



# Russia Day

12 JUNE



Dear Colleagues and Friends,

I congratulate you with all my heart on our national holiday, Russia Day! At the present time, as never before, it is important to preserve our love for the country, perseverance, national unity, and protect our state sovereignty.

I am sincerely proud that at this extremely challenging time, both politically and economically, I am working with you at the Sakhalin-2 project where we overcome all difficulties with dignity and solve large-scale tasks benefiting our country.

On Russia Day, I wish you peace and confidence in the future, which will see prosperity of our big country!

Roman Dashkov  
Chief Executive Officer



### Read in the issue

#### "By Taking Steady Steps Forward and Having a Clear Vision on The Horizon, We Can Make This Journey Possible"

A staff communication meeting was held at Sakhalin Energy in May. The Chief Executive Officer provided information on the activities of Sakhalin Energy in the current situation and answered staff questions

meeting ..... 2-3

#### The Main Holiday

9 May is the great day for the entire country and for all of us. To commemorate the 77th anniversary of the Victory, the Company employees laid flowers at the Eternal Flame in the Glory Square of Yuzhno-Sakhalinsk

photo report ..... 4

#### "The Company's Core Values Will Remain Unchanged"

Sakhalin Energy has completed the first stage of updating the Company's organisational structure. What is the reason for this process against the backdrop of global transformations, comments Andrey Oleinikov, appointed to the position of Deputy Chief Executive Officer

spotlight interview ..... 5

#### Together We Climbed the Peak

It took 348 days for the participants to "climb", during which they strived for personal and team achievements in various areas. Fanfare in honor of the winners!

the peak ..... 8-9

#### Hereditary "Disease"

On the eve of Health Worker Day, we spoke to Yulia Kalenbet, the doctor of Booster Station № 2, for whom this day is not only a professional holiday, but also a family celebration

profession ..... 11

#### One Metre above the Sea Level...

In our local history section, we have already visited two historical and cultural institutions of the island. This time, we are exploring the literary Sakhalin

#allsakhalinedup ..... 14-15

**Over 600 million steps**  
participants took  
within the Peak  
corporate championship

Read more on pages 8-9

### CURRENT EVENTS

9  
May

To commemorate the 77th anniversary of the Victory, the Company employees laid flowers at the Eternal Flame in the Glory Square of Yuzhno-Sakhalinsk  
(read more on page 4)

12  
May

A staff communication meeting was held at Sakhalin Energy  
(read more on pages 2-3)

17  
May

The winners of the CED Continuous Improvement Award for the fourth quarter in 2021 were announced  
(read more on page 6)

19  
May

Sakhalin Energy's divisions and contractor's organisations hosted Summer Safety Day

25  
May

Sakhalin Energy shipped its 800th standard cargo of oil since the start of year-round production

30  
May

The first shift of Happy Holidays 2022, a summer recreation programme for children of Company employees, has started  
(read more on page 15)



# “By Taking Steady Steps Forward and Having a Clear Vision on The Horizon, We Can Make This Journey Possible”

On 12 May, a staff communication meeting was held at Sakhalin Energy.

Roman Dashkov, Chief Executive Officer, congratulated the team on Victory Day during his introductory comments. He stated that in these trying times, we must not lose sight of the most fundamental values that we should uphold throughout our lives, such as our conscience, honour, and dignity. Speaking of the Company's present activities, the Chief Executive Officer stated that despite external pressure, Sakhalin Energy has managed to maintain solid operations.

stability to continue going forward”, said Roman Sinitskiy, Head of Finance Directorate.

He mentioned that Russian Content Development, including services localisation, is a key activity for Sakhalin Energy. Another priority is searching for alternative vendors from friendly and neutral countries.

Andrey Okhotkin, Commercial Director, stressed that the Company's excellent reputation is helping it to ensure



“When we picked New Horizons as the main theme for our Journey Book, we were spot on. Several concepts that looked speculative at the time are now providing us with the necessary flexibility to adjust our plans. Our project has been recognised as one of the world's best, and we continue to maintain our leadership in these turbulent times, owing primarily to the fact that we preserve our team spirit and work as a single, united team. We are doing everything we can to minimise our losses at this difficult moment by working hard. Our knowledge, which cannot be taken away from us, is assisting us on our journey. It comes with time and experience and is a powerful tool to keep the project competitive in this non-conventional environment”, said Roman Dashkov.

The Business Continuity Task Force is working diligently to assist the Company in meeting its objectives. The Company is now focusing on the financial, commercial, and legal elements of its operations in order to ensure uninterrupted safe operations in the current climate. “Having successfully met all our financial commitments to shareholders, contractors and the Russian Party, we achieved a large surplus in the first quarter. We expect this financial

its future success even in the face of the present challenges. “We are actively looking for new markets, expanding our portfolio of customers and increasing the competitiveness of Sakhalin LNG. The current situation enables us to introduce a wide range of innovations and novel solutions. All teams are happy to participate in this effort; thus, we can guarantee the reliability and stability of supply”, he added.

**Roman Dashkov: “We are doing everything we can to minimise our losses at this difficult moment by working hard. Our knowledge, which cannot be taken away from us, is assisting us on our journey. It comes with time and experience and is a powerful tool to keep the project competitive in this non-conventional environment”.**

Olesya Matrenina, Head of Legal Directorate, told the team about steps being taken to help the Company to act in the most effective manner under the external pressure. “Working at a high speed, we are tackling brand new challenges and striving to exceed expectations,” she said.

During the award ceremony, Roman Dashkov presented the best employees



with Pins of Honour for their outstanding achievements and contribution to the Company. Olga Grishina (Finance Directorate), Lyudmila Khimchenko (Production Directorate), Vadim Panin (Office of the CEO) and Tatiana Darmeshkina

(Human Resources Directorate) were the recipients of this highest corporate award for the year 2021. Special CED awards were presented to the leaders of the winning project teams. At the close of the official ceremony, the teams that had







Roman Dashkov gave Pins of Honour for Outstanding Performance and Contribution to the Company to the best employees: Vadim Panin, Lyudmila Khimchenko, Olga Grishina, and Tatiana Darmeshkina



Sergey Ledin, Timur Gafarov, Alexander Singurov, and Alexey Abdulin received the special CED Awards in four categories on behalf of the winning teams



The ceremony was crowned with the announcement of the team ranking leaders in the Peak Corporate Championship. The CEO Awards went to the heads of the Company's subdivisions that the winning teams represented, namely, Sergei Doda, Alexander Singurov, and Alexei Abdulin.

scored the most points in The Peak contest were recognised.

Special CED awards were given to the leaders of the winning project teams in four categories:

- Production Optimisation, Mastery in Projects and Efficiency Drive, Including Costs Initiatives (for holding

back the natural decline in production from our wells and for the comprehensive planning and successful implementation of the 2021 WRFM campaign).

- Opportunities Realisation and Securing Future Growth (for maintaining Sakhalin Energy's competitive edge and market share in a low-carbon economy).

**In 2022, a special CED awards will become a quarterly CED and will be awarded in another, fifth category: "For communication and strengthening of team spirit".**

- Efficiency of Personnel and Supporting Processes (for the work done to retain the Company's critical staff).

- Achievements in Russian Content Development (for improved quality of technical work performance in accordance with the Company's requirements and standards).

The teams that were highly acclaimed by the management had demonstrated the ability to find and implement the most effective, safest, and highest-quality solutions while delivering strong operational results.

The final chord of the official part was the awarding of the leaders of the Peak team contest (about the winners of the individual category see pages 8-9). With 25 teams having competed in the Company's longest-ever corporate event, the first place in points was taken by the Facilities Management and Development

Division, the Approvals and Compliance Division won silver, and the Commercial Directorate rounded out the top three.

At the end of the meeting, the Chief Executive Officer launched a new corporate event. "The Great FUEL&Co Expedition is quite relevant in the new environment where we need to demonstrate our top professionalism and support each other. We are ahead of the completion and must continue this journey lest we fall behind. May we all complete the Great Expedition with flying colours and establish a nexus of best international practices and expertise. By taking steady steps forward and having a clear vision on the horizon, we can make this journey possible," summarised Roman Dashkov.

During the meeting, all staff members had a chance to ask the CEO any questions. Employees who have questions regarding the Company's day-to-day activities can contact the 24-hour hotline at +7 914 759 4711.

\* More detailed information about The Great FUEL&Co Expedition can be found on a special intranet page dedicated to the new corporate event.

event

## Energy of Sakhalin for New Horizons

In May, the Russian Association Znanie hosted the New Horizons Federal Educational Marathon. The three-day large-scale event was held online on a modern digital platform with the support of the RF Ministry of Education.

Over 200 renowned experts in various disciplines from Moscow, Moscow Region, Saint Petersburg and Sochi participated in discussions broadcast throughout the country. Ministers and heads of regions, heads of departments, sportsmen and scientists spoke about important aspects of the country's social life. The speakers touched upon science, patriotism, national security, volunteering, Russia's financial sovereignty, import substitution development, as well as current challenges and trends of the global economy.

The event highlighted five thematic clusters (Role of Russia in the world, We stand together, Information Technology, Economics, Science) offering not only discussions and master classes but also over 50 video modules with excursions, reviews, interviews and reports. One of the video reports was about Energy of Sakhalin, a film about the LNG plant produced by the the Russian Association Znanie.

In the film, Roman Dashkov, Alexander Singurov, Alexander Gusev and Andrey Sharipov tell about the production processes adopted at the Prigorodnoye production complex, the philosophy of safety culture and the first carbon neutral LNG cargo supplied by the

Company as part of implementing its strategy focused on environmental responsibility.

The plant has many outstanding examples of environmental responsibility. One example is Goluboy Stream, a landmark of the Progorodnoye production complex, which demonstrates the harmony between the environment and modern production. Surrounded by a protection zone, the stream divides the territory of the complex into "oil" and "gas" areas, and up to 8 fish species aggregate here annually in surprisingly large numbers to spawn. In addition, over the past 10 years, with an increase in LNG production, Sakhalin Energy has managed to reduce greenhouse gas emissions by almost 18%. While being committed to maintaining exceptionally clean production, the Company is reviewing all possible options of generating renewable energy, including the use of alternative energy sources.

