



We put you first.
And keep you ahead.

Employer perspective on skilled migration

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Standard Deliveries

FMC Technologies at a glance

An oilfield service and equipment company

- \$6.2 billion revenue in 2012
- 19,500 employees worldwide
- 30 production facilities in 16 countries
- FORTUNE® Magazine 2012 World's Most Admired Oil and Gas Equipment, Services Company
- Over 60 nationalities in FMC Norway



\$6.2 Billion Revenue in 2012

65% Subsea Technologies

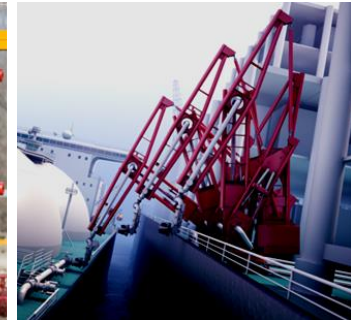
- Subsea Systems
- Multi Phase Meters
- Schilling Robotics

26% Surface Technologies

- Surface Wellhead
- Fluid Control
- Completion Services

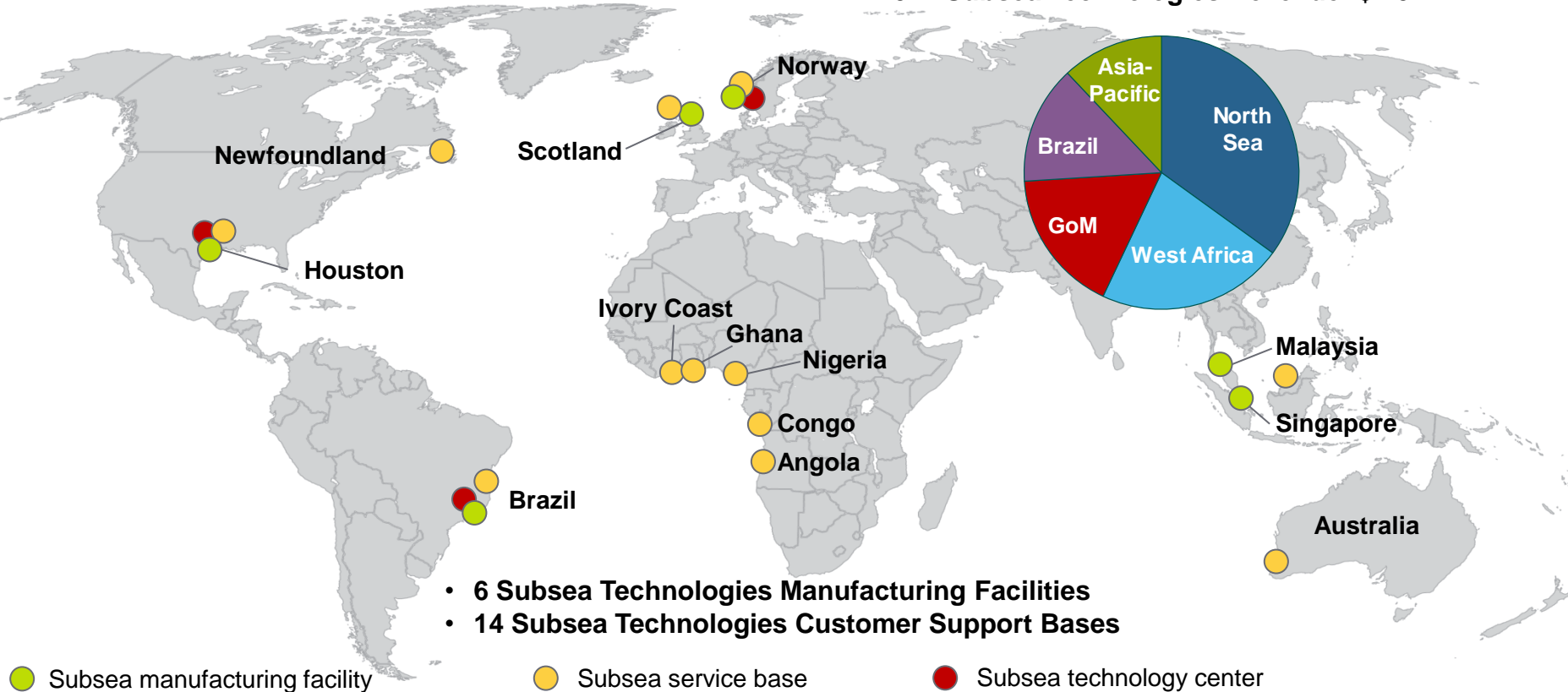
9% Energy Infrastructure

- Measurement Solutions
- Loading Systems
- Material Handling Solutions
- Blending and Transfer Systems
- Separation Systems
- Direct Drive Systems
- Automation and Control



