



## NEW SUBSEA TEST CENTRE OPENS



### ALSO FEATURED IN THIS ISSUE

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Re-defining ROV buoyancy

Integrated supplier to the drilling sector

SURFs up

Long service awards



## Demand for oil and gas pulls energy sector through recession



**Although the oil and gas industry has been affected by the global economic slowdown the energy sector tends to work in longer-term cycles. This is particularly true of deepwater operations.**

The demand for hydrocarbon-based energy is continually increasing and this has pushed the industry into new territories and ever deeper waters. As a result of continuous exploration and production activity much of the offshore supply chain has remained relatively well protected from the worst ravages of recession.

Despite the economic slowdown Balmoral Offshore Engineering's international business has increased exponentially between 2007 and 2010 with more than 95% of our products being shipped overseas.

We are delighted that the industry is showing its faith in us as a premium provider of high quality, reliable products and have been successful in securing significant contracts for some of the industry's most prestigious global deepwater provinces.

To cope with the increasing demand we are investing heavily in a new manufacturing plant in Brazil and have completed the upgrade to our subsea test centre – now Europe's most comprehensive privately owned facility.

We remain very much a client focused company, dedicated to cost effective technology-led solutions supported by very high levels of service, from conception to delivery.

Log on to [balmoraloffshore.com](http://balmoraloffshore.com) for the latest product information and company updates or call us to discuss your particular requirements.

*Jim Milne CBE, Chairman and Managing Director, Balmoral Group*

## New subsea test centre launched



**Balmoral Offshore Engineering announced the opening of its new hydrostatic test facility during the annual Offshore Technology Conference in Houston, Texas.**

The Balmoral Subsea Test Centre offers a comprehensive range of procedures including hydrostatic, mechanical and laboratory testing and represents a multi-million pound investment for the company. It is expected that up to 10 new jobs could be created while consolidating the existing test centre team.

A unique custom-made pressure test vessel, thought to be the largest commercially available unit in Europe, forms the centrepiece of the purpose-built centre.

Installed vertically with an internal diameter of 1.83m (72") an internal length of 9m (29.5') and a maximum operating pressure of 410bar (6000psi), the vessel is fitted with penetration flanges to allow the connection of hydraulic and electrical lines.

Other tests carried out at the all-new centre include uplift determination, water ingress, bulk modulus, compression and creep. All equipment is fitted with or linked to the latest software to provide highly detailed results.

"It is vital that subsea equipment performs as expected in the field", says engineering and projects manager, Fraser Milne.

"When deployed many of our products are the final link in the subsea chain and installers must have the confidence that the products are entirely fit for purpose. Using this industry-leading facility ensures through-life performance for the products achieving certification.

"As a company we are dedicated to cost effective technology-led solutions for the deepwater oil and gas sector and are pleased to offer the subsea test centre for third party use."



## Brazilian manufacturing base to open in 2012

**Construction work is about to begin at Balmoral Offshore Engineering's new Brazilian manufacturing facility.**

The new facility will manufacture the company's complete range of products from the largest deepwater riser buoyancy and insulation systems to the smaller, more intricate, elastomer mouldings such as bend stiffeners, restrictors and cable protection.

International business development director, Jim Hamilton, said: "Having successfully provided deepwater buoyancy and elastomer products for a number of projects offshore Brazil, we believe the time is right to commit to local production. We plan to build on our core value of enhanced customer service in this important market.

"The plant is strategically located to service the South American sector and replicates our multi-purpose facility in Aberdeen which has proved to be such an operational success in terms of flexibility and capacity. Our Brazilian facility will be in full production in 2012."

To celebrate 30 years in business Balmoral has published a limited edition full colour book entitled **Black and Green Gold**.

Written by Jeremy Cresswell, edited and produced by Balmoral's in-house PR team, with Sir C Duncan Rice providing the Foreword, the 168 page book celebrates the achievements and the people of the oil industry in the north of Scotland and considers Aberdeen's future in the global sector through a series of candid interviews and thought-provoking editorial. The book is sub-titled: Aberdeen's continuing role in the energy revolution.

