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IN FOCUS

**MAN Holding Contribution
in The Hotel's Sector**

LEED PROJECT

International College
School

**Beirut Marathon
2012**

**The Challenge
In The Gate
Project- Qatar**



On March 4, 2002, my flight landed in Doha with the mission to found MAN ENTERPRISE QATAR. Since that day, what a journey it has been.

The task was huge; we had to start from scratch. Everybody was talking about the coming boom in Qatar, but the political situation in Iraq rapidly destroyed our dreams, and the first two years became a nightmare. Fortunately, guided by immeasurable optimism, we never gave up.

After many unlucky tenders, MAN Enterprise Qatar was invited to discuss a contract. The two days of negotiation were very stressful. The decision was very difficult to make: either accept to lose money or lose the contract. We finally shook hands with the owner and started our first contract in January of 2004.

After a few months, we were awarded the second contract, then the third, etc. The works in hand increased exponentially, and climbed to \$700 million five years later.

Responding to such a demand constitutes a great challenge. The needs were tremendous. We had to secure the visas for the staff, recruit the employees and manpower, rent houses and camps, furnish them, and purchase equipment, cars, buses,

10 Years Already!

AGM Mr. Sami Touma

computers and stationery. To achieve these tasks, the pioneers did not withhold any effort. We used to work around the clock day after day and week after week.

The first engineers who joined us shared my apartment upon their arrival. We were very conservative and none thought of his interest or his comfort; the success of the project and the company was our only target.

Hiring our staff from different countries could represent a danger but they learned to appreciate each other and to discover the other's talent. Their diversity, with a team consisting of 16 nationalities, became an asset and added to the team spirit, also known as MAN spirit.

We also faced very difficult setbacks, but we overcame them by our solidarity and converted them into positive outcomes.

After ten years, **MAN ENTERPRISE QATAR** is ranked among the largest companies in Qatar and is reputed to complete the works in a timely fashion with superior quality.

Reminiscing about the last 10 years, my first reaction has been to wonder how, I was able to enter into such a venture. However, immediately this feeling disappears. I know that with the assistance of top management and the corporate office, with the effort and support of a wonderful team, and with the collaboration of Metrix Qatar, and Tecman Industry, our two strategic partners, we still are governed by the desire of undertaking more adventures with pride and success.

Sami Touma

*Area General Manager
Man Enterprise Qatar*

UPDATE FROM THE FIELDS

**PLAZA VIEWS MIXED-USE DEVELOPMENT-ABU DHABI**

The project is a mixed use development comprising Four (4) towers composed of 5 basements, Ground Floor, Mezzanine, Twenty (20) floors and a roof with a total-built up area of 128,000m².

Client: The Private office of H.H. Sheikh Tahnoon Bin Mohammad Al Nahyan

Designer: MEEDAN

Consultant: AL BAYATI

Starting Date: November 2012

Plaza Views Mixed-Use Development, Abu Dhabi

**BEIRUT TERRACES, BEIRUT - LEBANON**

This iconic project is located in the heart of Beirut Central District in the Mina al Hosn area, Beirut Lebanon. It is a residential high rise building that comprises 6 levels of basements, 1 retail floor, a Ground Floor and 26 non identical residential floors. The total built-up area of the project is 110,000m² and contains 130 residential apartments. The unique design made by Herzog & de Meuron creates many engineering challenges during the construction phase.

Client: DIB Tower SAL & Town Tower SAL

Country: Lebanon

Consultant: Khatib&Alami

Effective Start Date: July, 2012

Beirut Terraces Beirut, Lebanon

UPDATE FROM THE FIELDS

Hochar Tower and Zenith Tower

A reception ceremony was held on Friday the 28th of September 2012 in Beirut to celebrate the handover of the projects.

In the presence of Man Enterprise Chairman Michel Abi Nader, the clients' projects and consultants.



