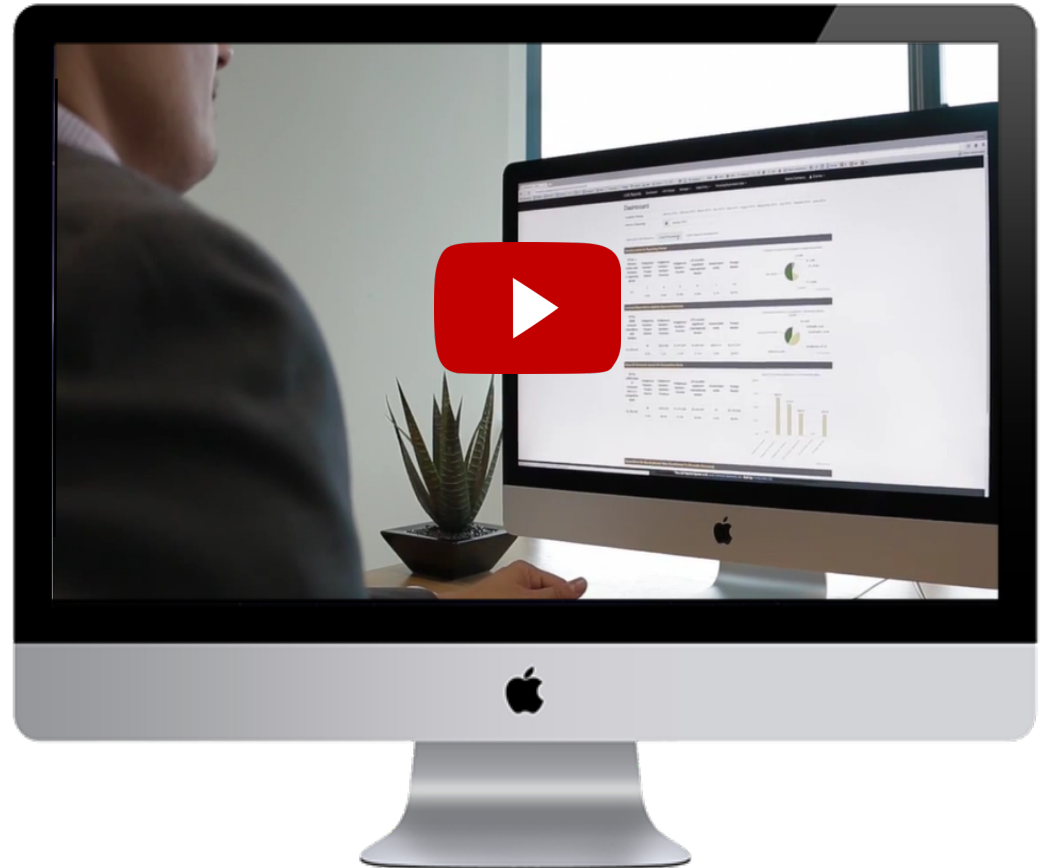




LCPR is on-line software platform for Local Content compliance,
planning and performance reporting

LCPR

Local Content Plan and Report



Watch the video



Case-Study 1

Sierra Leone – live reporting across 40 companies

ACT

Supplement to the Sierra Leone Gazette Vol. CXLVII, No. 11
dated 3rd March, 2016

THE SIERRA LEONE LOCAL CONTENT AGENCY ACT, 2016

Sierra
Leonean
Content
Scorecard.

63. The Agency shall establish a Sierra Leone local content scorecard system which shall–

- (a) provide a system of measuring compliance with Sierra Leone local content development;

“We have now adopted LCS Reports [now LCPR] as our formal on-line platform for companies to comply with their legal obligations to report Local Content performance under the Sierra Leone Local Content Agency Act, 2015”

