





## GREETINGS KEYNOTE READERS!

With so much sincere happiness & excitement, I welcome you to our pages of this edition. After much deliberation, brainstorming, creative discussions and linkages with future business planning it thrills me to launch our corporate theme for 2016 as "WINNING TOGETHER – I AKAILA II GAYARA". The Winning Formula for great teams; usually does not come down to having huge talent pools or big experts. The intangibles – the Communication, the Collaboration, the Chemistry and the Coaching are what inspire people to win together. And through consistent efforts we attempt to spice up the togetherness of our business teams for creating a culture and environment that is conducive to winning together.

It is of profound pleasure to write about the insights of business success stories in different segments of MAS Group. And I have no doubt to say that it's an ever changing time and yet an exciting one with lots of challenges to embrace and win over with togetherness. In this particular edition we have shared in detail the different stages of IPO – Initial Public Offering process of HTL - Hi-Tech Lubricants Limited. And we truly acknowledge the untiring efforts of everyone involved throughout the process; resulting in a huge success by gaining the confidence of shareholders. Lots of exciting news of business events and many glimpses of different initiatives including Business Planning at Phuket, People Engagement, CSR Volunteering, HSE Drills and the academic & social upbringing of young boys and girls at Ilmgah. Our sincere wishes to the entire core team of HTBL for the smooth operational execution upcoming at Blending Plant. Our most uniquely skilled team at MAS has remained successful in building and retaining clientele for the business.

It takes a lot of effort to share the summarized yet comprehensive version of many insights of the life at MAS. Not to mention that the editorial team is all charged up to share the progressive news of MAS with our readers and we are more than happy to get your feedback and suggestions. So don't forget to tell us about the sections that you like the most and the ones you dislike the most.

Happy Reading.



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**MR. BASIT HASSAN**  
EXECUTIVE DIRECTOR



**MR. ALI HASSAN**  
EXECUTIVE DIRECTOR



## MESSAGE FROM THE TOP

Such a great beginning of the year by gaining overwhelming response through the process of IPO – Initial Public Offering during January 2016 and we did it. We have received a record breaking achievement by winning the trust of Investors as well as Public. I extend my humble greetings to all the new shareholders for believing in the vision of HTL and their undoubted support. I am hopeful that their confidence in HTL will result in profitable gain in earnings. Hence the glorifying era for diverse business avenues under the umbrella of MAS Group has gained momentum. The proven history from where the business venture of Hi –Tech Lubricants Limited has initiated and many transformations are quite promising. And I am confident that the leadership of HTL will not only gain the envisioned market share however, it will offer immense opportunities through future plans in terms of Retail, Manufacturing and other business sectors beyond expectations. I am assertive of the fact that gaining market share as 16% of the PCMO sector alone within few phenomenal years or investing in our wholly owned subsidiary of Hi-Tech Blending Plant within couple of years are just few examples to prove our business foresight and vision.

The gains of IPO have already been planned for forward business integration and the altitude will expand with exceptional services and financial growth offered to our valuable stakeholders. I have a personal belief that giving back to the society pays us in terms of immense gratitude. Sabra Hamida Trust – SHT is offering exceptional services to the many bright students of Ilmgah and they are on the right track to become the future leaders with quality education and grooming. HTL aims to become the leading corporation to offer socially responsible services to the society. And I am proud to mention that our employees have made tremendous contributions by investing time for different volunteer activities within Pakistan.

It has been an accomplishing journey to see many transformations within business and social sector; nevertheless, it would never have been possible without the efforts of people who have invested their professional skills to acquire the current structure. However, our young leadership has been more than inspiring to take on the challenges and turning them into gains with dedicated efforts. Not to forget the strong support and commitment of my mate since beginning by making this whole journey more than pleasant. I am proud to be the part of such aspiring team and I wish many more promising times to MAS Group.

Shaukat Hassan

**MR. SHAUKAT HASSAN**  
CHAIRMAN





# GUNG-HO

## MOVING FORWARD WITH IPO



Hi-Tech Lubricants Limited is the leading Synthetic Automotive Lubricant Company of Pakistan within the past 2 decades, which boasts a significant market share in almost all the related market segments of the country. Hi-Tech's product portfolio, under the brand name "ZIC" includes a wide range of specialty lubricants in Automotive, Industrial and Marine segments. ZIC is imported in packed cartons from SK Lubricants Ltd., South Korea, ensuring highest quality and maximum protection against engine and machine wear.


During the last three years, the company's market share has increased significantly; overall market share is 7% with 16% in Passenger Car Motor Oil (PCMO) segment. One of the many reasons to achieve such a phenomenal growth trend has been the emphasis on quality and availability at prominent oil change outlets, service stations and workshops.

This success was one of the main reasons behind HTL decision to go public in 2015 as the ever increasing potential and demand for ZIC in Pakistan has been stupendous and to cater to this increase in demand HTL also initiated a 100% wholly owned subsidiary named Hi-Tech Blending (Pvt.) Limited towards installation of additional filling lines at the Blending Plant. It may be mentioned that the Company has already invested Rs 1.7B on the blending plant, and another Rs 200M shall be spent to introduce Jerry Can and Drum manufacturing & filling lines. The company plans to open 37 grand outlets in 11 major cities of Pakistan during 2015-16.

The proceeds of the IPO will be utilized to develop a unique service delivery that will transform the concept of retail business in the automotive sector. This will enhance the capability of HTL to further penetrate into the retail segment and increase its market share. Under this expansion HTL plans to offer state of the art retail outlets across Pakistan with multitude of unique services and technical support for our customers. Retail outlets with the hallmark of "Innovation at its best" will expand the business opportunities for beginners as well as mature investors. The wide range of franchise options based on area, capacity, product range and service delivery will make the investors to choose with flexibility. This business expansion plan is the part of our forward integration strategy.





**SUCCESSFUL BOOK BUILDING OF HI-TECH LUBRICANTS LTD.**

**TOTAL SUBSCRIPTION OF PKR 2.84 BN, OVERSUBSCRIBED BY 2.24 TIMES**

**STRIKE PRICE OF Rs. 62.5 / SHARE ATTAINED AGAINST FLOOR PRICE OF Rs. 37 / SHARE**

The Board of Directors and Management of Hi-Tech Lubricants Ltd. (HTL) are indebted to express immense gratitude to the investors and investors for showing their interest and confidence in Hi-Tech Lubricants Ltd. HTL has effectively closed the first book building process of Pakistan Stock Exchange in a successful manner. This massive success would not have been possible without the support and vision of all stakeholders.