Hochar Tower, Beirut



Zenith Tower, Beirut



Construction Site Survival Guide

We care about your safety. That's why, whether you're a client, architect, engineer, subcontractor partner, or a member of the community, when you visit one of our jobsites, you can expect to receive a safety orientation from a member of the project team.

During your safety orientation, you will receive the appropriate protective equipment to wear onsite. In addition, we'll ask you to follow these safety guidelines:

- Stay with your designated guide at all times.
- Keep your hard hat on at all times and wear any additional personal protective equipment that was provided to you.
- Keep a safe distance from the perimeter of the building; do not lean or rest against any handrail or guardrail systems.
- Watch where you walk! Be cautious of slick or wet surfaces and tripping hazards.
- Do not cross any barricades, yellow caution tape, or red danger tape.
- Be aware of overhead hazards, such as crane loads, scaffold systems, or people on ladders.
- Be aware of moving equipment, such as trucks, forklifts, and backhoes. Equipment operators may have difficulty seeing you.
- Do not try to climb ladders or scaffold systems without permission. Maintain a three-point contact while climbing ladders—one person at a time, please!
- Keep your eyes open! Pay attention to your surroundings and watch your step.

While these rules may seem strict, we ask you to follow them because, at the end of your visit, the only mark we want you to leave with is a better understanding of who we are and the exciting work that we do.



DAMAC Tower Beirut, Lebanon

DAMAC Tower Beirut, Lebanon

DAMAC Properties, the largest private developer in the Middle East, has completed the raft foundation for its iconic 'DAMAC Tower' in Beirut, Lebanon.

MAN Enterprises Lebanon have finished the foundation works and the pouring of the raft is a significant development in the construction process. Pouring the raft involved laying 500 tons of steel and 4200.00 cubic meters of concrete. "The sheer volumes of raw materials used are staggering. 500 tons of steel is the equivalent of more than 480 motor vehicles".



International College School (ICS)

The impacts of LEED credits, prerequisites on the construction activities in ICS are categorized under two levels of impact: “Major” and “Low” These impact levels are representative of the contractor’s involvement on a LEED project. The “Major” impact credits represent a contractor’s direct involvement.

SS: Construction Activity Pollution Prevention

The intent of this prerequisite is to reduce pollution from construction activities by controlling soil erosion, waterway sedimentation and airborne dust generation. In most cases, this credit has no construction or soft cost impact.

MR: Certified Wood

In order to meet the requirements of this credit, the contractor must use a minimum of 50% of wood-based materials and products that are certified in accordance with the (FSC) Forest Stewardship Council’s principles and criteria, for wood building components.

EA: Commissioning & Enhanced Commissioning

The intent of this credit is to verify the project’s energy-related systems are installed, calibrated and perform according to the owner’s project requirements, basis of design and construction documents.

MR: Local/Regional Materials

The intent of this credit is to increase demand for building materials and products that are extracted and manufactured within the region, thereby supporting the use of indigenous resources and reducing the environmental impacts resulting from transportation.

IEQ: Construction IAQ Management Plan

The intent of this credit is to reduce the indoor air quality (IAQ) problems resulting from construction or renovation and promote the comfort of workers and occupants.

IEQ: Low-Emitting Materials

The intent is to reduce the quantity of indoor air contaminants that are odorous, irritating and/or harmful to the comfort and well-being of installers and occupants.

MR: Recycled Content

The intent of this credit is to increase demand for building products that incorporate recycled content materials, thereby reducing impacts resulting from extraction and processing of virgin materials.

International College Team

THE GATE BRIDGE- QATAR

The challenge in the Gate project executed by Man Enterprise was to connect 2 towers at levels 14, 15, 16 and the roof. The towers are in reinforced concrete structures while the bridge is in steel structure with a span exceeding 30 m.

The Consultant proposed a design consisting of beams at each level hanging on a truss erected at the highest level. The idea was brilliant but the execution almost impossible since it implied to erect the truss from top to bottom unless using huge mobile cranes that cannot be accommodated within the surrounding area of the project.