A copy of **Black and Green Gold** was presented to Her Majesty's Lord Lieutenant of Aberdeen, Mr Peter Stephen, at a ceremony attended by senior business people from Aberdeen city and shire.

Steve Gibb, PR Manager at Balmoral, said: "Black and Green Gold is the result of extensive research, carefully considered opinion, photographic archive exploration and, we believe, has been very finely produced.

"We wanted to create something special for our thirtieth anniversary and although looking into the future is somewhat challenging I believe we will stimulate fascinating conversation with the content. I don't believe anything quite like this has previously been published."

Interviewees contributing to the book include Rita Marcella, Sue Bruce, James McCallum, Mike Salter, Neil Bruce and the late Matt Simmons.

## Balmoral publication considers Aberdeen's energy future



Left to right: Steve Gibb, Jeremy Cresswell, Jim Milne, Prof Sir C Duncan Rice and Ewen Milne.

## Re-defining ROV buoyancy

The rapid pace of development of drill ship design now allows drilling in water depths beyond the traditional 10,000ft/3000msw barrier. The certainty of discovery of commercially-viable reservoirs in these extreme water depths has driven parallel development programs in all areas of subsea equipment associated with deepwater oil production.

The availability of ROVs and AUVs with matching depth capability is also an essential requirement. Whilst new-build deepwater ROVs have traditionally been specified with a 3000msw operating depth rating, the growing trend is to specify 5000msw capability. For those businesses where their ROVs may be required to work in non-oilfield markets, depth ratings of 6000-7000msw, are increasingly specified.

Alongside this requirement to operate in extreme depths has come the demand to handle progressively more complex and heavy tooling packages.

Whilst operating depth and payload capabilities have increased, the traditional requirement for ROVs to be as compact and manoeuvrable as possible has remained unchanged. This requirement has necessitated the development of lower density buoyancy foams to negate the standard trend of increasing foam density, and therefore buoyancy block dimension, with increasing depth rating and payload requirement.

As future tooling requirements are rarely obvious at the time of initial design, ROV contractors have recognised the advantage of having ROV buoyancy systems which are readily suitable for field modification. So-called 'pure syntactic foams', ie, syntactic foams which do not contain large macrospheres, are particularly suitable for such activities.

### Composite foam systems

Balmoral Offshore Engineering is an established developer of advanced composite syntactic foams for drilling and flexible riser buoyancy modules and has introduced a portfolio of flotation systems which have established the new benchmark for syntactic buoyancy.

A 'composite' buoyancy system refers to a syntactic foam comprising glass microspheres and macrospheres held together within an epoxy resin system to create a homogenous matrix. Please refer to Table 1.

These systems are cast using dedicated mould tooling providing repeatable consistent production and are therefore ideally suited in applications such as work class ROVs - particularly on a multi-build requirement. Composite ROV buoyancy blocks comprise an integrated shell to ensure maximum protection of the core material in the event of accidental impact.



*The 3000msw-rated Fugro FCV3000 ROV at launch offshore Brazil*

## Pure foam systems

In parallel to the development of composite, ie, macrosphere-containing syntactic foams, Balmoral has developed a family of pure syntactic materials to cover all requirements from the 'commodity' end of the market through to the highest performance, deepest depth rating, lowest density systems. Please refer to Table 2.

Pure foam systems offer many advantages over macrosphere composite foams including very low water ingress characteristics, robustness, ease of repair and modification in the event of damage or design alterations. Pure foam systems represent the high performance end of the market and are therefore typically used in more demanding service conditions such as extreme depths and/or service criticality.

The performance of this particular ultra-low density material is understood to be unique in that the buoyancy does not progressively reduce due to hydrostatic compression as the ROV flies into deeper waters. This is because the bulk modulus - compressibility under hydrostatic pressure - of the foams is marginally less than sea water.

