko
Tor Sigurd Slettebø
Gitle Tangen
Berit Mathiassen

Songa Services:

Bård André Andersen
Birger Ekker

Stig Åge Gjerstad
Jan Endre Haus
Truls Are Torvik
Rune Hovland
Thomas Nord
Åge Hausken
Sindre Reite
Svein Olav Våle
Frank Aasen
Kristian T. Hyttebakk
Arvid K. Haakonsen
Anders Sundal
Arild Dag Myklebust
Daniel Andre Bakkelid
Eirik Kjepso Saue
Torbjørn Tvedt Skjeldal
Henning Skådel
Kurt Torp
Nikolaj Stagis Nielsen
Christian Alexander Lie
Frode Lars Rørvik
Håkon Solheim
Per Gunnar Johansen
Nils Thommas V. Støyva
Lars André Valderhaug
Petter Adolfsen
Espen Fredriksen
Eirik Haugland
Thomas A. Norenes
Kjetil Bjelland
Patrick Hofstad
Steingrimur Olafsson
Roar Olsen Schei
Stein Ove Skomedal
Emil Lønne Fredriksen
Tor Arne Knapskog

John Martin Askevold
Reidar Aune
Sveinung Gundersen
Tallak Albert L. Heitmann
Gaute Jæger
Terje Ola Kristiansen
Olav Møstøyl
Tore Vadset Nedrevold
Svein-Helge Nesblom
Audun Endre Sandvik
Oddgeir Sundgot
Christoffer Tvedt
Sander Dahl
Vinh Ngoc Huynh
Eivind Rinde Høyenes
Kristian Rye-Holmboe
Joakim Bjerkmø
Kjell Ch. Steinbakken
Ingve Steffen Herstad
Pål Reidar Fjeldal Haus
Håvard Hellenes
Jonny Liland Mikkelsen
Terje Nicolaisen
Thomas André B. Strand
Kai-Erik Eide Tofte
Knut Tvede
Ove Bernhard Vee
Tone Monsen Vestly
Roger Arne Aure
Stig Are Berglund
Lars-Petter Bjørlykke
Trond Egeland
Torben Knutsen
Robert Linga
Harald Froestad
Stian Glesnes

Eivind Jespersen
Ole Bjørn Svindland
Sten Langøy
Magne Roger Nilsen
Kjetil Alexander Walland

Hired personnel 2013:

Cato Bakke
Karianne Balchen
Bjørn Bjelland
David Bruns
Torstein Grødem
Helge Hatlelid
Nilza Marie Haatveit
Per Holter-Andersen
Bjørn Ottar Jacobsen
Egil Knutsen
Vidar Krovik
Seble Mekonnen
Leif Magne Nordbø
Inge Møller
Reidar Offerdal
Christopher Prichard
Hilde Steinkopf
Frank Jonny Sætre
Per Søreide
Rasmus Vik
Andrius Vickunas
Pål Vollen
Tove Østrem

Trainees 2013:

Svetlana Liabø
Henrik Andersen



Months Profile Offshore

Who are you?

My name is Bård Johannessen and I am 42 years old. Living in Bergen but originally from Senja in North Norway, I live together with my wife Hilde and our two sons, Iver 6, and Sigurd 4.



Bård Johannessen
Barge Master
Songa Delta

What is important to you?

First and foremost the family is most important. When I am so privileged to be working in the North Sea with a 2-4 rotation, it gives me a lot of time to use on things important to me. I use a lot of time together with my two boys in our home north of Bergen (Byrknes), where we often go out on the sea to fish, and where I can work with all my projects (a lot of home engineering of different kinds).

What do you do in Songa?

I am Barge Master on board Songa Delta, where I am responsible for all marine operations, cargo handling and logistics. Maintenance on deck, rig move and stability.

Your background?