Man enterprise Qatar proposed an alternative where the erection would be executed from below to top using existing tower cranes. This method imposed additional insert plates on the concrete columns to install temporary bracing that shall support the structure during erection until reaching the final stage.

The above simply described construction methodology



Link Bridge



The Gate Link Bridge After Completion



Beams of 14th Floor With Bracings

CASE STUDIES

necessitated a lot of care. Prior to proceed with the implementation of the steel structure, we had to design the hangers and the insert plates and verify that the concrete structure would withstand the lateral forces introduced by the new elements.

The steel structure members were lifted in a predefined sequence depending on their locations by different tower cranes. In order to reduce the number of fixing or connection when working at height we proceeded partially with the assembly of trusses one by one on the ground taking in consideration the capacity of tower cranes.

14th floor beams were installed one by one including temporary hangers as cantilever to concrete columns at both sides of the bridge, and then we proceeded with the fixing of intermediate beams to connect with the previously installed elements. Once main beams were installed, we proceeded with the erection of lateral beams in order to install the metal decking to slabs.

15th floor beams were installed following same

sequence of 14th floor beams.

Beams of 16th and 17th floors were erected without temporary hangers; because once the beams of the 14th and 15th floors were completed they were considered as a truss that could hold the weight of 16th and 17th floor beams awaiting the completion of the 17th floor trusses which would hold all columns and subsequently all steel beams.

Once all steel members at roof were fixed and joined together and tightened to reach specified torque, the temporary hangers at 14th and 15th floor were progressively removed, after proving by a calculation note that the dynamic load upon releasing the hangers will not affect the structure of the building.

It remains to mention that all activities and erection of steel members were executed in accordance with the safety requirement. A safety net was fixed under the beams and covered all the area to prevent falling of workers and tools, and safety wires were tied between columns to fix safety belts.

The Gate Team



The Gate Bridge Final Output

SECTOR IN FOCUS

One of the characteristics of MAN Enterprise as leading contractor in the MENA region is the diversity of its achieved projects.

Prestigious Hotel projects occupy part of MAN Enterprise's record of achievements, thus the company has effectively contributed in the development of the Hotel Industry across the MENA region.

Based on the confirmed reports of September 2012, The Hotel Industry in the Gulf and Particularly in the UAE is showing healthy positive signs. Consequently, the Hotel supply in the UAE is expected to increase by 30% in 2016.

In this context, the contribution of MAN Enterprise, TECMAN Industry and METRIX in Abu Dhabi, Libya and Ghana can be illustrated and emphasized through its following accomplishments:

- The Hilton Metropolitan Hotel, Beirut
- Movenpick Hotel and Resort, Beirut
- Le Gray Hotel – Bab El Serail, Beirut
- Centro – Rotana Hotel, Abu Dhabi
- Al Ghazala Intercontinental Hotel, Libya
- Al Waddan Hotel, Libya
- Four Seasons Hotel, Beirut
- Movenpick Ambassador Hotel, Ghana



Hilton Metropolitan Hotel, Beirut

The Hilton Metropolitan Hotel, Beirut

MAN Enterprise executed this landmark Hotel with high end finishing including all related enabling works within a time record period of 20 months; and TECMAN Industry contributed in the execution of all the interior works.

Hilton Metropolitan Hotel, Beirut - 5 stars hotel with 38,000m² of built up area and comprising 200 guest rooms.



SECTOR IN FOCUS

Movenpick Hotel & Resort, Beirut



Movenpick Hotel & Resort, Beirut

MAN Enterprise, as Main Contractor, in partnership with TECMAN Industry, as Interior Works Subcontractor, accomplished the Structural Repair, the Finishing and the MEP Works of this project within a record time of 15 months of continuous and accelerated works with high end results.

Movenpick Hotel & Resort – Beirut with 90,000 m² of built up area including 292 guest rooms and 24,000m² of outdoor landscape.

