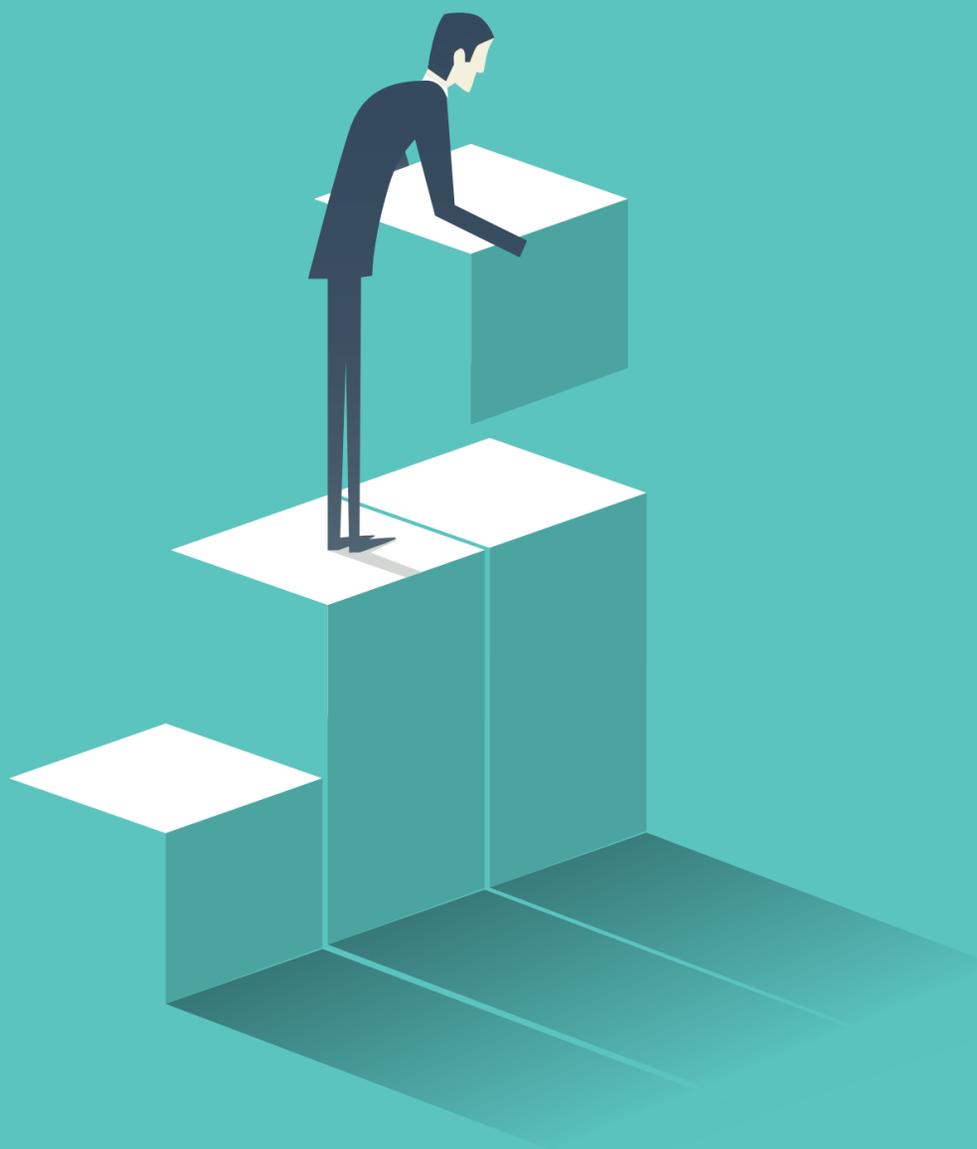


the Salam experience



MOVING FROM PERFORMANCE MEASUREMENT
TO PERFORMANCE MANAGEMENT

COMPANY SPOTLIGHT: QGC

SPS PARTICIPATION IN MILIPOL QATAR 2018

3rd Quarter 2018
Salam International Newsletter
Not for Sale

editor's note

Sara Abu Issa

Manager, Corporate Communications

Speaking on behalf of the TSE Team, we hope everyone has had a lovely holiday season. While all of us prepare to dive into 2019 allow me to wish you and your families a successful and joyous, fresh New Year!

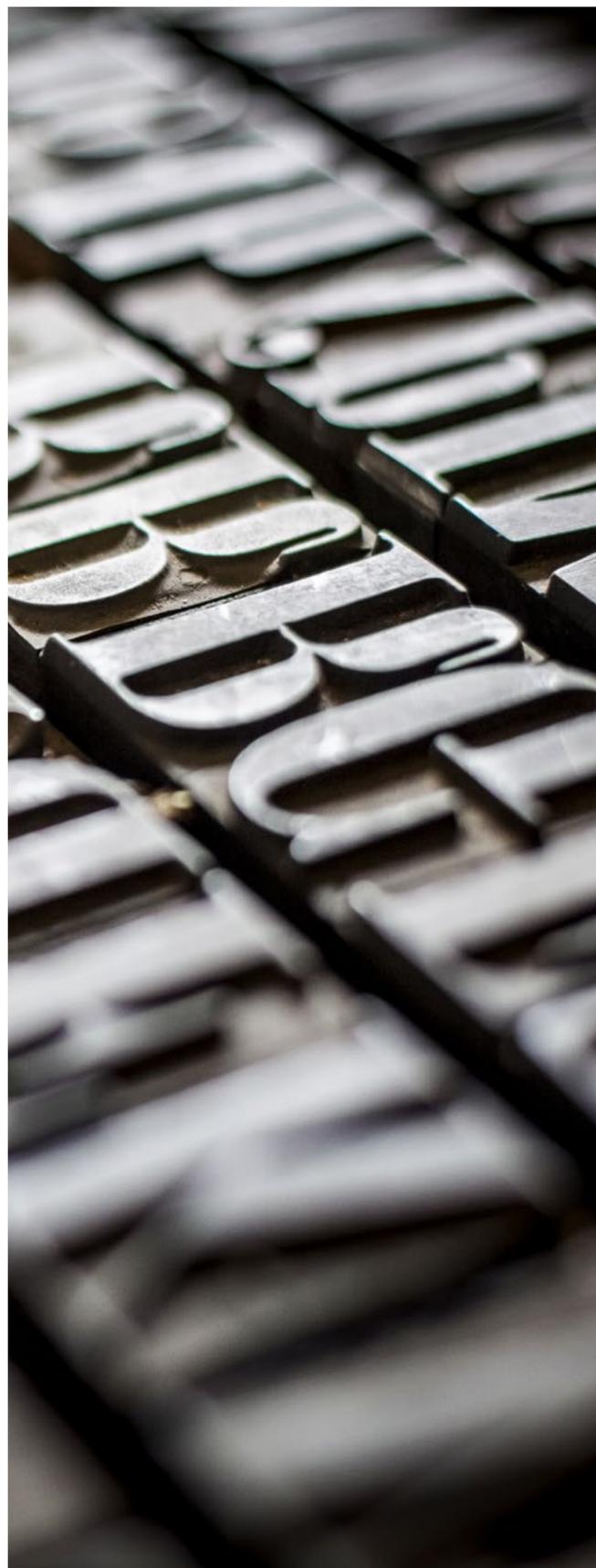
Every new year brings fresh new beginnings. While new beginnings give us an opportunity to revisit the old, learn from our experiences, let go of our failures and celebrate our successes - New Years bring along a necessity to prepare and plan. They give us fresh and new energy to think critically and plot paths to reach our goals.