"The green agenda determines the development of many oil and gas projects," notes Roman Dashkov in his interview. "On the one hand, our foreign partners are trying to achieve carbon neutrality in terms of hydrocarbon supplies, on the other hand, so-called



"hidden" technologies that have not been properly verified or tested can create risks associated with carbon emissions. When addressing the issue, a balanced approach should be adopted that requires Research and analysis support. With Research and analysis support in place, we will be able to implement new technologies not as pilot solutions, but as complete solutions that could be widely applied for similar production processes."

All materials presented at the online event are available on the website of the New Horizons Educational Marathon (marathon.znanierussia.ru) and on the link vk.com/video-205893719\_456239060.



# The Main Holiday

photo report

On the 9th of May, Sakhalin Energy employees honoured the memory of those who fell in the Great Patriotic War. To commemorate the 77th anniversary of the Victory, they laid flowers at the Eternal Flame in the Glory Square of Yuzhno-Sakhalinsk.

The ceremony was attended by Roman Dashkov, Chief Executive Officer, heads of directorates, employees of the Company and their family members.

“I believe that Victory Day is the main holiday of our big country. We are grateful to the older generation for their courage and heroism demonstrated on the war fronts and for the selfless labour on the home front. And then there was a difficult post-war period when our cities and production facilities had to be restored from the ruins after the invasion and the most severe fighting.

Today, we continue to move forward with confidence, proving our appreciation to the generation of victors through our successful results and overcoming obstacles through our hard work. This is the way to build a fair understanding of history and respect for your country,

gradually and humbly. It is very important that our children participate in such events”, said Roman Dashkov in his address to the attendees.

Timur Gafarov, Technical Director of the Company, stressed that, celebrating Victory Day, it is always necessary to remember about those who fell during the Great Patriotic War: “Millions of people have given their lives for the peaceful skies over our heads. We must do everything we can to preserve it for future generations.”

Roman Sinitskiy, Head of the Finance Directorate, spoke about the importance of respect for the deeds of war veterans. “Our sacred duty is not to forget what great tests they have passed through, what a huge sacrifice they have made,” he added.

After the flower-laying ceremony, the Company’s employees visited the Victory Memorial Museum. Here

they had a guided tour dedicated to the history of Sakhalin Oblast. Thanks to the unique three-dimensional exhibits and multimedia technologies, the guests of the museum could behold battlefield engagements and eyewitness the bravery and heroism of Soviet soldiers and officers, whose deeds are commemorated in the sacred holiday – Victory Day.

“I was told about the Great Patriotic War at school and at home. I know that everyone – both adults and children – was fighting the enemy, many people were starving, even breadcrumbs could make them happy,” says Makar Oleinikov, a seven-year-old visitor of the tour. “Here, in the museum, I learned a lot about the war. And now I am even more proud of our veterans. They are the best!”

■ Pavel Ryabchikov





# “The Company’s Core Values Will Remain Unchanged”

Sakhalin Energy has completed the first stage of updating the Company’s organisational structure. What is the reason for this process against the backdrop of global transformations, comments Andrey Oleinikov, appointed to the position of Deputy Chief Executive Officer, head of the Company’s Branch in Yuzhno-Sakhalinsk.



— Today, we can no longer live the way we used to, relying on clear prediction algorithms. The current situation is unpredictable, and what worked yesterday may be completely ineffective today. In today’s external environment we have no other option but to keep moving forward. The reality that is unfolding around us is forcing the business to look for unorthodox development strategies.

My number one rule of thumb is decisions must be implemented timely.

The longer we sit around trying to assess what will happen next and adjust our vision, the more we risk missing out and losing precious time. In times of uncertainty, it is important to understand that, while on the chosen path, we must move together and in sync, otherwise we will always be at risk of being stuck in place, which in today’s environment is tantamount to falling down.

The current events have significantly disrupted logistical, commercial, financial, and production chains, which, of course, has required quite a serious change in the Company’s operating paradigm. From this point of view, updating its organisational structure is a timely response to the global transformations that are taking place in the world today. After all, the faster we realign ourselves and are ready to adapt to the changing environment, the sooner we will find ourselves on the crest of a wave, capable of raising the bar even higher despite all tumult and turbulence.

In particular, to ensure the continuity of the business, some of the CEO Office’s functions responsible for a wide range of safety-related matters have come under my direct supervision. There is an urgent need to rethink the way work is done in this key subdivision of Sakhalin Energy. Our task is to make it centralised and eliminate overlapping functions, thus creating a “turnkey service” for the business.

In the midst of continuing uncertainty, it is my special responsibility to lead the team to such results as will meet or even exceed expectations. This requires the ability to look at a situation from different angles, to be innovative, and to never be afraid to take responsibility for your decisions, weighing risks against benefits. Indeed, it is essential for business to live up to certain unconditional standards and comply with certain policies and regulatory requirements designed to protect industrial health. At the same time, it is important for a leader to be able to generate ideas, incorporate new approaches into their work, and be able to set short-term tasks oriented around a long-term strategy.

Acting in the moment, we have revised some of our algorithms, modified and improved certain activities, and, most importantly, we have come to understand that our tried and tested routines do

work even in unforeseen circumstances. Over the past seven to eight years, we have undertaken an ambitious corporate succession planning effort, which made it possible for us to quickly draw on the available talent pool during the recent handover of affairs from expatriates possessing niche knowledge in areas of special expertise. At the moment, the challenges we are facing are related to the rapid changes in the external environment, so it would not be an exaggeration to say that we are taking part in a live-fire exercise. So, it is up to every manager to streamline their respective subdivision, clearly delegate authority, trust people, and, where necessary, lend a helping hand to every team member.

The main focus today is on aligning our efforts and great individual responsibility to preserve the Company’s internal principles. Primarily, this is about our people, safety and reliability, honesty and openness — our core values that are part of the Company’s DNA and will forever remain unchanged. What’s important is that we are revamping our current business processes with the sole purpose of keeping up with the times and working efficiently. The present situation has become a powerful stimulus for development, and we are doing our best not to miss out on this opportunity.

■ Recorded by Marina Semitko

## safety

### Wells under Control

While adhering to the highest safety standards, Sakhalin Energy is very focused on blowout safety of its assets.

Thanks to a proactive approach to implementing measures aimed at preventing and eliminating gas, oil and water leakages during hydrocarbon production, a high level of blowout prevention has been achieved throughout the lifetime of the Sakhalin-2 project.

Since 2017, the Company has been cooperating with Gazprom Gazobezopasnost to ensure blowout safety at the Sakhalin-2 offshore assets and maintain the readiness of personnel and equipment to promptly respond to blowout emergencies. Prevention is one of the key aspects in this process.

“The blowout is caused by various reasons: loss of integrity or failure of equipment, destruction of equipment, mistakes in planning of well construction, workover or operation, incorrect actions of personnel. We keep these and many other risks under constant control that applies to all our activities,” says Alexander Kirichenko, a Blowout Safety Specialist.

He says that in case of an unfavourable turn of events, a blowout can catch fire, making it more dangerous and difficult to provide emergency response. Even the slightest spark, including those caused by static electricity, may be a source of fire.

“Oil and gas blowout is an uncontrolled release of formation fluid (oil, gas or water) from a well through the wellhead. In some cases, the process is accompanied by gryphon formation when a crater is formed around the well. Blowout response, especially at offshore platforms, is a complex operation that requires vast effort and resources,” says Alexander Kirichenko, a Blowout Safety Specialist.

As part of blowout protection of the assets, regular drills are performed to prepare and practise for emergencies that can lead to an uncontrolled blowout. A special focus is being given to ensuring compliance with the federal blowout safety rules and regulations. Maintenance and inspection of critical equipment is performed on a regular basis. The most advanced methods of well surveillance are applied during well construction. The Company and contractor personnel undergo mandatory trainings with a focus on incident prevention.

The effectiveness of these measures is reflected in the fact that in the entire history of the Sakhalin-2 project, there has not been a single open-flooding accident.

■ Pavel Ryabchikov

## year of fire safety

### Safe Calculations

Activities on upgrading fire and gas detection and extinguishing system at Booster Station №2 are ongoing. Alexander Tsoi, head of the asset, has the update.

— **Alexander, when were the activities launched?**

The Company developed the upgrade project for the RU-6899 fire and gas detection and extinguishing system at Booster Station № 2 (BS 2) in 2017. Its implementation consisted of two stages: replacement of the Automated Process Control System equipment, followed by local process units. The Projects Delivery Department started to prepare and implement the planned activities the same year, and we were actively engaged.

— **What activities have already been completed?**

— The first stage was successfully completed in 2019, and the second is ongoing. Unfortunately, project implementation had to be paused in 2020 due to COVID-19. It was relaunched a year later with the fire and gas detection system replaced on BS 2 main equipment, on two gas compressor units, namely. This year, we will have to perform the same activities on three gas turbine and three diesel generators. They have been completed on two units so far.

— **Do you stick to the plan?**

— Strictly to the plan. We plan to



complete the RU-6899 activities before the end of 2022.

— **How would you visualise the “before and after” effect of the upgrade?**

— I will draw an analogy. After refurbishment, your flat becomes a place you feel both comfortable and safe to live in. Have we left everything unchanged, the probability of some unfavourable event (flooding, line-to-ground fault, etc.) would be rather high. To what extent have we reinforced our safety? It’s hard to calculate, and not necessary actually. The same refers to BS 2. We have just done all we can to protect ourselves and mitigate the industrial safety risks, our Company’s top priority!

■ Interviewed by Pavel Ryabchikov





# The Right Track

Sakhalin Energy has completed the Best Continuous Improvement Projects evaluation for the fourth quarter 2021. The awards ceremony was attended by Deputy Chief Executive Officer Andrey Oleinikov and members of the Committee of Executive Directors.

