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# > Contents

EDITORIAL	
PROJECT AWARDS	4
UPDATES FROM THE FIELD	
Newly Awarded Projects - Commercial Building	5
Handed Over Projects - Crédit Libanais	
On-Going Projects - District // S - Oxygen Car Park - Sagesse University Extension	8
NEW IMPLEMENTATIONS - Settlement Monitoring Devices	11
IN FOCUS - Safety and Welfare	12
CASE STUDIES - Microtunneling	20
CAREER DEVELOPMENT	
- Training - LIFE at MAN Enterprise	22 24
MEET THE TEAM	25
ACTIVITIES AND EVENTS - Annual Gathering – Qatar - Beirut Marathon 2014	26 28
SOCIAL NEWS	29
AMAZING FACTS OF THE WORLD	29
NEW CERTIFICATES	30







# MAN LOOKS FORWARD



**MICHEL ABI NADER CHAIRMAN** 

Looking back, 2014 was a rollercoaster year for the contracting industry in the entire region. Here at MAN Enterprise, we experienced a mix of both extensive growth and demanding work, but thanks to MAN's culture, we were able to achieve great success due to our remarkable performance in the field. MAN family members, you should be very proud of your roles in this accomplishment.

#### Turning challenges into achievements

has always been MAN's strength. We pride ourselves on identifying concepts with large potential, calculating risk probability, and measuring our business on a global level. This philosophy is key to our evolution today.

We certainly took these values to heart in 2014 and will continue to do so in the future. Various missions have been launched in 2014 and will mature in 2015. MAN is continuously exploring new areas and accepting new challenges while at the same time being selective with new projects and bringing added value to the industry. Through our joint ventures, we are able to expand our investment network and improve our strategy. Furthermore, MAN introduced the new Enterprise

Resource Planning Strategy and began the implementation of an innovative training and development plan on both internal and field levels.

I am often asked, "Where will the company be in ten years?" Here is the simple answer - MAN Enterprise will be everywhere! Our business will be substantially larger, powered by the motivational spirit of our teams. We are confident we will enlarge our portfolio through new partnerships and existing and strategic acquisitions, providing a complete range of services to all segments under one roof.

If I look at all our achievements over the past year, I feel that we have been, and will continue to be, truly enterprising in all that we do.

Michel Abi Nader

Chairman

# THE REAL ESTATE SYNDICATE AWARDS

The Real Estate Syndicate of Lebanon held a gala dinner at the Casino du Liban on June 14, 2014, and presented awards for two of our projects, District // S and Beirut Terraces, both being executed by MAN Enterprise.

#### **District // S Award:**

District //S received three awards: the Francis Tibbalds Award for Best Practice Project at London's Urban Design Awards 2013, and two REAL Awards 2014 for the project's excellence in Design and Architecture; and Most Eco-friendly and Sustainable Project.

Additionally, District //S is the first LEED certified neighborhood project in the Middle East.

#### **Beirut Terraces Award:**

The Beirut Terraces project was selected for the Best High Rise Award in Lebanon.







# NEWLY AWARDED PROJECT



**Commercial Building** (B+G+P7+13F)at Lusail Marina District, Qatar



The project consists of the turnkey construction of the office tower comprised of a basement, ground floor, seven upper floors serving as parking spaces, and 13 floors of office space.

