

Transition to Oil Production Phase

As construction progresses towards the first oil production milestone in mid-2003, work continues on building the organization that will operate the Project over its 25 to 30 year life.

Training & Hiring

A total of 177 Chadians and Cameroonians have been hired as permanent Project staff in technical, managerial and professional positions, 111 in Chad and 66 in Cameroon. A limited number of positions remain to be filled.

Technical training began almost two years ago for the first technicians chosen as permanent staff. All of the new Chadian and Cameroonian employees have attended orientation and English language courses. Now, 72 of the 94 technicians are working in Canada, the United States and other countries to gain actual job experience before coming back to their operations jobs in Chad and Cameroon.

A multi-week training program has been developed for the expatriate staff who will be assigned to operations phase jobs in Chad and Cameroon. Their training begins in January 2003, and their mobilization to Chad and Cameroon will commence in March 2003.

Offices

In N'Djaména, the permanent operations office building for the Project has been designed and is now in the bidding process. Fifteen Chad-based contractors initially expressed interest in the work and, after a qualification process, four were invited to submit formal bids.

In Douala, a site for the new COTCO office building has been identified and an architect has drawn up preliminary plans. Final commitments concerning the office building were still pending as the year ended.



The Chadians in these classrooms have been hired for operations phase technician positions and received their initial training in the fourth quarter. They received immersion language training in English and basic technical instruction at the Project's training center in N'Djaména. At the end of 2002 they traveled to the United States for their on-the-job experience assignments.