“Although geopolitical transformation is making us bear some additional costs, continuous improvement initiatives are helping us to reap additional benefits for the Company. They are effectively implemented due to the high level of competence of our staff, which confirms that we are on our way to establishing the Company as a centre of expertise,” said Andrey Oleinikov.

According to Roman Sinitskiy, Head of the Finance Directorate, the Continuous Improvement Programme is of particular importance these days.

“Previously, we used to implement projects in order to improve processes; now, we do it to “adjust” them in a new way, based on current external factors. The focus has shifted from reactive to proactive,” added Roman Sinitskiy.

There were 12 projects in Q4 last year, of which 3 were named the best. One of the winner was the Production Directorate’s Team with its project “LNG refrigeration compressor helper motors run tests” (category “Barrels and Technical Thinking”, read more in the March 2022 issue of Vesti).

The CED members express their gratitude for the work done to the participants of all initiatives – nominees for the victory in the fourth quarter of 2021:

- Optimisation of LUN-A Flowline Cost;
  - Optimisation of storage area for vehicles and related materials (Sakhalin Industrial Park capacities utilisation);
  - Port and agents’ fees payments process improvement;
  - Improving of compliance check during wells drilling;
  - Optimisation of Intellectual Activity Results Remuneration Process Documentation;
  - Optional Term Deal with one of Sakhalin Energy’s Regular Crude Oil Buyers in 2021;
  - Locally Supported GI-alike Services Implementation;
  - Autoreply from the CSD’s Functional Address with Interactive Links to Information Resources and Templates for Routine Requests;
  - Development of TDW Learning from Experience Integrated Database.
- Information about these and other initiatives can be found on the CI Wiki Portal on intranet.

## Winner Teams:

### LNG Siemens Spare Helper Motor Solo Run Test

- |                        |                         |
|------------------------|-------------------------|
| 1. Roman Streshinskiy  | 9. Ivan Shamonaev       |
| 2. Vladimir Alexandrov | 10. Petr Tsyganov       |
| 3. Vitaly Alexeev      | 11. Igor Derbyshev      |
| 4. Anatoliy Laz’yo     | 12. Igor Derbak         |
| 5. Vladimir Pavlyukov  | 13. Ilmur Khuziakhmetov |
| 6. Stepan Baltyukov    | 14. Pavel Tukaev        |
| 7. Vitaly Zagidullin   | 15. Pavel Lovyagov      |
| 8. Sergey Konchin      | 16. Danil Frolov        |

### Advance e-Learning System

- |                        |                      |
|------------------------|----------------------|
| 1. Tatiana Darmeshkina | 7. Vladimir Dubenko  |
| 2. Yuriy Klishin       | 8. Sergey Scherbakov |
| 3. Igor Yakovets       | 9. Sergey Volkov     |
| 4. Oleg Lapikov        | 10. Ilya Groza       |
| 5. Evgeny Moiseenko    | 11. Oleg Pischugin   |
| 6. Maxim Kruglov       | 12. Sergey Blinkov   |

### New Tax Provisions for Novation Agreements to save the position for VAT Refund for VAT paid in advance

- |                    |
|--------------------|
| 1. Olga Tumentseva |
| 2. Olga Nazarchuk  |
| 3. Natalva Luzan   |

Another winning project (“New tax provisions for novation agreements to save the position for VAT refund for VAT paid in advance”) was a Finance Directorate initiative in the “Dollars and Commercial Thinking” category.

A very important project in the “Resources and Teamwork” category was implemented by HR staff (“Advance e-learning (remote learning) system”,

read more in the “Burr-Free Learning” article below).

At the conclusion of the ceremony, Oleinikov highlighted that the operations are in good hands. “We have no doubt that you will continue to make us happy with your inputs to improve efficiency. In these challenging times, this result adds to our confidence that we are on the right track,” he added.

■ Alyona Olovyanishnikova

## Learning Without Burrs

How to be proactive, avoid pitfalls and stay out of the virtual world – with Sergey Volkov, Operations Trainer, one of the participants of the Advance e-Learning System Project, which won the CI CED Award.

– Sergey, when did the issue of transition to e-learning arise, and how quickly was it resolved?

– That is not an issue, but one of the trends in our Company’s digitalisation. And interestingly enough, today you can often hear that COVID-19 have pushed for some kind of modernisation. But we introduced advanced approaches and techniques which are actively being used in enterprises around the world. We are aware of them, we learn about them and implement them with a clear understanding that digitalisation is important for production.

We can say we’ve been proactive having started to shift courses online in 2017. In late 2018, we developed six digital training modules. We managed to go ahead of the curve, though of course no one expected the situation to become so global. As of today, over 50 requests to develop training documents and spread training and methodological materials have been completed, 15 training modules have been developed, seven of which were revised in 2022.

– How do you decide on the topics of the courses?

– Supporting production is one of the main objectives of our unit, so our approach is business-oriented. The Technical Training Centre has a portfolio of around 180 courses, so we need to prioritise. For this, Company’s technical experts conclude on the courses that should become digital as well as on the timeline, and we create the source. Changing business reality also has an impact on training future employees across Sakhalin Energy assets.

– Do you look for teachers or platforms? How does this mechanism work?

– The Technical Training Centre comprises a team of professionals, and all our trainers have practical experience. Furthermore, they have studied teaching methodology, they have experience in developing training programmes in compliance with the Russian law and Company standards. The mechanism is rather plain. For example, I am now writing the course called The Basics of Working under the Permit-to-Work



System. We have informational sources, a plan of seminars with topics and hours indicated for each course section, and media materials that can be used in it. The next step is to create the Terms of Reference for our e-product developer, Gazprom Training Simulator Computer Centre. Their specialists transfer the course online. Together, we mature the e-modules so that they are not only functional but also interactive, legible and convenient.

– During the pandemic, when schoolchildren and students switched to

online learning, many teachers complained that it was very difficult to organise supervision. Did you have any such problems?

– In the case of e-learning, each section of the course ends with an interim test, and if you don’t answer the questions, you have to go back to the material for better absorption. There are several options here, but you can’t outwit an e-learning module. The main test is the final quiz. Sometimes even the authors of the course do not pass it at the first attempt, falling into special logical, semantic traps that



they have created. This, too, works for the quality of the course material.

– **You can't take words out of thin air, and neither can you take the letters out of the alphabet. Sergey, the project description emphasises that it makes a significant contribution to ensuring that the Golden person indicator is achieved. How does it "gild" and help maintain a high level of staff competence?**

– A golden person is an employee who in the first place does not stop to develop professionally. And our training system helps him or her not only to confirm a set of mandatory technical competencies, but also to develop in new directions. We try to make it easier, more convenient and interesting. For example, answers to many questions can be found in the digital library: each course has an electronic technical reference book which contains all the information you need on the subject. In addition, digital libraries and the possibility to systematise are elements of Continuous Improvement, which is what business process improvement is all about.

– **Continuous Improvement is not only a journey, but also a light that refracts differently in different parts of the company. What is the "refraction factor" in your work?**

– I have already said that our main task is to respond effectively and quickly to the demands of our internal customer,

the business. We receive feedback from them, and this allows us to move towards improvements. For example, the Explosion Prevention e-learning module was developed in 2017, and we have now started to update it. We could have simply made changes to the course content following the legislative update, but our internal customers saw that we can make a higher quality product, making it more interactive and informative. Businesses have asked, and we are responding to those demands.

In addition to creating effective training and development products, we also take care of saving the Company's money by reducing costs. E-modules do not require travelling to the field, so there is a saving on overheads and other costs.

To be more specific, 1,588 unique users (8,496 man-hours of training) were trained through e-modules in 2019 and 2,127 unique users (also 8,496 man-hours of training) in 2020.

– **Do you still need F2F programmes?**

– Sure. We have programmes for a broad audience with a practical component. You can't teach remotely how to operate equipment, build a skill and practical competence. One can watch a video on how to make an alignment, but if you have never held a digital indicator to measure hundredths of a millimetre of deviation from the axis, you will not understand it. And when you have already

tried it with your hands, a video will help you develop and consolidate the skill.

Or take the technology of machining small diameter pipes. There is an e-course of course and it's wonderful, detailed and illustrative, but if you have never worked with a pipe bender before, if you have no idea how a knife works and you don't know that wear of the cutting element causes burrs and you need to work on it with a special attachment... If you have never practiced it before, you cannot do that job at the site.

– **You won't go totally digital...**

– Of course not. In any case, with F2F training and practice, you can't cut it off just like that. We train professionals, and that is, staff with a high level of knowledge, and, above all, practical skills. These are the two main components of a specialist's qualification. Many of the Technical Training Centre portfolio courses take a hybrid learning approach. That saves money and increases the efficiency and flexibility of the workers themselves.

– **Now the typical question about the team. Who helps and supports you?**

– The training process is a team effort from all departments, all divisions and all parties. Without diminishing anyone's merits, I would like to particularly mention the support of the technical experts and IT specialists of the Company.

– **Your words confirm that the principle of teamwork is the principle of the Company.**

– What else could it be? We have Continuous Improvement. Imagine this: a specialist has several degrees, is very experienced and well-developed in many areas, famous for his or her skills – but is never working alone! He or she cannot go solitary in the workplace. You have to share your experience with your colleagues, tell them about the "tricks" you've already learned in depth. After all, that allows not only you but also others to grow, which guarantees overall success and improves the efficiency and safety of production. There can be no success in an ivory tower.

– **Sergey, do you have a secret way forward? Could you share it with us?**

– That is not only a trend for digitalisation. A few years ago, we started with improving and ended up with modernising the training process. Employees understand that their development depends on them. You could watch a soap opera after work, or you could learn a new course, gain knowledge or figure out a solution to some industrial issue. Our task is to help with that. We plan to develop and introduce new e-courses. We expect to complete the development of 20 new training modules and update seven of them in 2022.