Client: Mr. Abdallah Bin Fahad G Al-Marri

**General Contractor:** MAN Enterprise

**Engineer:** Mimar Consult

**Duration:** 18 months Start Date: July 2014

**Scope of Work:** 

Construction, completion, commissioning, maintenance and handing over

# HANDED OVER PROJECT

### **Crédit Libanais Headquarters** Beirut, Lebanon



Client: Crédit Libanais SAL

## **General Contractor: MAN Enterprise**

Consultant: Erga Group

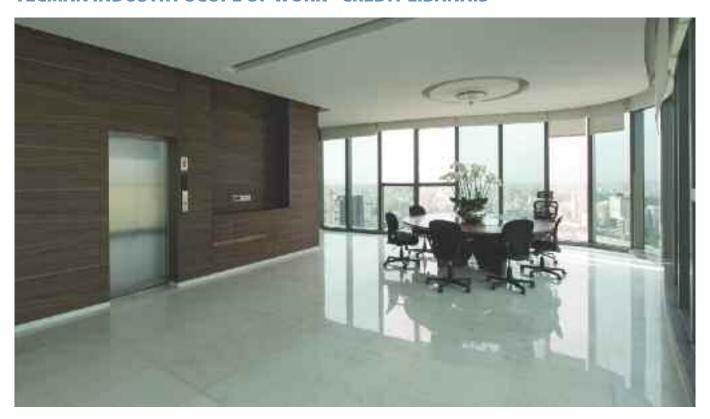
**Completion Date:** December 2014

**Project Duration:** 28 months

The Credit Libanais Headquarters Project consists of the construction, completion, and maintenance during the defects liability period of the bank's headquarters located in Beirut. The building consists of two blocks, A and B. Block A (Tower Building) is comprised of four basement floors, a ground floor, and 33 upper floors. Block B (Annex Building) is comprised of seven basement floors, a ground floor, a mezzanine, and two floors. Our scope includes structural, architectural, finishes, and electromechanical works.



## **TECMAN INDUSTRY SCOPE OF WORK - CREDIT LIBANAIS**









Tecman's scope of work includes wooden closets, doors, cladding, vanities, counters, kitchens, and furniture.

# **ON-GOING PROJECTS**

#### District // S Beirut, Lebanon



District // S is an iconic project comprised of 22 high end, low rise buildings, constituting an exclusive and intimate neighborhood located in the heart of Beirut's Central District.

Residents of District //S will enjoy a peaceful and quiet refuge full of green spaces and courtyards amid the hustle and bustle of Beirut City.

It also serves as a major attraction for pedestrians who wish to enjoy a variety of cafes, restaurants, and retail stores.

Due to the exceptional dedication of the site team, MAN has completed the raft foundation of the entire project covering a massive footprint area of 12,320m<sup>3</sup>.



# **Oxygen Park at Education City** Doha, Qatar

Most of the infrastructure and hard landscaping works are completed for the 130,000 m² park. However, the special surface (like running track surface and rubberized play area surface) are kept to the end to avoid damages. Work is progressing in laying of sweet soil and lateral lines in preparation for planting (over 600 trees already planted). Work is also progressing in the underground 3,602 m³ irrigation tank with the related pump room and control rooms, infrastructure works for a CCTV System to cover the whole area as the equestrian track and two lifting stations.









# **ON-GOING PROJECTS**

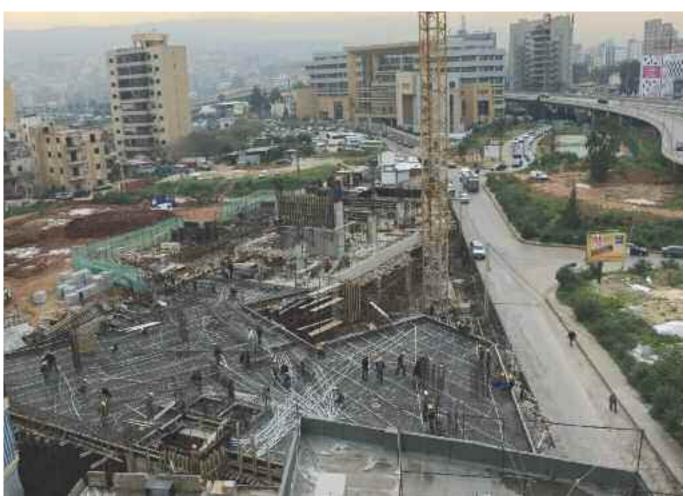
#### **Sagesse University Extension**

Furn el Chebak, Lebanon

The project consists of one building for two facilities: "Polytech & Santé", with approximately 12,000m² of built-up area, distributed on two underground floors parking and technical rooms; and a ground floor consisting of a lobby, an auditorium, and five upper floors of administration, laboratories, and classrooms.

Since the commencement of the project on October 1, 2014, great progress on the structural works. We are now at almost 70% completion of the structural works.





# SETTLEMENT MONITORING DEVICES

# at Sama Beirut Project - Lebanon



The settlement monitoring devices are used to determine the settlement of different soil layers beneath foundations at various depths through time with high precision. The main functions of the system are to:

- Verify the soil criteria and the geotechnical investigation which the project designer anticipated in the design
- Measure the differential settlement at critical points in the project's foundation
- Determine the appropriate time for closing any settlement strip which is conceived between the various structures of a project

For the Sama Beirut Project, five boreholes of 10cm diameter were drilled at the four corners and the center of the raft with a 40m depth beneath foundations subgrade. Within each borehole, four measuring devices (extensometers) made of flexible stainless steel, were inserted and respectively grouted at depths of 1.5m, 7.5m, 15m, and 40m. Readings are correlated from the zero