Balmoral's portfolio includes the flagship low density foam (LDF) range with depth ratings to 7000msw with a 10000msw foam in development. The performance of the LDF range is unique as the buoyancy performance is practically unaffected by hydrostatic pressure and derives from the use of a completely different thermoset resin system to all other syntactic foams on the market. Please refer to Table 3.

## ROV/AUV external finishing

The selection of a barrier coating on buoyancy modules of any type is a critical issue. These coatings provide impact and abrasion resistance while offering high visibility smooth gloss finishes.

The most common finish is a 3-5mm sprayed elastomer applied to all external surfaces to give a highly effective coating for work class ROVs. Standard pigmentation is yellow, orange, red or white although other colours can be provided to match project parameters.

## Global deployment

David Clayton, sales director at Balmoral said: "The development of our ROV LDF systems has moved Balmoral to the forefront of ROV buoyancy module supply.

"Relationships with a number of leading manufacturers have seen 'preferred supplier' status being gained for 3000msw and deeper rated flotation. In the last 12 months we have supplied dozens of work class ROV buoyancy sets as well as intervention tooling packs destined for the deeper waters of Brazil, Gulf of Mexico and West Africa.

"Ultra deep dive research applications for 5000msw+ have seen buoyancy packs shipped to France, Italy, the USA and Japan."

**Table 1: Composite foam material values**

Typical operating depth ft/msw	Typical core density kg/m <sup>3</sup>	
	GRE	Carbon
1500/457	346	-
2000/610	358	-
3000/915	385	-
4000/1220	417	403
5000/1524	455	432
6000/1829	479	450
7000/2134	514	476
8000/2439	535	491
9000/2744	565	515
10000/3049	586	530

**Table 2: Pure foam standard range (PFS)**

Typical operating depth ft/msw	Typical core density kg/m <sup>3</sup>
5750/1750	560
8200/2500	585
10000/3000	610
15000/4500	635
20000/6000	660
23000/7000	710

**Table 3: Pure foam ultra-low density range (LDF)**

Typical operating depth ft/msw	Typical core density kg/m <sup>3</sup>
5000/1500	400
6500/2000	430
10000/3000	450
16500/5000	510
23000/7000	550

# A unique and integrated supplier to the drilling sector

**Balmoral Offshore Engineering continues to invest in its state-of-the-art manufacturing and testing facilities at Group HQ in Aberdeen while committing to local content for the South American market through a new production plant in Brazil.**

The company has developed a unique manufacturing capability which delivers considerable advantages to the drilling sector. Balmoral's ongoing commitment to research has led to advanced product and materials development supported by the company's laboratory and privately owned hyperbaric subsea test centre. Please see page 3 for more details on the Balmoral Subsea Test Centre.

## Drilling riser buoyancy

Drilling risers extend from the BOP to the drilling vessel with their primary function being the provision of fluid communications between well and drilling vessel while supporting the choke, kill and auxiliary lines. The riser is also used to guide tools into the well and serves as a running/retrieving string for the BOP.

Drilling riser buoyancy provides uplift by effectively decreasing the submerged weight of the riser joints. This helps to minimise top tension and prevent stress in the riser while reducing loadings during deployment/retrieval of the blow-out preventer (BOP) stack.

During the past two decades drill riser buoyancy has undergone a radical transformation in terms of product design and materials technology enabling drilling contractors to move into waters of great depth and high current velocity such as offshore Brazil and West Africa.

21st century drilling operations demand the deployment of ultra-heavy drill riser strings and, while Balmoral's low density foams have significantly helped with the major challenges of drillship tensioner loads, today's deepwater buoyancy modules remain substantial in size and weight and are prone to impact and flexure damage caused by vessel motion and strong ocean currents.

Balmoral Durafloat and Durafloat RIS (Residual Integrity System) drill riser buoyancy modules feature a number of advanced performance-related benefits including:

- ▶ *Standard or ultra-low density system*
- ▶ *Proven to depths of 3658m (12,000ft)*
- ▶ *Extreme impact resistant shell*
- ▶ *Anti-fracture reinforcement (RIS grade only)*
- ▶ *Enhanced flexure resistance*
- ▶ *Localised recess reinforcement*
- ▶ *Improved stacking and storage capability*

Dr Bob Oram, Balmoral's Technical Director, says: "We have optimised our manufacturing and testing processes to provide what are, in my opinion, the best drill riser buoyancy systems on the market. Our unique production methods ensure that Balmoral modules perform consistently in the most challenging of environments.