– **In other words, "remove the burrs", as you said.**

■ Interview by Elena Gurshal

## subdivisions

# May Hub Help You

The Administrative Hub is the Company's organisational unit established a year ago to unite administrative services following the one-stop-shop approach, enhance the speed and quality of fulfilment of the employees' requests, and standardise work processes.

Daria Boyko, the Hub Head, told us about the progress achieved.

– **Daria, what do you consider the main accomplishment in the first year of work?**

– Everything is relative. Before introducing the Hub, administrative functions were distributed among different Company units. Each unit appointed employees responsible for the performance of relevant services such as organising meetings, preparing reports, or handling copy machines and other office equipment.

Now all these functions are centralised in one organisational unit, and their fulfilment is regulated by a corporate standard that includes detailed instructions for relevant tasks. The key accomplishment is that we managed to develop a work pattern that has repeatedly proved its effectiveness in ensuring the consistent and dynamic functioning of business processes.

– **To an employee seeking assistance, the most important thing is the time and quality of the request fulfilment. How do you balance these two pillars in the Hub's work?**

– The results of the Hub performance monitoring demonstrate a significant (almost twofold) increase in the average speed of the task completion. And a balance between the speed and quality of the performance is what the Hub employees focus on. This approach explains such a high appraisal of our work from colleagues: everyone who has used our services rates them either as "excellent" (over 90%) or "good" in their reviews.

– **What assets does the Hub cover?**

– Now our services are available to all office units, including the Moscow Representative Office, as well as to the Prigorodnoye production complex employees.



– **What areas are beyond the Hub's scope of responsibility?**

– We do not deal with document flow, nor do we handle correspondence. There is a separate organisational unit responsible for this domain, namely the Document Control and CEO/CED Support Subdivision.

– **Could you tell us how the catalogue is structured and where an employee can find a list of the services available?**

– The document consists of two parts: the standard and the extended one. The former includes 12 services, and the latter – 20 services. The difference between them lies in the employee access level allowing them to "order" a particular option, which depends on the employee's job group.

Is there an administrative task that needs to be completed quickly and efficiently?

**The Administrative Hub will help!**

Printing, copying, scanning, document binding, signing and sealing, issuing passes, editing distribution lists, preparing equipment for new employees, organising courier service and many other things available in one window.

**The Administrative Hub offers:**

- A standard range of services for employees of Job Groups 5-3.
- An extended range of services for employees of Job Group 2 and above.
- Requests for such services should be submitted via:
  - ✓ electronic form on the Intranet;
  - ✓ phone 66-77-77;
  - ✓ e-mail [SEIC-Admin-Hub@sakhalinenergy.ru](mailto:SEIC-Admin-Hub@sakhalinenergy.ru)

**The services can be provided at the Company's offices, the Moscow Representative Office and the Prigorodnoye production complex.**

**We are always here to help you!**

The detailed catalogue is posted on the Company's internal website and is available after submitting the application form in the Administrative Hub tab ("Useful requests and forms" box). To view it, you must select your level of access to services in the relevant application field.

– **Are there any options, in case an employee is unable to access the website?**

– You can make a request by sending an email to [SEIC-Admin-Hub@sakhalinenergy.ru](mailto:SEIC-Admin-Hub@sakhalinenergy.ru) or by calling 66 7777.

Apart from that, you can contact us using these details, when the needed administrative service is not in the catalogue. We will do our best to help everyone – this is what the Hub is meant for. So, welcome!

■ Interview by Pavel Ryabchikov





# REACHING THE PEAK TOGETHER!

## WINNERS: INDIVIDUAL SCORE

### WINNERS — SPECIALISTS OF PRODUCTION ASSETS WHO DEMONSTRATED THEIR PROFESSIONALISM AND LEADERSHIP

#### Occupational safety

Galina Lyubushkina, Prigorodnoye Asset  
Evgeny Ushakov, OPF

#### Fire Safety

Alexander Levchenko, Prigorodnoye Asset

#### Industrial Safety

German Tereshchenkov, Approvals and Compliance  
Eduard Ee (Ee Chel UK), Approvals and Compliance

#### Electrical Safety

Sergey Sobko, LUN-A Platform  
Konstantin Dyachenko, LUN-A Platform

## WINNERS IN THE STEP COUNT INITIATIVE

### 1st place

Timofei Zvezdov, HSE Department (5,152,784 steps)

### 2nd place

Ekaterina Ostashkina, Corporate Security Department (3,705,809 steps)

### 3d place

Alexandra Gorbaneva-Gamaleya, Corporate Affairs Department (3,614,245 steps)

## WINNERS OF THE LIFE HACK VIDEO CONTEST

Anna Samoiloova, Bogdan Zhiryakov, HR Directorate, video "Distant Work"

Vitaly Goryachy, Engineering and Maintenance, video

"Secrets to Achieving Success at Work"

Ilya Vasilyev, Rinat Nuriev, Engineering and Maintenance, video "Life Hacks on Working in a New Reality"

Nadezhda Obshchina, Commercial Directorate, video "How to Become an Effective Online Speaker"

Denis Chaikovsky, PA-A, video "Life Hack for Home and Office on

How to Adjust your Office Chair"

Sayat Syrlybayev, OPFC, video "A New Skill for Working in a New Reality"

Alexander Burmatnov, Technical Directorate, video "Online Presentation"



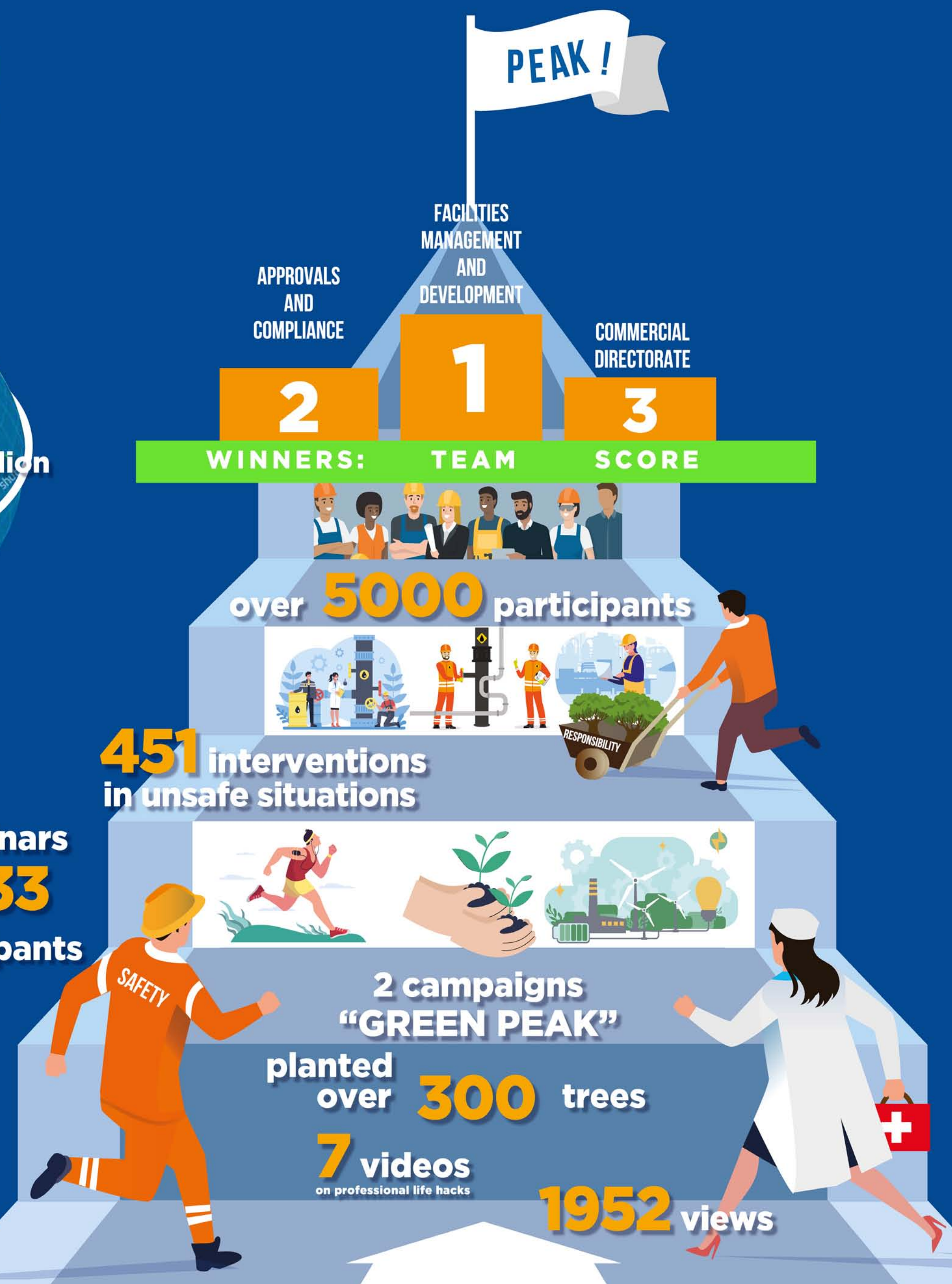
21 webinars  
8 133 participants

451 interventions in unsafe situations

2 campaigns "GREEN PEAK"  
planted over 300 trees

7 videos on professional life hacks

1952 views





# Components of Effective Control

Remote control methods have proved helpful both for contractors and for Sakhalin Energy, says Grigory Kuznetsov, Drilling Engineer. He told us about the experience and prospects of quality control digitalisation as applied to drilling and downhole equipment.

— **Grigory, was the adoption of this method forced? Or is it consistent with the general trend towards digitalisation?**

— In this particular case, I'd rather call it forced — it was prompted by the COVID-19 related restrictions. Well construction is a complex process involving several contractors at once. Their performance determines not only the quality of an oil, gas, or injection well, but also the process safety during drilling, completion, and operation.

