



## Inside...

### AREC operational News



### Hala—February



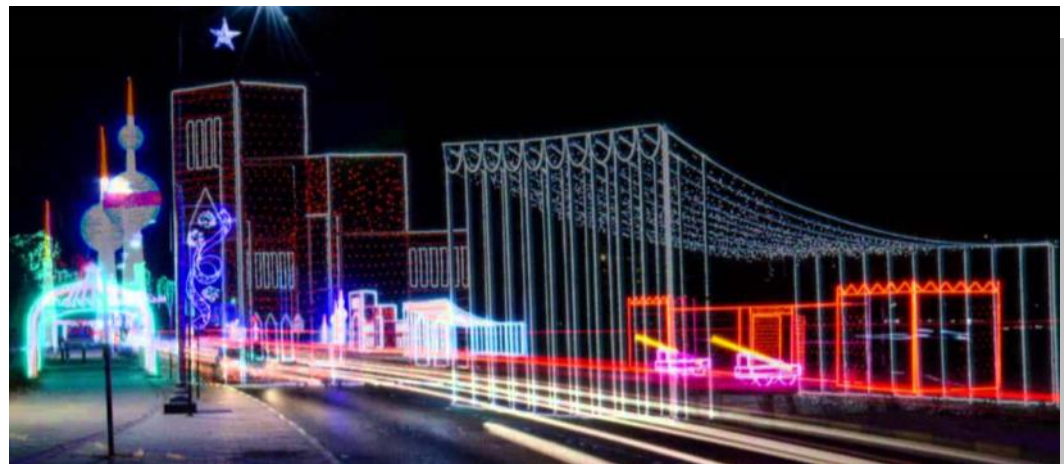
### Planet—21



### Al Saada Mall



### And More ...



### G.M.'s Message

Welcome to the 23<sup>rd</sup> issue of AREC's quarterly newsletter, a tool to bring everyone up to date with the news, events, information of AREC's family.

I would like to welcome our new staff members on board and thank all for your efforts and commitment.

Hope you enjoy this edition of our quarterly newsletter, and as always, I welcome your feedback on any aspect of the newsletter.



Best Regards

**Rawaf I. Bourisli**



By: Joe Weberhofer, Operations & Marketing Manager

The First Quarter of 2015 saw fresh leases totaling 2,122 m2 as per the following table

Property	Area
Amrat-Oman 1364	568
Waha Mall	494
Mangaf A&B	440
Omniya Centre	258
Waves Business Center	222
Naseem Complex	85
Alya Center	55
<b>Total</b>	<b>2,122</b>

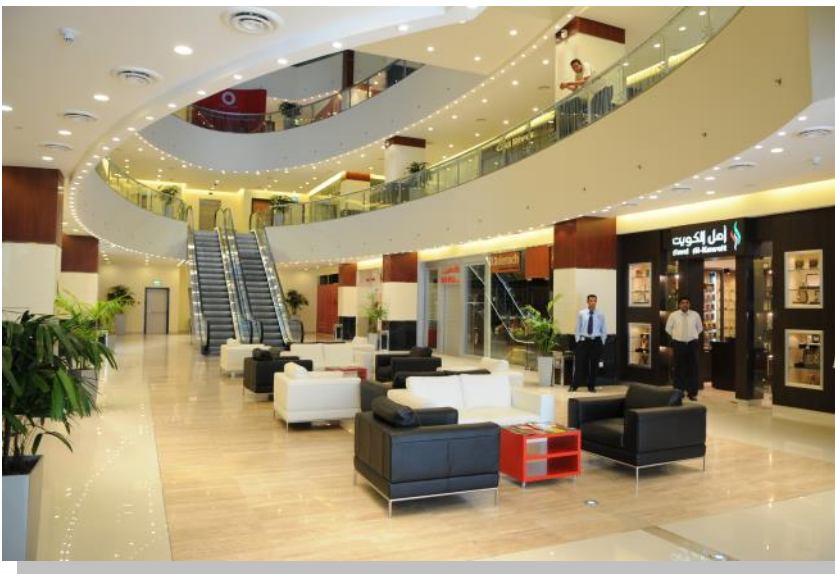
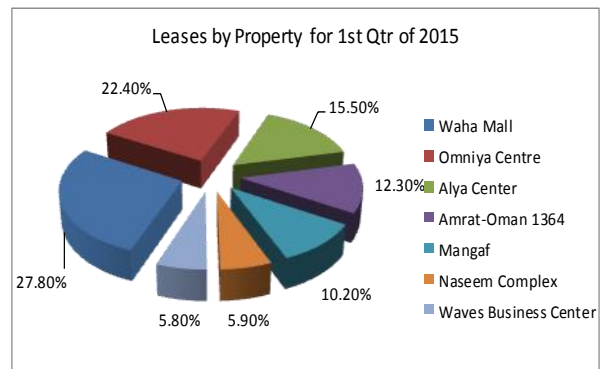
The 3 most prolific properties from an Area (m2) point of view during Q1-2015 were Amrat Building 1364 in Oman, Waha Mall and Mangaf A&B all together representing more than 70% of all fresh leases.