"We are currently developing a range of new material options that will allow us to produce deepwater modules of an even higher specification in the very near future."

All Balmoral Durafloat RIS modules are designed, manufactured and tested in accordance with API 16F.



## Strakes and fairings

Floating production systems use steel riser configurations in vertically tensioned free-standing or catenary configurations. In service, these risers are subjected to a number of actions including dynamic wave and vortex induced loads.

For risers installed in adverse conditions these loads may lead to a critical situation for the structure due to over stressing, buckling, brittle fracture or fatigue. In particular, vortex induced vibrations (VIV) can be detrimental to slender tubular elements such as risers. To counteract such fatigue impact, VIV needs to be suppressed. The most widely used technique to reduce VIV on cylindrical structure is a helical strake system.

Balmoral strakes are available in marine grade abrasion resistant polyurethane elastomer or a marine grade composite material and can be supplied to accommodate various installation methods including onshore, shipboard, stinger or diver/ROV retro fitting. They are supplied as interlocking circular half shells which are secured by a metallic strapping system.

## Drill riser protection

When running a riser string without buoyancy several problems can be encountered on the drill platform including:

- ▶ *Storage difficulties because of the differences and irregularities in profile*
- ▶ *Impact damage while being passed through the rotary table*

To minimise the risk of damage during operations Balmoral Offshore Engineering provides a range of riser impact protection systems. Moulded in tough, abrasion resistant, polyurethane this product is engineered to provide maximum impact and abrasion protection whilst being lightweight and simple to handle.

The Balmoral riser impact protection system allows the bare joint to be stored in the same stack as buoyant riser joints while minimising the chance of damage during deployment and recovery.

## Riser clamps

A conventional drill riser comprises of a 21" diameter main line with choke, kill, booster and hydraulic lines surrounding it. These service lines require to be connected to the main body by means of clamps to prevent buckling when the riser is operational.

Historically, steel clamps have been used which were heavy and cumbersome when attaching to the riser. However, as drilling depths become greater the requirement for weight saving on riser strings has increased. One area where this has been possible is through the evolution of polymer riser clamps.

Maintaining its policy of product innovation and continuous improvement, Balmoral Offshore Engineering optimised its riser clamp design in terms of functionality, handling and ease of attachment to the riser string.

The design optimisation process resulted in a clamp that is:

- ▶ *Extremely robust*
- ▶ *Highly impact resistant*
- ▶ *Offers a significant weight saving when compared to steel*
- ▶ *Vastly reduced assembly time*
- ▶ *Custom designed to suit riser requirement*

Polymer riser clamps are now recognised as an industry standard high performance solution whilst offering significant riser string weight reduction in deep and ultra-deepwater environments.

## Pin and box end protection

When transporting and storing drill riser joints, pin and box end connectors are frequently damaged. To prevent unnecessary and expensive repair work to these critical areas, Balmoral Offshore Engineering provides a range of lightweight, high impact and abrasion resistant elastomer protectors.

With growing numbers of drilling contractors recognising the latest in high performing PU pin and box end protection, Balmoral Offshore Engineering can help achieve safer and easier handling, fitting, transportation and storage by the consistent use of these highly cost-effective products.





## SURFs up at BOE

During recent years the offshore oil and gas industry has changed its focus from traditional platform developments towards the innovation of floating production technology and subsea solutions (FPSO/FSO).

This move has been driven by the need to develop marginal fields in mature regions and the constant effort to develop fields in deeper waters such as offshore Brazil and West Africa. At the same time tie-back of small satellite fields to existing processing platforms has proven to be economically viable thus postponing the abandonment of depleting reservoirs.