**Director, Local Content Agency,
Ministry of Trade and Industry, Sierra Leone**



Case-Study 1

Sierra Leone – live reporting across 40 companies

Company	1st Q, 2016			2nd Q, 2016			3rd Q, 2016			4th Q, 2016		
MINING - Shangdong Steel Co.	WF	PC	CD	WF	PC	CD	WF	PC	CD	WF	PC	CD
MINING - Sierra Rutile	WF	PC	CD	WF	PC	CD	WF	PC	CD	WF	PC	CD
MINING - Koidu Limited Mining Company	WF	PC	CD	WF	PC	CD	WF	PC	CD	WF	PC	CD
MINING - SL Holding Ltd (Vimectco)	WF	PC	CD	WF	PC	CD	WF	PC	CD	WF	PC	CD
MINING - BCM Group	WF	PC	CD	WF	PC	CD	WF	PC	CD	WF	PC	CD
AGRI - Mountain Lion	WF	PC	CD	WF	PC	CD	WF	PC	CD	WF	PC	CD
MANUF - Sierra Leone Brewery - Heineken	WF	PC	CD	WF	PC	CD	WF	PC	CD	WF	PC	CD
BANKING - Guranty Trust Bank	WF	PC	CD	WF	PC	CD	WF	PC	CD	WF	PC	CD
BANKING - Rokel Commercial Bank	WF	PC	CD	WF	PC	CD	WF	PC	CD	WF	PC	CD
BANKING - Commerce and Mortgage Bank	WF	PC	CD	WF	PC	CD	WF	PC	CD	WF	PC	CD
LOG & TRANS - Bollorie Trans & Logistics	WF	PC	CD	WF	PC	CD	WF	PC	CD	WF	PC	CD
LOG & TRANS - National Shipping Agency	WF	PC	CD	WF	PC	CD	WF	PC	CD	WF	PC	CD
HOSP - Radisson Blu	WF	PC	CD	WF	PC	CD	WF	PC	CD	WF	PC	CD

- WF = Workforce
- PC = Procurement by Company
- PI = Procurement by Invoice
- CD = Capacity Development

10 of the 13 companies participating in the 1st wave of reporting are **compliant** with the requirement of the 2016 Act to submit their Local Content performance using the on-line platform

Green Companies who have completed all data submissions to the satisfaction of the Local Content Agency
 Amber Companies who have started to enter data but not yet fully completed submission, and as such are non-compliant
 Red Companies not yet started and as such are non-compliant

