Bidco Oil Refineries staff joined hands in solidarity with thousands of Kenya, to sing the National Anthem in support of the Mkenya Daima campaign. The campaign is an initiative of Kenya Private Sector Alliance (KEPSA) meant to inspire Kenyans to change their mindset by inspiring them to own the country-Mwenye-nchi, as opposed to being a child of the country-Mwana-nchi.

The campaign encourages accountability on education, infrastructure, CDF accounts, education and health from our elected officials, encourage Kenyans to focus on their track record and not on tribal influences.

Bidco was greatly affected with the post election violence, which inspired the C.E.O, Mr. Vimal Shah to champion the anti-tribalism campaign. Mr. Vimal called on Kenyans to shun tribalism and remain united. He added that tribalism is an archaic and colonial way to judge people.

The campaign is also meant to encourage Kenyans, to elect leaders based on their records and not tribal groupings in the forthcoming general elections.

We own the country, let us be united and build it!
From The Editor’s Desk

As I escort you in the 6th volume edition of Happy Healthy News, I would like to express my pleasure in engaging with you as the Editor of this Newsletter. We as Bidco family have our work clearly set strategically, with a clear purpose to serve daily consumer needs to enhance Happy Healthy Living. I am hoping each one of us is working towards that purpose. Let us not remain behind no matter what, we have to grab, grow and sustain the market.

This month issue is largely devoted to business, employees and everyday life at Bidco. You will also be able to catch up with major activities the company has engaged in this first quarter.

As we aim to enhance the quality of our newsletter, I request you to send in your feedback or contributions to the editor through ccpr@bidco-oil.com. Bidco news will always be a one stop shop for Bidco News.

– Maureen Wachuka

An Insight into Cogeneration Plant

The cogeneration plant is a sequential generation of two different forms of useful energy from a single primary energy source, typically mechanical energy and thermal energy. Mechanical energy may be used to drive an alternator for producing electricity, or rotating equipment such as motor, compressor, pump or fan for delivering various services. Thermal energy can be used for direct process applications or for indirectly producing steam, hot water, hot air for dryer or chilled water for process cooling.

Bidco Oil Refineries has set up a 2 MW Cogeneration plant which comes with a lot of advantages. The plant operates with a back pressure Steam Turbine in which the Steam enters the turbine chamber at high pressure and expands to low pressure. Enthalpy difference is used for generating power by rotating the Alternator. The low pressure steam from the turbine is used for the process applications.

The plant is different from what used to be there in that; we are now able to generate electricity and at the same time meet our steam requirement, unlike before where we did not generate electricity.

The plant is advantageous as it lowers primary energy consumption, reduced energy bills, no transmission and distribution losses and less burden on national government for power generation.

Cogen is also environmental friendly, in many ways. It eliminates unwanted solid wastes from the environment; it has less emissions and significant reduction in greenhouse gas emissions. Bidco continues to live with the cutting edge technology.
The office cafeteria is an interesting place to be. Show me your cafeteria and I will tell you all about your organization, its people and how the day’s been for them.

Back in 2010, the internet and American tabloids went abuzz with the news of J P Morgan, America’s largest bank by assets and market capitalization, on their “go green” environmental friendly renovations had shut down the company’s cafeteria, for 8 good months.

The buzz created, to say the least was catastrophic especially among workers. But that’s how sensitive the cafeteria department is to any organization, whether J P Morgan or Bidco Oil Refineries. And this month, we feature the cafeteria department. This little player yet the significant role it plays in any organization is, to say the least, beyond words.

Behind the scenes, there is a team that wakes up early to prepare. Through the day’s schedule and shifts, and what is entailed to be prepared, this brave workforce ensures we are full and satisfied. Over the years, the cafeteria department has maintained their quest for glory both in hygiene and in healthiness for the Bidco fraternity.
We are far greater than we have ever dreamt of being. Each and every one of us is a special creature endowed with miraculous capacities and unbelievable abilities. When we were born, we were fearless, pure love, innocence, infinitely wise, of boundless potential and beautifully connected with the unseen hand that created the universe. But with time we formed our own personal perception, paradigms, fears, and values in an effort to fit in with the crowd and be loved.

But, we all have an “inner leader” inside of us, longing to break free. We all have a natural power to lead that has nothing to do with a big title, or how old we are, or where we live. It takes great strength to leave the crowd and be true to our original nature. But that’s what leadership is all about—leaving the crowd and being true to who we really are.