I have quite a wide background before I started my nautical education with Ålesund College. Started working on offshore service vessels in 97 as an AB and worked my way up to Chief Officer, before I started as a BCRO in 08 on Delta, went over to Trym as Barge Engineer and then back to Delta as Barge Master.

How can you contribute?

I hope that I can contribute to a good and safe work environment on Delta where we have a rather high tolerance for different opinions, and where we strive to follow rules and regulations. My contribution is to try to get the best out of all individuals.

How can Songa make your day better?

I am very satisfied with the situation on board Delta, but we are starting to see challenges regarding personnel and changes in positions, and the upcoming focus on training for the different positions and the importance of qualified personnel.

Who are you?

My name is Elisabeth Lemme and I am 20 years old. I live in Samnanger with my parents and two younger sisters. Samnanger is a small town, a 40 minute drive east of Bergen.



Elisabeth Lemme
Roughneck
Songa Trym

What is important to you?

When I am onshore, I spend most of my time studying. Last year I started with vocational training college in Bergen where I study Petroleum technology. I specialize within drilling and this provides a theoretical grounding for my offshore work. Besides studying I like outdoor activities such as hiking, hunting and downhill skiing.

What do you do in Songa?

I am a roughneck, currently in the Songa "Resource Pool". This gives me the opportunity to work at different rigs in Songa's fleet and meet many new colleagues. As a roughneck you operate and perform maintenance of drilling equipment and get the experience required for higher positions.

Who are you?

My name is Tor Reidar Gangsøy, 44 years old, born at Karmøy but live in Austevoll, an island south of Bergen. I am married to Turi Helen and we have three children, Kristine 20, Oddrun Helen 19 and Ingrid 14.



Tor Reidar Gangsøy
Offshore Installation
Manager
Songa Trym

What is important to you?

I like to spend my time off with my family and enjoy the life at home. My main hobby is to be at sea both for fishing or just pleasure. I have two boats in frequent use. At wintertime, I enjoy working in the forest with woodcutting. Once a year we travel to warm locations like Spain and Italy.

What do you do in Songa?

I am OIM onboard Songa Trym. Started in Songa March 2012 and worked at the office in Stavanger in the Operation Preparation Team for Songa Trym until Songa took over the Rig from Odfjell. I joined onboard the rig when it arrived CCB for SPS. In my time off, I also assist in the Operation Organization ashore in Projects.

Your background?

I started my career at sea in 1988 and I have been working onboard ships and rigs since then. I have been on different kind of Tankers and Advanced Offshore DP vessels in World Wide Trade. I have also been on DP Drilling Rigs international. Since 2007, I have worked on rigs in the Norwegian shelf and hope to continue the rest of my career.

How can you contribute?

My philosophy is to achieve results through my good colleagues. I am viewing their confidence and give them liability in their work making them better day by day. Focus must be kept on solutions rather than limitations. We need to work together towards a common "goal".

How can Songa make your day better?

I hope Songa can continue with their intention to "always put the people first" even when they grow to be one of the largest drilling contractors in Norway. A keyword for success is to keep the already good cooperation and communication between onshore management and offshore workers.

Your experience background?

After I finished primary education in 2009, I started vocational secondary school at Bergen Maritime, where I went for two years. Immediately after I finished this, I started my apprenticeship as a roughneck.

After being a trainee for two years at Songa Trym, I passed a practical exam and got my craft certificate as roughneck.

How can you contribute?

When working offshore it is important to work as a team. We share knowledge and experience to achieve good results. Cooperation, communication and safety are important key words for a good work environment.

How can Songa make your day better?

I really enjoy working at Songa. This is because I am given the opportunity to gain valuable experience and my colleagues openly share their knowledge. I hope and believe that Songa will continue to be a company where all employees will be taken care of and have opportunity to succeed, even with the great expansion in the years to come.



Who are you?