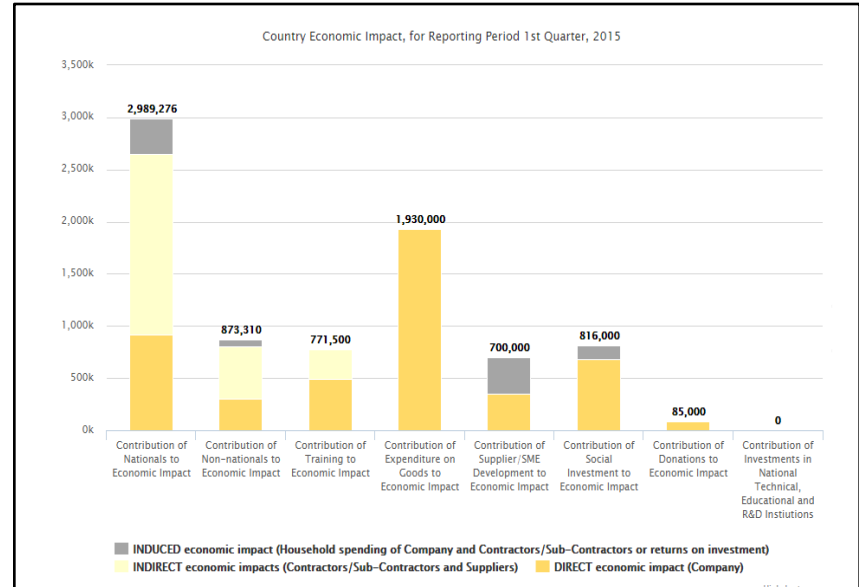
Case-Study 1

Sierra Leone – live reporting across 40 companies

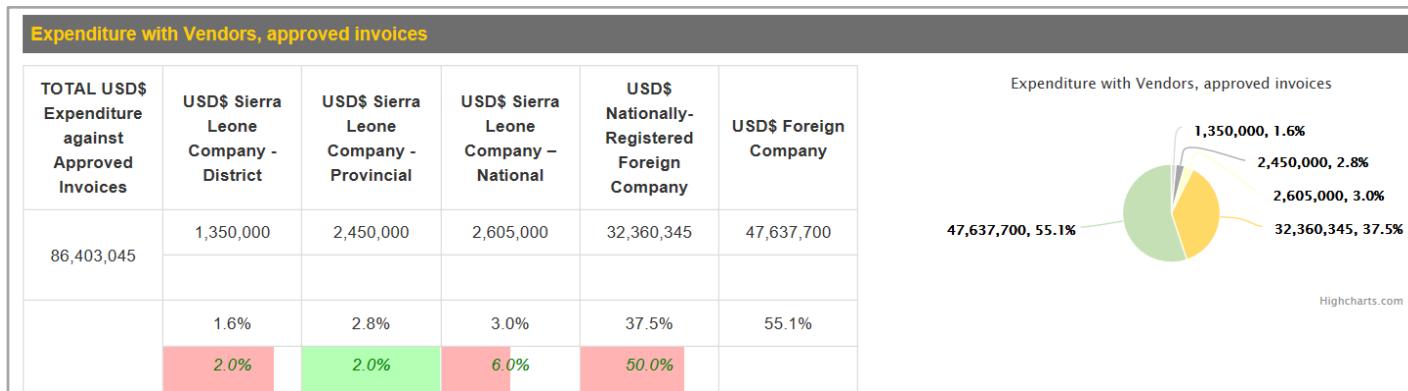
Nationals in the Workforce

Nations in the Workforce					
LOCAL CONTENT IN SL Test Company-ONLY WORKFORCE					
All SL Test Company Manhours	All SL Test Company FTE Headcount	National Manhours	National FTE Headcount	% Nationals (Mhrs or FTE)	% Nationals (\$ AVC)
53,500	107	44,000	88	82.2%	83.3%
				85.0%	
Nationals by Job Position	# National Manhours	National FTE Headcount	% Nationals in Job Positions	Actual Value Contributed from Nationals in Workforce	
Management - Senior	1,000	2	40.0%	80,000	
			50.0%		
Intermediate - Professional	6,000	12	100.0%	300,000	
			50.0%		
Intermediate - Supervisory	3,500	7	100.0%	35,000	
			50.0%		
Intermediate - Skilled	5,000	10	40.0%	25,000	
			50.0%		
Intermediate - Semi-skilled	12,500	25	96.2%	25,000	
			100.0%		
Unskilled	16,000	32	100.0%	16,000	
			100.0%		
Total	44,000	88		481,000	

\$ Value to the Domestic Economy



Expenditure on Local Goods and Services



All illustrative data only

Case-Study 2

Petroleum Project - operator and primary contractors

L.I. 2204

PETROLEUM (LOCAL CONTENT AND LOCAL PARTICIPATION) REGULATIONS, 2013

Local content performance reporting

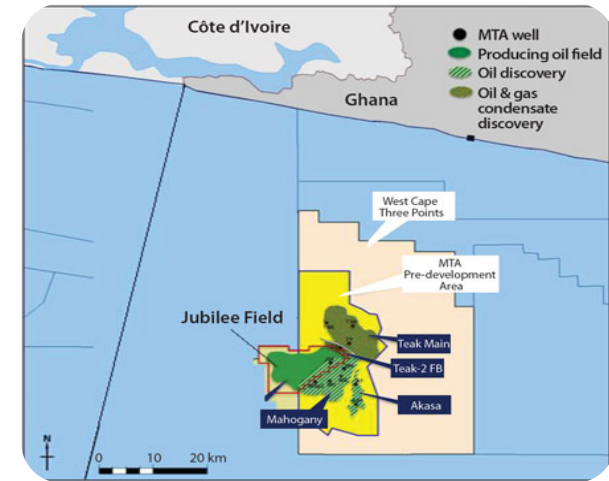
Requirement for submitting local content performance report

34. (1) A contractor, subcontractor, licensee or other allied entity shall within forty-five days of the beginning of each year after commencement of petroleum activities submit to the Commission an annual Local Content Performance Report covering all its projects and activities for the year under review.