AREC	Q1-2014	Q2-2014	Q3-2014	Q4-2014	Q1-2015
Leases in M <sup>2</sup>	14,519 M <sup>2</sup>	1,673 M <sup>2</sup>	1,399 M <sup>2</sup>	4,337 M <sup>2</sup>	2,122 M <sup>2</sup>

Country-Wise	Area
Kuwait	1,554
Oman	568
<b>Total</b>	<b>2,122</b>

But from a Monetary Point of View, the 3 most successful income additions during Q1-2015 were Waha Mall, Omniya Centre and Alya Center as per the following table:

Property	% of Contribution to Fresh Leases
Waha Mall	27.8%
Omniya Centre	22.4%
Alya Center	15.5%
Amrat-Oman 1364	12.3%
Mangaf	10.2%
Naseem Complex	5.9%
Waves Business Center	5.8%



The reason for rankings between Area and KD basis, is because the rate per sqm are different on each property and on each lease type.

Our already prestigious portfolio of tenants saw fresh high quality additions, including Le Baton Salé, Lugano Chocolates and Food Group Co. in Alya Centre, among others.

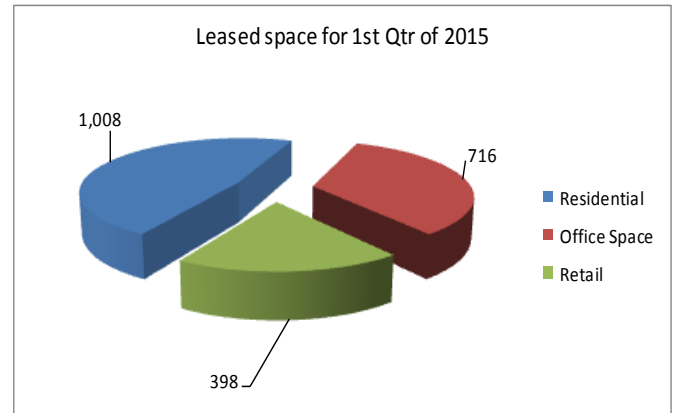
From a Country-Wise perspective, Kuwait due to its portfolio size was the largest contributor of fresh leases, representing 73% followed by Oman Portfolio with 27%.



By type of leased space the First Quarter 2015 saw the following results;

From an Area (m2) basis	
Residential	1,008
Office Space	716
Retail	398
<b>Total</b>	<b>2,122</b>

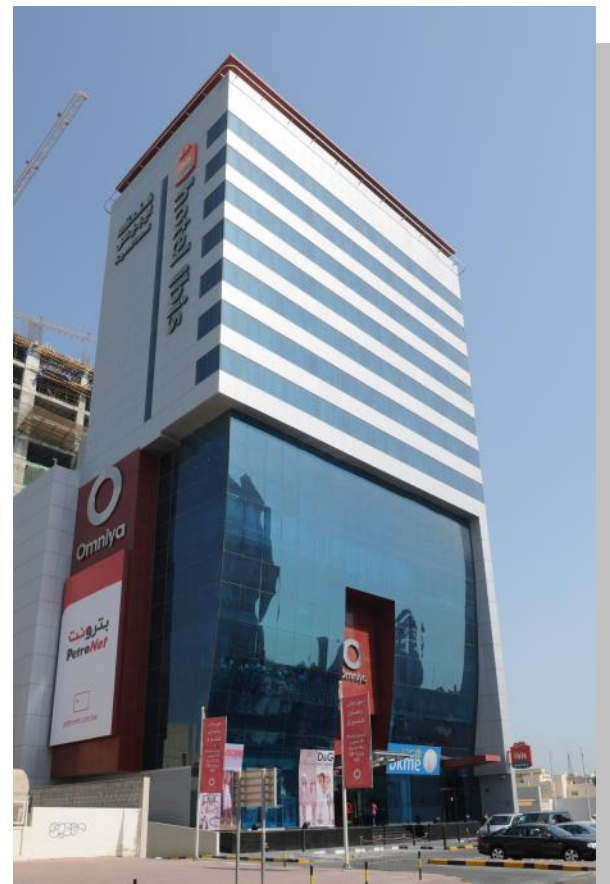
But from a Monetary Basis, the fresh additions as per leased types were



The fresh leases in the retail sector represented almost half of all new income additions during Q1-2015.

#### From a KD Basis

Retail	43.7%
Office Space	33.7%
Residential	22.6%
<b>Total</b>	<b>100.0%</b>







## Hala February—Festival

Hala February Festival commenced late with a big concert in Kuwait , which has also seen the honoring the Poet **Her Excellency Dr. Sheikha Suad Al-Sabah** in recognition of her role



in enriching the Arab culture and serving the society. Commenting on the start of the festival, Minister of Information Sheikh Salman Sabah Salem Al-Homoud Al-Sabah said that the beginning of the event was excellent with the participation of singer Magda Al-Roumi and the honoring of H.E. Dr. Sheikha Suad Al-Sabah for her distinguished artistic works.



Sheikh Salman, who is also Minister of State for Youth Affairs, hoped that the festival could enhance domestic tourism in order to develop both artistic and cultural work in Kuwait.

Minister of State for Cabinet Affairs Sheikh Mohammad Abdullah Al-Mubarak Al-Sabah emphasized that the festival has a special taste for Kuwaitis as it coincides with the country celebrations of the national days. Sheikh Mohammad Abdullah congratulated His Highness the Amir Sheikh Sabah Al-Ahmad Al-Jaber Al-Sabah, who was honored by the United Nations as a "Humanitarian Leader" last year, His Highness the Crown Prince Sheikh Nawaf Al-Ahmad Al-Jaber Al-Sabah and His Highness the Prime Minister Sheikh Jaber Al-Mubarak Al-Hamad Al-Sabah on the start of the festival.