Even though your goals may change throughout the year, it's important to give yourself a starting point to begin the new year on the right foot. Here are a few pointers that may help you to organize your thinking as you launch yourself into 2019.

Define your Priorities - Do decide what your focus is. Take time to list out what's important for you to accomplish. Be wise and create a schedule for your goals. Another pointer is to be realistic. It's always healthy to assess what you are committing to. Is it do-able? Do I have what I need to accomplish my goal or do I need any input or resources from others to do so? Ask yourself the right questions. Do it with clear sight, taking into account how easy or difficult your goals are. Be bold enough to evaluate whether your weaknesses could get in the way of you accomplishing your goals. Should you need help, then do find ways to access help. Ensure that setbacks will not surprise you, by thinking ahead and thinking realistically.

As we chart the course for 2019 I hope that each and every one of us will embrace this new beginning and resolve to make 2019 one of the best years yet. Happy New year from the TSE Team!





NEWS ROOM

breaking news

SALAM ENTERPRISES QATAR

Major Projects won:

- Fit out works for Ministry of Transport & communication -
- Supply & Installation of Office Furniture for Qatar Shell GTL
- Supply & Installation of Office Furniture and Curtain for Qatar Armed Forces Head office.
- Supply & Installation of Raised flooring and Ceiling for ASHGHAL Laboratories with Doha Group Trading and Contracting.
- Interior fit out works for Main Lecture Hall – Arms and Ammunition Store for Military Police and Combined Special Forces for Qatar Armed Forces Camp 01 & 02
- Supply & Installation of Sports flooring & Playground Equipment for Al Bida Park Extension Project.
- Supply & Installation of Office Furniture for QDVC.

SALAM ENTERPRISES DUBAI

Construction Division

- The Construction Division of Salam Enterprises LLC - Dubai have been contracted for the supply of Bolt Anchors for fixing of Steel Columns and Beams for **Jumeirah Gate** Project in Dubai
- For the **Al Wasl Plaza Project in EXPO 2020 Dubai**, we have been awarded the contract for supply of Cast-in Channel system for fixing Steel Node to Concrete Slab
- We have won the order for supply of Lifting System for transporting and installation of prefabricated concrete components for **Khazna Data Centre Expansion Project in Dubai and Abu Dhabi**

- Our Mechanical and Chemical Anchors are being used in the following projects:

1. **Al Fattan Downtown Project, Dubai**
2. **Al Wasl Plaza Project at EXPO 2020, Dubai**
3. **Sobha Hartland Project at Dubai Design City**

Regional Wins

- We have successfully completed the delivery of Lifting System for precast concrete element for Danat Education Project in Doha, Qatar.
- We have also been awarded orders for supplying Mechanical and Chemical Anchors to the following projects in Qatar:

1. **Redevelopment of Doha Port Project**
2. **Manateq Project**

SALAM ENTERPRISES BAHRAIN

Major Projects won:

COMMERCIAL/ HOSPITALITY SECTOR

- Awarded with an order for supply & installation of furniture for **Amex Office at Al Moayyed Tower**.
- We have received an order for supply & installation of Chairs for **ABC Bank**.
- We have also received another order for supply & installation of furniture for **Electricity & water Authority**
- Received another order another order for supply & installation of furniture for **VIVA Telecom Office - Bahrain**.
- We have received an order for supply & installation of furniture for **Afro Asia Assistance office**.
- Received an order for supply and installation of furniture for **Ahmed Mohamed Jassim Contracting**.

- We have received an order for supply & installation of Furniture for **Tamkeen - Seef Mall** branch office.
- We have received an order for supply & installation of Furniture for **National Bank of Bahrain**.
- We have received an order for supply & installation of Furniture for **Cebarco** office

FLOORING SECTOR

- We have received an order for supply & installation of Carpet Tiles for **Sum Work Interior Design**.
- We have received an order for supply & installation of Carpet Tiles for **AXA** Headquarters office at Bahrain Bay.
- Received an order for supply & installation of Carpet Tiles for **Misk Foundation**.
- Received an order for supply & installation of Sports flooring for **King Faisal Corniche Development**.
- We have received an order for supply & installation of Vinyl flooring for **Blue Prints**.

SALAM ENTERPRISES KSA

Major Projects won:

COMMERCIAL/ HOSPITALITY SECTOR

- Awarded with an order for supply & installation of furniture for **Saudi Telecommunication** across the Kingdom.
- We have received an order for supply & installation of furniture for **Accenture Office** - Riyadh.
- We have received another order for supply & installation of furniture for **Saudi Telecommunication Solution office - Jeddah**.

FLOORING SECTOR

- We have received an order for Interior Design for **Al Moosa Specialist Hospital**.

TURNKEY PROJECT

- We have received an order for supply & installation of furniture, flooring, ceiling, wallpaper, joinery works for **Hatco General Contractors**



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CEO MESSAGE

MOVING FROM PERFORMANCE MEASUREMENT TO PERFORMANCE MANAGEMENT

THE END OF A YEAR IS USUALLY THE TIME WHEN COMPANIES ACROSS THE WORLD BEGIN THEIR EMPLOYEE EVALUATIONS. WHILE SOME EMPLOYEES LOOK FORWARD TO THESE ANNUAL APPRAISALS, THERE ARE OTHERS WHO OVERLOOK THE IMPORTANCE OF THESE ASSESSMENTS. PERHAPS, ONE REASON FOR THE LATTER GROUP'S INDIFFERENCE IS DUE TO A GENERAL MISCONCEPTION. IF POORLY UNDERSTOOD, EMPLOYEE EVALUATIONS CAN SEEM LIKE A ROUTINE PROCEDURE WITH LITTLE OR NO EFFECT ON EMPLOYEES OR THE COMPANY. NOTHING CAN BE FURTHER FROM THE TRUTH.