— **In this case, control of the contractors' work is a must, I suppose.**

— True, this is the key success factor. The Quality Assurance and Quality Control (QA/QC) is a complex and multidimensional process. It takes place at various levels: from the equipment manufacturer to the drilling rig. Apart from audits and procedural controls, inspections of equipment and processes such as assembly, testing, and export play a crucial role.

They are performed by Quality Control Inspectors, who have worked in the QA/QC Unit of the Company's Well Construction Department for many years. They are skilled engineers who have been trained in Non-Destructive Examination methods and are well acquainted with the equipment of various contractors. Their main task is to control the quality of the contractors' work during equipment operations, to check compliance with the procedures, as well as to perform personnel competence assessment.

— **Does it mean that their work involves physical presence at the assets?**

— For sure. But in the spring of 2020 the situation changed, when the pandemic started and sanitary restrictions were imposed. Contractors had to deny access to their assets, which made it impossible for the inspectors to do their job as usual. Since the Project Quality Assurance Plan requires mandatory inspections of critical equipment before it is sent to the drilling rig, we faced the task to ensure continued safe work performance.

— **If there is a task, then you need to solve it. What was the way out of this situation?**

— Together with the contractors, we analysed the circumstances and agreed that verification of the documents certifying the competence of personnel and the availability of updated versions of procedures can be carried out remotely. Besides, some activities involve charts that reflect the compliance of the work done with certain requirements. These charts can also be checked online, if there are good photos of the equipment before and after assembly or pressure testing.

— **But you can't control all processes remotely, can you?**

— No, we can't. For example, complex operations such as assembly, functional testing, equipment marking and packing for shipment to the drilling rig require visual inspection. Therefore, as an exceptional measure, it was proposed to perform them with a live webcast using relevant software. The inspectors were able to control the process visually and, if necessary, stop it or make comments.

— **Which brings us to one of the most interesting out-of-the-box solutions — the use of smart helmets.**



— It's actually a helmet with an audio and video system. The device allows you to see the process through the eyes of a person performing the work, and the performer and the observer can talk directly to each other. The whole set of measures was presented to the management and approved for testing and assessment of its effectiveness.

— **How did the first test go? Which well became kind of a testing ground for new solutions?**

— The first well, which equipment was prepared in the conditions of the new reality, was PB-418. All equipment was assembled and successfully tested, while the remote quality control was applied.

— **When the work process got back to normal, did the usual control methods get back as well?**

— Inspectors perform asset checks just like before, but remote work control and monitoring methods are still relevant. This experience has proved to be in demand both among contractors and in the Company. Contractors now have an opportunity to ensure effective cooperation with their global services, while experts from abroad can remotely monitor the work at the facilities in Yuzhno-Sakhalinsk and consult Russian colleagues. This increases the efficiency of the work process and makes it possible to do without business trips. We find the online work monitoring option helpful as well, for now Sakhalin Energy engineers don't have to visit contractors' facilities to get familiar with the equipment.

— **What other prospects does this method have?**

— Our company focuses on Russian equipment manufacturers, but before finding an option that suits us in all respects, we need to consider many companies and manufactures. Virtual control will help us save time when solving this task.

I'm convinced that the development and introduction of technologies of remote control and technological process monitoring is very promising and relevant not only to well construction, but also to other areas of the oil and gas industry.

■ Interview by Elena Gurshal

## Neftegaz 2022 New Business

Sakhalin Energy's delegation attended Neftegaz-2022, the largest international exhibition in Russia.

Over 200 specialised companies, organisations of the fuel and energy and related industries presented their stands in the Expocentre Central Exhibition Complex in Moscow. The organisers of the exhibition gave Russian manufacturers and vendors an opportunity to demonstrate their state-of-the-art equipment and technology, and the attendees — an opportunity to expand their business contacts and discuss a wide range of issues related to import substitution.

Over four days, Sakhalin Energy specialists attended thematic sessions as part of the National Oil and Gas Forum, negotiating with over 90 companies at their stands. Thanks to the representatives of different technical disciplines and subdivisions involved in the work, it was possible to fully assess the potential of cooperation with Russian enterprises presented at the exhibition in terms of their capability to contribute to stable and accident-free operation under the Sakhalin-2 project. As a result, a few potential Russian partners were identified in several categories.

“Traditionally, there are not many solutions available in the Electrical Equipment category that are suitable for the Company. Nevertheless, following substantive negotiations with certain Russian manufacturers, we have identified nominees who have the required experience of maintaining the electrical equipment at Sakhalin Energy assets,” says Roman Streshinskiy Head of Electrical Division.



In addition, as a result of the negotiations, the Company plans to work jointly with a few Russian companies to explore the possibility of supplying spare parts for turbocompressor equipment. “It should also be mentioned that certain companies that have years of experience in reverse engineering and maintenance have declared their willingness to act as system integrators for the relevant scope of work,” adds Konstantin Kazarevich, Engineer of the LNG Turbocompressor Equipment Subdivision.

“I appreciate the results of the negotiations held at the exhibition within my discipline. We have identified a few proposals for import substitution of instrumentation and process control systems that are suitable for the Company,” says Vadim Legenkin, Head of Control and Automation Division.

Having attended the Neftegaz-2022 exhibition, Sakhalin Energy has laid the foundation for cooperation with new Russian enterprises which are ready to offer analogues of imported materials as well as repair and maintenance of foreign equipment. Following the negotiations at the exhibition, the delegation has developed an action plan for enhancing such cooperation.

■ Ekaterina Vlasova



# Hereditary “Disease”

For Yulia Kalenbet, the doctor of Booster Station № 2, Health Worker Day is not only a professional holiday, but also a family celebration. She could hardly find time in her tight schedule to give an interview. Our conversation was interrupted by phone calls, and Yulia had to resolve work-related issues urgently. As we see, it is not a cushy job to be a doctor at a production asset.



— Yulia, is it often that you have such a busy day?

— When on rotation, I'm usually busy 24/7. My working day starts at 5:45 AM with the pre-trip examination of drivers, during the day I see patients, participate in meetings, then in the evening I carry out post-trip examination and examination of night shift personnel, and of course, there is always a requirement for PCR tests. Even during my rest time I'm on high alert (*smiles*). When required, I jump to the ambulance car immediately, and a few minutes later I am at the asset.

— Do you have a feeling that during each your rotation month, every day is Groundhog Day?

— No, certainly not! I love my job, love the people around me, and easily adapt to any situations and circumstances. My first rotation shift lasted much longer than usual due to anti-epidemic measures against COVID-19. Moreover, we had to stay in our rooms during spare time, in isolation from each other. But it was ok, I withstood the test.

Here's a secret: in my life, there was a moment when the circumstances were such that I wanted to leave Booster Station № 2 (BS-2). You have no idea how many good words I heard back then! I realised that I was needed and was where I should be. In January, during the rotation, I had my birthday, a round date. And even though the nearest flower shop was a few dozen kilometres away, on that morning, there was a gorgeous bouquet of flowers waiting for me. I received birthday wishes and compliments for the whole day.

— You mentioned COVID-19... It was difficult for everyone, especially for healthcare workers who bore the brunt of the pandemic. How did you cope with the situation?

— That was a stroke of fate. My first working day at the International SOS clinic began with the opening of an isolation ward, a so-called COVID-filter for the Sakhalin-2 personnel. With the support of the Company, medical observation and testing of employees was ensured there.

I did not panic, fully understanding what I was committing to. It should be noted that the Company and the clinic worked as a team, with all necessary measures taken in a timely manner, extensive information support ensured (different doctors had to learn epidemiology), not mentioning the provision of medical supplies and personal protective equipment.

— There are 70 to 100 people working at BS-2, and you are the only doctor at the asset — turns out one can conquer alone?

— Not exactly. I have an entire “army” including specialists of the Sakhalin Energy Corporate Health Section. They are available 24/7 to provide help, advice and support. We have a clear interaction mechanism.

— How did you get to the production facility?

— It was quite simple: a year ago, BS-2 was in need for a multi-skilled healthcare specialist. When the job was offered to me, I agreed.

— How many specialties do you have in your red-cross suitcase of knowledge?

— After school I attended the Amur State Medical Academy and graduated as a Family Physician (it was an experimental class, as the specialty had just been introduced), then I completed a residency programme in internal medicine. Later, I earned a second degree in Pharmaceutical Economics at Khabarovsk Far Eastern State Medical University. I have worked as the Head of the Prevention Department, and also an ultrasonic diagnostic specialist. By the way, there are a lot of medical professionals in our clinic who have multiple specialties, so I am not an exception.

— Very often, passion for medicine is a hereditary “disease”. Or maybe you have a different “diagnosis”?

— No, it's in my DNA. My grandmother devoted her life to medicine. She graduated from a nurse training school and, during the war, worked as a surgical nurse, and then as a procedural nurse at the first-aid station for

the builders of the Zeya Hydroelectric Power Plant, working there until her retirement.

My mother's sister is the head of a medical college, and, together with her students, she has performed a statistical study of medical dynasties. More than 70 people in my family have devoted their lives to medicine! My parents are also doctors. In fact, they did not really want me to follow in their footsteps because one needs to devote oneself utterly to this profession, otherwise you will never be a good doctor. But I went against their wishes.

— Were they really trying to talk you out of it? Maybe they hoped you would not follow their advice.

— They seriously did not want me to be a doctor. My father even conducted an experiment. When I was 14, during my summer holidays, he assigned me to work as a nursing aide at the resuscitation department. You can imagine how difficult it was to work there. But it did not stop me, but rather made me feel even more confident about my decision.

— That means the experiment failed.

— Completely. After school, I was admitted to a state-funded place at a medical university. I was ready for it, had no fear of dissecting, was ready to work with serious patients. I understood that I needed extensive knowledge to be able to help them. Moreover, for a long time I worked in an ophthalmology clinic while studying.

— What do you do in your spare time?

— I am not only a doctor, but also a soap maker. For almost 13 years, I have been

creating cosmetic products and different scent blends in a special workshop. As a soap maker, I often participate in various craft fairs and municipal events.