HTL  
Hi-Tech Lubricants Limited  
Lahore - 54000, Pakistan



HTL offered 29 Million new shares through the IPO-75% i.e 21.75M of which were offered through the book-building process and 25% i.e 7.25M were offered through the IPO to the general public. The floor price of HTL's shares was set at Rs 37 per share. At this price, the company expected to raise 1.07B from the market. The proceeds from the sale of new shares will go towards the expansion of HTL's retail network and investment in the company's 100% subsidiary Hi-Tech Blending (Pvt) Ltd. It may be mentioned that the Company has already invested Rs 1.7B on the Blending Plant, and another Rs 200M shall be spent to introduce Jerry Can and Drum manufacturing & filling lines. The debt to equity ratio on the blending plant is 38:62. The company plans to open 37 grand outlets in 11 major cities of Pakistan during 2015-16 through the sale proceeds to its new shares.

The book building portion of Hi-Tech Lubricants Limited's shares was over-subscribed by 3.5 times after the two day book building process of the first stage IPO of the company. The share price of the company's shares were offered at the base price of Rs 37 per share, however due to a very high demand during the book building process, the closing strike price of the shares came to Rs 62.50 per share.

The book-building process was only available for bidding from the corporate entities and high net worth individuals (HNWI). As a result of the steep demand of the company's share, the company was able to raise Rs 1.35B from the book building process in which 75% or 21.75M out of the company's offered shares of 29M were made available for bidding in the market. In the next stage of IPO, the remaining 25% or 7.25M were offered to the general public at the same strike price of Rs 62.50.

HTL was the first company to be successfully listed under the newly established Pakistan Stock Exchange and with even more successful book building process that took place on 6th and 7th January.

Mr. Imran, the CFO and company secretary with his substantial knowledge and experience of Audit, Finance, Corporate Laws, Taxation, Financial and Management Reporting including implementation of Enterprise Resource Planning Oracle financial played a key role in the process of going Public making sure that all regulatory requirements are being fulfilled on time and without any hurdles.







Cricket is not only the biggest sport of Pakistan but also the largest brand in Pakistan, people of all ages religiously follow cricket in Pakistan, Cricket stars are more famous than movie stars in Pakistan. For the first time ever Pakistan Cricket Board organized Pakistan Super League (PSL) in Feb-Mar 2016.



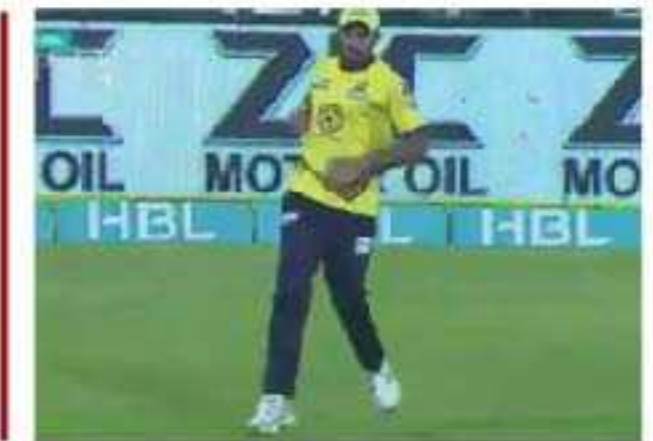
PSL consisted of 5 teams that were named on the Federal and Provincial Capitals' of Pakistan, each PSL team 'on field' was allowed 4 International players and it was mandatory to play one emerging player. The teams were auctioned and bought by major investors like media houses, industrialists etc.

ZIC has always been at the forefront of sponsoring sports related events in Pakistan be it golf, karate, bike rallies or cricket. PSL was an event surrounded by huge amount of anticipation and hype, hence we made sure that ZIC takes full advantage of this opportunity.

ZIC was the key sponsor of Peshawar Zalmi as this team had maximum interest attached to it. Being lead by Shahid Afridi who in himself is a brand in Pakistan as well as the captain of the T-20 team Pakistan. ZIC is the Official MOTOR OIL of Peshawar Zalmi for 2016.

Peshawar Zalmi became the leading franchise of Pakistan super league. Zalmi objective is to make it one of the biggest brands of Pakistan & sub-continent and fulfill its CSR by upgrading domestic cricket and the development of undermined talent in Peshawar KPK. Also under the same initiative PZ foundation was formed. The team logo was launched on 13th Dec 2015 at Army Public School, Peshawar with the families of APS Martyrs.

ZIC also took up the ground branding for the stadium getting mileage throughout the tournament. The results of this sponsorship were amazing as the matches were being watched and followed on all forums. The ratings went through the roof, specially on T.V & social media, with every day contests on ZIC Facebook page and campaigns for online buyers gave ZIC great response with increase in online sales and audience engagement on our social platform. Weekend Zalmi matches were witnessed by more than 75% of Pakistani audience.





# ZIC ROYALTY 2 PRIZE DISTRIBUTION



Lahore

Hi-Tech Lubricants Limited celebrated its successful completion of Sales Targets 2015 with Royalty 2 Prize Distribution Ceremonies nationwide.

Hi-Tech Lubricants has been increasing its market share with every passing day with its ever increasing retail network owing to the increasing demand of ZIC Lubricants nationwide. HTL organized prize distribution ceremonies nationwide to give due reward to its retailers for working as a team in achieving its sales targets for year end 2015.

The events were attended by HTL partners from its retail network nationwide. The event was a great opportunity for the retailers to communicate and share their experiences while creating links within the industry.

The top management of Hi-Tech Lubricants limited Mr. Shaukat Hassan, Mr. Tahir Azam, Mr. Basit Hassan, Mr. Hassan Tahir and Mr. Ali Hassan presented the gifts amongst the top retailers.

Mr. Tahir Azam Director Marketing & Mr. Ahmed Shujah Country Head Sales ZIC also addressed the audiences and prompted them to keep educating the end users about the features of ZIC and how ZIC reduces friction thus enabling better protection and yielding a soundless engine with advance fuel savings.