NIGERIAN OIL AND GAS INDUSTRY CONTENT DEVELOPMENT ACT

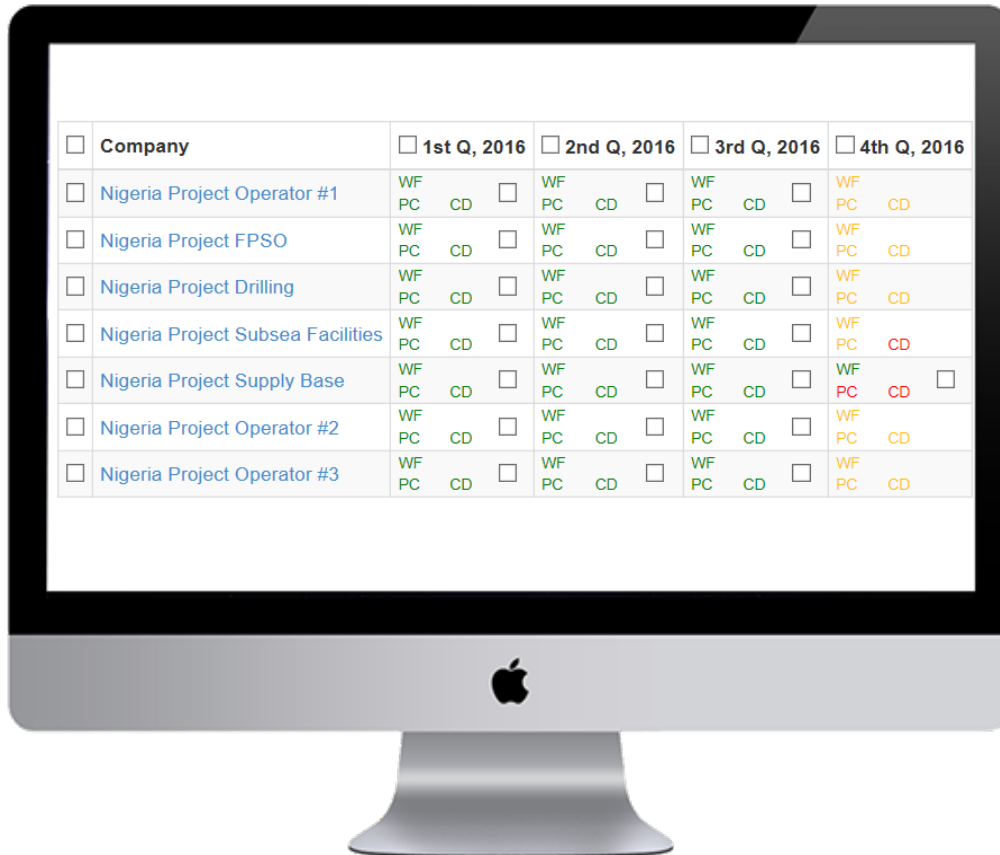
2010 Act No. 2

60. Within sixty days of the beginning of each year, each operator shall submit to the Board their annual Nigerian Content Performance Report covering all its projects and activities for the year under review.



Case-Study 2

Petroleum Project - operator and primary contractors



<input type="checkbox"/> Company	<input type="checkbox"/> 1st Q, 2016			<input type="checkbox"/> 2nd Q, 2016			<input type="checkbox"/> 3rd Q, 2016			<input type="checkbox"/> 4th Q, 2016		
<input type="checkbox"/> Nigeria Project Operator #1	WF	PC	CD	<input type="checkbox"/>	WF	PC	CD	<input type="checkbox"/>	WF	PC	CD	<input type="checkbox"/>
<input type="checkbox"/> Nigeria Project FPSO	WF	PC	CD	<input type="checkbox"/>	WF	PC	CD	<input type="checkbox"/>	WF	PC	CD	<input type="checkbox"/>
<input type="checkbox"/> Nigeria Project Drilling	WF	PC	CD	<input type="checkbox"/>	WF	PC	CD	<input type="checkbox"/>	WF	PC	CD	<input type="checkbox"/>
<input type="checkbox"/> Nigeria Project Subsea Facilities	WF	PC	CD	<input type="checkbox"/>	WF	PC	CD	<input type="checkbox"/>	WF	PC	CD	<input type="checkbox"/>
<input type="checkbox"/> Nigeria Project Supply Base	WF	PC	CD	<input type="checkbox"/>	WF	PC	CD	<input type="checkbox"/>	WF	PC	CD	<input type="checkbox"/>
<input type="checkbox"/> Nigeria Project Operator #2	WF	PC	CD	<input type="checkbox"/>	WF	PC	CD	<input type="checkbox"/>	WF	PC	CD	<input type="checkbox"/>
<input type="checkbox"/> Nigeria Project Operator #3	WF	PC	CD	<input type="checkbox"/>	WF	PC	CD	<input type="checkbox"/>	WF	PC	CD	<input type="checkbox"/>