H.E. Dr. Sheikha Suad told that any honoring to her is an honoring to the late Sheikh Abdullah Al-Mubarak Al-Sabah, her husband." "He supported and helped me learn culture and sciences," she noted. "I thanked first and foremost His Highness the Amir who has a distinguished role in humanitarian action. I also extend my gratitude to my homeland and all Kuwaitis who helped me," she said. H.E. Dr. Sheikha Suad contributed to enriching Arab poetry and literature through writing a collection of poems and several articles.

The grayish monotony of the sky Sunday was broken by the ebullient colors on the Gulf Road as people teemed in to watch the carnival organized by Kuwait's Interior Ministry as part of the National Day and Liberation Day celebrations.

The part of Gulf Road starting from the intersection at Haroun Al Rashid Street down to Kuwait Towers was off limits to traffic starting from 3 pm Sunday for the parade of 92 floats, showcasing Kuwait's cultural heritage and technological and defense capabilities.

Para-gliders streaked the sky like prehistoric birds, their propellers buzzing forlornly. Children were in all sorts of innovative costumes, some wearing masks and some with their faces painted in colors of the Kuwaiti flag. Red, green and white dominated the carnival. Everyone's clothes had these three colors in some combination, while some wore the flag like a crape hanging down from their shoulders.

Many government and civil societies have participated in the festival such as Defense, Interior and Health Ministries, National Guards, Kuwait Fire Service Directorate, Kuwait Red Crescent Society, Public Authority for Special Needs Affairs and Dasman Diabetes Institute, to name a few. In addition, at least 14 foreign embassies took



part in the carnival: Jordan, UAE, India, Morocco, Tunisia, Iraq, Yemen, Palestine, Indonesia, Sudan, Iran, Russia, Egypt and South Africa. Hala February Festival plays a strong role in stimulating the country's economy and tourism











## Planet 21, Sustainable and development program



On 20<sup>th</sup> April 2015, Ibis Hotels Kuwait, staff visited the World's Largest Membrane based Water Re-use Project located at Sulaiybia, Kuwait.

It was organized as part of Ibis Kuwait's commitment to Sustainable Development, and as per the approval of Kuwait Ministry of Water & Electricity. In 2010, for the theme "3R(s) **Reduce, Re-use & Recycle**".

Ibis Kuwait has the successful departmental Artwork Competition using recyclable items, for this year (2015), the curiosity to find out on how the waste water in Kuwait is being RE-USE through this site visit, witnessed and observed that even sewage water can turn into a useable quality water.

A conventional biological Waste water Treatment Plant (WWTP) treats the effluent to better than secondary effluent quality. The secondary effluent then flows to the water reclamation plant, which uses ultrafiltration (UF) and reverse osmosis (RO) that provides bacteria, virus and TDS (total dissolved solids) removal, to further treat the water for reuse. The combination of UF and RO also removes pathogens and provides potable quality water suitable for agriculture or ground water recharge. Sludge from the waste water treatment plant is treated and used as a soil conditioner or organic fertilizer.





# Ibis Hotel opens 'il Terrazo' lounge

**Ricky Laxa**

**Staff Writer**

Ibis Hotel in Salmiya opened its "il Terrazo" lounge on Thursday night to invited guests and members of the local media. It is located on the third floor of the hotel and set-up in an open air terrace consigned to manage the venue. Flavorsome 'Shisha' or water pipe tobacco with drinks and light meals are served from six till twelve in the evening of the whole week.

Bruno Debray, General Manager of Ibis Hotel said that Meduse, a shisha brand is known for its classic approach to setting up and serving one of a kind shisha to its customers, and is active in the social media with its promotions of current events and services. Debray also added that with the presence of the company in Ibis Hotel, he expects a good turn-out of clients on a regular basis. In other news, Debray boasted on the success of the launch of its corporate and family rooms and that



since its official launch late last year, bookings of rooms have been successful so far. He thanked everyone who came to grace the occasion and invited the public to visit Il Terrazo.

## Ibis—Kuwait Annual Associate Party 2015

Recently, Ibis Kuwait, (Salmiya and Sharq) celebrated the annual associated party 2015, in recognition of ibis associates' hard work and commitment that they have shown throughout their employment,

Mr. Bruno, General Manager, hosted this success event to celebrate



Eng. Rawaf I. Bourisli, General Manager AREC thanked the associates for their dedication and hard work.



## Al Saada Mall, Salalah, Sultanate of Oman



Al Saada Mall, shall be one of the first multipurpose malls in Salalah, which is the second largest city in “Sultanate of Oman”, and the largest city in the Dhofar Province.

Sultanate of Oman is in the southeastern coast of the Arabian Peninsula. Holding a strategically important position at the mouth of the Arabian Gulf, the nation is bordered by the United Arab Emirates to the northwest, Saudi Arabia to the west, and Yemen to the southwest, and shares marine borders with Iran and Pakistan. The coast is formed by the Arabian Sea on the southeast and the Gulf of Oman on the northeast. The Madha and Musandam exclaves are surrounded by the UAE on their land borders, with the Strait of Hormuz and Gulf of Oman forming Musandam's coastal boundaries.

The Mall shall be built on a 11,656 sqm plot of land located on Al Robot the main express way of Salalah and very close to Salalah airport.