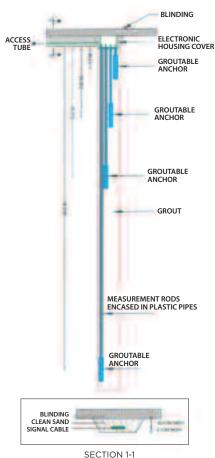
reference set at 40m outside the bulb pressure curve beneath foundations where the soil is theoretically not influenced by the tower exerted stresses. All five points are electrically connected to a digital data logger which collects the readings at a precision of 0.05mm. Monthly readings are taken, and actual dead and superimposed loads (concrete and finishing works) are provided periodically to the project's structural consultant for review and verification. In addition, due to the presence of a settlement strip at the foundation and all basement slab levels which separate the tower (8 basements + GF + 52 floors) from the podium, the actual values of settlement at the aforementioned five points are monitored and analyzed in order to determine the settlement strip closure time.



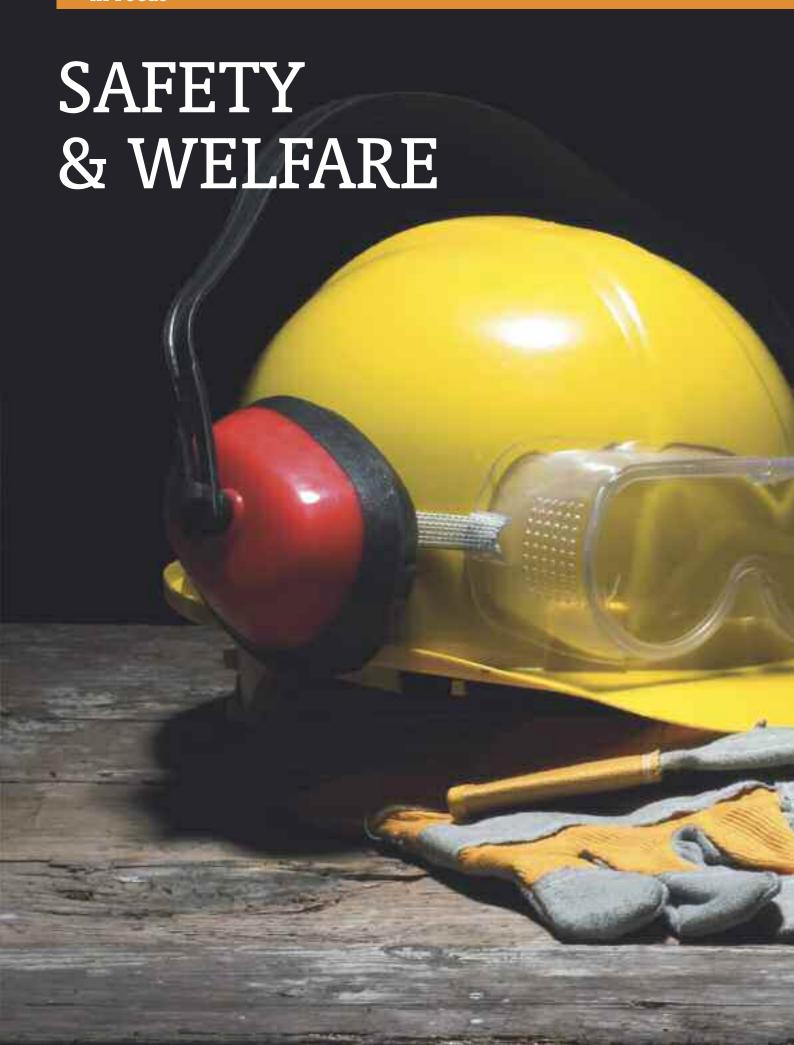




Plan location of the five boreholes



EXTENSOMETER UNDER FOUNDATIONS



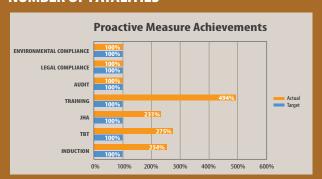
MAN Enterprise is committed to achieving high standards of occupational health and safety on all projects in Lebanon, Qatar, UAE, Iraq, Libya, and Ghana.

We at MAN Enterprise adhere to the principle that the health and safety of employees should be given the first and foremost consideration at work. In addition, as per the management strategy, it is as much a part of effective project planning and control as are costs, schedules, procurement, and quality.