Islamabad



Karachi





## HTL BECOMES MEMBER OF MAP

HTL became a successful member of Marketing Association of Pakistan (MAP), by joining MAP HTL aims on getting worldwide exposure to best current Marketing strategies, practices that would not only help in improving HTL marketing techniques but would also keep HTL updated with the new marketing business trends. Following to the membership, MAP held a seminar on February 3rd at Royal Palm, Lahore, honouring Mr. Tahir Azam as the Guest Speaker, to speak to the young entrepreneurs and share with them "The Success Story of ZIC". In his one hour engaging session with the young and experienced entrepreneurs, he shared his journey that travelled with a sale vision to see ZIC as a strong competitor

among the giants of Lubricants industry. While explaining about the Marketing Strategies opted for ZIC, he laid great emphasis on having deep market research before launching a new product.

He strongly felt that "successful strategy must be based on contents which ought to be interesting, attractive as well as attentive". To attract the customer one must have a story to sell for which contents are the essence. Lastly, he emphasized that no achievement or success in life is possible without hard work and positive commitment.

## ZIC GOES TO KISAN MELA, MULTAN

No doubt agriculture is the largest livelihood provider in Pakistan and the most aggressive business all over the world. In order to meet both ends of Agriculture sector, HTL participated in Kisan Mela organized at Qasim Stadium, Multan for three days. The main idea for this participation was to promote ZIC among the potential Diesel Engine Oil users and it also gave opportunity to our sales team to meet and interact with users directly. Both the sales teams (ZIC Synthetic & ZIC M) participated in this event with complete display of ZIC products. They met customers and educated them about ZIC features and benefits they get in return while using ZIC for their tractors, trucks & other machinery.



## ZIC PAKISTAN DAY GOLF TOURNAMENT

GOLFING IS A HEALTHY AND LIVELY ACTIVITY FOR ALL TO STAY FIT

Hi-Tech Lubricants Limited organized Pakistan Day Golf Tournament with the Gymkhana Club to celebrate Pakistan Day. The prestigious two day Golf Tournament was held in the pleasant and challenging playing conditions at Gymkhana Lahore on 22nd & 23rd of March. A large number of golf lovers witnessed the event with great interest and festivity. The entire arena was branded by ZIC along with the Skirting and T-holes. The high profile event concluded on the presentation ceremony where Mr. Shaukat Hassan, Chairman, Hi-Tech Lubricants Limited awarded the champion with a glittering trophy. The participant golfers of the tournament were presented with gift hampers.



## 1<sup>ST</sup> CHIEF MINISTER GOLF TOURNAMENT

The 1st Chief Minister Golf Cup supported and endorsed by Hi-Tech Lubricants Limited was contested over two days at the historic Lahore Gymkhana Golf Course.

Mr. Shaukat Hassan Chairman Hi-Tech Lubricants, who is himself a regular golfer, performed the opening ceremony of the event and said, "I hope the top honors are fetched by golf players whose game is based on solid fundamentals". The title of the Championship created much hype and the passionate aspirants have availed lessons from trained golf professionals and get ready for the competition through substantial practice.

The prize distribution ceremony was honored by the presence of Chief Minister of Punjab Mr. Shahbaz Sharif appreciating the tournament and the initiatives taken by ZIC in giving back to the society like road safety awareness campaigns and police cabins placement with Punjab Police.





# ILMGAH HIGHLIGHTS

## BDS – CREATING AWARENESS AT ILMGAH TO ACT FEARLESS

World Civil Defence Day is celebrated every year on the 1st March to bring to the attention of the world public, the vital importance of Civil Protection.

In this regard, the officials of the Police and Bomb Disposal Squad (BDS) visited Iimgah School and briefed the senior grade students, teachers and faculty members how to defuse explosives and provide emergency care in the event of a terrorist attack occurring. The briefing greatly benefitted the participants to act wisely during panic situations.