Operator and primary contractors for major work packages, set up as stand-alone companies, enabling comparison of performance as well as aggregation across entire Project

- Green Companies who have completed all data submissions to the satisfaction of the Local Content Agency
- Amber Companies who have started to enter data but not yet fully completed submission, and as such are non-compliant
- Red Companies not yet started and as such are non-compliant

Case-Study 2

Petroleum Project - operator and primary contractors

Nationals in the Workforce

Dashboard - Nigeria Project Operator #1

Guidance

Status

Available Periods:

All selected (3)

Show Results

1 selected

Show Target

Export to Excel

Generate PDF

Nationals in the Workforce

Local Procurement

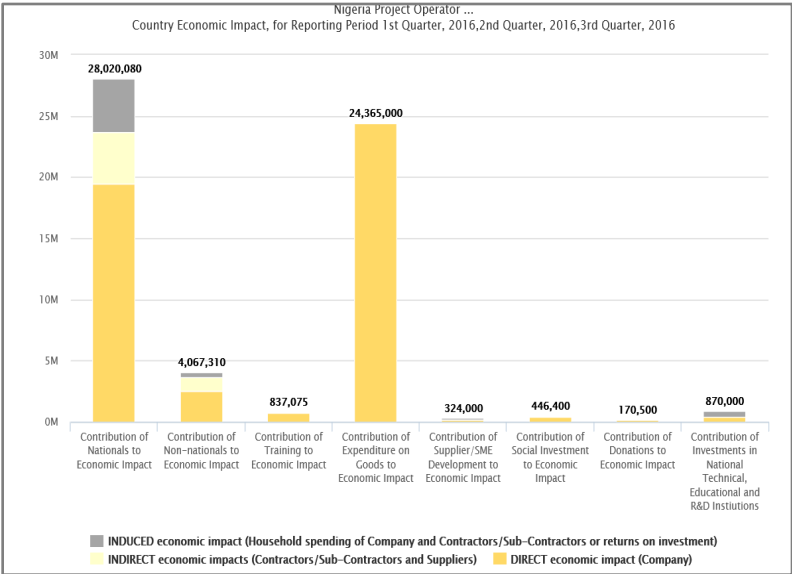
Local Capacity Development

LOCAL CONTENT IN Nigeria Project Operator #1-ONLY WORKFORCE

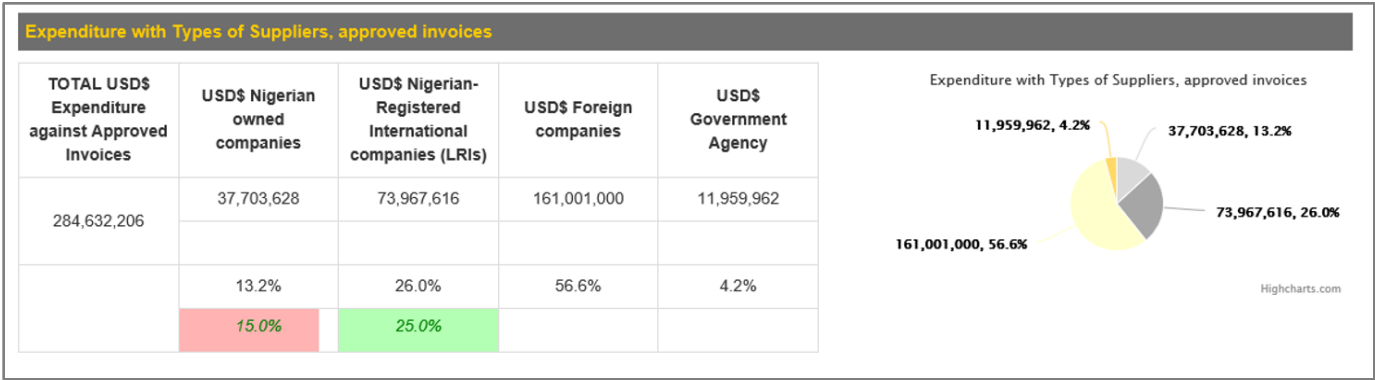
All Nigeria Project Operator #1 Manhours	All Nigeria Project Operator #1 FTE Headcount	National Manhours	National FTE Headcount	% Nationals (Mhrs or FTE)	% Nationals (\$ AVC)
556,500	412	421,500	312	75.7%	64.8%
		500,000		75.0%	70.0%