A boat that never ventures beyond its moorings will never be damaged, but that’s not what boat is made for. If we do not feel some fear on a daily basis, we are living life within a safe harbor and clinging to the shore. Fear often has no basis in reality. They are merely illusions we set up. Let us do what frightens us daily, we will elegantly transform fear into power every day. That’s how we build self-confidence.
and become invincible. Push risk. Hug Change. Go for our biggest opportunity. And each time we do, our inner leader is fed more fuel. And soon we will arrive at a place where anything is possible.

We all have our own Everest’s lurking deep within our hearts. We need to be dedicated to climbing them every day. The more time we spend outside our comfort zone, the wider it grows. Remember, we will never know how high we can climb if we don’t even try. And we are not truly alive unless we are pushing risk and eating our fear.

Refusing to embrace change and seize opportunity to perform better simply because we are trying to stay safe in our comfort zone is actually putting us in a highly unsafe and dangerous place. Living a life without a devotion to excellence dishonors the priceless gifts and talents that have been given to us. So for each of us to show leadership, we need to start by being truly excellent in our current role.

The very nature of leadership is such that as we dream bigger dreams and act with greater mastery, we will meet with greater resistance. The more we leave our valleys of comfort in passionate pursuit of our mountains of opportunity, the more obstacles we’ll face as we make our climb. Setbacks will happen. Things will go wrong. And even the people around us will try to discourage us. Those who are clinging to the old way of doing things and frightened of change will join hands and becomes our loudest critics. They will claim we are doing something that’s wrong, rocking the boat, and basically being abnormal. Criticism is the defense reaction that scared people use to protect themselves against change.

Actually, to build a truly outstanding world class organization, every single person working there must lead. We all have to create an environment and culture where everyone needs to show leadership. Everyone needs to derive innovation. Everyone needs to inspire their teammates. Everyone needs to embrace change. Everyone needs to take responsibility for results. Everyone needs to be positive. Everyone needs to become devoted to expressing their absolute best. And when each of us choose peak performance and personal leadership, of course, the organization itself gets to the world class speedily.

Leadership is a choice! And anybody can exercise it at any level to make a difference.

By Girendra Singh
PURE AND NATURAL NAIL ART BRAND ACTIVATION

Bidco Oil Refineries has been giving to the people a wet sampling activation, which makes Pure and Natural stand out for the beneficial attributes one gets with the soap. The activation has been giving consumers an opportunity to feel beautiful and compliment their skin, beauty and health. The activation has been taking place during weekends at different malls and supermarkets.
Introducing the Purest Soap

Mothers’ know what’s best for their kids, and we know what’s best when it comes to cleanliness. That is why we’ve formulated Pure & Natural Soap Flakes – 100% Pure soap with no added chemicals, good for babies and perfect for delicate fabrics.
The Sizzle returns for a second time!!!
Bidco Oil Refineries participated as the sponsors of Super-Chef Challenge season 2. The challenge is an outright cooking competition, based on the method of direct elimination on each round basis and involves a participant to showcase their culinary skills each week, as they engage in the cooking competition, with sugar, spice and everything good.

The competition took place during the month of March, with every weekend having a round, which required the participants to sharpen their knives and culinary skills. All participants went through the challenging rounds as it got tougher with every round, all in the hope of getting the slice of the pie. The finals were held on 31st March 2012 at Corner Affair Bistro, with judges, family, friends and of course, Bidco Oil Refineries well represented as, no one wanted to miss the boiling action to see the last participant standing.

The last three participants who came up smelling of sunflowers are; Charandeep Singh-Winner, Mandeep Mistry- 1st Runners Up, and Susan Johnson- 2nd Runners Up.

The finalists had this to say:

**Charandeep:** “The Experience has been wonderful. Sungold Super-chef has really helped me improve my cooking skills. The Oil is really light, smooth and has a great taste. Winning Super-chef has been a fantastic experience.”

**Mandeep:** “The experience has been challenging and fun. It has broadened my cooking skills. Sungold-Super-chef has added flavor in my cooking and its really light. I will cherish the experience.”

**Susan:** “It was a good opening for us cooking in front of so many people. It has built my confidence. Everyone has been supportive. Thank you, Sun Gold Super-chef for such a wonderful experience.

We here at Bidco are proud to have participated in this competition and congratulate all participants and all who made it possible. Its only Sungold that brings out the expert in you when it comes to cooking.
In this issue, we feature Evans Odundo, IMM Department on a one on one.

**Q. Who is Evans Odundo?**

I am 29 years, working in IMM department since 2003.

**Q. Tell us about your childhood**

I was born in Thika; later circumstances forced my family to move to rural home in Siaya District. I studied at Kenyatta Primary and later at Sono Secondary school in Siaya.

**Q. Anything you dream of in life?**

My dream has always been to further my studies and contribute more in the society by helping transform the lives of the less fortunate.