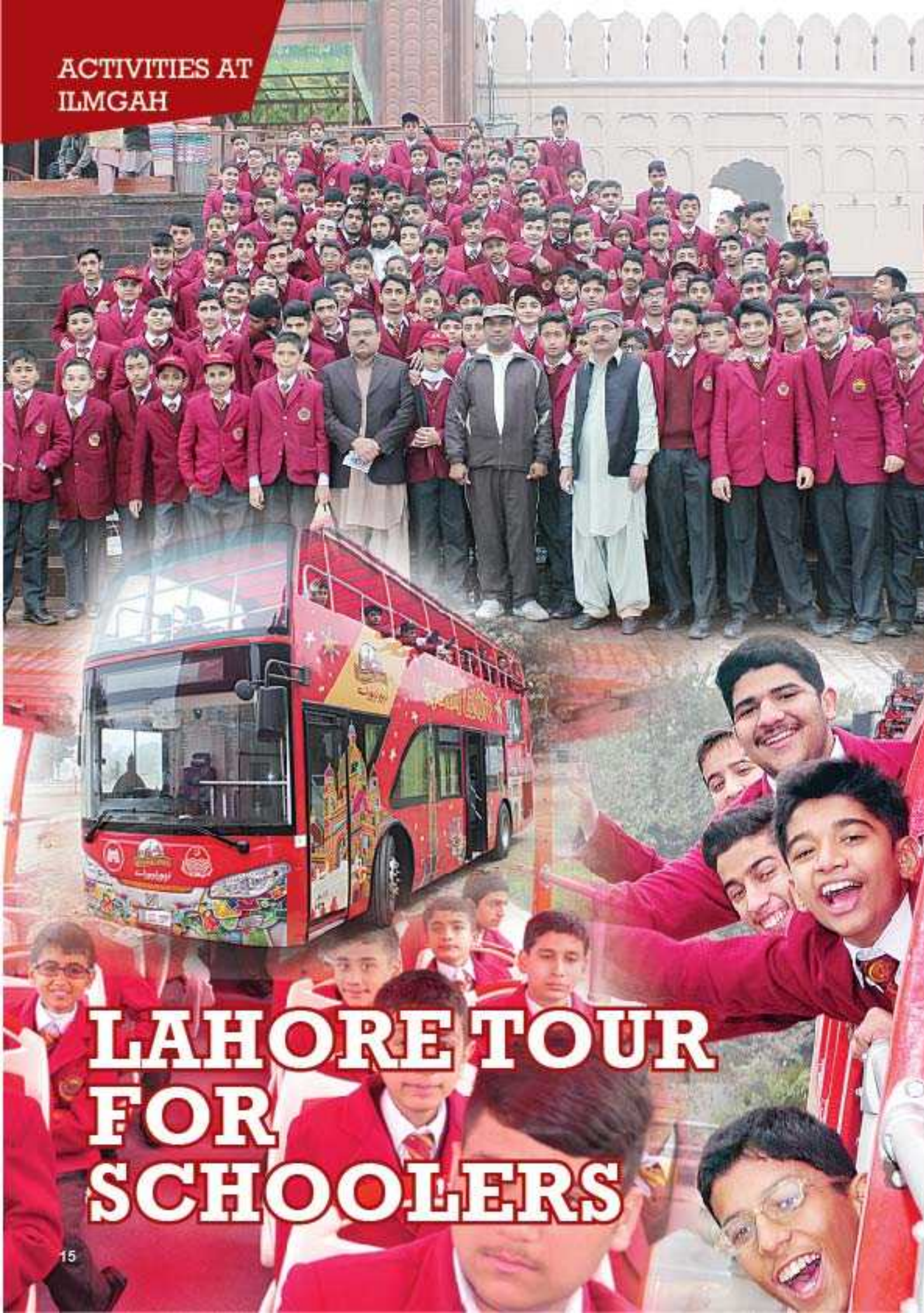
## EDUCATION AND HEALTHCARE GOES HAND IN HAND

The students of Iimgah who were diagnosed with some hearing ailment visited SADA (Society for Audiological and Developmental Ailments) working under the guidance of Dr. Afzaal Alam, a leading Audiologist based at Shadman Colony Lahore. The students were escorted to the place under the supervision of the Principal of Iimgah, Ms. Qaiser Noreen. They were given a thorough checkup at the clinic and the line of treatment was suggested to help them improve their hearing ailment.

In continuation with routine medical checkups at Iimgah, Dr. Muhammad Shafiq also visited the school earlier in the month to examine the students with any ailment. During his visit, he showed satisfaction regarding the health conditions of the students. Consistent and regular medical checkups certainly speak that the Management of Sabra Hamida Trust has deep concern about the welfare and health of the students at Iimgah.







# LAHORE TOUR FOR SCHOOLERS

## HTL ARRANGES "LAHORE LAHORE HAI" TOUR FOR STUDENTS OF ILMGAH AND MORE...

School Educational trips serve as a welcome break in the routine for both students and teachers. Their purpose is essentially to educate, while they can also be a fun bonding experience for everyone involved. Recognizing the importance of Educational trips in the positive development of student's life, Hi-Tech Lubricants Limited arranged "LAHORE LAHORE HAI" tour for students of ILMGAH on the 20th February 2016.

The students got the lifetime opportunity to experience ride on the Double Decker Bus and the tour Guide briefed them of the historical buildings while travelling on the roads. The students took the learning with great curiosity and interest. Students were extremely grateful and delighted to be on such a trip that they chanted slogans for Sabra Hamida Trust (SHT).

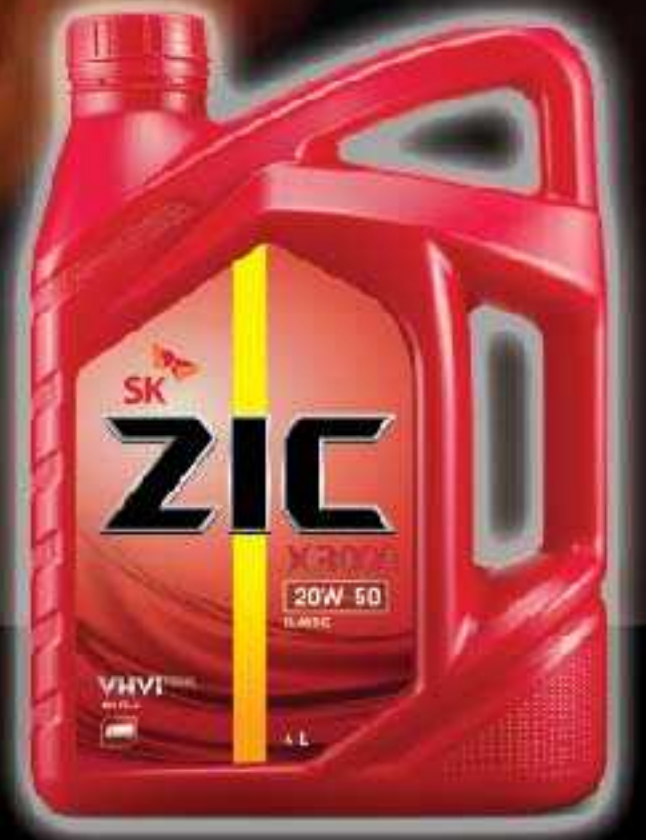
It turned out advantageous particularly for those students who are less fortunate and don't have the opportunity to travel places. The tour ended with a desire to have such educational road trips blended with fun and learning in the future too.





اُستاد سے بہتر کون جانے  
ZIC X3000 تجربہ کار مکینک کا بااعتماد ڈیزل انجن آئل

**ZIC**  
DIESEL ENGINE OIL







You don't necessarily have to look for think tanks or exceptional talents to have the skills you need to build and lead high performing teams in an organization. It is just a matter of togetherness, focus and positive approach that can play the magic.

With this motivating perspective, HTL moved forward to "Winning Together – I AKAILA II GAYARA" in 2016 following the Annual Sales and Management Conference at Phuket, Thailand on the 17th of January. This year, the Annual Conference focused on developing skills in order to understand the competencies needed to build and lead high performance teams that eventually could lead the organization to the win-win state.

Due to the structural progress and growing business needs, this conference was designed to ensure improvements for escalating the business performance. The conference was attended by the Board of Directors and the Head of Depart-



ments including ZIC and ZIC-M. Igniting the combined slogan of "Winning Together", each Head of the Department shared their past achievements and future goals that were clearly inclined towards positive business growth, throughout the year.

On this occasion Mr. Dave Bechler, an International speaker and trainer presented on High Performance team Building and Negotiation skills. His session was highly motivating, energetic and persuading, designed to incorporate the theme "Winning Together".