— What is your favourite scent? A scent for the soul.

— Fresh sea breeze and ocean wind.

— Do you like sea?

— I love it! That is the reason why I moved to Sakhalin when I got a chance. When I was a child, I came to the island to visit my relatives and I have always wanted to live here. And if I want something it means that I can get it.

— There are many professional holidays in our country, but your professional holiday is special because we all are engaged in healthcare, some people as specialists and others as patients. What does this holiday mean to you?

— As I have already said, it is not only a professional, but also a family holiday for me. The Health Worker Day has always been an important day for me. I am not in healthcare by accident, I chose this area for a reason, and I have never regretted my decision. It was a call of my heart.

— How do you usually celebrate the holiday?

— I don't usually get a chance to celebrate it, in the last few years the holiday has always fallen on my working day. But this year I am lucky as I won't be on rotation on this day and will probably take time for a coastal walk to listen to the sound of waves and catch the scent of sea breeze.

■ Interview by Elena Gurshal

**“You have the challenging mission of being constantly on standby to help, selflessly pursuing your professional duty. This requires enormous strength, courage, energy and patience. The main result of your daily work - saved lives and good health - justifies all your efforts.**

**Please accept my words of sincere gratitude for your professionalism, fidelity to the chosen cause, ability to make decisions in the moment. I wish all workers of the medical industry good health, happiness and prosperity!”**

**Roman Dashkov,  
Chief Executive Officer**

## THANK YOU!

CONGRATULATIONS ON THE MEDICAL  
WORKER'S DAY!



# Heroes of Our Time

Personal involvement, vigilance, responsibility are the qualities that help the Sakhalin-2 employees set excellent examples of intervention. Let's see who we interview today in our regular column.



## WHAT HAPPENED

Evgeny Kubarev (Sakhalin Energy, OPF) reported that the pump of the MEG regeneration system had no protection mesh.

“Protective mesh should be placed under the heat insulation, therefore, nobody noticed its absence. I cannot say what made me check the equipment. Most probably, I did it subconsciously, because at the Company, everybody is striving to eradicate any defects, even those that seem insignificant at a first glance. But it is exactly these small things that

make up collective safety,” Evgeny says. “I have a rule: If you see a problem, don't pass by but try to solve it. The important thing is that no one was injured while working on the moving parts of the machine.”



## WHAT HAPPENED

Erzhan Kisimov (Cape Industrial Services, Prigorodnoye production complex) prevented a fall of a steel part from height.

“It is very important to stay alert all the time wherever you are, focusing not only on your own task but also constantly analysing the situation around and, if required, respond immediately. After all, it may happen that it is your prompt response that will save somebody's life,” Erzhan believes.

■ Pavel Ryabchikov

i am goal zero



# Dangerous Cyber-Attacks

In the recent years, almost every company in Russia and in the world is expanding the variety of information systems and services for the purpose of business development. Information infrastructure is closely related to corporate processes and, in turn, their stability directly depends on the operation of information systems.

Unstable international political environment resulted in the growth of cyber-attacks on Russian companies fourfold during the first months of 2022, as compared with the same period in 2021. In the fourth quarter of the last year, no critical web-attacks were registered, but a drastic increase of such incidents was registered in the end of February. The list of targets pursued by hackers included companies in the fuel and energy sector, financial industry, production sector, and telecom industry. In addition, cyber-attacks are mainly originated from the EU (46.7%) and the USA (28.9%).

Companies do not pay proper attention to the elimination of web vulnerabilities, which makes on-line resources one of the weakest spots in the infrastructures. Significant growth in cyber-attacks on web resources was registered in the first quarter of the 2022. Hackers were actively hacking web infrastructure for the purpose of spoofing and placement of propaganda in public sources.

Moreover, the number of incidents associated with unauthorised access to information systems and services has increased by 11%. At the same time, the shadow market saw increase in the number of orders for obtaining access to user accounts that belong to employees of different companies.

There is a variety of cyber-attack types: starting from malicious software and ending with phishing, social engineering, and internal data theft. Other advanced but less widespread cyber-attack forms include DDoS-attacks, Brute Force attacks (hacking by password mining), seizure of a computer system (or a web site) for the purpose of ransom with the use of direct hacking or engagement of blackmailers.

Let's consider some common types.

**PHISHING:** This type of attacks is dangerous because it relies upon a psychological factor. A person is easier to deceive than a computer. Most frequently, an e-mail with attachment of an executable file or a link thereto is used as a bait. The user opens the file, and malicious software starts accomplishing its destructive goal.

Modern security tools are able to cut the infected content from the received files and stop the link opening process, if they register an attack; therefore, the system notifications are worth paying attention to.

**TARGETED CYBER-ATTACKS:** Targeted cyber-attack is a designed and well-prepared attack on a certain company. Initially, intruders are carefully selecting the mechanism to enter the corporate network. This may include an e-mail addressed to a certain employee and considering his/her interests or a visit to a company masquerading as a courier. There are many options but the goal is one: to install malicious software on a corporate computer. Such intrusion is followed by theft of information and destruction of evidence.

The scheme is complicated enough, therefore, strict allocation of access rights between users will help to minimise the possibility of intrusion of malicious people into your company.

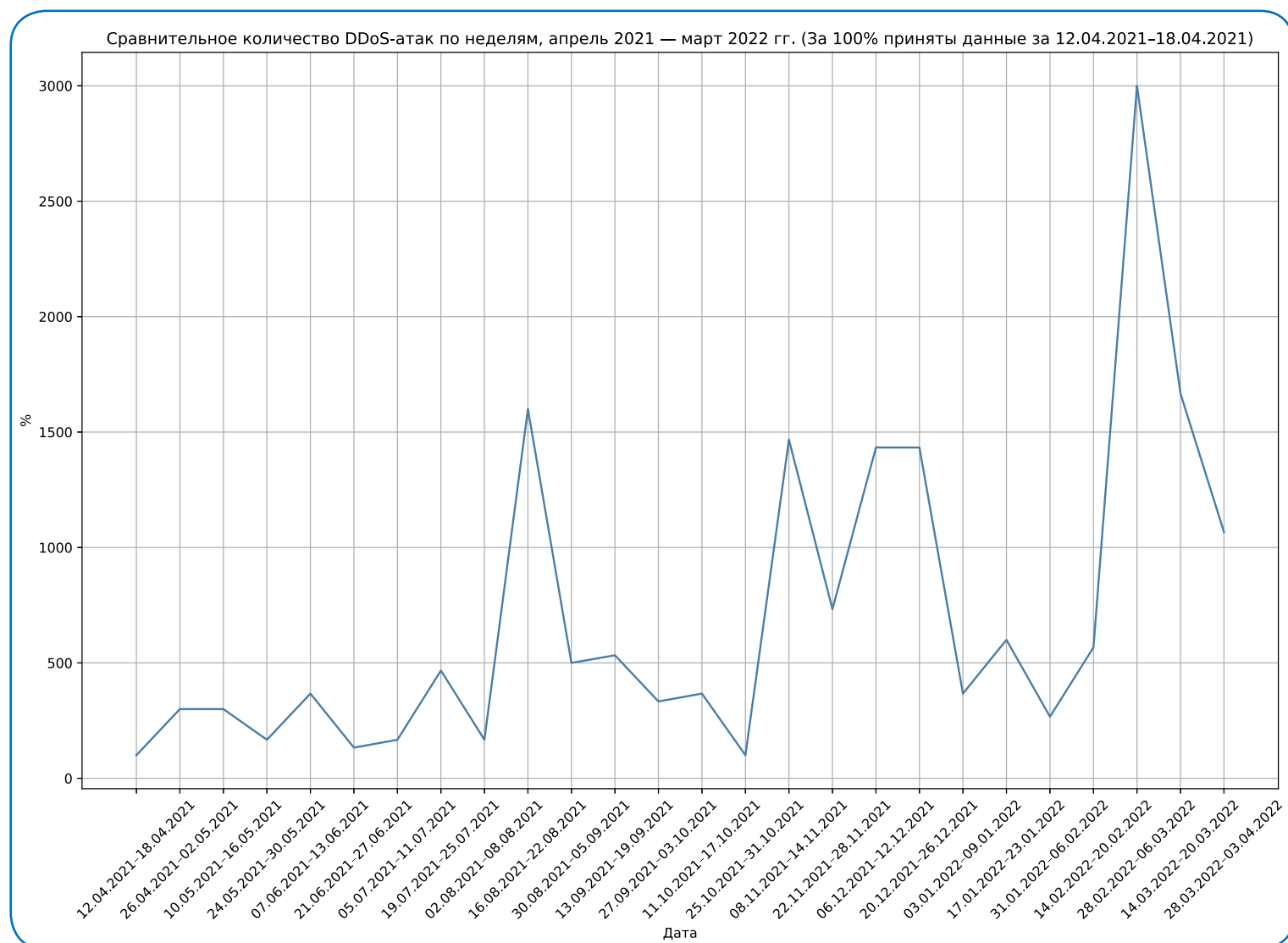
**DDOS ATTACKS:** Such attack manifests itself in disabling certain computing equipment by numerous simultaneous system calls. Most frequently, this attack targets the servers whose resources are always limited.

DDoS attacks are most dangerous for the companies whose operations are

check of files (sandbox) will help to identify and block malicious files in the corporate e-mail system before they are opened by employees and to prevent other virus attacks.

For the purpose of prompt identification and efficient response to information security incidents, one should use SIEM (Security Information and Event Management) solutions which allow for timely detection of malicious activities, attempts of infrastructure hacking, and presence of an intruder in the system, as well as

**3. Systems security monitoring:** For the purpose of successful comprehensive response to potential cyber-attacks, the software used in the company should be timely updated and controlled, and information security awareness of employees should be improved. Regular penetration testing must be regularly conducted in order to timely identify new vectors of attacks on the internal infrastructure and assess the efficiency of security tools. The right decision will consist in regular analysis of security of web applications, including source code analysis, for the purpose of identifying and mitigating vulnerabilities to the attacks, including application users, monitoring the number of calls to resources per



related to the use of the Internet, including communication providers. In order to repel a DDoS attack, a company need to be equipped with stand-by capacities and apply DDoS filters. Their function is to identify system calls initiated by bots and intercept them, preventing the spending of main resources.