The development consists of a total built-up area of 9,010 sqm divided on two floors, featuring wide variety of shopping, dining, food & beverage outlets. The mall will accommodate one main anchor store with total area of 2,322 sqm, 53 retail outlets, 28 F&B outlets, one drive through restaurant, 3 specialty restaurants & many kiosks.

The Mall’s architecture and interior is influenced by modern interpretation and illustration of the Islamic patterns which is conveyed through exquisite external Mashrabeyyas, the false ceiling, flooring pattern and the tent shades on the external terraces. The mall will have beautiful external shaded seating area on two floors serving the F&B outlets and the specialty dining restaurants.

The construction of the mall has commenced in January 2015 and expected to open by the beginning of 2016.







## Article : The Differences Between Successful People and Unsuccessful People

Everyone wants to get successful in life. But, everyone certainly does not know what it takes to be successful. Successful people are leaders. They motivate others to become one. They hate drama and take responsibility for their failures. They learn and grow every day and accept nothing but perfection. They love discuss to ideas rather than discussing people and hate to hold grudges against anyone.

Go ahead and decide which one do you want to become.

### Help others to grow and you will grow even more.

Successful people want others to succeed. Unsuccessful people secretly hope others fail. "When you're in an organization with a group of people, in order to be successful, you all have to be successful," That's why the most successful people don't wish for their demise; they want to see their co-workers succeed and grow. Spending all your time hoping someone fails not only attracts bad energy, it's simply a waste of time. All those times thinking about the demise of others is time that can be spent doing things to help you become more successful.

### Change and taking risks is good.

Successful people embrace change. Unsuccessful people fear it. "Embracing change is one of the hardest things a person can do," Change is always going to occur around us, with the world moving fast and technology accelerating at a rapid speed, it's imperative that we embrace these changes and adapt, rather than fear them, deny them, or hide from them. Successful people are able to do just that.

### Start motivating and stop criticizing without any reason.

Successful people give others all the credit for their victories. Unsuccessful people take all the credit from others. Letting people have their moments to shine motivates them to work harder, and, consequently, makes you look better as a leader or teammate. Complimenting others can be a great weapon in your business arsenal. It exudes positive energy and breaks down barriers from people around you. This helps build rapport and helps you get what you want out of people.

### Successful people talk about ideas. Unsuccessful people talk about people.

Talking about other people is a waste of time and makes you sound like school student talking about each other during recess. All that time can be spent on brainstorming the next big idea that changes the world. Sharing ideas with others will only make them better,"

True leaders focus on growth and ways to make him/herself and the people around them better. It's not always about just getting as much out of people as possible. This is not only short term thinking, but doesn't set you up as a person people would want to be around with.

### Successful leaders often forgive and forget.

Everybody makes mistakes; it's human. The only way to get past the mistake is to forgive and move on. Dwelling on anger only makes things worse - Successful people are always forward thinking and know that holding grudges can hold them back.

Successful people give people all the credit for their victories. Unsuccessful people take all the credit from others.

No matter who you are, it takes an amazing team of talented people to help you attain success. Spending team making sure the people you work with are appreciated will not only help attract the best talents to you, but help ensure everyone is giving their best efforts to complete the end-goal.

### Be responsible enough to step ahead and accept failures.

Successful people accept responsibility for their failures. Unsuccessful people blame others. Truly successful leaders and businesspeople experience both ups and downs in their lives and careers. But they always accept responsibility for their failures, blaming others solves nothing. "It just puts other people down and absolutely no good comes from it."

Successful people operate from a transformational perspective. Unsuccessful people operate from a transactional perspective.

Successful people have gratitude. Unsuccessful people don't appreciate others and the world around them. Being appreciative of the things around you keeps you grounded and makes you realize the beauty of the world. You can't change the world if you hate it.