The keynote of this International Coaching was to make participants understand the meaning of the term "Team" in which a group of people with complementary skills are committed to a common purpose and performance goals for which they hold themselves mutually accountable.







## Jab cigarette jalta hai CANCER PALTA HAI

Smoking increases the risk of at least fifteen different kinds of cancers. Nearly 40% of cancers in adult males seen at Shaukat Khanum Memorial Cancer Hospital and Research Centre can be linked to the use of tobacco. Today, tobacco use is the single most preventable cause of cancer. Don't let tobacco destroy your life. Stop using tobacco in its all forms.

(World No Tobacco Day, May 31)



Shaukat Khanum  
Memorial Cancer Hospital  
and Research Centre

Co-sponsors



HAMMETRO Bank



ZIC  
MOTOR OIL

☎ 0500 11 655

# ANTI-SMOKING INITIATIVE BY HTL

SMOKING TORTURES YOUR HEALTH  
NO-SMOKING NURTURES YOUR HEALTH

Hi-Tech Lubricants (ZIC) became an official partner with Shaukat Khanum Cancer Hospital & Research Centre for the Anti-Tobacco Campaign 2016. This HTL's initiative has been taken in support to raise awareness about the hazardous effects of the use of tobacco in all its forms.

According to the latest Research by World Health Organization, The global tobacco epidemic kills nearly 6 million people each year, of which more than 600,000 are non-smokers dying from breathing second-hand smoke. Unless we act, the epidemic will kill more than 8 million people every year by 2030. More than 80% of these preventable deaths will be among people living in low-and middle-income countries.

In view of the above, prevention is the best way to combat this evil. It is our moral obligation to give anti-smoking education in the academia also where children are most easily influenced. We owe it to ourselves, our country and our future generations.

This awareness campaign shall serve as an eye-opener highlighting the health risks associated with tobacco use and advocating for effective policies to reduce tobacco consumption.



## HTL FOR BETTER ENVIRONMENT

Today, Corporate Social Responsibility (CSR) has become one of the standard business practices of our times. Hi-Tech Lubricants Limited since its inception has strong conviction to contribute to the betterment of the people and society of which ILMGAH is the evident example. Also, Hi-Tech is not only taking joint initiatives with the General Bodies but also independently engaging itself in purposeful Corporate Social Responsibility. HTL aims to continue partnering with people to help and improve the community and the environment.





## HTL OBSERVED EARTH HOUR 2016 NATION-WIDE



Hi-Tech Lubricants limited has taken pledge to support every act that is being done in resolving not only the social issues but also the Global ones. Those that are alarming and would danger our survival, if not catered urgently. In this regard, Hi-Tech lubricants limited, responsibly participated in the Earth hour event 2016, organized all across Pakistan by WWF – Pakistan from wherever there participation could've had possible. The employees of HTL from Lahore, Karachi and Islamabad offices participated with their families, children and loved ones in their respective cities where the event was held. They lit candles and observed the Earth Hour to make their stand against climate change and showed their unity with the world for the sake of the planet Earth's future by working together to create a sustainable low carbon future for the planet Earth and to stop the degradation of Earth's natural environment. Hi-Tech strongly support the concept of building a future where people live in harmony with nature.

## BEACH CLEANUP HTL KARACHITES IN ACTION



The year 2016 calls to combat drastic climate change crisis. And we believe that protecting the environment is important to every person's survival. In this regard, the management of Hi-Tech initiated a cleanliness drive in support to preserve our mother nature. The first ever initiative in this perspective was taken by the operational Team of ZIC from Karachi office, at Sea view, Clifton Karachi in collaboration with a local school. The activity was an opportunity for the staff members and for the students to contemplate the importance of the environment while participating to help clean the seashore. The purpose was to educate students the vitality of a healthier environment and to promote an attitude of responsibility for our Planet.

## HTL TEAM IS LOO ENTHUSIASED FOR CLEAN PAKISTAN

Following to the CSR Engagement initiative taken for Clean Environment, Hi-Tech Lubricants Limited operational from Islamabad, organized the activity at the park, surrounding Faisal Mosque. The banners chanting "Keep the Capital Clean, Keep Pakistan Green" clearly pointed at the ardent need to make people aware about the damage being caused to the natural beauty due to the carefree attitude on maintaining cleanliness outside homes. It was encouraging to see families and children highly motivated and taking interest in the activity. They not only helped our HTL Team in collecting garbage but also took a vow in support for conserving our natural environment and assured to take our message wherever they go.





# HTL GEARING UP TO COMBAT CLIMATE CHANGE

It is exciting to share that Hi-Tech lubricants limited have become an official partner of WWF-Pakistan. Hence, WWF invited HTL to participate in the inauguration ceremony of Earth Hour 2016, held at Marriot Hotel, Karachi on 19th March. The main purpose of Earth Hour is to make people learn that how much energy we could save by switching off lights for an hour. During the EH inauguration ceremony, WWF-Pakistan also unveiled its renowned celebrity ambassadors for the largest volunteer movement across the world.

Earth Hour is the biggest and most recognizable environmental event to combat climate change. It started from Sydney, Australia, in 2007 and has since grown into a global movement that involves every continent across the globe to express their commitment for saving the planet Earth. This year, Earth Hour was marked between 8:30 pm to 9:30 pm on the 19th of March, 2016 in which people from 170 countries around the world showed their participation and respect for it. The motive behind observing Earth Hour is to ignite our concern for the planet and let the world know that we stand with them for finding solutions for the drastically escalating climate crisis.



# 8<sup>th</sup> INTERNATIONAL CORPORATE SOCIAL RESPONSIBILITY SUMMIT 2016

HTL firmly believe-Businesses cannot be successful when the society around them fails. National Forum for Environment & Health invited Hi-Tech lubricants limited to attend the 8th International Corporate Social Responsibility Summit 2016, arranged at Serena Hotel, Islamabad on January 14th, 2016. The summit was largely attended by the prominent companies extensively working for Corporate Social Responsibility. Mr. Imran Saeed, Sr. HR & Admin Officer-North region represented HTL at the exclusive interactive session during the summit. The objective of the event was to provide an innovative platform to discuss emerging concepts and issues related to CSR in Pakistan.