In deploying FPSO/FSO's, the demand for flexible risers and umbilicals increases as does the requirement for distributed buoyancy, bend stiffeners, bend restrictors and abrasion protection products.

Balmoral has earned a worldwide reputation for product quality and innovation to meet and exceed these demanding applications.

### Distributed buoyancy

The buoyant load required to maintain the wave form of flexible lines can be applied using Balmoral distributed buoyancy modules. It is critical that during the project life the buoyant load does not migrate or degrade and therefore the design of clamp securing the buoyancy module to the flexible is critical.

Balmoral has a range of clamps that ensures optimum performance for specific operating conditions, including the company's patented compliant clamp which is unparalleled in the industry.

In addition to Balmoral's clamping solutions, significant investment in macrosphere technology and manufacturing capacity has seen the company become the supplier of choice for leading flexible and umbilical manufacturers.

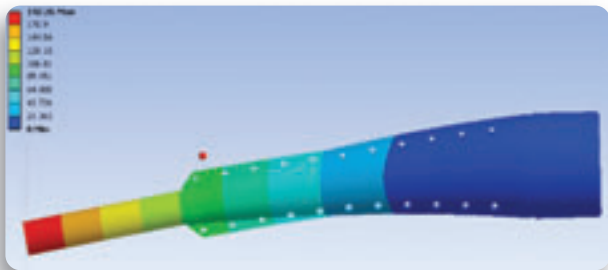
Recent contract awards have seen BOE succeed in widening its client base and securing supply for some of the largest buoyancy modules ever produced for deployment on high profile global offshore projects.



## Dynamic bend stiffeners

Balmoral Offshore Engineering has been awarded several major contracts to provide dynamic bend stiffeners justifying the company's recent investment in the latest design software, materials technology and the most sophisticated PU manufacturing equipment in the industry.

The additional capability gives Balmoral one of the greatest PU volume processing capacities in the market and provides the opportunity for clients to benefit from a single source for all elastomer requirements – from the smallest bend restrictor to the largest FPSO turret bend stiffener.



## Cable protection

There would be no point in protecting a flexible line from overbending and maintaining the wave form if there was not a solution for ballast and/or abrasion protection at the touch down points. The Duraguard and Duraguard HD product range offers just such a solution.

Unfilled Duraguard provides abrasion resistance and cross over protection whilst the addition of barytes or encapsulation of lead provides a ballasted solution.

Duraguard+ provides the same range of benefits as standard Duraguard with the additional feature of a fully encapsulated strapping system.



# Aberdeen to benefit from high quality business park

**Balmoral has begun work to develop its site on the south side of Aberdeen city to potentially accommodate a new 128 bedroom hotel, auto-showroom, offices and industrial units.**

Balmoral Park Ltd, a division of the Group, has outline planning permission to develop 18 acres which sits adjacent to the company's HQ.

Plans include details for 139,500 sq ft (12,960 sq m) of office accommodation, 78,050 sq ft (7,251 sq m) of industrial units, 24,905 sq ft (2,314 sq m) auto-showroom/workshop and a 52,000 sq ft (4,832 sq m) 128 bedroom hotel. 800 car parking spaces are planned across the development.

Chairman and MD, Jim Milne, said: "We aim to develop the business park to a very high quality bringing long-term high value jobs to this part of the city.

"This development has the potential to contribute significantly and sustainably to the future of the north-east and the Scottish economy as a whole. We have received numerous enquiries from national and international businesses and are now in a position to develop these negotiations further.

"The development occupies a key location on one of the main access routes into the city and will be easily accessed from the proposed Aberdeen Western Peripheral Route."

Bill Duguid, a managing partner at property advisor, Ryden, said: "Demand for commercial and industrial space in Aberdeen continues to grow. This is an excellent opportunity for companies looking to consolidate, relocate or establish a prestigious operation in Aberdeen."