We have chosen to be proactive for moral, legal, and financial reasons, among others. As for the bottom line, the figures are clear: the cost of an accident is 4 to 8 times more expensive than the cost of actions to prevent it. Through a process of self-improvement and continuous evaluation and controls, we have been able to achieve an optimal health and safety status with minimal injuries on our projects under the areas of operation.

As worldwide statistics show that the successful implementation of health and safety strategies have reduced the number of fatalities over the decades (Fig. 1), the statistics of our organization have shown a decrease in the accident severity rates (Fig. 2).

#### NUMBER OF FATALITIES



| Figure 1

#### **ACCIDENT SEVERITY RATE AT MAN ENTERPRISE**



Figure 2



#### SCOPE AND PURPOSE

MAN Enterprise Company is committed to implementing a Health and Safety Program that complies with the applicable sections of OHSAS 18001 as well as adhering to the standards of worker welfare in terms of recruitment, living and working conditions. This will identify and modify questionable conditions and improve the quality of life for all MAN workers.

The Health and Safety Program, as well as the Workers' Welfare Standards, applies to all projects under the areas of operation.



#### **POLICY STATEMENT**

The Board of MAN Enterprise believes that excellent standards of safety and health are essential for the well-being of our people, reputation, and business performance. Our aim is to integrate safety and health into every activity performed by the company. We are committed to ensuring that all our worldwide activities are conducted in accordance with industry best practices, thus ensuring the health and safety of our staff, customers, visitors, subcontractors, and all others affected by our operation.

Our safety culture is characterized by shared attitudes, values, beliefs, and practices.

Hence, MAN Enterprise management:

- Demonstrates leadership and commitment to safety and health
- Sets corporate objectives and measures progress to ensure continuous improvement in performance
- Ensures safety is an integral part of all organizational changes and business decisions
- Openly communicates the health and safety performance
- Requires all employees to exercise personal responsibility in preventing harm to themselves and others
- Allocates sufficient resources to implement policies
- Provides appropriate safety training and information for staff, contractors, and others who work with us

- Raises awareness to respect the environment
- Fully secures the premises

In this spirit, the MAN Enterprise family will ensure the effective implementation of the health and safety policy throughout all our projects while complying with laws of each country and the regulations it implies such as the International Labor Law and OHSAS 18001.

#### **WORKER WELFARE**

Every employee at MAN Enterprise is required to play their part in promoting accident prevention commensurate with his area of responsibility.

MAN Enterprise firmly believes that dignified living and working conditions are essential to cultivating individuals' potential and improving the quality of work life. To this end, MAN Enterprise is committed to obeying the following quidelines:

- To provide a decent, clean, safe, and healthy work place and accommodations while promoting the health and well-being of all workers as part of their management practice
- To exert the necessary standard of care to ensure that the employees' dignity is protected and preserved
- Comply with fair employment practices and standards for all employees
- Create a safe, healthy, and workerfriendly environment
- Treat all workers fairly and equally, irrespective of their ethnicity, or religion
- Ensure that workers receive equal pay for equal work





#### SAFETY TRAINING BY MAN ENTERPRISE

At MAN Enterprise, trainings are tailored to the site teams in-house and by third parties. These trainings are vital tools to ensure that the supervising team is capable of monitoring H&S requirements so they can detect and enforce controls at the earliest point. They work closely with the workforce and encourage safe work practices. Risk assessment, project specific risk and controls, legal requirements, high risk activities, company policies and procedures, scaffolding, working at heights, fire safety, Institution of Occupational Safety and Health, confined space, personal protective equipment, and other trainings are conducted. In addition, site teams are trained for emergency response in case of injury, fires, or spills. These trainings are often repeated in order to maintain the required skill level.

Laborers have to be integrated carefully within the industry. Therefore, they are factored into the training scheme. The training sessions range from awareness to personal hygiene, company rules and regulations, required discipline, state laws, and site specific issues. Every laborer that uses equipment must be trained for safe use. At the same time, open communication channels are encouraged to keep any H&S concerns at the forefront.





#### SAFETY AT HEIGHTS AT MAN ENTERPRISE LEBANON

Falls from heights are the number one cause of accidental deaths. Because MAN Enterprise has been recently constructing high towers in Beirut, we have adopted advanced preventive measures and methods according to international standards.

Before commencing work, the Health, Safety and Environment (HSE) plan must be implemented to cover both the awareness training of the workers and the safety operations at the job site.