The Summit included a comprehensive presentation on Corporate Social Responsibility, the purpose of which was to motivate, promote and guide organizations that are eager to contribute for a sustainable future through CSR initiatives. International CSR experts and prominent personalities from the corporate and social sector stressed on how firms can develop a strategy that will enable them to grow while at the same time providing benefit to society.

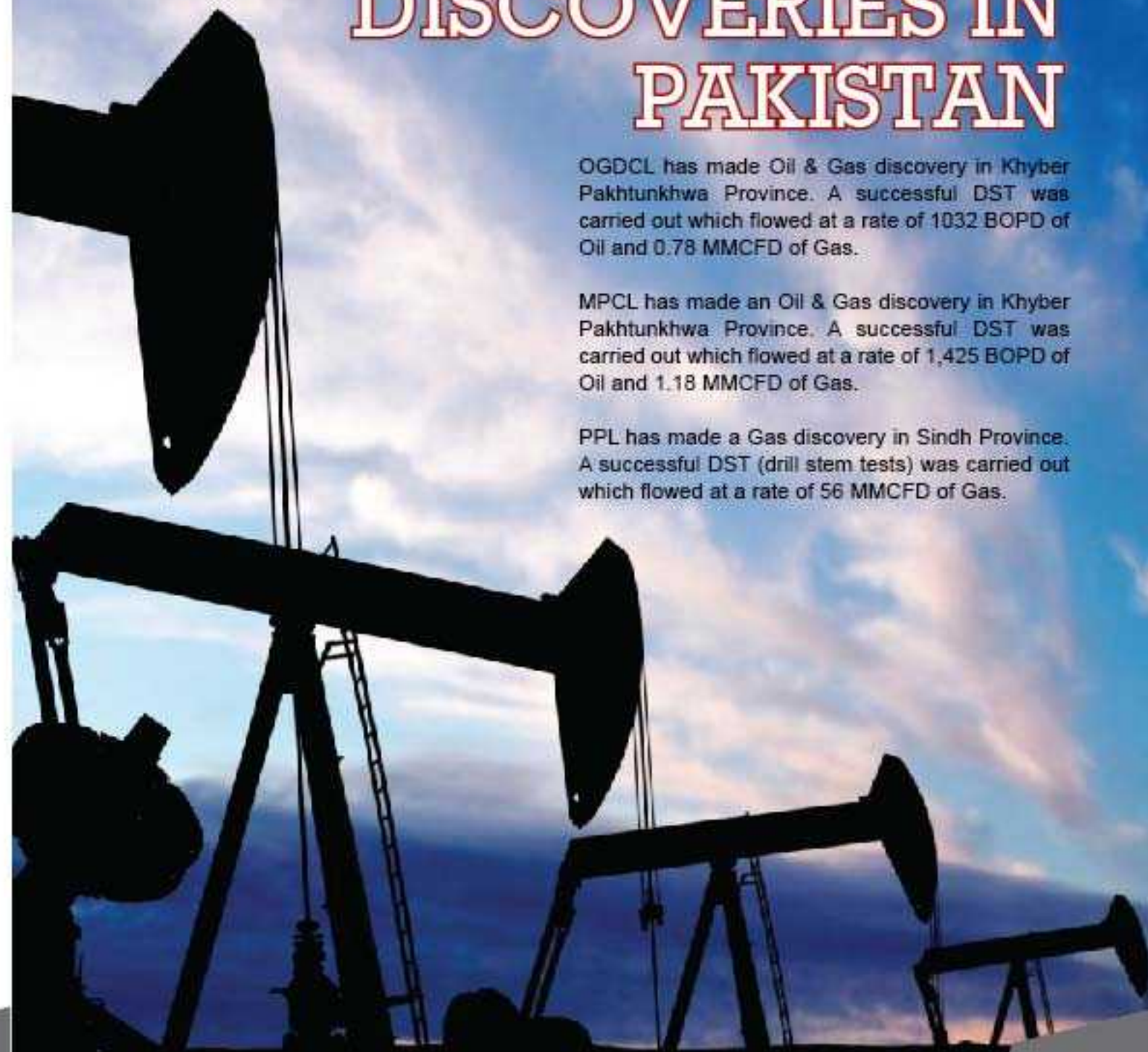
MAS ASSOCIATES

# AT A GLANCE MAJOR OIL & GAS DISCOVERIES IN PAKISTAN

OGDCL has made Oil & Gas discovery in Khyber Pakhtunkhwa Province. A successful DST was carried out which flowed at a rate of 1032 BOPD of Oil and 0.78 MMCFD of Gas.

MPCL has made an Oil & Gas discovery in Khyber Pakhtunkhwa Province. A successful DST was carried out which flowed at a rate of 1,425 BOPD of Oil and 1.18 MMCFD of Gas.

PPL has made a Gas discovery in Sindh Province. A successful DST (drill stem tests) was carried out which flowed at a rate of 56 MMCFD of Gas.





# VISIT OF M/S SICHUAN BEISHANG PETROLEUM TECH

MAS invited M/s Sichuan Beishang Petroleum Technology, who are manufacture / supplier of Visco Elastic Coating and which is used for coating on pipelines to prevent it from corrosion. The delegation comprising of Mr. Lawrence Lu (Commercial Manager) & Mr. Zhang Yu (Vice-General Manager) visited Pakistan in last week of February 2016.

MAS arranged for delegation to make presentation to SNGPL. The presentation was made to DMD, General Managers and Senior Engineers from Transmission, Distribution, Corrosion Control Centre, Human Resource and Project Department. During the presentation and afterwards active discussion and exchange of views took place. Samples of the visco elastic coating was shown and given to the participants.

In MAS Karachi office a presentation was arranged with the leading Oil & Gas Consultants namely M/s Zeeshan Engineering and M/s Enar Petrotech. Both of these consultants provide consultancy services to major exploration & production companies in Pakistan.

Also in Karachi, the delegation visited the SSGC and UEPL offices for presentations. Both of these customers were greatly impressed with the visco elastic material and offered their facilities to conduct sample testing of the material. The delegation has promised to arrange the same in near future.