Le Gray Hotel, Bab El Serail Beirut

Despite all the adverse political situation which disrupted the progress of works, MAN Enterprise managed to accomplish this project in due time with a high quality standard.

TECMAN industry also had its considerable share in the execution of the steel and wood works.

Le Gray Hotel is a luxurious 5 stars boutique hotel with 87 suites on the eastern fringes of the restored Historic heart of Beirut.



Le Gray Hotel, Beirut



AL Ghazala Intercontinental Hotel , Libya



AL Ghazala Intercontinental Hotel, Libya, Tripoli

MAN Enterprise completed and preceded enabling and concrete/steel structural works in 2 independent packages.

Moreover the finishing and electromechanical third package which reached a progress of about 10%

before onset of the commotion period in the country in February 2011.

TECMAN Industry from the Man Group executed ID&FFE .



Four Seasons Hotel, Beirut



Four Seasons Hotel, Beirut

The Four Seasons Hotel is a 5 stars hotel and resort. TECMAN Industry completed all the ID works, cornices, cove lights, domes in gypsum, paint & patina, high standing wood joinery in bird's eye maple.

Centro Hotel, Abu Dhabi

The Centro Hotel is a mixed use of commercial and residential development including 414 rooms and covering a total built up area of 47,700 m².

Centro Hotel , Abu Dhabi



SECTOR IN FOCUS

Movenpick Ambassador Hotel, Ghana



Movenpick Ambassador Hotel, Ghana

The Movenpick Ambassador Hotel is a 5 stars hotel and resort with 259 rooms and suites.

TECMAN Industry accomplished the wood joinery works, metal works and FF&E work contract.



SECTOR IN FOCUS



Al Waddan Intercontinental Hotel, Libya

Al Waddan Intercontinental Hotel, Libya, Tripoli

Al Waddan Intercontinental Hotel is a boutique branded hospitality was completely rehabilitated including structural strengthening and put to 5 stars International standards. The works were completed in 18 months with the Taking over Certificate issued

in November 2008.

METRIX and TECMAN Industry were both active as E/M and FF&E/ID subcontractors.

Al Waddan Intercontinental Hotel – Libya, 91 keys, equivalent to 97 guest rooms with a total constructed area of 20,000 m²

Main Electrical Room



Pumps Boiler Room



Architectural Joinery Works



Boiler Room



SOCIAL ACTIVITIES AND EVENTS



Participating in organized sports events helps us to perform better at work and to be more team oriented.

In fact, it provides bigger opportunities of leadership and socialization as well as the development of skills for handling success as well as failure.

Because we are aware regarding the existence of several causes adopted by many NGOs, 80 persons from MAN Enterprise and 50 persons from TECMAN industry participated in Beirut Marathon November 11th, 2012 .

Running a marathon for a cause is an empowering way to contribute to community, while also enriches mind, builds spirit and improves physical fitness. It is a fabulous and a whole-family fun event.



Joseph Nader accomplished the 42 Km in 5 hours 48 min and 34 sec.

SOCIAL ACTIVITIES AND EVENTS



The Chairman speech

Summer Gathering at the Chairman 's Residence

Three summer gathering events of MAN Enterprise took place at the chairman's, **Michel Abi Nader**, residence in Abdelli – Batroun, on the 4th, 11th and 12th of July 2012.

The gathering created a pleasant ambiance of friendship and familiarity among employees and it strengthened the ties between colleagues.