In 2019, SIIL will roll-out its own centralized Performance Management System. Over the past years our companies conducted employee evaluations, utilizing varying approaches to assess staff. However, as a conglomerate committed to continuous improvement of our people and processes, SIIL set itself a clear goal. We wanted to create a transparent set of tools that can guide and measure performances, create a road map for professional development and help us spot future leaders and managers. We also recognized that a centralized system would propagate a culture of trust and openness.

SIIL's Performance Management System encompasses the above and several other key objectives. Chief among these of course is a fair mechanism that will provide us the opportunity to reward our people. However, we also wanted more. In addition to measuring performance, our new system creates a perfect backdrop for our employees feel valued for the work that they do. Our aim in deploying the system is not only to reward but also acknowledge.

It was important for us to have a system to monitor performance and progress against company objectives and we wanted the results to provide a clear pathway forward that leverages the strengths and competencies of our staff. The system we will soon roll-out will clearly set out company requirements and clarify the company's expectations. It will not just measure contribution, behaviour, productivity, efficiency and

attitude but will also point to the training required to bring out better performance.

In certain instances our managers may discover that a member of staff is struggling to deliver in a particular area but possesses the capacity to perform extremely well in another. That is why we have built a system that helps managers locate the right person in the right place on the talent pipeline. In other instances, certain staff performance indicators might make it abundantly clear that corrective measures need to be taken immediately in order to prevent loss for the employee and the company. Proper use of SIIL's Performance Management System will help flag these moments and assist managers to efficiently move from mere measurement to better management of our human resources.

For SIIL the decision to move from performance measurement to performance management was a wilful choice made with our people, our company and the progress of both in mind. So let's embrace the system and make it work for all of us!

As we step into a fresh new year let me wish each one of you and your families the very best for 2019!

Mr. AbdulSalam Abu Issa

issue article

SALAM INTERNATIONAL



UNDERSTANDING Change

UNDERSTANDING THE PSYCHOLOGY OF CHANGE CAN HELP YOU MAKE CHANGES FOR THE BETTER. BE SPECIFIC: THINK ABOUT THE CHANGES YOU COULD MAKE, THE PEOPLE WHO COULD OFFER YOU SUPPORT, THE OBSTACLES YOU MAY ENCOUNTER — AND THEN TAKE ACTION.

HAVE THE COURAGE TO MAKE CHANGES IN YOUR WORK AND YOUR LIFE.

Cultural DIFFERENCES

It is part of the Japanese culture to be adaptable to continual change. Europeans, on the other hand, are generally less open to change, although this attitude is slowly altering. In the United States, they approach change as a challenge. Australians often initially resist change, but then tend to adapt to it very well.

TAKE RESPONSIBILITY FOR THE CHANGES YOU WANT TO HAPPEN.

BE PROACTIVE AND WORK TO MAKE THINGS HAPPEN.

BEING OPEN TO CHANGE

Change is inevitable in life, whether you actively seek it or try to avoid it. You can deal with change in two primary ways: either resist it or welcome it. Bear in mind that resistance to change usually creates more problems than it avoids. It can cause greater fear, anxiety, procrastination, and imbalance. You can feel stuck, and your life will not move forward. Recognize that resistance is not a solution, and that your life will not change if you will not change. Instead, have courage and welcome change. Take a leap of faith and make adjustments for the better by being willing to take a risk. If you adopt a proactive approach to change, it will pay dividends.

BENEFITING FROM CHANGE

To make a change happen, you must get leverage: this means that you must understand how change will affect you. You can do this in two ways. Assess the cost of not making a change for the better in your work and life balance. What will be the cost to your quality of life, your relationships, and your effectiveness at work? Alternatively, assess the benefits of making the change. How much happier will you be? How will your family and friends feel? How much more rewarding will work be? Use your answers as leverage to help motivate you to make changes.

CREATING CHANGE

Identify what it is you want to change. Be specific. What is it about your work and life balance that you want to improve? Is it fewer working hours, more free weekends, less commuting? Next, ask yourself who do you need to speak to about it? Is it your manager, colleagues, customers and/or your partner? What new action will you undertake? Will you delegate more, attend fewer meetings, or stop saying "yes" to unessential tasks?

IDENTIFYING ISSUES

Instead of thinking about a problem in a negative way, think about how you could approach it positively, and come up with a constructive solution.

ASK YOURSELF WHAT CHANGES YOU COULD MAKE TO YOUR LIFE.

SAYING "NO" TO UNESSENTIAL TASKS

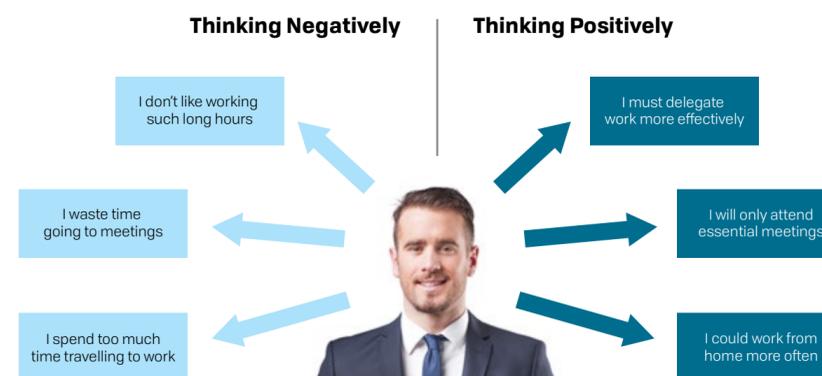
Many people continually find themselves overloaded with work because they find it difficult to say "no". Realize that you can change this pattern: If you know that you will not have the time to deal with something, be honest:

"I would like to help you, but my current list of priorities is taking up all my time."

"Are you absolutely sure you need my input at this stage? If not, please come back to me at a later date."

"I understand that the schedule is tight, but my own project is delayed. Can someone else help you?"

"I'm sorry that I am unable to deal with your task, but I can offer advice that may be of use instead."



SALAM INTERNATIONAL

Hathab sponsorship



Tournament is organized by Al Shaqab and the Qatar Equestrian Federation.