My name is Helge Johnsen, I am 42 years old and live in Flekkefjord, which is between Stavanger and Kristiansand. I was born at Smøla, an island just outside Kristiansund. I am married to Siv Johnsen and we have 5 children: Kim 26, Eric 21, Robert 18, Christer 12 and Sony 6 years old.



Helge Johnsen
Asst. Tech. Manager
Songa Delta

What is important to you?

My wife and I like to refurbish old buildings. We like to spend most of our time with the family. We also like to go trips in the mountains. Fishing is a hobby we love to do. A good wine in good company is also a good atmosphere.

What do you do in Songa?

My position in Songa is Asst. Tech. Manager. That gives me opportunity to work with professional workers and together we make Songa a better and safer place to be.

Your background?

Started my work career as a fisherman. Finished school 1996 and after a long way up to Chief Engineer I have been Chief Engineer on cruise ships, tugboats, speedboats, ferries, offshore supply vessels, and offshore research/survey vessels. I have also been Technical Manager for Subsea Company in Kristiansund.

How can you contribute?

By being positive, helpful and share experience with other employees to make our workplace safe, cheerful and copious.

How can Songa make your day better?

Songa makes my day better if they take care of all the staff and show their employees that they have a secure, safe future.

Who are you?

My name is Bernhard Egeland Liestøl. I am 27 years old and live in Flekkefjord, a small town in Vest- Agder. This is where I was born and have lived all my life.



Bernhard Egeland Liestøl
Fast-Track student
Songa Delta

What is important to you?

When I'm home I spend my time with my family and friends, as well as doing upgrades in my new house.

What do you do in Songa?

I am a "Fast-Track" student/employee in Songa. This last year, there has been a lot of school and studying followed by exams in Stavanger. Offshore I am stationed at Songa Delta, which is a good rig to be at, with many nice and friendly people. My next trip is going to be in the pump room, I'm looking forward to this.

Your background?

I started as a paperboy in 2000 with my own morning route. I went to school working towards my first trade certificate which I took working with excavator equipment. After this I worked with boilers, pressure and temperature systems, mechanical equipment and projects, especially drilling systems and equipment, before joining Songa August 2012. I have been in various places on the Norwegian continental shelf, such as Valhall, Ekofisk, Tambar, Heimdal, Snorre and Åsgard.

How can you contribute?

By being positive, eager, ask when in doubt and of course work hard. Focus on doing things the "Songa Way" and use the ICU system to open eyes on problems, challenges and positive things that is worth highlighting to others.

How can Songa make your day better?

Songa is a fast growing company with many new colleges joining the company in a short period of time. I hope the high roof level and the friendly atmosphere is going to be present even when we are growing in numbers. Songa should distribute this newsletter more often, to make it easier for us to follow Korea with Cat D rigs and the people doing all this possible.

Who are you?

My name is Rune Torgersen and I am 35 years old. I was born not far from Flekkefjord in a place called Kvinesdal, but have spent the last 12 years in Oslo. I just moved Flekkefjord, where I now enjoy life with my girlfriend and my 4 year old daughter.



Rune Torgersen
Chief electrician
Songa Dee

What is important to you?

Off course my daughter, family and friends, but a huge part of my life evolves around music. I grew up in a musical family. Ever since I was young, guitar playing has been a big passion for me. In 2004, I started a music studio in Oslo and have been producing music since. I have also opened a small studio in Kvinesdal, so I can now enjoy my hobby here as well.

As often as possible, we go to our cabin (which I grow more fond of every year), to ski with family and friends. Here I can really relax and charge my batteries.

What do you do in Songa?

I have been working in Songa since 2009 as a chief electrician on Songa Dee.

Your experience background?

I started working offshore when I was 18 years old, building production rigs in the North Sea. Since then I have worked in construction, mechanical completion and commissioning. I got really interested in control systems and went back to school to get more engineering background. After school I mainly worked for Hydro starting up new process plants etc. I started my career in drilling nine years ago, and also in this area, I have been involved in many different projects. I still enjoy the many challenges this job involves.