Nowadays, cyber-security assurance is not a whim or luxury, but rather an essential element of seamless and efficient business operation. In order to mitigate negative effects of cyber-attacks and promptly respond to them, every company must adhere to certain principles and rules of information security (IS). Let's consider them in detail.

**1. Use of efficient hardware barriers:** Centralised management of software updates will help to prevent malicious content from entering the corporate system. Use of anti-virus tools with built-in isolated environment for dynamic

for taking prompt measures to mitigate threats. In order to minimise DDoS-attacks, specialised services and web application firewalls should be used as a preventive measure to protect web resources.

**2. Data protection:** Arrangement of protection of data aggregated by the company must be treated with great responsibility. Data leak or permanent loss (in the worst-case scenario) can lead both to reputational and financial damage. Therefore, sensitive information should not be stored in the public domain. Systems must be regularly backed-up, and their back-up copies must be stored at designated servers, separate from network segments of operational systems, different user accounts and passwords to access different sources must be used. Two-factor authentication should be used, where applicable, for example, to protect privileged user accounts; simple passwords must be avoided.

second, and setting the configuration of servers and network devices in such a way as to mitigate typical attack scenarios.

Unfortunately, there is no 100% reliable method to prevent cyber-crimes and cyber-attacks. Nevertheless, information security assurance is one of the key business objectives. Security must be ensured both on the technical level (all the necessary infrastructure security tools) and on the organisational level (the company employees must always be aware of the latest news in information security and up-to-date methods used by cyber-criminals). Only comprehensive and proactive approach to information security will allow achieving high security level and keeping confidential information within the organisation.

■ Prepared by Maxim Bakulin based on public sources



# May Traditions

The Prigorodnoye team continues their tradition of cleaning the territory of the asset. Over 500 employees participate in the annual subbotnik, a volunteer clean-up event that usually takes place on Saturday. But there are other May traditions the LNG plant team has...



On the eve of the Victory Day, a morning "military patrol" was on duty at the plant checkpoint. Natalia Benza, Ivan Shamonaev, Alexander Gusev and Ilnur Khuziakmetov cheered up their colleagues on that day, giving everybody St. George's ribbons and sweet treats



Our duty is NOT dangerous but important... On guard for the LNG plant!



On 13 May thanks to our colleagues, the territory of the LNG has become greener. Twelve pines and mountain ash trees have been planted next to the last year's plantation



The dreary Sakhalin weather did not prevent the Prigorodnoye team from cleaning up the LNG plant production area and the area outside the plant's perimeter, the seaport territory, Yunona camp, and other zones. The spring clean-up event has been held at the LNG plant since 2013.



We've worked hard!



# One Metre above the Sea Level...

In our local history section, we have already visited two historical and cultural institutions of the island – the Sakhalin Regional Museum of Local History and the Pobeda Museum and Memorial Complex.\* This time, we are exploring the literary Sakhalin together with Nikolay Tarasov, poet and prose writer.



– Nikolay, for many our readers, literary Sakhalin is a terra incognita. Tell us about the “landscape” of this country...

– When in 1967 the writers’ organisation was established on Sakhalin, the literary life of the region became much more active. The islanders got access to capital-based and regional journals and publishers. The specifics of life on Sakhalin and the Kuril Islands, the hallmarks of their hard work and daily routine, the unique nature of our region – all that found recognition in poems, stories, tales, novels, and plays by Sakhalin writers. It was the pages of their works that told the readers about the culture and traditions of the locals.

The founding fathers of the writers’ organisation were Vladimir Sangi, Anatoly Tkachenko, Ivan Belousov, Yevgeny Lebkov, Nikolay Maksimov, and Kim Tsun Song. Later, Alexander Mandrik, Yuri Nikolayev, Mikhail Finnov, Oleg Kuznetsov, Valentin Bogdanov, Boris Repin, Yevgeny Zamyatin, Anatoly Tobolyak, Vladimir Denisov, Valery Balyuk, Lyudmila Bazhenova, Vladimir Semenchik, and I joined the Union of Soviet Writers.

To encourage readers’ interest in literature in the 1970s–1980s, Days and Decades of Literature were held. We invited writers from Moscow, Leningrad, and the Soviet Union republics. Creative teams of 20–30 authors would come to visit us; the delegations were headed by such renowned writers as Mikhail Dudin, Sergey Smirnov, Daniil Granin, Rimma Kazakova, and Vyacheslav Shugaev. Many prominent Russian writers are associated with the island, such as: Anatoly Tkachenko, Vitaly Korzhikov, Gennady Mashkin, Anatoly Kim, Gennady Prashkevich, Lilia Belyaeva, Yuri Leonov, Roald Dobrovensky, and Anatoly Tobolyak.

Literary “mutual recognition” was also promoted by literary “bridges” (the *Sakhalin* collection – the *Aurora* journal) and the delegations exchange (Chelyabinsk – Sakhalin, Kazakhstan – Sakhalin, etc.).

– Now that we have looked into the past, let’s “throw a bridge” into the 21<sup>st</sup> century. What has changed?

– In the new century, we continue communicating with Russian writers mainly through the Patriotic Book Festival in 2011, 2014, and 2017, the Days of Literature supported by the Sakhalin Regional Library and the Regional Ministry of Culture and Archives. Lev Anninsky, Aleksei Varlamov, Valery Dudarev, Igor Mikhailov,

Pavel Basinsky, Boris Minaev, Vyacheslav Nedoshivin, and other guests from the capital have visited Sakhalin and written about their impressions. Many Siberian and Far Eastern heads of writers’ organisations, as well as journal editors have participated in literary meetings on the island. Today, island writers hold traditional Days of Literature in the districts of the region in spring and autumn.

– Your father was a military judge, but you and your brother Andrei\*\* chose the creative literary path. In my opinion, the role of a lawyer would be more suitable for literature.

– My elder brother Andrei and I have many times half-jokingly discussed why we became writers despite such family background. Yet it depends on how you look at that. First, thanks to his legal training, our father can be considered a humanities-minded person. Second, he was a great lover of good books – half of one of the rooms in our flat was occupied with book shelves. In the evenings, we would often gather at the large dining table to listen to our father’s reading of Taras Bulba or something from Gogol’s Petersburg Tales. Apart from that, my dad loved Italian opera. We had a respectable record library of bel canto virtuosos at home – Caruso, Titta Ruffo, Tito Schipa, Gigli, and others. This is where my love for Italian singing comes from – my youth.

**Nikolay Tarasov is a poet and prose writer, member of the Union of Soviet Writers (the Union of Writers of Russia) since 1981, member of the Board of the Union of RSFSR Writers (the Union of Writers of Russia) since 1989; Executive Secretary of the Sakhalin regional branch of the Union of Writers of Russia, Head of the regional literary association Lira, Honoured Worker of Culture of Sakhalin Oblast, winner of the Sakhalin Region Culture Fund award (2001), the Governor of Sakhalin Oblast award (2007), and the Far East journal award (2010). Tarasov’s poems have been translated into Czech, Estonian, German, Uzbek, and Japanese, and published in literary, social and political journals, collections, almanacs, poetic anthologies, and other prints. For his contribution to culture, in 2007 the writer was awarded with the medal of Alexander Pushkin.**

As for the “repressive” side of our dad’s work (passing sentences), my brother and I came to the conclusion that our literary pursuits were our attempts to compensate for the strictness of our dad’s laws with our desire to soften morals. Perhaps it came from our “excessive” literacy.

– The word “excessive” is excessive in this context, sorry for the remark.

– That’s why I put quotation marks around it. By the age of fifteen, I had read almost all the collected works in my parents’ library. However, as I grew up, I discovered more and more new names. Speaking of the great Soviet poets, when I was young, I read Yesenin, Simonov’s poems about Spain; later, I would read Blok, Bagritsky, Kedrin, Lorca, Tsветаeva... The list is long.

As for cultural and social life, my brother and I leaned towards prose writers and poets forged in the crucible of the Great Patriotic

War, and some of those who would later be called the Sixtiers. I say “my brother and I” because he was the pathfinder, he introduced me to the names of writers such as Alexander Grin, Fazil Iskander, Bulat Okudzhava, Nodar Dumbadze, Andrey Platonov, Mikhail Bulgakov, Vasily Shukshin... As for foreign writers, I would name Saint-Exupéry, O. Henry, Hašek, Hemingway, Remarque, Steinbeck, Marquez... You name it.

– When did you start writing poetry?

– At school, I was 14–15 years old. When I started to write, I was greatly influenced by Yesenin’s poetry. Apart from that, my family would often send me to spend holidays in the village where my mother’s relatives lived, in Vladimir Oblast. This is where I wrote my first lines, “in the forest and under the tree tents” of pure nature of Central Russia.

– Indeed, the turns in your life are “like rapids”. One of them was military service. This part of your biography is what brought you to Sakhalin.

– The literary Sakhalin began for me in the army (I served in Sokol), from the moment of my first publication in the *Molodaya Gvardiya* newspaper. Even before the service, my poems had been published in the newspapers of Tashkent, recited in the children’s and youth programme of the republican radio. I even performed on Tashkent television with a group of famous poets.

I also submitted my poems from time to time to contests of the district newspaper *Suvorov Onslaught* and the army newspaper *On Guard of the Motherland*. For taking first and second places, I received fees and prizes. The bonuses amounted to 20 or 30 roubles, and, together with three or five-rouble fees, these were a lot of money. With this money, I bought some treats for my colleagues. They would mumble fondly, “You go writing, and Pasha or Tick will stand on duty for you when necessary.”

Eventually, the publication of two poems in the *Molodaya Gvardiya* newspaper, one of which was about an old blind fisherman (*The Boat*), became the reason for inviting me to the regional writers’ seminar, where I met and became friends with the literary *beau monde* of Sakhalin.