Strengthened by SIIL's sponsorship, Hatab introduced team-based competition this year. The move was inspired by a need to encourage the emergence of a new breed of rider and a new class of competition. Hatab was also designed to further engage Qatar's community and businesses with the proud tradition of developing, training and promoting Qatar's Arabian horses. The vision of Hathab is to become "a national series of equestrian competitions to inspire Qatar's next generation of international champions". The tournament focuses on improving the standard of horse riding among Qatari youth while encouraging the involvement of private stables and individual horse owners to grow awareness of horsemanship as part of Qatar's history and tradition. These were goals that SIIL was delighted to support wholeheartedly.

As part of the tournament a variety of top-tier local organizations had three member riding teams who competed under their banner. As main sponsor SIIL had its own three-rider team who joined in a spirited competition with others. Among the other teams were riders representing Exon Mobil, Al Kass, Al Shaqab, QNB and Lusail Power Steel.

SIIL remains extremely proud to partner with the nation's leading institutions that work tirelessly to elevate the stature of Qatar in multiple fields. The field of sports is no exception and participating fully in this equestrian endeavor was something we truly cherished.



SIIL PROUDLY SPONSORS "HATHAB" – THE QATAR EQUESTRIAN TOURNAMENT

As a local conglomerate who is deeply proud of its Qatari heritage SIIL joyously stepped forward as the main sponsor of "HATHAB" – Qatar's Top Equestrian Tournament. The Tournament is an initiative of H.E. Sheikh Joaan bin Hamad Al Thani, President of the Qatar Olympic Committee.

Hathab which is now in its 2nd season is a friendly riding tournament which sees local horse riders compete against each other in a spirit of friendship and rivalry. It is a hugely popular event on the equestrian calendar and SIIL is very pleased to contribute to its ever-growing success. The Equestrian



happenings

SALAM HOSPITALITY

New Eatopia menu

Salam Hospitality refreshed its Eatopia brand by modernizing the menu in September 2018. The menu revamp saw the introduction of a sumptuous selection of several new dishes along with exquisite desserts and dedicated sections for breakfast, Indian cuisine and light-menu.

The revised menu includes our contemporary take on salads, appetizers, pasta, pizza, burgers, grills, rotisserie and main course dishes along with multiple vegetarian, gluten-free and healthy options for our patrons. The light-menu particularly stands out with delicious and healthy options for the calorie-conscious customers with options such as Mango, Sesame



and Shrimp Salad, Grilled Salmon Burger and Lemon Herb Chicken Breast. The menu revision also saw the introduction of several new signature dishes from international cuisines - Lamb Shank, Veal Milanese, Bolognese Pizza, Butter Chicken, Nachos with Chili Con Carne. These are complemented by new options from Middle-Eastern cuisine such as Oriental Salad, Kebbeh Sajiyeh, Chicken and Garlic, and Fokharet Kharouf.

Eatopia is now also open for breakfast throughout the week from 8AM onwards. The breakfast menu includes egg delicacies such as Bayd w Batata, Bayd w Banadours and Bayd w Lahme along with Fatteh Hummus and options in Mana'eesh and Saj, all available with the complete selection of hot and cold beverages.

Eatopia continues to pride itself in its philosophy where each dish is carefully crafted by chefs using locally sourced fresh produce and quality ingredients. We would like to invite all the readers to visit us with friends and family, and experience the new Eatopia menu bearing the hallmark of the Salam Hospitality promise.



SALAM STUDIO & STORES DUBAI

MICROSOFT EXCEL Advance Training

The training focuses on understanding how to customize & automate tasks by applying techniques available in excel, collaborate worksheets, leverage use of excels functionality, apply excels functions, references, charts & graphs and pivot.

The training was delivered by Queenie Amadure and was attended by Distribution of Premium Brands - UAE' Brand Managers, Key Account Managers, Key Account Supervisors and Administrative Team.

The Health Centre in the Najran District has been completed with the highest quality of design and implementation in record time, which has led to it being awarded the Best Health Center in K.S.A. for the year 2017.



PERSONALITY DEVELOPMENT TRAINING

The training focuses on Self - Empowerment, Self - Awareness, Self - Development, Self -Mastery, Harnessing Ideas, Improved Focus and Effectiveness, Motivation, Resilience, Improved Relationships, SMART Goals, Skills and Competencies, Attitude, Self Esteem and Stress Management.

The training was delivered by Queenie Amadure and was attended by Beauty Advisors and Counter Managers from Tom Ford, Clinique and Estee Lauder (Distribution Perfumery - UAE).



Van Cleef & Arpels AN EXTRAORDINAIRE EVENT WITH SALAM UAE

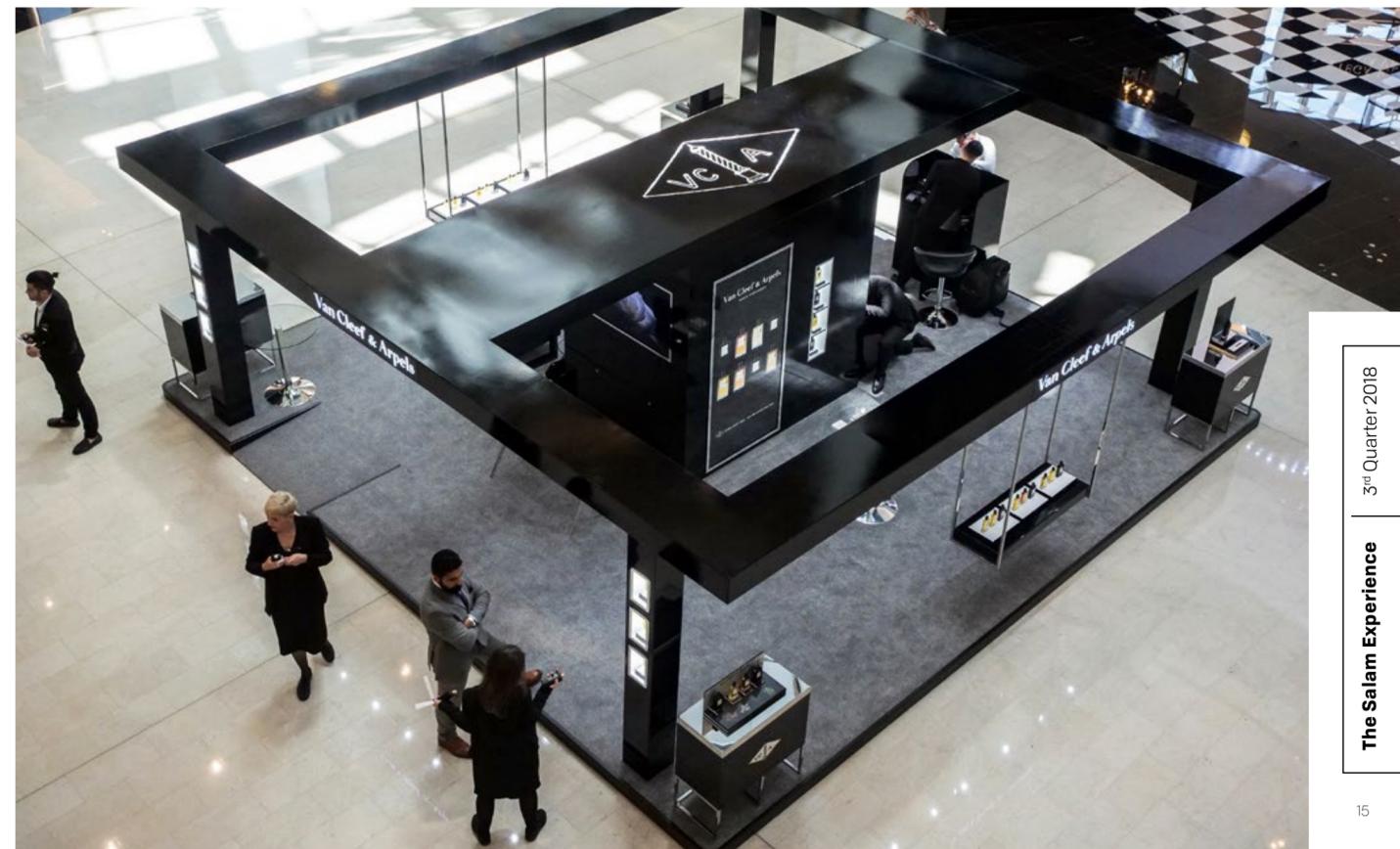
Van Cleef & Arpels went extra mile in launching the luxurious and renowned Van Cleef & Arpels Extraordinaire Collection at Fashion Catwalk - The Dubai Mall on May 7th - 12th, 2018.