How can you contribute?

Through my various positions in different companies, I feel that I have a lot to transfer to my co-workers and to Songa. I am open-minded, which I hope will contribute to a better working environment and teamwork.

How can Songa make your day better?

Songa is a fast growing company. I hope that also in the future we can have the positive attitude and open communication between all the different departments, from onshore to offshore, that we have now.



New colleagues in the Stavanger office

My name is Jørn Atle Løndalen and my position in Songa is Assistant Rig Manager for Delta. Started working for Songa on 1st September this year. I am 52 years old and married to Anne, and we live in Stavanger near Hafrsfjord. We have three children and two foster children.

Previously I worked for Smedvig, Seawell and Archer. My background is from drilling and I started my offshore career in 1979. The last 8 years I have worked as Operation Manager for fixed installations.

I'm looking forward to working for Songa Management.



Jørn Atle Løndalen
Ass. Rig Manager
Songa Delta

My name is Ketil Ege and I am 46 years old. I work here in Songa as Discipline Engineer, Hull & Structural. I joined Songa August 12th 2013. In my previous job at Aibel, I served as Structural Discipline Lead for the last 10 years. My entrance to the workforce started as a welder. Then I continued through Technical college and College of Engineering. From the early 90's till today I have been working in various engineering companys related to structural design and engineering.



Kjetil Ege
Dicipline Engineer

I have been in Songa for two months now, and I really feel welcome in the Songa family. I appreciate the passion and enthusiasm my colleagues show in their work performance.

I am married to Donna and live in Klepp. We have 5 kids, Alison 24, Espen 18, Stian 16, Emma Louise 10 and Sarah 7.

My name is Roy Erik Hansen and my position in Songa is Project Document Controller and ProArc Administrator. I am 37 years old and have a son age 11. I am from Stavanger, where I've lived all my life.

I have been working as Document Controller/LCI Consultant the last 12 years developing and administrating technical solutions for handling of technical documentation. In the last 10 years I have handled documentation for suppliers, engineering companies, operators and rig companies.

I hope I can contribute in Songa with my long experience and I look forward to meeting new people and new challenges in Songa.



Roy Erik Hansen
Project Document
Controller

My name is Annette Espedal. I joined Songa 1st June this year. My position is Training & Competence Coordinator for Cat D. I am 44 years old and live in Sandnes together with my husband Erik and my 3 children - Anders 19, Karianne 16 and Ola 13.

I enjoy spending time together with my family. We try to go to our summerhouse in Mandal as often we can to relax and "charge our batteries". We are a busy "handball-loving" family - spending a lot of time inside various handball arenas, cheering for Austrått Håndball.

My background comes from 13 years with CHC Helikopter Service/ CHC Training Center, where I worked in the training department for both Technical Training and Operative Training (pilots). Between CHC and Songa, I had a short stop at BP Norway (Cat B project).

I look forward to having new challenges here in Songa and to the busy and exciting times ahead.

My name is Bjørn Sundvor. I live in a small place called Vikeså (often referred to as Paradise on Earth), about 50 km south of Stavanger.

I work at Songa as Salary Administrator. I joined Songa on May 14th. The past 3.5 years I have been working with Ocean Rig as a Payroll Coordinator both in Stavanger and Jersey.

In my spare time I am an active person, participating in both cross-country skiing, cycling and some running competitions.

I'm looking forward to working for Songa in the busy period that we have ahead of us, with new challenges and great colleagues.



Annette Espedal
Training & Competence
Coordinator
Cat D

My name is Jan Ove Angelvik. I joined Songa as Purchaser for Songa Delta in September 2013. Married, and 2 teenagers. I'm spending most of my free time with family, or fishing with friends.