The souvenir photo of all attendees

SOCIAL ACTIVITIES AND EVENTS



Mr. Michel & Miss Luna Abi Nader with their Guests



Guests



The Gathering Buffet



Guests Dancing Dabkeh



Welcome Drink

SOCIAL ACTIVITIES AND EVENTS

SUMMER GATHERING



Guests



The Gathering



Guests Dancing



Guests Dancing Dabkeh



Mr. Michel & Miss Luna Abi Nader with their Guests

FAMILY AND DIVERSITY

Employee Name	Spouse Name	Area	Date
Abdel Rahman Zarif	Mirvat Darwish	Man Enterprise Lebanon	25/Aug/12
Haitham Kiwan	Loubna Kiwan	Man Enterprise Lebanon	26/Aug/12
Hadi El Shanti	Dana Saad Shanti	Man Enterprise Lebanon	22/Jun/12
Marvin Lahoud	Suzy Schenkel	Man Enterprise Lebanon	15/Sept/12
Said Yehya	Hiba Chazbek	Man Enterprise Lebanon	17/Aug/12
Charbel Fakhry	Rita Mehanna	MAN Enterprise Lebanon	15/Jul/12
Chadi Nassredine	Sarah Jamal Akil	MAN Enterprise Lebanon	29/Dec/12
Jemimah Itliong	Carmelo Muyong	MAN Enterprise Qatar	06/Aug/12
Simon Nouneh	Alexandra Haddad	MAN Enterprise Qatar	18/Jun/12
Veerakumar	R. Muthurani	MAN Enterprise Qatar	29/Jun/12
Aprilene Claudio	Alberto Francisco De Asis	MAN Enterprise Qatar	30/May/12
Youssef Jouni	Layla Matar	MAN Enterprise Qatar	22/Aug/12
Majdy El Hourany	Lara Haddad	MAN Enterprise Qatar	25/Aug/12
Masoom Alam	Shaheen Parveen	MAN Enterprise Qatar	20/Nov/12
Alexuerte Bagay Jr.	Rhea Soriano	MAN Enterprise Qatar	28/Oct/12
Abdulkarim Kilani	Rola Jaber	MAN Enterprise Qatar	3/Nov/12
Cheryl Bismargi	Eddy El Khoury	TECMAN Industry	16/Sep/12
Samer Acar	Maya Jarkas	METRIX Qatar	15/Jul/12
Charbel Ghossain	Samia Gheib	METRIX Qatar	11/Aug/12
Toni Abinader	Sandy Rahme	METRIX Qatar	24/Aug/12
Rami Berbary	Rola Talih	METRIX Qatar	02/Sep/12
Gerry Calica	Christine Ambita	METRIX Qatar	22/Dec/12



Employee Name	Baby Name	Area	Date
Khalil Masrouaa	Angelina	Man Enterprise Lebanon	7/Jun/12
Bassam Mazloum	Charbel	Man Enterprise Lebanon	29/Jun/12
Maroun El Khoury	Yara	MAN Enterprise Lebanon	20/Jul/12
Chirine Darwich Akl	Yara	MAN Enterprise Lebanon	1/Nov/12
Jessebel Moncal	Gabriella	MAN Enterprise Abu Dhabi	3/Jul/12
Chadi H. El Ali	Siline	MAN Enterprise Corporate	18/Aug/12
Raffi Khochafian	Carl	MAN Enterprise Corporate	9/Aug/12
Raymond Dahdah	Johnny	MAN Enterprise Corporate	22/Oct/12
Dennis Salonga	Denise Jade M.	MAN Enterprise Qatar	12/Oct/12
Alberto De Asis&Aprilene Claudio	Aideen Francesca C.	MAN Enterprise Qatar	14/Dec/12
Rengel Santos	Ranya Marthena C.	MAN Enterprise Qatar	23/Dec/12
Rayan EL Najjar	Callie	MAN Enterprise Qatar	17/Oct/12
Shafi Fathima	Minha	MAN Enterprise Qatar	1/Jun/12
Vijesh Kalluthintakath	Nadin	MAN Enterprise Qatar	2/Mar/12
Fawaz Nakhoul	Freddy	MAN Enterprise Qatar	27/Jun/12
Jalal Habhab	Jihad	MAN Enterprise Qatar	18/Jun/12
Joe Kiriakos	Anthony	METRIX S.A.L Off Shore	1/Aug/12
Charbel Akiki	Anthony	METRIX Qatar	28/Dec/12
Consortio Llabres	Xrill Gail	METRIX Qatar	17/Sep/12
Charbel Aziz	Jason	TECMAN Industry	5/Mar/12
Layale Frem Kattar	Angela	TECMAN Industry	14/Oct/12
Joseph Tannoury	Sophia	TECMAN Industry	27/Oct/12