Nationals by Job Position	# National Manhours	National FTE Headcount	% Nationals in Job Positions	Actual Value Contributed from Nationals in Workforce
Senior Managt	39,000	29	72.2%	4,680,000
			80.0%	
Professional	78,000	58	66.7%	7,020,000
			80.0%	

\$ Value to the Domestic Economy



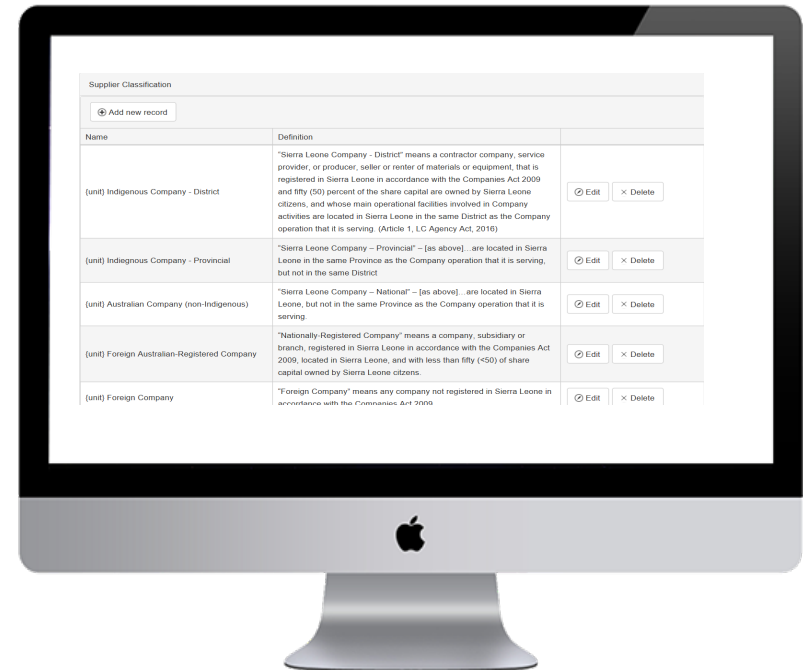
Expenditure with Local Suppliers



All illustrative data only

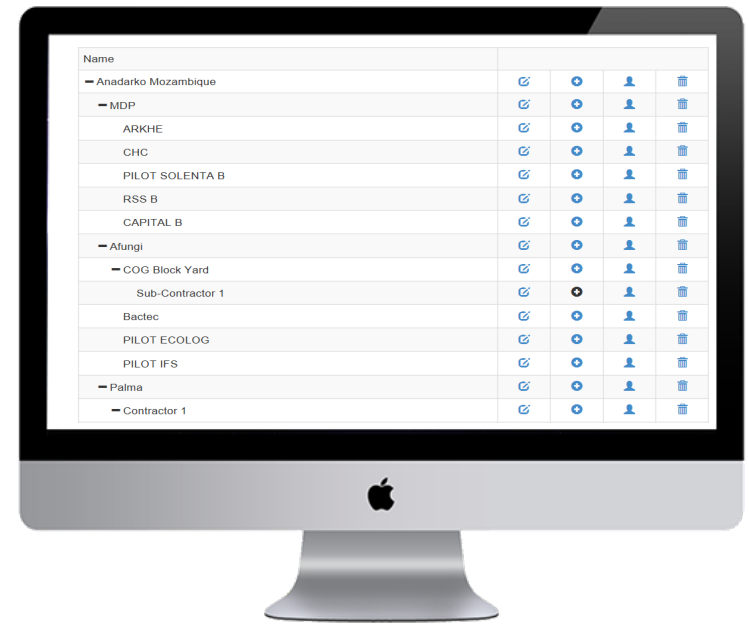
LCPR is fully *configurable* to different Local Content requirements and metrics/KPIs