- If you find yourself in a little mid-week or mid-day slump, take a few moments to re-energize yourself with these inspiring quotes from some of the world's greatest thinkers. Sometimes, all it takes is a little reminder to boost your spirits and refocus your day.
- Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do.* - **Steve Jobs**
- It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change.* - **Charles Darwin**
- If you work just for money, you'll never make it, but if you love what you're doing and you always put the customer first, success will be yours.* - **Ray Kroc**
- A man is but the product of his thoughts. What he thinks, he becomes.* - **Mahatma Gandhi**
- Happiness is an attitude. We either make ourselves miserable, or happy and strong. The amount of work is the same.* - **Carlos Castaneda**
- When one door of happiness closes, another opens, but often we look so long at the closed door that we do not see the one that has been opened for us.* - **Helen Keller**
- You have brains in your head. You have feet in your shoes. You can steer yourself, any direction you choose.* - **Dr. Seuss**
- Instead of wondering when your next vacation is, you ought to set up a life you don't need to escape from.* - **Seth Godin**
- The problem with the rat race is that even if you win, you're still a rat.* - **Lily Tomlin**
- A man should never neglect his family for business.* - **Walt Disney**
- Don't say you don't have enough time. You have exactly the same number of hours per day that were given to Helen Keller, Pasteur, Michaelangelo, Mother Teresa, Leonardo da Vinci, Thomas Jefferson, and Albert Einstein.* - **H. Jackson Brown Jr.**
- Someone once told me that 'time' is a predator that stalks us all our lives. But I rather believe that time is a companion who goes with us on the journey and reminds us to cherish every moment because it will never come again.* - **Jean-Luc Picard**
- Opportunity is missed by most people because it is dressed in overalls and looks like work.* - **Thomas Edison**
- You miss 100 percent of the shots you don't take.* - **Wayne Gretzky**
- Do or do not. There is no try.* - **Yoda**
- Those who say it cannot be done, should not interrupt those doing it.* - **Chinese Proverb**
- Whatever the mind of man can conceive and believe, it can achieve. Thoughts are things! And powerful things at that, when mixed with definiteness of purpose, and burning desire, can be translated into riches.* - **Napoleon Hill**
- You are not your resume, you are your work.* - **Seth Godin**
- Far and away the best prize that life offers is the chance to work hard at work worth doing.* - **Theodore Roosevelt**
- Even if you are on the right track, you'll get run over if you just sit there.* - **Will Rogers**
- Yesterday's home runs don't win today's games.* - **Babe Ruth**
- When writing the story of your life, don't let anyone else hold the pen.* - **Harley Davidson**
- A professional is someone who can do his best work when he doesn't feel like it.* - **Alistair Cook**
- Happiness is not something you postpone for the future; it is something you design for the present.* - **Jim Rohn**
- Nothing can stop the man with the right mental attitude from achieving his goal; nothing on earth can help the man with the wrong mental attitude.* - **Thomas Jefferson**
- I've missed more than 9000 shots in my career. I've lost almost 300 games. 26 times, I've been trusted to take the game winning shot and missed. I've failed over and over and over again in my life. And that is why I succeed.* - **Michael Jordan**
- People inspire you or they drain you - pick them wisely.* - **Hans F. Hansen**
- The Pessimist complains about the wind. The optimist expects it to change. The leader adjusts the sails.* - **John Maxwell**
- Whether you think you can or whether you think you can't, you're right!* - **Henry Ford**
- When you change your thoughts, you change your world.* - **Norman Vincent Peale**
- There are two primary choices in life: to accept conditions as they exist, or accept the responsibility for changing them.* - **Denis Waitley**





## Article : Three Letters in Business

Acronyms have created a new language and we all speak that new language. Some letter phrases are so widely held that we use them in speaking. Phrases like LOL, FYI, BTW are second nature. Others are not as widely used, like @TEOTD (At The End Of The Day) or YKWYCD (You Know What You Can Do), but even those are creeping into the language.

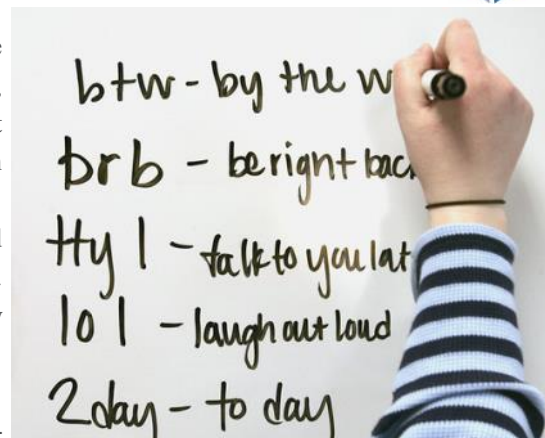
Each one captures a sentiment in a few letters that is both direct and efficient. And somehow the group of letters doesn't seem as bad as the hackneyed buzz words. Twitter and the constant barrage of instant messages have helped create the new language. It is ever expanding and here to stay AFAIK (As Far As I Know)

But there is one rarely used three-letter designation that can kill a career. Sometimes it is not used explicitly but it is always there, lurking in conference rooms and project plans. The worst three letters in business that can be assigned to your name are: DNF.

DNF stands for DID NOT FINISH. Anyone who ever enters a race knows those three unfortunate letters. Whether the race is running, swimming, bike riding or formula one racing, it doesn't matter. When the results are posted, DNF next to your name means you started something but didn't finish. And in a race, just like any project, one either finishes or does not. Swimming half way across the English Channel doesn't count as swimming across the English Channel. It means DNF, Did Not Finish.

At the office the DNF letters may not be placed next to any name. But the label exists. The DNF label means you start things and that is as far as you got. It means you are good at thinking but not at doing. It probably means no one wants to work with you and it could mean you will be out of a job. You may think others don't notice or that it is NBD (No Big Deal). It is a big deal and should be

avoided. Don't be caught in the DNF box. It's more important to tackle projects that you know you can finish than it is to start huge projects that everyone knows will never be completed. The BHAG (Big Hairy Audacious Goal) can be tempting but don't make the goal so hairy that it will never be achieved. Sometimes you don't have a choice of assignments but always avoid the dreaded DNF label. Crossing the finish line is a great feeling.