**Q. Any passion in Life?**

My passion in life has always been in helping others who are less fortunate. I have always believed that each of us was created with a purpose, thus it is important that each of us identifies his or her purpose in Life, and act upon it with dedication and right attitude.

**Q. How has been your experience with Bidco so far?**

Being part of Bidco has taught me a lot about life in general. I have become an all rounded person. I have learnt that being sincere, passionate and having a positive attitude in everything you do, makes a lot of change. Through our team leader Mr. Sanjay and Superintendants Joseph Milanga and Nicholas Maingi, I have learnt teamwork and following of the Gemba kaizen rule.

I am proud to be associated with bidco since I have seen goals come to reality. The company has been growing steadily, and of course inspiration from our Directors has made me even better.

**Q. What has been the most memorable time at Bidco so far?**

My most memorable moment at bidco was when IMM won the 5k award.

**Q. What do you enjoy doing in your free time?**

In my free time, I enjoy writing articles and I have especially been a contributor in the Bidco newsletter. I also enjoy making architectural models, one of them being Bidco’s architectural model.

**Q. What was the inspiration behind this model?**

One day, I saw our Chairman Mr. B.D Shah, going around the factory, then an idea came to my mind, an architectural model of the whole company will help the chairman and everyone else to understand the whole company in a quick and easier way. This is when; I set out to design the architectural model of Bidco.

**Q. Any last words?**

My fellow colleagues let us always join hands and work together in team work spirit and with the right attitude to better ourselves and our country.
It was sad for Anna, but she kept the word of her activist mother, Mrs. Ann Marie Reeves Jarvis who once expressed a wish that someone should strive to provide mothers their due recognition. After her mother’s death in 1905, Anna’s determination became strong and she along with several supporters started lobbying for the official holiday on Mothers Day by writing letters to the people in power. This idea, pioneered in West Virginia, has gained popularity over the years and Mothers day came to be and to be celebrated everywhere for the great people that mothers are, thanks to Anna Jarvis.

We are all products of a mother, whether alive or dead, they play a big role in our lives, it does not have to be your biological mother, it can be a grandparent who raised you, a single father, an aunt, a friend who has acted as a mother to you. We all have an influential female in our lives. They are big part of us, they have been there for us in good and in bad times, I cannot imagine a world without mothers.

Being a mother is something special, when a child is born; a mother is born to be a full time mother and gets one of the highest salaried jobs, since payment is pure love. Love turns the world round, so why not turn your mother’s world round this Mothers day, with appreciation and recognition that indeed they are great. Think about all the innumerable sacrifices she has made, all the way she has supported you, the little things she has done, the love and support accorded to you. A mothers love is the fuel that enables a normal human being to do the impossible, which is why they are superwomen in our lives, tell them how much they mean and how you appreciate them, being a mother is the greatest of women’s rights. Happy Mothers day to all mothers!
The Kenya Association of Manufactures board members, chose their destination of their Annual General Meeting to be held at Bidco Oil Refineries offices in Thika.

Innscor Kenya managers also came to Bidco Oil Refineries for a factory tour and learning of the production process.
A Truly Golden Fry!

The year began with new expectations, set targets and all thankful for the past year, and especially for the fact that we are breathing. This was not so for my cousin Jeremy, his 4 years relationship with her girlfriend had come to an end, and this made him so sad, that he could not even join in the celebration as we partied all night for the New Year. He only lamented of the love, the food, the companionship he will be missing with the New Year.

Of course as good cousins, we were there to stand with him, by consoling him and telling him it was not the end of life but just the beginning. All this landed into deaf ears as he kept complaining of the bad times he has experienced with the little time they have parted ways. Home for him was not home anymore, the food tasted bad, laundry was piled up, he was lonely and everything else was not in place. What do you mean food is bad? Victor, my other cousin asked. Jeremy had no answer to that as he said he had tried all sorts of spices but it didn’t make a difference, which made him give up, and become a frequent visitor at a restaurant near the estate. Jeremy, if your food does not taste good, it ought to be the cooking oil you’re using, because in making food, the secret is in the cooking oil, but nothing else. I use Golden fry, and I enjoy food because it fries more, lasts longer, smoke free and gives food that golden color. You should come visit me and enjoy food cooked by a real chef, thanks to golden Fry. You should use Golden Fry; I assure you that the kitchen will be your best friend. This was the advice given to Jeremy by Victor.

One week later, Jeremy called us for dinner at his place, with the idea of showing of his cooking skills and for sure, the various foods were mouth-watering, that I can attest. A change of cooking Oil made all the difference.