The launch project was evidently a great achievement that brought a distinct impact allowing us to improve our Brand and Company presence in the UAE market. The Interparfums Top Management were very impressed and Customer's pleasing comments were beyond expectations on the event.

This animation attained to generate an outstanding result of 1,080 units sold out with total amount \$235K in 6 days and retained Over-All TOP #1 Ranking in Bloomingdales.

Salam Premium Brands Team, Shop Top Management and a number of Media personalities were present in the opening day joined by a big crowd. Everyone was welcomed with an extraordinary cake-cutting ceremony, projecting a life-size Van Cleef perfume replica which surprised everybody during the gathering.

George Al Abssi, Mina Zakaria, Sadam AlRwashdeh, Diana Bulsi, Mazen Qudmani



COO OF INTERPARFUMS FRANCE VISIT TO SALAM UAE

On June 21st 2018, the Export Manager L&F of Interparfums France, Mr. Olivier Desmaison together with the company's COO, Mr. Frederic Pelayo visited Salam Premium Brands UAE Head Office in Dubai.

During the visit, Salam UAE was able to share and present all the positive business growths and achievements of Interparfums France for 1st Semester of 2018 followed by a market visit to see and appreciate the improvements of brand's market presence within UAE.

It was attended by Mr. Alexander Kotovsky, Mr. Frederic Pelayo, Mr. Mazen Qudmani, Mr. Olivier Desmaison, Mr. Sadam AlRawashdeh, Mr. Mina Zakaria and Mr. George AlAbssi.



From L-R - Mr. Alexander Kotovsky, Mr. Frederic Pelayo, Mr. Mazen Qudmani, Mr. Olivier Desmaison, Mr. Sadam AlRawashdeh, Mr. Mina Zakaria and Mr. George AlAbssi

Mont Blanc MEGA LAUNCH

Interparfums and Salam UAE had a successful collaboration during one of the major launch event from Mont Blanc brand on July 9 - 14, 2018 at the Dubai Mall.

The brand officially launched the new fragrance - Mont Blanc Legend Night with Mega Podium in The Dubai Mall that generated a promising achievement of 1200 units sold out with total amount \$122k in 6 days.

The customer's feedback on the event was extremely good and this exceptional accomplishment didn't only strengthened the partnership of Interparfums & Salam UAE but also improves Brand and Company market positioning and presence within the UAE market.



INTRODUCING

Chopard Launch Event

As the recent tie up of Chopard Parfums with SALAM build up, more opportunities for the brand are impending.

Salam UAE was more than honored and pleased to organize Chopard's first launch, Happy Chopard Collection: Felicia Roses and Lemon Dulci for 2018 through a PR Event held in The Dubai Mall supported by a Mega Podium to keep these unceasing achievements on May 10, 2018.

The event was graced by several Media Personnel, Bloggers, Influencers, Chopard Top Management and of course, with Salam UAE Luxe & Fashion Division Team.



Happy Chopard Collection: Felicia Roses and Lemon Dulci



Bloggers and influencers



Mr. Anupam Saxena (Chopard); Mr. Hassan Abdul Rahman (Editor in Chief - Entrepreneur Middle East); Mr. Sadam AlRawashdeh; Mr. Ali Akil (Galleries Lafayette) and Mr. Mohamed Kassar



Mina Zakaria, Sadam AlRawashdeh, Serge Kotovsky & Alexander Kotovsky

Supervisory Skills TRAINING

The training focuses on Concepts of Supervision, Skills Requirement, Leadership Traits & Styles, Understanding Employee's Developmental Levels, Accountability, Goal Setting, Performance Review, Helping the Employees to Develop Strengths and Deal with Weaknesses, and Situational Analysis.

The training was delivered by Queenie Amadure and was attended by the Counter Managers and Key Account Coordinators from Tom Ford, Clinique, Estee Lauder and Distribution of Premium Brands (all from UAE)



SALAM PREMIUM BRANDS UAE

First-Ever Team Gathering

On 6th June 2018, Salam Premium Brands Team had the chance to celebrate first-ever staff gathering from the time when the company started in 2016.

The event was over and done with an IFTAR Dinner wherein All employees under Salam Premium Brands UAE from Dubai & Abu Dhabi Area joined together.

The event was without a doubt a memorable and delightful one.

It was attended by Mr. Sadam AlRawashdeh, Operations Manager, Brand Managers - Mina Zakaria, Interparfums Division, Mohamed Kassar, Luxe & Fashion Division, Rima Taher, Beauty Division with all Supervisors, Back-Office and Sales Team.

This occasion was also organized with the support from the management to serve as recognition and appreciation to the whole team for all their accomplishments throughout the 2 years of sustained business prominence in UAE.