# 13<sup>th</sup> INTERNATIONAL TRADE & INDUSTRY FAIR



MAS participated in 13th International Trade & Industry Fair held on January 26 – 28, 2016 at EXPO Center Karachi. The Idea was to provide basic Concepts on Cathodic Protection and create Awareness to industries about the requirement of Corrosion Control for protection of our national assets.

# MAS ASSOCIATES A TRADITION OF SUCCESS



MAS has successfully completed the project at Eastern Joint Hydrant Depot (EJHD), Karachi Airport for the Design, Supply, Installation, Testing and Commissioning of Impressed Current Cathodic Protection (ICCP) System for 6 Nos. of Semi Buried Tanks.





# BLENDING PLANT ADVANCING TO FINAL STAGES OF COMPLETION

HIGHLIGHTS OF  
HI-TECH BLENDING  
PLANT

## ✓ Cap and Can Area

Erection and installation of EBM and IMM machines have been completed under the supervision of the KOREAN team. The online functions of these machines like feeding, mixing of material and crushing have also been installed. These machines are now ready to bring into use. The successful sampling of Caps and Cans has been done in-house by the competent staff of Hi-Tech Blending Plant. Now the Plant is fully equipped at manufacturing the best standard quality Caps and Cans.

We have focused primarily on the "parting lines to be stronger, strict observation is kept in compliance to the international standard of weight control, thickness control etc. of Caps and Cans. Sampling of 0.7L, 1L, 3L, 4L, 5L and 6L products has been finished by the HTBL Team members with successful online leak testing function.

## ✓ Filling line

The installation and erection work of Filling line machines ranging 0.7L ~ 01L and 3L ~ 6L has been completed under the expertise of the Packon Team. Hence, All minor to major procedures from bottle making to its packing are completed. However, the commissioning and testing of both the filling line machines will be done in the next Korean (PACKON) team's visit.

## ✓ Boiler

Erection and piping work of boiler have been all setup. Termination of electrical panel is also completed. Only testing of boiler remains pending which is expected to be completed in the upcoming weeks.

## ✓ Quality Control Department

The Quality Control Department of Hi-Tech Blending (Pvt) Ltd. is now working at its full pace. The Department has surpassed all OGRA requirements and not only that, the instruments of HTBL Quality Control Department has been cross checked and the results were compared with the SK Lubricants Laboratory. During this investigation it was found that the results of HTBL's Quality Control Department were well within the reproducibility limits of SK Lubricants Laboratory. Having reached this benchmark, The Quality Control Department has now started giving its quality services to Hi-Tech Lubricants Limited. The Quality Control Department is fully equipped with the best instruments in the lubricants industry of Pakistan. The skillful staff is ready to comply with the quality requirements of Hi-Tech Blending (Pvt) Ltd. and Hi-Tech Lubricants Limited as well.





**“CONTINUOUS LEARNING IS  
THE MINIMUM REQUIREMENT  
FOR SUCCESS IN ANY FIELD”**

**BRIAN TRACY**

## HSE TRAININGS SERIES

HTL FOCUSES ON ENHANCING ITS BUSINESS SUCCESS BY REDUCING RISKS AND ADDING VALUES TO ITS SERVICES AND PEOPLE.

In continuation to the organization wide training series designed for 2016, to act in accordance with the ISO 14001 (Environmental Management Systems) and OHSAS 18001 (Occupational Health & Safety) standards, HTL organized another learning session on "Environment Awareness & Energy Conservation" in January, 2016 for the Lahore based employees at Corporate Office Lahore. The session was carried out by the external facilitator Mr. Hassan Zahid. The session gave a practical realization to the participants about the fragility of our environment and the importance of its protection. The session educated the audience by defining practical framework as how to identify ways to reduce the organization's environmental impact and energy costs. HTL has also successfully conducted awareness sessions during this quarter on;

- ✓ **FIRST AID AND CPR**
- ✓ **MANUAL HANDLING  
& INJURY PREVENTION  
SKILLS AND**
- ✓ **DEFENSIVE DRIVING**

All these trainings indicate that HTL management cares for the safety of its employees. HTL's policy clearly states that every employee is entitled to have a safe and healthy place to work. Therefore, safety is of primary importance in all our work operations.



## ISO AWARENESS FOR HI-TECH ISO CHAMPS

HTL organized an awareness learning session on "ISO Training 9001:2015" for the Hi-Tech ISO Champions on 26th March 2016.

The purpose of this session was to provide participants with the knowledge related to differences and changes which arise in quality management system requirements due to publishing of new version of standard i.e. ISO 9001:2015. The training focused on making participants learn about the new ISO structure and how it applies to our management system. It gave a clear understanding about the differences between ISO 9001:2008 and ISO 9001:2015. The trainees were able to find out the impact of the additions and amendments contained within the new international standard. The Session was well conducted by Planning and Audit Department and the participants were well benefitted with it.





# THE HEARTBEAT OF HTL SUPPLY CHAIN DEPARTMENT

Supply Chain Department at HTL has been evolved through the growth of the company. Started from just an import desk with small informal Warehousing facility to fully functional department under the leadership of Mr. Shahzad Sohail, GM Supply Chain, performing its role on international and domestic avenues through following functions:

- ✓ **Supplier Management**
- ✓ **Procurement Management**
- ✓ **Inventory Management**
- ✓ **Logistics Management**

I am overwhelmed being part of this journey of success that was dreamt twenty years back.

Mr. Shahzad Sohail, General Manager

## ✓ **Supplier Management**

Supplier management is the pre-requisite of procurement function and major pillar of supply chain function. It deals with maintaining sound relationship with vendors while evaluating their performance. We have a proactive approach towards supplier search based on company's business, operational and expansion plans. Suppliers are evaluated on the basis of financial strength, working capacity and previously executed jobs before getting registered into company. We represent company for dealing with suppliers. Our supplier management is based on win-win strategy, where we are ensuring the interest of company as well as the supplier.

## ✓ **Procurement Management**

Strategically procurement function is divided into two parts i.e. International Procurement and Local Procurement. International procurement is the core function of Supply Chain Department. Whether its import of lubricants or import of Plant machinery, HTL's whole business is depending upon this function. International Procurement includes forecasting demand, generate order to international suppliers, arrangement of L/C for generated orders, custom clearance and receiving of material at HTL premises. Effective management of international procurement is the major contributing factor to success and growth of Hi-Tech Lubricants Limited. Local Procurement

function deals with acquiring of credit facilities from financial institutions, materials and service from local sources. The Process is initiated on approval of requisition, followed by vendor selection, offer evaluation and issuance of Purchase Order. Local Procurement has pivotal role in handling Marketing activities, procurement of IT instruments and machines. Local Procurement is also aligned to meet the future sourcing requirement of Plant and Production.