Philippines flag

PHILIPPINES

LANGUAGES

The Filipino language (formerly Pilipino) is based on Tagalog and is the official language of the Philippines. In spite of being the national language, only about 55 percent of Filipinos speak the language. In addition to Filipino, 111 distinct indigenous languages and dialects are widespread, of which only about 10 are regionally important.

English is generally used for educational, governmental and commercial purposes and is widely understood since it is the medium of instruction in schools. The Philippines is the third largest English speaking country in the world. It has a rich history combining Asian, European, and American influences. The Philippines stands at the crossroads of the developed western world and the Orient. It lies in the heart of Southeast Asia, stretching more than 1,840 kilometers. Composed of 7,107 islands, the Philippines is readily accessible to the different capitals of the world. Its unique location has made the Philippines the commercial, cultural and intellectual hub of Asia from the dawn of history.

SOCIETY AND CULTURE

The family is the center of the social structure and includes the nuclear and the extended family, along with honorary relations such as godparents, sponsors, and close family friends. The Filipinos believe they must live up to the accepted standards of behavior and if they fail to do so they bring shame not only upon themselves, but also upon their family. Their most positive trait is hospitality, and they are also known for being peace-loving individuals, very religious, optimistic and forgiving people. Additionally, the Filipinos are resourceful, creative and resilient; they don't easily lose hope and always remember those who have helped them, knowing that someday,

they will be able to reciprocate.

Typical for the Philippines are the many festivals and processions. The explanation for the most of all these fiestas is found in the domination of one specific religion in the Philippines. The majority of the cultural celebrations is closely related to the Catholic religion. Nearly 90 percent of the Filipinos are Roman Catholic. If you like fiestas, it is really worth to visit the Philippines, especially in January, April, May and June. The most known and biggest fiestas take place in these months.

WORLDWIDE TOURISTIC DESTINATION

As an exotic tourist destination in Southeast Asia, Philippines hosts several fascinating tourist destinations, and is home to 7,107 enchanting islands. Luzon, Visayas and Mindanao constitute the main island groups in the country. Philippines is also renowned for its beautiful golden beaches, astonishing volcanoes, numerous diving spots and exotic wildlife among other Philippines tourist attractions.

The famous White Beach on Boracay Island is one of the most beautiful tropical beaches in the world, while Cebu is home to major diving spots making it a favorite haunt for adventure lovers. Panglao, Balicasag and Pamilacan in Bohol are also renowned for being home to some of the popular diving spots. The world-famous Tall Volcano and the beautiful Tall Lake at Tagaytay are sure to hold its visitors spellbound.

Apart from its scenic surroundings, Philippines also boasts of major cultural and historic sites, such as the architectural marvels of Vigan in Ilocos and the remains of Second World War. Filipinos' history and culture are mirrored by century-old churches, ancient forts and modern museums.



Banaue'srice Terraces

TRAINING & EXHIBITION

ISO Training MAN Enterprise Corporate

An Introduction to ISO awareness took place on the 13th of August 2012 at **MAN Enterprise Training Center (METC)**. 21 Employees from the Corporate Finance, HR, Administration, Estimation and IT departments were present.