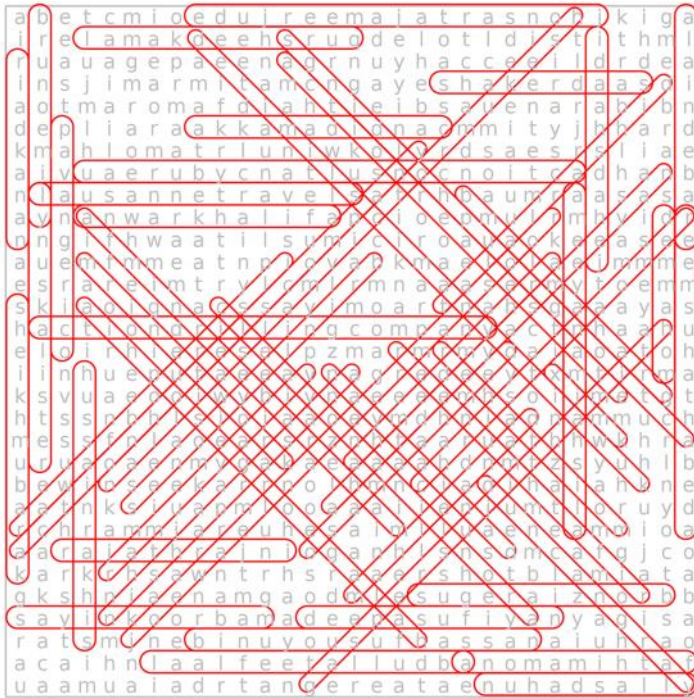
ABC – always be closing  
 ASAP - as soon as possible  
 B2B – business to business  
 B2C – business to consumer  
 BTW- by the way  
 DOE – depending on experiment  
 EBITDA – earning before interests, taxes, depreciation and amortization  
 EOD - end of day/end of discussion  
 ERP - enterprise resource planning (business management software that a company can use to store and manage data from every stage of business)  
 ESOP – employee stock ownership plan  
 ETA – estimated time of arrival  
 FYI - for your information  
 HTML – hypertext mark-up language

IMO- in my opinion  
 IPO – initial public offering  
 ISP – internet service provider  
 KIS – Keep it simple  
 KPI – key performance indicators  
 LMK- let me know  
 LLC – limited liability company  
 LOL – Laugh out Loud  
 MILE - maximum impact, little effort  
 MSRP – manufacturer's suggested retail price  
 NDA – non-disclosure agreement  
 NOI – net operating income  
 NRN - no reply necessary  
 OMG- oh my God  
 OMW- on my way  
 OTC – over the counter

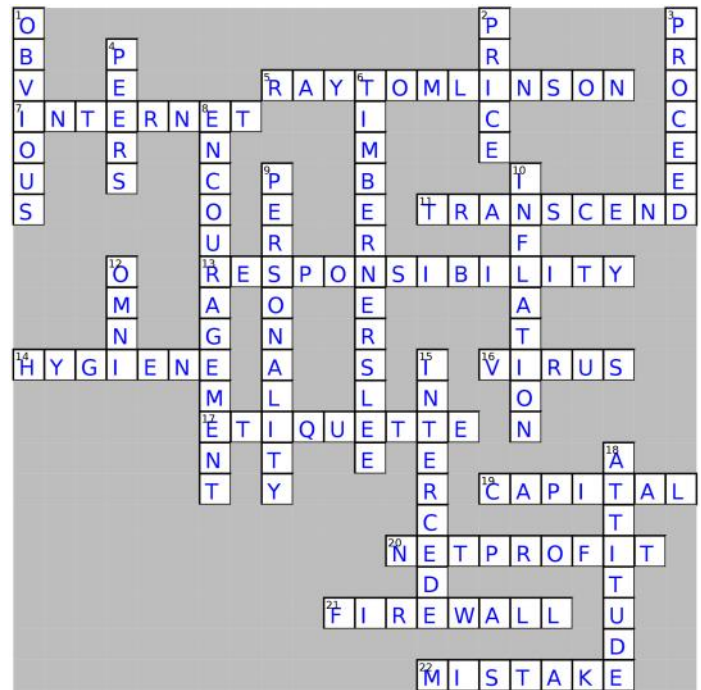
OTP- on the Phone  
 P&C – Private and Confidential  
 RFD – Request for Discussion  
 RFP – Request for proposal  
 ROI – return on investment  
 RRP – recommended retail price  
 SEO – search engine optimization  
 SLA – service level agreement  
 TBA – To be advised  
 THX- Thanks  
 VAT – value added tax  
 VPN – virtual private network  
 WOMBAT – waste of money brain and time  
 WTG – way to go  
 YW – You're welcome



### Word search



### CROSSWORD



Employee of the Quarter (January -March) 2015 Mr. Hanie Ahmed Mohammed Hussain (Carpenter), Operations and Maintenance Department



Employee of the first quarter of 2015 (January—March) is awarded to Mr. Hanie Ahmed Mohammed Hussain (Carpenter), Operations and Maintenance Department for his outstanding dedication.

*It is the intent of AREC to recognize and reward those employees, who excel in performing their duties, contribute to the overall “Positive” image of the company and identify individuals who submit innovate ideas that result in providing services with less resources being expended. The significant contribution many include providing excellent services, willingness to work above and beyond the duty.*

Mr. Hanie who works in the Operation and Maintenance department as carpenter, is always volunteering himself for handyman tasks such as driver, tiler, plumber etc., he was lauded by Eng. Wael, his assistant manager, for his going above and beyond the call of duty his co-workers echo that he is an incredibly hard worker, he also actively trains and educates his colleagues to overcome personal shortcomings.

Mr. Hanie has been A valuable part of the AREC family for over 5 years .