## ✓ **Inventory Management**

We have fully developed warehousing function that ensures maintaining of appropriate stock levels, accurate dispatches, safety of stocks and its timely delivery to customers. HTL warehouse has developed the capacity to receive and deliver 12,000 cartons of lubricants a day at both Karachi and Lahore warehouses that is equivalent to 192,000 Ltr. Warehouses has been working in 2 shifts with the help of 11 supervisors and 25 loaders in Lahore and 2 supervisors and 6 loaders in Karachi.

## ✓ **Logistics Management**





Logistics Management is an out-sourced function and handled through contracts for inter-city movement however company has its own fleet for transportation of stocks from bond to warehouse at Karachi and Lahore.





## SCD contribution to Hi-Tech Growth

✓ Alignment to Hi-Tech's Growth Vision

Strategy	Stage 1 Reacting	Stage 2 Anticipating	Stage 3 Collaboration	Stage 4 Orchestrating
<b>Balance: S&amp;OP</b>				
<b>Section 1 Goals</b>	Development of an operational plan	Demand & supply matching	Profitability	Demand sensing and conscious trade-offs for demand shaping to drive an optimized demand response.
<b>Section 2 Cross Functional Alignment</b>	Supply chain driven process with a strong sales or operational bias leading to imbalance. Lack of clarity as to the goal of S&OP.	Supply chain driven process for purpose of achieving optimum forecast and supply response to demand.	Supply chain becomes the S&OP orchestrator and business functions take ownership of input, output and results, looking at financial impact of decisions.	Business ownership at multiple levels with strong participation from executives beyond the enterprise to achieve end-to-end value.
<b>Section 3 Process &amp; Technology</b>	Emerging process. Inconsistent and marginally effective. Often more of a sales review meeting. Tools are mainly Excel and ERP.	Formal, structured process. One size fits all approach. Tools extend to include forecasting, SC planning and inventory optimization.	Process tailored to business model and needs. Dialogue and start of use of tools, around what-if analysis for demand shaping, financial reconciliation and cost to serve.	Process becomes balanced, dynamic and event driven. Strong execution to strategic planning. Tools also support risk-value trade-offs, price optimization and complex simulation.

Increase in Organizational Balance

Source: Gartner (October 2010)

## Cooler things of Supply Chain Department

- ✓ Targeted to defined scope of work
- ✓ Adaptable to Change
- ✓ Agile to Perform
- ✓ Systematic in Approach
- ✓ Coherent to team work
- ✓ Creative in Our Thinking

At MAS everyday comes with a new challenge and one has to be always on toes.

Miss Noreen Hanif, Procurement Officer

At MAS, I have learnt to learn from people & Challenges.

Mr. Yasser Abbas, Assistant Manager

## QUIZ

# Are You a Procrastinator?

Just how bad is your procrastination habit? The fact is that we all procrastinate at some time or another. You might even be procrastinating right now by taking a quiz instead of focusing on something else you really need to be doing. There are plenty of reasons why we procrastinate, but one of the first steps toward overcoming this often destructive tendency is to evaluate your own behaviour.

**I tend to delay finishing things, even when I know they are important.**

- ☐ a. Yes  
☐ b. Sometimes  
☐ c. No

**Whenever I face a deadline, I always wait until the very last minute.**

- ☐ a. Yes  
☐ b. Sometimes  
☐ c. No

**I have a tough time getting started, particularly with things that I don't enjoy doing.**

- ☐ a. Yes  
☐ b. Sometimes  
☐ c. No

**When something is difficult or I'm not sure how to do it, I tend to put it off until later.**

- ☐ a. Yes  
☐ b. Sometimes  
☐ c. No

**I like to make plans and to-do lists and I also follow through on them.**

- ☐ a. No  
☐ b. Sometimes  
☐ c. Yes

**I often find myself stressed out by things that I need to get done at the last minute.**

- ☐ a. Yes  
☐ b. Sometimes  
☐ c. No

**I regularly wait until the last moment to pay bills.**

- ☐ a. Yes  
☐ b. Sometimes  
☐ c. No



**"Why do today what I can put off until tomorrow" sounds like my motto.**

- ☐ a. Yes  
☐ b. Sometimes  
☐ c. No

**I'd like to improve my time management skills and habits, but it just seems like too much work.**

- ☐ a. Yes  
☐ b. Sometimes  
☐ c. No

**When I'm working, I love to indulge in "time wasters" like playing online games, repeatedly checking my email, or browsing social networking websites.**

- ☐ a. Yes  
☐ b. Sometimes  
☐ c. No

### Scoring Your Results

**Mostly As:**  
If you answered A on most of the questions, then you probably have a fairly serious problem with procrastination. Your habit of putting things off might be having a negative impact on multiple areas of your life, including your personal life, work and social life.

**Mostly Bs:**  
If you answered B on most of the questions, then you probably don't have a terribly serious problem with procrastination. Sure, you might find yourself dawdling on certain things, but you have managed to avoid making a habit out of dithering.

**Mostly Cs:**  
If you answered C on most of the questions, then you are not much of a procrastinator. You are good at organizing your time. You enjoy tackling projects and crossing them off of your to-do list.



# DOWN THE MEMORY LANE



Mr. Muhammad Iqbal Javed, Sr. Manager Operations HTL – North is receiving Shield of the year on behalf of Hi-Tech Lubricants Limited from Mr. Rehman Malik in a ceremony organized by The Capital Police, Islamabad for recognizing the efforts in conducting the ZIC Promotional Activity to facilitate the Capital Police, during 2009.

WE HAVE RAISED THE BAR  
**EXPONENTIALLY**  
WITH GEN5 TECHNOLOGY



ZIC X7 with ILSAC GF5 - The Latest Generation of Engine Oil

-  Friction Reducer
-  Engine Protector
-  Fuel Efficient
-  Less Maintenance



# WINNING



# TOGETHER