All workers must have the required safety training on working at heights and using required safety personal equipment such as the full body harness. Only competently trained workers are allowed to perform such activities.

On the job site, safety systems must be implemented according to international standards (OSHA), which consist of the following:

• **Guardrail System:** All job site edges must be protected by standardized guardrail systems with toe boards to prevent objects from being dropped and related hazards. Approved fall arrest systems are used if necessary in situations where guardrails must be removed or altered.



| Guardrail system





| Combisafe safety net

• Combisafe Safety Net: MAN Enterprise was the first construction company in Lebanon to use the safety net systems, and it was first implemented at the Sky Tower. This system provides additional safety measures to protect the workers from accidental falls and to prevent objects from being dropped.





| Core hydraulic system

- Core Hydraulic System: MAN adopted a hydraulic system that is equipped with its own safety platforms that are fully boarded and protected at multiple levels as per international safety standards.
- Scaffold System: The company acquired a scaffolding system designed to withhold the wind effect at high elevations that encloses all of the tower's parameters, thus securing the tower and maintaining the surrounding areas. Moreover, safety designed platforms are used to deliver the materials safely to the upper floors.
- **Permit to Work Systems:** A permit system is being used to control all high risk activities related to working at heights. This system will assess and control the associated hazards of each activity before giving permission to start the job.

We are committed to safety at heights by using these systems and methods in order to maintain our ultimate goal which is accident-free projects.





## SAFETY AT MAN ENTERPRISE QATAR

#### ATMOSPHERIC EFFECT ON PROCEDURES AND REGULATIONS

Atmospheric influences are critical and not only affect humans but also equipment, facilities, and temporary installations. High temperature and humidity can harm people. The human body has to release heat while working, but when it receives additional heat, the body doesn't function properly and can fail gradually or abruptly. Therefore, atmospheric influences are considered a major hazard and corresponding risk must be assessed in order to provide adequate controls. The latter have to be integrated into the procedures as it is required by regulations.

MAN Group systems fully abide by the law and provide suitable and sufficient controls that are deemed effective which has resulted in a nearly perfect record of zero cases of heat exhaustion.

Laborers are equipped with information and procedures on how to protect their bodies and provide them with sufficient parameters to ensure that the operations don't go beyond established limits. Moreover, MAN's procedures extend to cover electrical temporary installations for the facilities as they may heat up and start fires when not controlled.



MAN Safety Records (Qatar)							
Projects	Total Man-Hour	Accident with death	Accident with total disability	Accident with partial disability	Accident with hospitalization	Accident with first aid	
West Side Car Park	10,019,288 Mhr	-	-	-	-	-	
Commercial Building	406,533 Mhr	-	-	-	-	_	
Grand Majles	143,110 Mhr	-	-	-	-	_	
Holiday Inn	199,580 Mhr	-	-	-	-	_	
Oxygen Park at Education City	4,146,043 Mhr	-	-	-	-	6	
TOTAL	14,914,043 Mhr	-	-	-	-	6	

#### **QATAR WORLD CUP 2022 AND SAFETY REQUIREMENTS**

The scale of impact is paramount and has greatly influenced the requirements that are a major constituent of health and safety. The criteria set by local authorities are huge and affects food, transport, and site facilities. Consequently, the impact isn't limited to health and safety; it also assesses organizational structure, the system's expansion, and an increased number of procedures. Most importantly, it affects the workforce culture in terms of habits and background. MAN is meeting the requirements, due to management's commitment and vision, by identifying the new requirements and drafting a gap analysis that will enable the completion of work both in a timely and

thorough manner while building new laborer accommodations that provide a promising infrastructure. MAN Enterprise Qatar has been evaluated and inspected by the Supreme Committee with positive results.







**MAN Enterprise Qatar Branch has** been awarded numerous certificates of achievement over the years for safety issues.



9,000,000 man hours without loss time incident



5,000,000 man hours without loss time incident



2,000,000 man hours without loss time incident



2,000,000 man hours without loss time incident



2,000,000 man hours without loss time incident



5 Star Safety Rating



1,000,000 man hours without loss time incident

#### ELIE INATY - FROM ESTIMATION ENGINEER TO SAFETY MANAGER



| Elie Inaty | SAFETY MANAGER MAN ENTERPRISE, QATAR

My journey started in March 2005 after a series of interviews which I still remember well. At first, I was assigned as an Estimation Engineer. I had a prominent start and felt proud after being awarded the Qatar Science and Technology Project which I worked on with two other tenders. After that, I moved into the Procurement Department as the number of projects had increased. One day, I received a purchase request from one of our sites to conduct health and safety training for one of our staff members. I recognized an opportunity and I called the Project Manager to ask whether I could be included, and I received a positive response. A few months later in June 2006, the GM called