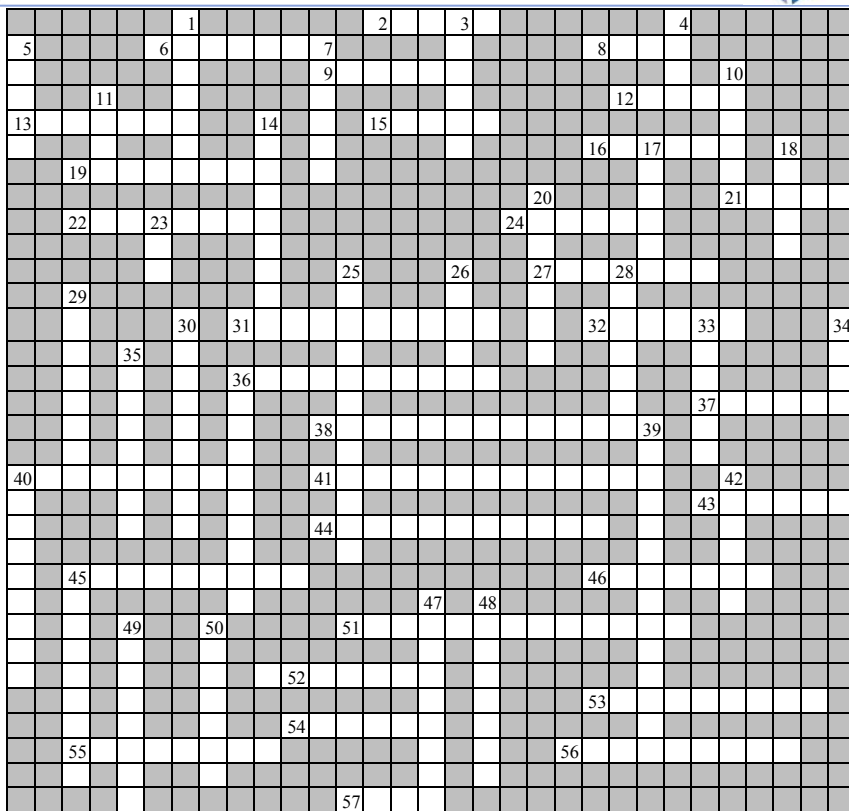




A Cash Award of K.D.20/- shall be awarded for the first correct submission.



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**WORD SEARCH**

**Across**

**Down**

- Accomplished approved
- honest Risk Matrix
- Improvement Root Cause
- Achieved authorized
- improved Legislation
- Hazards built
- Activated Compliance
- maximized Accidents
- Notice clarified
- Adaptable Law
- positive committed
- Manual Handling Mandatory
- administered constructed
- responsible Safety
- Certificate dedicated
- advanced Health
- versatile developed
- Lighting Environment
- ambitious efficient
- Hearing Test Emergency
- Workplace genuine
- analytical First Aid
- Lung Function
- Contractor

2. the wooden floor framing member
6. to be worn on when work is being done above you
8. The government department that regulates safety
9. A single roof framing member
12. the roof design for a standard pitch roof
13. the project \_\_\_\_\_ oversees all of the budgets, scheduling, materials, and man power
15. The tool used to test for plumb
16. trim around doors and windows
19. The cement used in concrete and mortar
21. In a framed wall you have a window \_\_\_\_\_ opening
22. The saw most commonly used to make cuts on the job site
24. the exterior trim that covers the end cuts of the roof framing
27. Place the insulation \_\_\_\_\_ around the window and door jambs
31. the construction plans or drawings
32. the board system used to layout building lines and corners
36. Nail guns are operated through \_\_\_\_\_ air
37. Support above a window or door opening
38. to be worn any time there is a potential of items flying through the air
40. The clips used to help tie down the roof to the walls
41. used to layout rafters and stair stringers
43. the exterior trim that covers the roof overhang and provides air flow into the attic
44. Bad air escaping
45. the term used for the stones in concrete mix
46. A machine that shaves off edges to make them straight and even
51. A style or type of roof shingle
52. What you should present when you apply for a job
53. a stick or board used to layout and use as a siding template
54. The machine shaves off a wood surface to make it smooth
55. an agreement between the client and contractor
56. Air infiltration barrier
57. carries the support member over a window or door

1. typical design type of a barn roof
3. the tool used to initially level the placed concrete
4. The part of the door frame that the hinges are attached to
5. the term for the consistency of wet concrete
7. Used to place mortar on blocks
10. the name of the deck board that is fastened to the side of the house
11. a table saw cutting blade for making channels
14. holds the vinyl siding where it meets the bottom of windows and roof overhang
17. 3,4,5 triangle means the building is
18. A manufactured roof system component
20. a roof design type where the inside slopes but less pitch than the outside
23. The acronym used to identify concrete blocks
25. the main purpose of the paper on fiberglass insulation
26. A saw used to make angle cuts
28. Also known as joint compound
29. responsible for designing the structural components of a building
30. Trim along the bottom of an interior wall
33. the number stamped on rebar is determined by the diameter in \_\_\_\_ of an inch
34. The maximum allowed inches between railing balusters
35. Solid blocking
36. the metal piece that is applied to the outside corners when sheet rocking walls
39. the construction documents that describe the materials and methods
40. the reaction that is caused when water is added to concrete mix
42. a tool used to cut fancy edges on wood
45. responsible for design the use ability, looks, and code compliance of a building project
47. the material fastened to the inside of stud walls to give it the surface
48. The board that makes the steps
49. the vinyl exterior trim piece that goes around windows and doors
50. the lead carpenter on residential construction sites



## Spotlight on Eng. Nayeem Abu Sharekh

**For every issue of the newsletter, one of the most interesting profiles will be presented**

**For this quarter; the profile of this issue is of Eng. Nayeem Abu Sharekh**



Joined AREC in March 2006 as Technical Consultant involved in contractual agreements, preparation of tender documents, pricing government & private multi-million projects, evaluating offers & giving recommendation for most suitable. Worked as Owner representative then Project Manager for IBIS Salmiya and Omniya commercial center. Owner representative for the projects such as Sheikh Mubarak Celebration Hall at Abdullah Mubarak suburb, Sheikh Mubarak Mosque, Sahari Mall & Alya Center at Jahra.