THE GATE

Nail Bar

Experience pampering like never before! The first Award Winning Nail Bar in the Middle East has finally opened in Qatar. Visit N. Bar and get to indulge in exquisite services like manicure, pedicure, waxing, hair services etc.

Visit N. Bar at The Gate Mall - 44662702. Perfect nails and your 'me' time is just a call away.



STREAM

BASKETBALL CHAMPION

A BIG CONGRATULATIONS to Stream Basketball Team for winning the Qatar Basketball Federation, All Filipino 3X3 Basketball Competition, Season 6: 3rd Week, which was held at Al Gharafa Training Gym and in cooperation with Pinoy Basketball of Qatar (PIBAQ).



The Salam Experience 3rd Quarter 2018

SALAM PETROLEUM

SPS Participation IN MILIPOL QATAR & CIVIL DEFENCE EXHIBITION 2018

SPS HAS PARTICIPATED IN MILIPOL QATAR 2018. (12TH INTERNATIONAL EXHIBITION OF HOMELAND SECURITY & CIVIL DEFENCE).

The event was held in Doha Exhibition and Convention Center (DECC), Doha. It took place between the 29th - 31st of Oct, 2018.



In SPS continuous support to Qatar National Organizations & being one of the trustworthy names when it comes to Fire Safety & Security Solutions providers in Qatar; SPS took a part of the Milipol Qatar & Civil Defence Exhibition 2018 where SPS has successfully demonstrated the latest cutting edge technologies related to the Fire brigade Safety Equipment, Personal Safety Equip. & Security Solutions. The products & Solutions which had been shown was selected from the premium SPS's principals range of solutions.

Government officials from Ministry of Interior, Qatar Civil Defence, Emiri guards, Internal Security Forces, Coast guards, Marine and Civil aviation representatives as well as visitors from different sectors such as Industrial Security, Oil & Gas and Power Stations, Medical & Hospitality industries attended SPS booth & had been briefed on the related products & solutions & they had the chance to learn more about the new technologies in the field of Fire, Safety & Security with a chance for hands-on activities on many products.

During the event, SPS FSS management had several meetings with government officials at SPS booth where the existing business relation, potential growth and the possible ways to develop & strengthening the mutual relation were discussed.

In addition, several business opportunities were identified and agreed on during the 3 days of the exhibition.



NEW IMAGE



NEW IMAGE BUILDING SERVICES LLC WIN PRESTIGIOUS QATAR AIRWAYS INTERNATIONAL SCHOOL CONTRACT

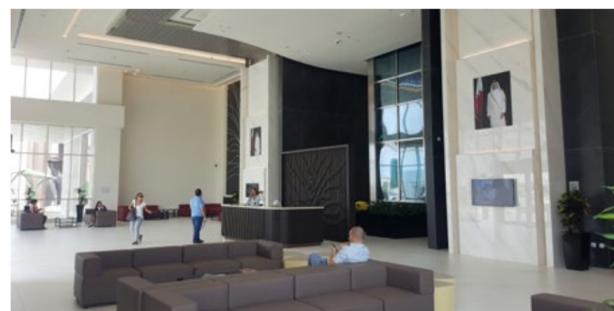
On August 26th 2018 New Image began the contract mobilisation of "The Oryx International School" in Barwa City for Orbital Education and Qatar Airways. Building a close relationship throughout the final 8 months of the build project and subsequent fit out, New Image's Senior Technical Facilities Manager Jason Olley provided Orbital with the latest industry standard advice and consultation to enable the school to open its doors on time. New Image are providing full

facilities Management including, MEP, Housekeeping and janitorial Services, full security, waste management, landscaping and swimming pool maintenance.

Jason commented that "I am personally very proud of our achievement in winning such a prestigious contract, Our management team worked in unison pooling together our many combined years of knowledge to provide a contract beneficial to both parties. We have a multi skilled team on site totaling 26 staff

which will increase to approximately 45 when the school is running at full capacity" he went on to say "New Image have proven that even in todays current climate, building relationships and providing potential and existing customers honest industry leading advice and excellent service at a price that is realistic to both parties makes all the difference" he says "this is what sets New Image head and shoulders above its competitors in the market place"

New Image will be utilising the services of at least 3 of the combined Salam group companies which is also part of the attraction for Qatar Airways. Our group companies ability to cover all sectors of the FM arena showed them we as a group can service customers' needs without the need to compromise on quality by employing outside contractors.



SALAM STUDIO & STORES QATAR

Happy Chopard

A CELEBRATION OF NATURE AND POSITIVE EMOTIONS

The Maison Chopard presented the new Happy Chopard Eau de Parfum Collection: Felicia Rose and Lemon Dulci, at a Bohemian chic afternoon at Salam showroom at The Gate Mall last Monday, October 29, 2018.

Felicia Rose and Lemon Dulci are a sensory ode to the joie de vivre inspired by nature's infinite beauty.

Both fragrances combine a selection of precious natural ingredients and essential oils known to generate uplifting emotions through their scent.

Lemon Dulci delivers an extraordinarily uplifting shot of powerful citrus and leaf energy. Felicia Roses signals light-heartedness and exuberance, filling the heart with optimism and self-love.

Whimsical, light-hearted and adventurous, these creations reveal surprising combinations and a very personal signature, fully inspired by the values of a bohemian generation of young women, sensitive to the new sustainable values of luxury and positive living.



Thus, the new Happy Chopard fragrances unleash a sense of wellbeing that captures the positive spirit of our days: the capacity to look at life through fresh eyes, with a mantra of happiness, health and green living.

Press contact:
pe.marketing@salams.com



company spotlight

QGC

SILL's Qatari German Switchgear Co OPC, has taken several significant leaps in recent days and the company is delighted to share their achievements with the rest of the SILL family.

A FRONT-RUNNER IN THE REGION

Established in the year 2004 under SILL's umbrella, QGC has served the Regional market for nearly 15 years. The company not only

holds a respected position in the Switchgear market in the Middle East but it is also an ISO 9001-2008 certified manufacturer awarded by Bureau Veritas.

Currently located in New Industrial Area QGC enjoys a new facility that stands at 11,500 sq.m dedicated to manufacturing / assembling of Low and High Voltage Switchgear Panels. QGC is proud to share that to date, the company has supplied more than 15000 panels to the region and it continues to attract the attention of clients who seek high quality, precision driven, trusted Switchgear solutions.



QGC'S PRODUCT RANGE KEEPS GROWING

The good news of QGC does not end there. The Switchgear leader has recently signed an exclusive Partnership Agreement with ELIMSAN Switchgear Equipment and Electromechanical Industry & Trade Inc., Turkey, for the supply of HV Switchgears under the product name "FALCON 12".