Further information can be found at [www.balmoralbusinesspark.com](http://www.balmoralbusinesspark.com)



*Prestigious corporate HQs, industrial units, an auto-showroom and hotel are planned for Balmoral Business Park*

## Balmoral Group announces non-executive director appointment

**Former corporate banker, Gary Gerrard, has been appointed non-executive director of Balmoral Group Holdings Ltd. He will have a wide remit to advise and assist with all aspects of company business.**

Gary held a variety of roles during his 28 year career with Bank of Scotland and, more recently, Lloyds Banking Group. Senior positions at BoS included head of corporate banking in Scotland and regional MD of the corporate real estate business. He left Lloyds in December 2010 to concentrate on other commercial interests in the oil, gas and property sectors.

On his appointment, Gary commented: "I am delighted to join Balmoral at such an exciting time. The company has market leading products and technology, talented and hard working employees and is in excellent financial shape.

"Three years ago Balmoral was trading at break even with £20m+ of debt. Today, the Group is highly profitable, has largely repaid its debt from internal cash generation and has a very strong balance sheet.

"This is one of the most amazing turnaround situations that I have seen in my banking career and pays testament to Jim Milne and his management team. It is a tremendous success story for Aberdeen."



*Gary Gerrard, recently appointed non-executive director at Balmoral Group*

## Marine and subsea brief handed to new start

**Rob Barber has been appointed Sales Manager with Balmoral Offshore Engineering taking responsibility for marine and subsea products.**

Rob joins the company having established relationships with key clients in the offshore umbilical, cable, seismic, defence and renewables sectors in previous positions.

He has built-up extensive experience of specifying and supplying products such as bend stiffeners and restrictors, J tube seals, clamps, buoyancy and impact/abrasion protection.

Rob said: "My aim is to broaden the extensive range of products and markets that Balmoral is currently involved in by working with new and existing clients.

"The Balmoral brand is hugely respected in the offshore industry and with the support of a highly experienced engineering team I am fully focused on delivering new business for the group.



*Rob Barber, Sales Manager, Balmoral Offshore Engineering*

"It is an exciting time to be joining Balmoral as the company looks to strengthen its reputation as technological leader in the global buoyancy, insulation and elastomer product sector."

Rob is based at the Manchester office and can be reached at [r.barber@balmoral.co.uk](mailto:r.barber@balmoral.co.uk).

## BOE receives SCDI international award

In a year peppered with plaudits, Balmoral Offshore Engineering received the Scottish Council for Development and Industry (SCDI) award for outstanding international achievement in the oil and gas industry.

Presented to Jim Milne, chairman and MD of the company, by former New York mayor, Rudy Giuliani, the award recognised Balmoral's export achievements during the period 2009/10 which saw 95% of the company's manufactured goods being shipped overseas.

Also attending the event was Scotland's First Minister, Alex Salmond, who said: "The Scottish Government wants more businesses to think, compete and trade globally. It's important that Scottish companies exploit the immense opportunities available in the global market... this award is about celebrating those firms that have already been successful in their international ambitions."

Balmoral Offshore Engineering's buoyancy and elastomer products are used in deepwater oil and gas provinces including the Gulf of

Mexico, West Africa, India, SE Asia and South America and are typically specified by companies in Aberdeen, Houston, Paris, Oslo, Malaysia and Rio de Janeiro.

During the period 2008-2010 BOE secured global contracts boosting exports by some 166% and 244% year on year. This success in securing international projects can be credited to the "Combination of leading-edge product development, strategic marketing and customer focused project management and manufacturing teams" said Mr Milne on receiving the award.

"We are thrilled to win one of Scotland's most prestigious business prizes. This was a real team effort and I am delighted for everyone at the company", he continued.

"Further growth potential exists in deepwater regions such as Brazil and SE Asia and we are actively pursuing these opportunities."

Earlier in 2010 BOE received the Queen's Award for Enterprise in the International Trade category.



*Jim Milne receives the SCDI international achievement award from former New York mayor, Rudy Giuliani*

## Grampian Police staff honoured at Excellence Awards



A wide variety of staff and projects were heralded at the recent Grampian Police Excellence Awards.