In 2010 has been appointed as Construction Manager at KDL (Kuwait Dynamics Limited) also heads the cost control , procurement follow-up in coordination of projects, pricing new tenders, managing existing tenders & contracts.

As a Project manager he ensures that projects are completed on time and within budget. Project's objectives are met. Oversees the project to ensure the desired result are achieved, the most efficient resources are used and the different interests involved are satisfied, agreeing project objectives, representing Action Group's interests, providing advice on the management of projects, organizing the various professionals working on a project, ensures the construction project complies with all building codes and any other legal or regulatory requirements

Before joining AREC, he started his career as assistant county engineer with Iowa County-Iowa State – USA.

In 1975 has worked as a Highway Engineer on the design of Phase I of the Kuwait Motorway system with De Leuw Cather International Inc. Consulting Engineers and Planners. Actively engaged in the design of urban and rural motorways with interchanges, developing preliminary and final plans.

From 1977 until March 2006 worked with leading construction companies in Kuwait as Head of Estimation & Cost Control section.

### Academic Qualification

BSCE – Iowa State University – U.S.A. 1974

### Professional Affiliation

American Society of Civil Engineers – USA  
Jordanian Society of Engineers – Jordan  
Kuwait Society of Engineers – Kuwait



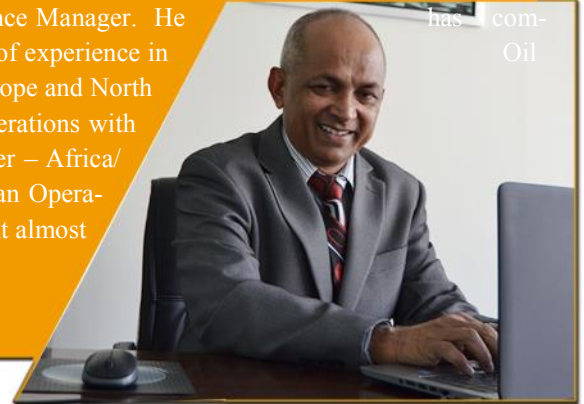




## New Appointments

Management would like to introduce its new family members of Action Drilling Company, and wishes all the new family member best of luck in their endeavors and success. Welcome on Board.....!

Mr. Victor Dias, joined Action Drilling Company in March 2015 as the Finance Manager. He completed his B.Com from Mumbai University. He brings with him over 25 years of experience in Oil and Gas Industry both onshore and offshore drilling in Middle East, Africa, Europe and North America. His last several positions have included Controller, International Operations with Trinidad Drillings, Regional Controller, North America and Regional Controller – Africa/Middle East with Parker Drilling. Prior to that Victor was Controller, Canadian Operations and Finance Manager, Kuwait with Global Santa Fe during which he spent almost 23 years in Kuwait.



Mr. Michael Kommu, joined Action Drilling Company in March 2015 as Materials Manager. He has over 22 years of experience in Oil and Gas Industry especially onshore drilling in Kuwait and Middle East. The companies he has worked with includes Grey Wolf Drilling, Weatherford Drilling, United Precision Drilling, Precision Drilling and Global Santa Fe. He will manage the procurement of material requirements for the Drilling Rigs operations.

Mr. Paul Saju, joined Action Drilling Company in March 2015, as Junior operations Engineer. He is a motivated Mechanical Engineer with MS in Petroleum and Environmental Technology from the United Kingdom and further qualified in HSE through certifications from NEBOSH, IOSH and HABC. Paul brings with him a blend of operational and in-depth engineering knowledge to the business. His key strengths are in the fields of Drilling, well completion, Environmental Engineering, Mechanical Engineering and Occupational HSE. In-depth knowledge of the various oil and gas field procedures and practices. Excellent knowledge on production, facilities, completion, and drilling engineering, well developed technical understanding of all phases of a gas producing asset from subsurface to pipelines to processing, knowledge of Reservoir, Drilling, Operations and Geology for effective interaction and support of current operations and acquisition review and evaluation.





Anil Kumar - 10 April



Abida Hashimi - 20 April



Brinley Jones - 21 April



Jihad Abudawood - 28 April



Ali El Hendawy - 1 May



Candida D'souza - 3 May



Noura Ibrahim - 5 May



Ahmed Farouq - 6 May



Saad Al Sahali - 6 May



Ameer Ali - 15 May



Remedious D'souza - 18 May



Aslam Mohamed - 21 May



Shadi Ahmad - 22 May



Naima Mroue - 23 May



Mathew Joseph - 27 May



Anil Jose - 28 May



Hala Hussein - 29 May



Moti Lal - 1 June



Eswaraiah Challa - 5 June



Romeo Rellata - 8 June



Mohammed Mazhar - 15 June



Rajni Prasad - 16 June



Faleh Rashidi - 25 June



Action Real Estate Co. K.S.C.C.

Quarterly Newsletter - Issue No. 23 - April 2015

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