QGC is proud to say that the company has successfully TYPE TESTED this 11kv Indoor Switchgear at CESI / KEMA (DEKRA) Laboratory in Italy & The Netherland prior to bringing it out in the market as "FALCON 12". The new product has also received the approval of KAHRAMAA. Despite the strides it is making QGC is currently pursuing a position as a top of the line approved supplier in the region.

QGC LOW VOLTAGE PANELS

In addition to the above achievements QGC also successfully TYPE TESTED Low Voltage Panels at the KEMA laboratory, in the Netherlands under the overall "FALCON" brand. We are very pleased to report to TSE readers that QGC is one of the few local suppliers who are afforded such a privilege at KEMA and the company is among an elite list of authorized panel builders for more than one OEM.

QGC'S PRODUCT RANGE KEEPS GROWING

Over the course of its 15 years in operation QGC has continuously expanded its product range. Currently QGC's portfolio includes products such as Street Lighting Feeder Pillars approved by ASHGHAL and DB's, SMDB's, ATS Panels, Capacitor Banks, Lighting Control Cabinets as per project requirements.

Cashing in on the service market QGC, has also branched out into the service business field. Today, the company offers solutions and services in the likes of supervision of installation, Testing & Commissioning of panels, Operation & Maintenance, Retrofit & Modification works.



QGC'S ON GOING PROJECTS:

- Three year Call-Off Contract by KAHRAMAA for the supply of Indoor Switchgears is under execution.
- Special economic Zone - RAS Bu Funtas
- Qetaifan Island - CP CP08 A - Lusail
- Qatar Economic Zone - Um Al houf
- District Cooling Plant - West Phase 1 - Lusail
- Dukhan Road - Khalifa Avenue
- Qatar University - Sports & Events Complex
- Al Rayyan Road Project 7 - Contract to West
- Four Years contract of 11kV Protection & Routine Maintenance by KAHRAMAA is under execution.
- Five Years Contract for Utility, Cargo & ATS Maintenance Work at HIA

COMPLETED PROJECTS:

- Successfully completed three years call-off contract for KAHRAMAA
- Khalifa Stadium - Aspire Zone
- Doha Festival City
- Lusail Marina
- Qatar Cool Plant
- Fox Hills Residential Development - Lusail
- Vendome Mall - Lusail.
- Ezdan Oasis Project - Al Wukair
- Orbital Highway & Truck Route - Project 023



New addition TO QGC BASKET

Qatari German Switchgear recently built an Advanced Precast Distribution Substation from precast concrete and we did it in record time. To accomplish the feat the QGC team used state of the art modern construction technology. Following its success and the prospects it sees for a solution of this nature QGC has now added this new product "Advanced Precast Distribution Substations" to its product portfolio and registered it under the brand name "LEQO".

These precast substations are designed to meet KM standards and come with added benefits that include a Reduction in Construction time, Possibility of future extensions and Ease of Switchgear and equipment installation.

QGC managed to construct the distribution substation in less than 40 days using precast concrete. Usually if a constructor uses conventional approaches such a project will take a minimum of 90 days. It is needless to say - QGC's client was highly appreciative of the quick and efficient final output.



employee

EXPERIENCE

Helen Grace Jamili

PROJECT CONTROLLER AT STREAM INDUSTRIAL & ENGINEERING

The Salam Experience (TSE): Which year did you join Salam?

Helen Grace Jamili (HJ): I became part of the Salam Group in 2014 after I joined Stream in April that year. So I have been a member of the SIIL family since then.

TSE: What was your job position when you joined?

HJ: I joined as a Receptionist/Secretary and I held that position until June 2015. During the 2nd half of 2015, I was given the chance to develop my career and grow professionally. I was promoted by Stream as a Projects Controller. That is the position I hold to date.

TSE: How did you handle the rapid change in your job role?

HJ: Well I am an engineer by profession and training. And that helped me immensely in the new role I assumed. I was well-versed in several aspects of the work and was familiar with some of the materials used in the Stream's projects. So the transition from one job role to the other was fairly smooth for me.



TSE: What is your impression of Stream as a company?

HJ: Stream as a company is a very adaptive entity. And that has been a very big strength for us. With the rapid changes we have seen in the market in Qatar, it has really helped that Stream has been able to adapt quickly and expand in the industry. I have also seen that Stream has been good in human capital management. Stream, also has a sense of camaraderie within, and that makes work enjoyable at the same time.

TSE: Tell us what a typical day at Stream is like for you...

HJ: My day starts and ends with me facing my laptop. There are times when I do deal with a couple of outside calls but on most days my work is focused on documentation. My work field occurs between Operations and Finance and I deal with documents related to Project Costs, Supplier Invoices and Delivery Notes, Allocation and Completion Percentages. I'm involved in the monitoring of progress in projects and variances and ensuring that project billings are issued to Clients. I also take part in the early stages of Oracle Implementation in the company and oversee the processes in setting up the different systems for ERP and serve as a point of contact for any related issues.

TSE: What makes you stay on at Stream and with the Salam Group?

HJ: I am happy to be part of Stream. I also feel at ease knowing that I am part of a large stable Group, since it is a well-established and reputed company. I also know that with this company I will have more opportunities to grow. And in addition I believe that at SIIL we are encouraged to have a work-life balance. So I value all of that. That what makes me stay with Stream and the Group.



TSE: Would you recommend Stream to others and why?

HJ: Yes, Stream is continuously showing growth and prosperity. Moreover, the company opens up possibilities for their employees' development. So I will recommend our company without hesitation.

TSE: Tell us a bit about your family...

HJ: We are 4 in the family, my father-Ricardo and mother-Merlyn are both in the Philippines, and my brother-Richard lives with me here in Doha. My parents were professionals but chose to become entrepreneurs so that they can enjoy the freedom of entrepreneurship and take charge of their financial future.