– Sure enough, after this introduction into the literary life of Sakhalin, you made friends with poets and kept in touch with them for many years.

– That’s true. The young poet Mikhail Finnov, who was already a good acquaintance of mine, took me to places where some nice people would meet. We would mingle in the hotel room of Yuri Nikolayev, a poet from Kholmsk, stroll around the town in the evenings, sit in the courtyard of the new Cheryomushki neighbourhood at a wooden table dug into the ground (there were still such tables back then). Everyone would recite their poetry – Finnov, Nikolayev, Gubin, the visiting poet Sergey Luzan, and I...

Finnov also tape-recorded his poetry reciting. It’s a pity that the recorder was stolen together with the voices of poets...

(The end on page 16)

## WILD HONEYBEES

Wild honeybees in a blossoming field.  
In the warm July air they revel,  
Buzzing ‘round, they produce honey yield  
One metre above sea level.

In grass-covered foothills I bask in the scents,  
As if I were part of that cloud,  
As if I belonged, in some magical sense,  
to the nectar-collecting crowd.

Although the life of a bee is quite short,  
It is a hard-working devil,  
Busy and buzzy, a friendly sort.  
One metre above sea level.

If there was a place worth escaping to,  
It’s to the floral pasture  
Where grace smells of nectar and grass of dew.  
Time passes in joy and rapture.

So merciful and unhurried goes  
Time here without travail.  
As if to spare you from earthly woes.  
One metre above sea level...

\*\*\*

## A SMALL TOWN IN THE TAIGA

Tucked away from the much-travelled roads,  
Edged by mushrooms and cowberry forests,  
A small town, a beehive of sorts,  
Hums away in a slumbering chorus.

None the worse for the weather, it found  
Age-long providence and abundance.  
In the dark of the woods all year round,  
It’s a place of woodcutters and hunters.

Freezing winters but very warm hearths...  
As our hosts, they are more than willing  
To make pastries and melt our hearts  
With a mushroom or cowberry filling.

One big family, not just a town.  
All its dwellers are tougher than leather.  
And their sons never letting them down,  
Learn the lessons of life together.

Simple language, an honest gaze.  
Things perceived through the innocent boys’ eyes.  
Their quiet, laconic ways.  
Rustling tree leaves in children’s voices.

On and on the small town lives.  
Without any fuss or pretension,  
Like a natural spring, it feeds  
The great river of our nation.

\*\*\*

## SIBERIAN DWARF PINE

A thicket or a copse it’s not –  
The patch of undergrowth before us,  
A tiny makeweight for a forest,  
A little short, a bit too squat.

There is a feeling in my chest,  
A quiet wish I deeply cherish –  
To not allow it all to perish,  
To not destroy the forest’s nest.

Out of nowhere, just like that,  
A thread of trust appears, working  
True miracles: a tit’s sweet chirping  
Or a woodpecker’s rat-a-tat.

Who should I thank for all that lead  
To all this thrill? For summer’s wading,  
The piney fragrance all-pervading,  
And for the tiny little thread?

■ Poems by Nikolay Tarasov



# One Metre above the Sea Level...

(The end. The beginning on page 15)

– Let me reveal your age. You are the same age as the region and have been living on Sakhalin for many years. How come your destiny is so in tune with the island?

– On 16 June, I will celebrate my 75<sup>th</sup> birthday. After serving in the army, I returned to Tashkent and worked in a Greek repair and construction team for about two years. I entered the Republican Pedagogical Institute of the Russian Language and Literature as an extramural student. I had quite strong connection with the literary *beau monde* in the literary association by the Star of the East journal and translated some Uzbek poets for it. But my Sakhalin poet friends invited me to the island in their letters. I had breathed in the Okhotsk Sea air before, and I realised that I really missed it.

In October 1970, I flew to Sakhalin with only a briefcase in my hand. Yuri Leontiev, staff member of the Nevelsk regional newspaper *Leninets* at the time, called me in, as it was the only way to come to the island. He also got me a job in Gornozavodsk as a handicraft teacher in an eight-year school. He also helped me to get accommodation

in the barracks, so I called in my wife and my little daughter from Tashkent. Since then, I have lived and worked here. I have #sakhalinedup to my fingertips.

– By the way, Nikolay, our section is called #allsakhalinedup. What connotation, in your opinion, did Anton Chekhov put into this expression?

– We need to look into two questions, namely “Why did Chekhov go to Sakhalin?” and “What did Chekhov mean when he wrote ‘Now everything I do seems sakhalined up?’” I heard many theories from philologists at the annual Chekhov readings and the anniversaries of his journey and the publication of his Sakhalin Island book. Regarding the first question, some people believe that he felt cramped in the Antosha Chekhonte image, or that he felt the need to express his civic stand, to see and expose the cruelties of exile hard labour. A more down-to-earth version – he just wanted to earn money under a book contract with Suvorin. As for the second question, I think this Chekhov’s well-known phrase bears the imprint of a certain mood, the diffusion of the writer and the island. But only Chekhov himself, thanks to whom an

army of philologists can earn their wages, could answer.

– I know that you have been involved in some Sakhalin Energy literary projects. Please tell us about this cooperation.

– The company greatly supports the culture of the island ethnic groups within the framework of the Sakhalin Indigenous Minorities Development Plan. I have participated in some of its projects. The largest one to me is the Sakhalin Nivkh epic book *Settlement of the Black Land Bay*. The cultural and social feat of Sangi – to record and preserve the nastur epic from Khythuk, one of the last storytellers – is a long story of its own.

Vladimir suggested that I make a literary version of his word for word translation. I had already translated poems and a legend for Sangi’s children’s book *Land of the Nivkhs*, but this was the first time I worked on such a massive project. It took me around six months to complete the translation. Here is how Vladimir himself spoke about the preparation for publication: “...Now we have the performance source, the text version, literal and literary translations into Russian. Now we have the majestic song

poem about ancient times preserved. It is performed in a poetic form. Ancient spirits, shamanic spells, talks with animals and plants, sky, earth, and water, guidance from ancestors to their descendants, feats and adventures of hunters and fishermen, the philosophy of unity with nature – all that comes to life...”

With the support of Sakhalin Energy, another great work, which I happened to be the editor of, has recently been published. This is a book by Nikolay Solovyov, a Nivkh from Nekrasovka, called *People of the Sea. Tales of Ykh-Mif People*. It also features Yelgun the Hunter, a unique story about the life of Nivkh families in the mid-to-late 20<sup>th</sup> century.

– Thank you very much for the interview. Happy anniversary to you, the age-mate of Sakhalin Oblast! I think our readers will join in my congratulations.

■ Interview by Elena Gurshal

\* Read more in the same section of *Vesti* in April and May 2022.

\*\* Andrei Tarasov is a Russian Soviet writer and journalist, staff correspondent for leading Soviet and Russian newspapers, author of short stories, tales and novels, articles and reports.

[our children](#)



## Happy Holidays 2022

Summer holidays should be not only interesting but also useful, and ideally create space and broad opportunities for new acquaintances and achievements, according to Sakhalin Energy specialists of Social Benefits and Guarantees Section (HR Directorate). Irina Nemykina shares a brief preview of the summer leisure activities for the children of the Company’s employees.

It’s been over 10 years now since a programme called Happy Holidays has been implemented during the summer period for children from 7 to 16 years in the Zima Highlands Residential Complex. Like in 2021, experts from the Eureka Education Centre, a subsidiary of the Eureka Institute for Educational Policy Issues (Moscow), will work with children.

One of the distinctive features of this team is its ability to create an eventful, playful and at the same time developmental space for children. Thanks to this, last year we saw numerous examples of how young programme participants took personal responsibility for the decisions they made when playing. This year, the focus will be placed on the development of children’s initiative and independence, their

ability to make informed choices, organise their own activities, and analyse their personal or team progress.

The concept of Civilisation Builders will run like a golden thread through all Happy Holidays sessions of summer 2022. It means that children will have an opportunity to try their hand at a variety of activities under the guidance of experienced masters.

This approach is certainly also a challenge for the adult team that will include both teachers from Sakhalin and experts from Moscow, Irkutsk, Krasnoyarsk, Yekaterinburg, Novosibirsk and other Russian cities.

Indeed, if you want to do what you love, you would need resources that the kids will have to “produce” on their own, including through everyday events and communication with programme guests, whose names cannot be disclosed so far. This summer, we will be joined by directors, businessmen, event and competition managers, poets, translators, engineers, choreographers, heads of various companies, that is, with people of various life experience. Communicating with them will be very interesting and useful for kids.

**“We, adults, often limit our children’s choice. We propose them either this, or that, or, in the best scenario, some third option. The Civilisation Builders concept is meant to change it. Kids, together with experienced masters, leaders and teachers, will create and develop a true ‘civilisation’, where each one of them will have to find a place to fit in. One may want to sell outfits, make laws, organise mass events or be responsible for safety. It is now difficult even to suggest, what occupation would your kids prefer, but we will support whatever they choose.**

**Artyom Sanin,  
Head of Happy Holidays programme**

Within the programme, each child will have an opportunity to take part in a series of shifts and “build” their own story throughout the summer, depending on their interests and abilities.

If your child would like to have great time and find new friends, show wit and leadership, determine his/her future occupation and get experience of organising activities independently, we are waiting for him/her at the Happy Holidays 2022 summer camp! Feel free to send your request for participation to Social Benefits and Guarantees Section e-mail [SEIC-Summer-leisure-programme@sakhalinenergy.ru](mailto:SEIC-Summer-leisure-programme@sakhalinenergy.ru). This summer will be especially interesting!



### Happy Holidays 2022 will include:

- Six shifts for children aged 6.5 to 8.5 (30 May to 19 August);
  - Five shifts for children aged 9 to 11 (13 June to 19 August);
  - Three shifts for children aged 12 to 16 (11 July to 19 August);
- Each shift will last for two weeks.



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