- the uniqueness of the platform is that it **saves** clients money and months of software programming, because the tool can be **rapidly configured** (ie zero additional software coding) to virtually any policy, law, regulation or corporate or country strategy on Local Content in a matter of just a **few days**
- the platform can be **up and running ‘live‘** in a couple of weeks, including completion of on-line or workshop-based training of users (3-day training to regulator/corporation level, 1-day training to company Procurement and HR managers).



Fully *flexible* company structure and unlimited supply chain users

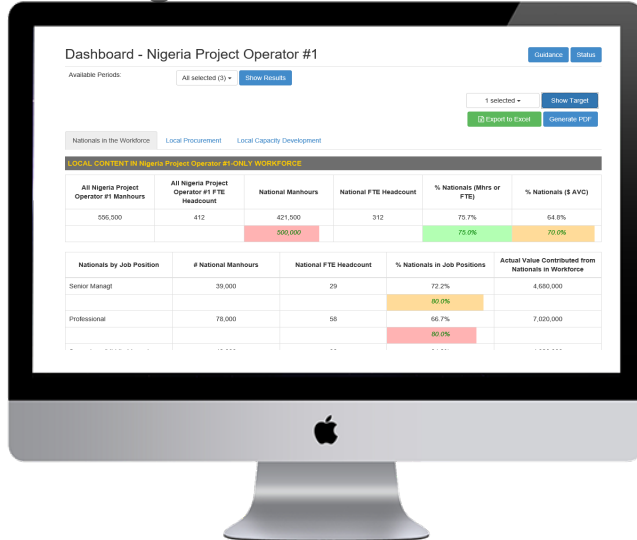
- **Super User roles** can be set up at regulator or corporate level, and for each reporting company
 - company Super User creates the **company structure**
 - company Super User creates **lower-tier users** and allocates to each lower-tier user **permissions** to add, view or edit data
- Any **structure** for a company and its contractors, sub-contractors and suppliers can be created, each with unique user access codes
- Other than user name, password and contact email, **no private information** (addresses, phone, etc) is held by the system



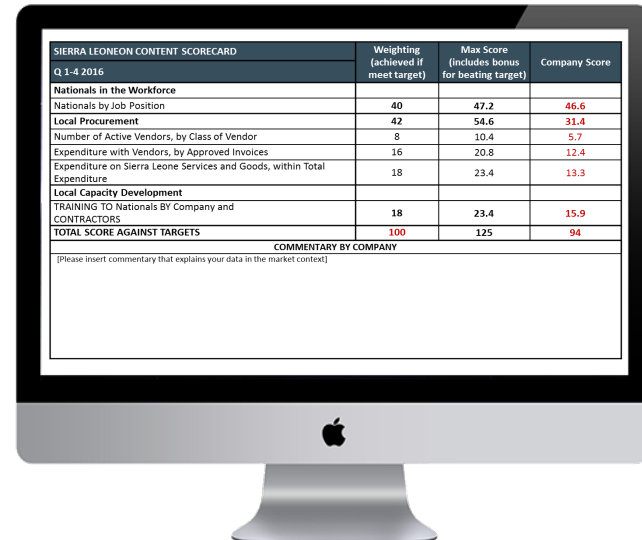
Generates Management *Dashboards* and *Scorecards*

- Presents headline performance for Nationals in the **Workforce**, **Local Procurement** and **Local Capacity Development**.
- Sets **targets** against *any* configured metrics and across *any* time periods, facilitating milestone payments against local content delivery
- **Green** = target or above. **Amber** = within 10%. **Red** < 10%.