Speaking at the annual event Chief Constable Colin McKerracher said: "The Excellence Awards are one of the highlights of the Force's calendar. This is its fifth year and gives our organisation the opportunity to publicly celebrate its successes.

"With budgets being severely squeezed across the board we are extremely grateful to have the support of Balmoral Group."

Winning submissions included Peter Reilly - the Force's Senior Energy Industry Advisor - on secondment from Shell E&P UK Ltd who was highly commended for his work in developing a multi-agency awareness programme for the oil and gas sector.

Operation Zenith is a pioneering campaign tackling fatal and serious motorcycle collisions while Operation Biro investigated the attempted robbery in Aberdeen from G4S Security Guards. Both operations received recognition on the day.

Balmoral was represented at the awards by Allan Robertson, Manufacturing Director of Balmoral Comtec.

## Mackintosh of Glendaveny named Grampian's Top Young Entrepreneur

Young Aberdeenshire entrepreneur, Gregor Mackintosh, was named Grampian's winner at the regional finals of the Prince's Scottish Youth Business Trust (PSYBT) 'Young Entrepreneur of the Year' Awards.

The 23 year old founder of Mackintosh of Glendaveny was announced as regional winner at a ceremony at Haddo House in Aberdeenshire and was presented with a £1000 cash prize by Jim Milne, chairman and managing director of Balmoral, sponsors of the winners' award.

Gregor went on to have a very successful run as one of six Scottish businesses out of 18 regional winners at the National Business Awards during a ceremony in Glasgow City Chambers. Eventually securing runners up position Gregor was just pipped to the post by St Andrews Golf Experience.

Mr Mackintosh launched his business in 2009, harvesting rapeseed crop to produce The Mackintosh of Glendaveny Extra Virgin Cold Pressed Oil. The rapeseed is harvested, pressed and bottled on the family farm and sold to farm shops, delicatessens, butchers, and major supermarkets throughout Scotland.



Jim Milne added, "We are delighted to support PSYBT and these awards which recognise the achievements of Scotland's young people and encourage an environment that celebrates business innovation. Entrepreneurship is essential to our future prosperity not just in the Grampian region but throughout Scotland."

# Long service awards for Balmoral Group employees

Balmoral Group held a staff party in Aberdeen's Beach Ballroom in celebration of 30 years in business.

Chairman and MD, Jim Milne, wanted to say a special thank you to long-serving employees and did so by presenting each of them with a personal award.

Mr Milne said: "In our 30th year we are performing better than ever. In recognition of this I want to pay tribute to a number of individuals that have shown exceptional loyalty to the company. I am delighted to present them with a token of my appreciation for their continued commitment and hard work."



*Jim Milne with many of his long serving employees*

# Balmoral encouragement for Aberdeen Business School students

Three graduates of the Masters in Project Management programme at Aberdeen's Robert Gordon University benefited to the tune of £5000 in the form of the annual Balmoral Offshore Engineering prize.

This is the third year that the company has sponsored the prize for Aberdeen Business School students, viewing it as an important link between commerce and academia. Each student had to submit a research proposal to enter the competition.

Steve Gibb, public relations manager at Balmoral, said: "We are pleased to align ourselves with this very prestigious course at RGU. The collaboration with the students and staff at Aberdeen Business School is immensely rewarding for all parties and we wish this year's winners every success in the future."

Mehran Fard from Iran was awarded first prize in the competition and a cheque for £2500. His project management proposal focused on 'The Reliability of Risk Analysis Methods to Decision Making Processes in the UK Offshore Oil and Gas Projects'.

Augusta Cookeygam and Elizabeth Taama achieved second and third place in the competition and were awarded cheques for £1500 and £1000.

Senga Briggs, course leader for project management at Aberdeen Business School, added: "This award is of enormous benefit to the students and our agreement with a company as successful as Balmoral speaks volumes about the way in which Aberdeen Business School is perceived by industry."



*Balmoral Group personnel Allan Robertson, Allan Joyce and Alan Archibald present the RGU students with their awards*



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