Golden Fry gives food the nice golden color and is sputter free, making it safer with a cleaner frying experience. Golden fry is the best palm oil, which is both healthy and with a price advantage. The oil has a current new image which is friendly, as it has a super slip free grip, making it easy to carry and hold.

The superior vegetable cooking oil that makes you shine! Why settle for Less....
Liver and Onions

Ingredients

- 2 pounds sliced beef liver
- 1 ½ cups milk, or as needed
- 1 tablespoon of Kimbo
- 2 large Vidalia onions, sliced into rings
- 2 cups all-purpose flour, or as needed
- Salt and pepper to taste ½

Directions

- Gently rinse liver slices under cold water, and place in a medium bowl. Pour in enough milk to cover. Let stand while preparing onions. (alternatively you can soak up to an hour or two - whatever you have time for.) This step is important in taking the bitter taste of the liver out.

- Melt 2 tablespoons of butter in a large skillet over medium heat. Separate onion rings, and sauté them in butter until soft. Remove onions, and melt remaining butter in the skillet. Season the flour with salt and pepper, and put it in a shallow dish or on a plate. Drain milk from liver, and coat slices in the flour mixture.

- When the butter has melted, turn the heat up to medium-high, and place the coated liver slices in the pan. Cook until nice and brown on the bottom. Turn, and cook on the other side until browned. Add onions, and reduce heat to medium. Cook a bit longer to taste. Preferably the liver should barely retain a pinkness on the inside when you cut to check. Serve hot!
Our very own Bidco United FC is continuously living up to its mission of playing in the premier league next season, as they are working towards that day in, day out. In the current season, there has been an overall improvement in the team’s performance in every game they play, under the confident coach; Abdallah Juma Swalleh’s training. The team has two training sessions daily; morning and afternoon, which has made them better by time.

The team has unveiled its new kit for the 2012 season, for both away and home matches in efforts to achieve their goal and stay focused.

**Home Kit**  
Yellow tops-branded Powerboy, Blue Shorts and Yellow Stockings

**Away Kit**  
Green tops branded Kimbo/Biddys, Green shorts, and Green stockings

**Fans**  
White tops branded Powerboy

New in the team is also: An assistant coach- Mr. Isaiah Owidi, a goalkeeper-Mr. Ramadhan Abdallah and a striker-Mr. Nelson Chieta. Bidco United is the team to watch out for!

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**Bidco United Football club**

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TRIBUTE TO A LIFE WELL LIVED

We announce the death of a well celebrated life of Puriben Meghji Virji Chheda, mother in law to B.D Shah at age of 106.

Ms Gladys Gacema Maina passed on 13th April 2012. She was an Assistant Territory Trade Marketer - Key Institutions with Bidco.
Did You Know...
It takes your food seven seconds to get from your mouth to your stomach

Human thighbones are stronger than concrete.

A woman’s heart beats faster than a man’s

Women blink twice as often as men

Editorial Team:
Maureen Wachuka - Editor
Vinit Pala - Sub-editor
David Musyoka - Graphic Designer
Evans Odundo - IMM

Visit Bidco share portal

Kindly share your experiences | photos, stories and your story will be published. Send e-mail to: ccpr@bidco-oil.com

THE BIDCO CROSSWORD
By Evans Odundo – IMM

Our range of quality products to guide you in filling out the Bidco crossword. Enjoy yourself.

**ACROSS**
1. Which is the most preferred margarine in Kenya and also good for the whole family?
3. Biddys margarine is enriched with 7 vitamins essential for the body’s health growth.---
   Fact or fiction?
5. What is added to Biddy’s to make it have the delicious milky taste?
8. Among its many uses, Biddys can also be used in_____.
10. Aluminium____ is used in tamper proof sealing of Biddys margarine tubs, making it to maintain its freshness, quality and safe to consume.
12. Vitamin B6 & B12 helps in controlling blood____ and maintain cardiovascular health.
13. Vitamin _____ is essential for growth and keeping skin and other tissues healthy; helps eyes to adapt to dim light and perceive colors.

**DOWN**
2. Name one of the ingredients in Biddys used for enhancing its taste and also good for the prevention of goiter.
3. Which type of acid is good for lowering the risk of high blood pressure and encourage cell growth.
4. Bidco Oil Refineries is an____ & OHSAS certified company.
5. Vitamin D forms hormone which aids in the absorption and ______ of calcium and Phosphorus for bone and tooth formation.
6. What is the most popular use of Biddys Margarine?
7. Vitamin B2 helps in converting carbohydrates and protein to____
9. Vitamin B1 aids in nerve____ functioning.
11. ______ is better with Biddys margarine.