Capabilities in all major deepwater basins

2012 Subsea Technologies Revenue: \$4.0B



Subsea Production Systems: 5 product lines

- CDM** - Controls and Data Management
- MPS** - Manifold and Pipeline Systems
- SDS** - Subsea Drilling Systems
- WAS** - Well Access Systems
- WCS** - Well Completion Systems

CDM



HPU



SPM

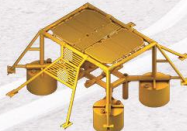


SCM

MPS



Manifolds

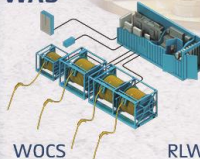


Structures



UCON

WAS



WACS



RLWI



TTRD

WCS



EHXT



EVXT

SDS



UWD

Employer perspective on skilled migration

Why recruit outside Norway?

- Global company – need people with global mindset
- Competency and personal skills what we look for – not necessarily Oil&Gas, that can be trained
- Use diversity to build strenght and capabilities
- Require good English skills, but no Norwegian skills
- Focus on the individual, not ethnicity, nationality etc
- Improved quality of life (personal, family, professional, future prospects and security) → Stable work force

Most important

See all employees as individuals
and meet them on their individual
needs

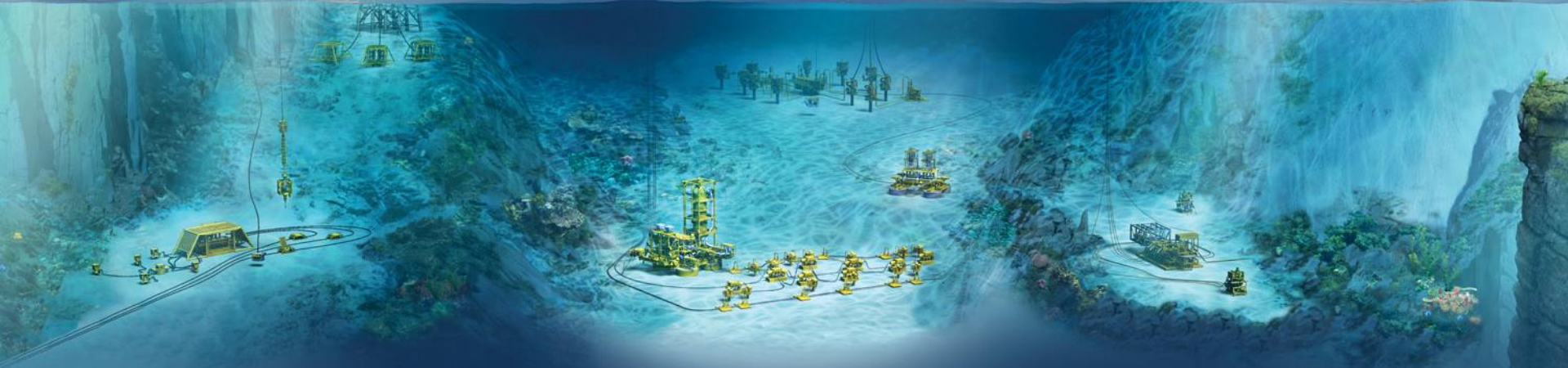
Challenges and suggested improvements

- Housing – cost and availability
 - Company or county collateral
 - Lots not linked to specific builders – flexibility and price
- Leisure activities
 - Create awareness of existing and help start new activities
 - Specifically necessary in small cities
- Integration and language barriers
 - Offer language courses
 - "Buddy" help in everyday life tasks

Challenges and suggested improvements – cont.

- Supporting international schools (Kongsberg and Asker)
- "Minglemølla" – FMC together with Kongsberg group
- Support the move financially and practically (INN, Eures)
- Hire spouses when possible
- Use own employees as mentors and "buddies" outside work

We want to attract, develop and retain!



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