Management Dashboard



Balanced Scorecard



High Speed Data *Verification* and Correction

- Imperative is that such a system facilitates Super Users to very quickly **verify** large amounts of data and enable users to **correct** errors
- *Cluster Status* and *Master Status* screens allow Super Users to drill down into the **original source data** to verify and re-set erroneous data

Cluster Status

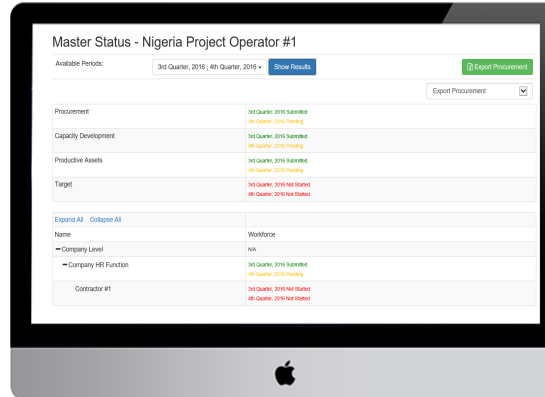


Company	1st Q, 2016	2nd Q, 2016	3rd Q, 2016	4th Q, 2016
Nigeria Project Operator #1	WF PC	CD	WF PC	CD
Nigeria Project FPSO	WF PC	CD	WF PC	CD
Nigeria Project Drilling	WF PC	CD	WF PC	CD
Nigeria Project Subsea Facilities	WF PC	CD	WF PC	CD
Nigeria Project Supply Base	WF PC	CD	WF PC	CD
Nigeria Project Operator #2	WF PC	CD	WF PC	CD
Nigeria Project Operator #3	WF PC	CD	WF PC	CD

one click



Master (Company) Status



Master Status - Nigeria Project Operator #1	
Available Periods:	3rd Quarter, 2016 - 4th Quarter, 2016
Procurement	3rd Quarter, 2016: Satisfied 4th Quarter, 2016: Pending
Capacity Development	3rd Quarter, 2016: Satisfied 4th Quarter, 2016: Pending
Productive Assets	3rd Quarter, 2016: Satisfied 4th Quarter, 2016: Pending
Target	3rd Quarter, 2016: Not Satisfied 4th Quarter, 2016: Not Satisfied

one click



Source Data

Workforce

[Contractors](#)

Name	Contractor #1		
Period of Reporting	<div> 1st Quarter, 2016 </div>		
Date Completed by	Name: Bob Charles	Position	HR Officer
Date Verified by	Name: Richard Wood	Position	HR Manager
Contractor Data Entry	Sub-Contractor Total	Sub-Contractor Data Entry	Sub-Contractor Grand Total
Aggregated Contractor & Sub-Contractors			

Contractor Workforce Involved in Nigeria Project Operator #1 Activities

All Nationals in Contractor Workforce Involved in Nigeria Project Operator #1 Activities	All Non-Nationals in Contractor Workforce Involved in Nigeria Project Operator #1 Activities
Manhours	Manhours
90,000	40,000

Nationals and Non-Nationals in Contractor Workforce Involved in Nigeria Project Operator #1 Activities by Job Position

	Senior Manager		Professional		Supervisory/Middle Manager		Skilled		Non-Skilled		Unskilled	
	National	Non-National	National	Non-National	National	Non-National	National	Non-National	National	Non-National	National	Non-National
Manhours	6,000	12,000	20,000	10,000	5,000	4,000	32,000	12,000	21,000	8,000	14,000	0

Local Content *Analytical Tools*

- Tracks **performance against targets** to identify trends, non-compliance, successes, and areas in need of improvement
- **Benchmarks** contractors and companies
- Automatically runs a **Calibrated Economic Value model (CEV)** to generate \$ and % of economic impact on domestic economy, effectively **saving** regulators, companies and primary contractors \$ on economic consultancy services

Calibrated Economic Value Model



Creates and Tracks Local Content Plans

PETROLEUM (LOCAL CONTENT AND LOCAL PARTICIPATION) REGULATIONS, 2013

(7) A contractor, subcontractor, licensee or other allied entity shall before the commencement of petroleum activities submit a plan to the Commission :

- Forecasts of Local Content uploaded as **Targets** – part of process of building a **Local Content Plan** for operator or primary contractors
- **Qualitative Sub-Plans** for recruitment, training, local sourcing, supplier development etc. uploaded to system
- Local Content Plan **exportable** and **trackable** against numeric target