My sibling and I chose to work abroad. Not being alone in a foreign country and having my brother here in Qatar lessens the burden of living far away from home. I usually cope by having consistent communication with my family. Having been here in Qatar for quite a while now, I have also built up several close friendships and I consider those friends a part of my family already.

warm welcome TO OUR NEW TEAM MEMBERS

SALAM ENTERPRISES QATAR



Mr. Dhanraj Vittal
joins us as Site Foreman



Mr. Wilber Gumban
joins us as Document Controller



Mr. Yousef Kanan
joins us as Site Engineer



Mr. Mohamed Rafsal
joins us as Technical & Drafts Coordinator



Mr. Muhammed Sansil Razak
joins us as Draftsman

new births

SALAM STUDIO & STORES QATAR

Rushda
daughter of Mr. Mohamed Rifky
- Warehouse



SALAM INTERNATIONAL

Krishiv Rohan Monga
son of Rohan Monga
- Oracle Database Administrator



promotions

NEW IMAGE



Mr. Sean Wollaston
promoted to General Manager

SALAM TECHNOLOGY

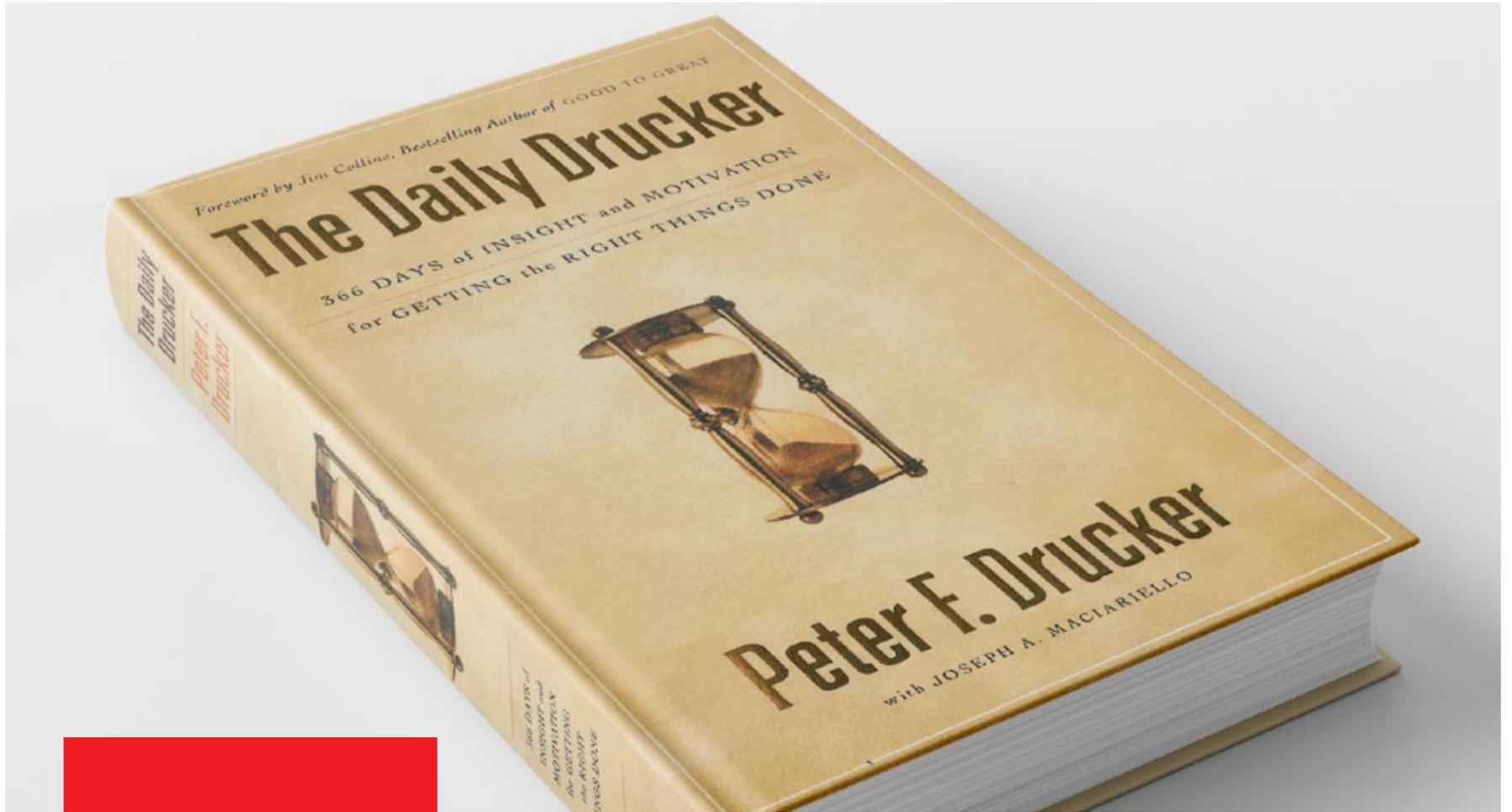


Mr. Santosh Cherieth
promoted to Head of Sales & Marketing



Mr. Fawaz Hadid
promoted to Head of Service Delivery Management.

bookworm



ATTRACTING KNOWLEDGE WORKERS

In attracting and holding knowledge workers, we already know what does not work bribery.

Attracting and holding knowledge workers have become two of the central tasks of people management. We already know what does work: bribery. In the past ten or fifteen years many businesses in America have used bonuses or stock options to attract and keep knowledge workers. It always fails when falling profits eliminate the bonus or falling stock prices make the option worthless. Then both the employee and the spouse feel bitter and betrayed. Of course knowledge workers need to be satisfied with their pay, because dissatisfaction with income and benefits is a powerful disincentive. The incentives, however, are different.

Knowledge workers know they can leave. They have both mobility and self-confidence. This means they have to be treated and managed as volunteers, in the same way as volunteers who work for not-for-profit organizations. The first thing such people

want to know is what the company is trying to do and where it is going. Next, they are interested in personal achievement and personal responsibility-which means they have to be put in the right job. Knowledge workers expect continuous learning and continuous training. Above all, they want respect, not so much for themselves, but for their area of knowledge. Knowledge workers expect to make the decisions in their own area.

Action point:

Manage professionals as volunteers by defining for them what the company is trying to do and where it is going. Put them in the right job and offer them educational benefits. Respect them and their areas of expertise. Allow them to make decisions in their own areas.

Managing in the Next Society

designed by

[the creative union]

The Salam EXPERIENCE is published each quarter by the Corporate Marketing & Communications Department. Its purpose is to recognise employee accomplishments, inform the readers of upcoming events and to report stories of interest to the employees of Salam International Investment Ltd. To be accepted for publication, information must pertain Salam International Investment Ltd. activities, personnel or family members of Salam International Investment Ltd. Submissions will be edited for clarity, brevity, and to meet space limitations.

The Corporate Marketing & Communications Department reserves the right to decide whether or not a submission is newsworthy or acceptable for this medium.

Please e-mail your comments, suggestions and/or submissions to: salamexperience@salaminternational.com or Sara Abu Issa, Corporate Communications Manager at s.abuissa@salaminternational.com or via fax to +974 44838732

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