My experience comes from 6 years in Balmoral Norge, working with production of lifting and mooring equipment, certification and inventory control. Then 6 years with Norsesea Group, working for ExxonMobil, doing onshore inventory management, logistics, offshore inventory reviews and some periods as storekeeper on Jotun A and Balder. Last 6 years with Mento, responsible for their Stavanger office rental dept, and in sales of chiksan products.

I'm looking forward to getting to know the company and people working in Songa.



Jan Ove Angelvik
Purchaser
Songa Delta



Bjørn Sundvor
Salary Administrator



Months Profile Onshore

Who are you?

My name is Rolf Juan Morales. I am 46 years old, have two daughters 17 and 19 years, I live in Bryne with my youngest daughter Maiken, my oldest daughter Karina lives with her mother. I was born in Mo i Rana and moved to the Stavanger region when I was 4 years, and ended up on Jæren when I started in 2nd grade and have been living in that area since that. On my time off, I would like to travel and spend time in nature, and I prefer a warm beach rather than spending time in the snow and cold weather.



Rolf Juan Morales
Operation Manager
Songa Dee, Delta & Trym

What is important to you?

My family both here in Norway and Spain is a big part of my life and I like spending time with family both places and I use every opportunity I have for family gatherings. I also like spending time in nature, and I'm often found in my sisters cabin up in the mountains during weekends in summertime. I try to avoid going up in the mountains during wintertime.

I am also interested in football and my favourite team is FC Barcelona, I got that interest when I was quite young and my Spanish

grandfather took me to Camp Nou to watch Barça play, and I have many memorable moments from Camp Nou.

What do you do in Songa?

I started working in Songa in May 2012 as a Rig Manager for Songa Dee, and am currently working as operational manager for the rigs operating in Norway

Your experience background?

I started my working career in a small company providing welding services offshore, and worked both offshore and onshore for a couple of years. After that, I tried being a thin smith onshore, but it did not take long before I wanted to work offshore again.

I started as an industrial painter on Ekofisk, where my interest for drilling came, and my career in the drilling industry started in 1990 when I began working as a roustabout in Saipem on Scarabeo 5, where I worked all positions up to Toolpusher before I started as Rig Manager for the same rig.

How can you contribute?

I think that my years of experience in the drilling industry, in several positions both onshore and offshore, with deep water drilling, HPHT drilling and subsea completion projects, combined with my engineer school in technical maintenance, will be a good contribution.

New colleagues in the Stavanger office

My name is Sheraz Akhtar. I am 29 years old and I work in Songa as a Projects Controller. I am happily married, have two beautiful kids of age 1 and 3 and reside in Hafrsfjord, Stavanger.

I have a Bachelors degree in Business Administration from London and my career kicked off in late 2007. Since then, I have had various financial related roles in SR-Bank, Statoil, ExxonMobil and Transocean. Prior to joining Songa, I worked as a Lead Projects Controller in Transocean for almost 3 years.

I joined Songa Aug 5th 2013 and am currently building a financial structure and budget for Songa DEE SPS. I received a welcoming start in the company and I am privileged to have multi cultural, dynamic and results orientated colleagues. It is absolutely fantastic to become part of an organization which is growing almost by the day, and has full focus on one of their key missions of "being recognized for having passionate and competent employees". I look forward to the challenges ahead and become part of a success story.



Sheraz Akhtar
Project Controller
Stavanger

My name is Turid Elizabeth Berg. I have lived in Stavanger since 1993, am married and have two grown up girls age 27 and 30. In addition I have two absolutely fantastic grandchildren.

I started to work in Songa as a Receptionist June 1st - 2013. My work experience is as a skin care worker/pedicurist, Receptionist and quite a number of years in the ground service for SAS.

I like to meet people and to work with people, which my current job in Songa enables me to do.

On my time off, I jog a lot. It's important to get fresh air after several hours in the office. I also spend a lot of time with my family and friends. I enjoy my job and having friendly colleagues. I take pride in my work and hope I perform according to standard.



Turid Elizabeth Berg
Receptionist