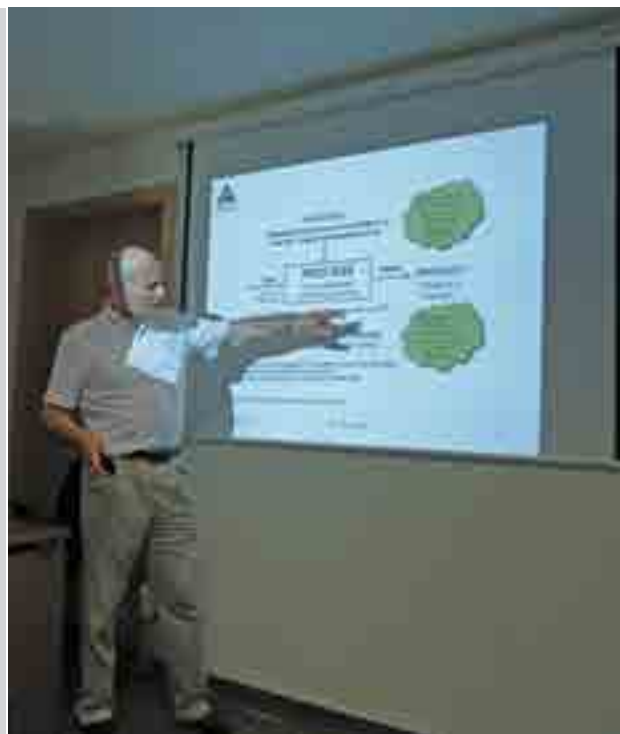
The main topics discussed during the training were as follow;

- Definitions and benefits of ISO certification
- Quality management principles
- Process approach
- ISO certification requirements

ISO Training TECMAN Industry

ISO training 9001:2008 was held at TECMAN Industry premises over 3 consecutive Tuesdays on 9, 16, 23 October, 2012.

Engineers, foremen and administrative participated in the training.



ISO Training



Internal Auditor Training Course

Internal Auditor Training Course

The EHS Management System Internal Auditor Training was held on Sunday 7th of October 2012 at 12:00 p.m. at MAN Enterprise Abu Dhabi offices.

This course seeks to provide knowledge and practical skills required for auditing environmental, occupational health and safety (EHS) management systems as per the requirements of ISO 14001 and OHSAS 18001.

FIDIC Seminar

Three engineers from MAN Enterprise Abu Dhabi participated in the seminar, "Understanding the Concepts and Principles of FIDIC 8799 " at Dubai city during 5 days (Oct. 06- Oct 10) for 3.5 hrs / Day.

This seminar was conducted by Al Mansour Contracts Management & Arbitration Practice.



FIDIC Seminar- MAN Enterprise, Abu Dhabi

TRAINING & EXHIBITION



MAN Enterprise training center (METC)

Professional Risks Prevention In Building

Safety training was held at MAN Enterprise training center (METC), Lebanon for MAN Enterprise Lebanon and TECMAN Industry staff.

Site engineers, foremen, site & office support employees participated in three different sessions on October 1st, 3rd & 4th, 2012.

Eighty persons attended the training that was conducted by Mr. Dany Issa from Socotec Liban.



Equip' Hotel Exhibition - Paris

Equip' Hotel Exhibition

TECMAN Industry have participated in the "Equip'Hotel" exhibition, at Porte de Versailles, Paris, France, between the 11th and the 15th of November 2012, and have been represented by Mr. Wassim Aouad, Mr. Dany Topchi and Mrs. Cheryl Bismargi.

TECMAN's stand featured the company's "knowhow" and high end finished products.

TRAINING & EXHIBITION

EHS Management System Internal Auditor Training

Training held on the 7th of October 2012.

This course seeks to provide knowledge and practical skills required for auditing environmental, occupational health and safety (EHS) management systems as per the requirements of ISO 14001 and OHSAS 18001. Six employees from MAN Enterprise Abu Dhabi participated in this training.

Basic First Aid Training

Training held on the 15th of October 2012 at MAN Enterprise Abu Dhabi Offices.

For health, safety and environmental standards requirements; the course seeks to enhance the HSE awareness and skills of the employees for the commitment to attain the company HSE objectives.



The Training



Basic First Aid Training