me and specifically requested me as a Safety Engineer as he saw "the position requirements against skills and character required." It was quite a challenge as there was a vast technical gap between me and the other professionals. Therefore, I set up a plan of action to complete a series of training courses and certifications including the NGC Level 3, NVQ Level 5, NEBOSH Fire Safety and Risk Management, NEBOSH Oil and Gas, IOSH Managing Safely, Confined Space, Scaffolding, and First Aid. I completed more than 1,200 study hours both locally and abroad, and received a variety of internationally recognized certificates. These endeavors were fully supported by the management team.

# INFRASTRUCTURAL MICROTUNNELING

# DEFINITION

Microtunneling is a process that uses a remotely controlled Microtunnel Boring Machine (MTBM) combined with the pipe jacking technique to directly install product pipelines (sewer and storm) underground in a single pass.



This process avoids the need to have long stretches of open trench for pipe laying, which causes extreme disruption, especially in a congested residential area. This can be particularly important when trying to install a new pipeline in an area where a maze of underground utility lines already exists.

## **PROJECT EXECUTED: EQUIPMENT AND WORK METHOD**

MAN ENTERPRISE has executed 393 linear meters of 1800 dia jacking pipe, 1065lm of 2000lm dia pipe, and 412lm of 2600 dia pipe at an average depth of 10m in the Education City Qatar Foundation Project. These pipes collect all the storm water from the north side of Education City.

Microtunneling requires jacking and reception pits at the opposite ends of each drive. Shoring will be provided in the jacking pits in case the natural soil is not stable and an appropriate dewatering system should be installed to keep the pit dry from water.

The following must also be included in the project plan:

• The front wall must be casted in the jacking pit for pipe guidance MTBM sewer lines to be installed in 150mm

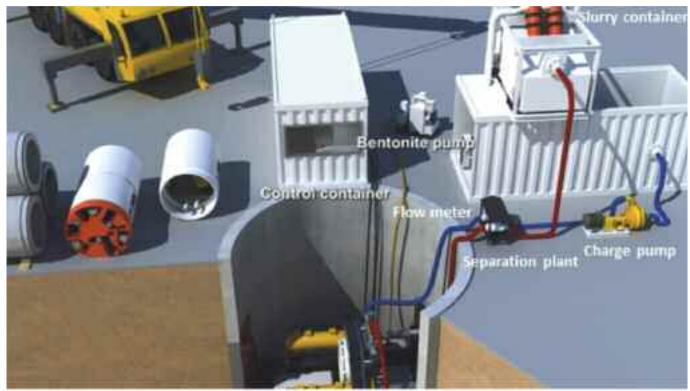
blinding matched to the expected subsurface condition and the pipe diameter to be installed

- A hydraulic jacking system to jack the pipeline with a closed loop slurry system to remove the excavated tunnel spoil
- A slurry cleaning system to remove the spoil from the slurry water
- A lubrication system to lubricate the exterior of the pipeline during installation
- A guidance system to provide line and grade control, an electrical supply and distribution system to power equipment, a crane to hoist pipe section into the jacking pit, and various trucks and loaders to transport spoil off site

Additionally, the MTBM has in-line cameras to relay information to the operator and a target system for guidance control

Precise control of line and grade is accomplished using a guidance system and steering jacks to locate and steer the MTBM during a microtunneling drive. The guidance system typically consists of a referenced laser mounted in the jacking pit, which transmits a beam onto the target mounted inside the articulated section of the MTBM. This and other operational information is transmitted through wire cables to a control cabin located on the surface. Microtunneling machines are capable of independently counterbalancing earth and hydrostatic pressures. Earth pressure is counterbalanced by careful control of advance rates and excavation rates of spoil materials. Ground water pressure is counterbalanced by using pressurized slurry in the soil mixing chowder of the MTRM

When the drive is completed, ground injection will start to fill the gap between the pipe and the soil using nozzles installed inside the jacking pipes.



| Microtunelling and Remote Operations

#### **DRIVE LENGTH**

In moderate soil, 200 lm of 2000 dia pipe can be jacked in a single pass.

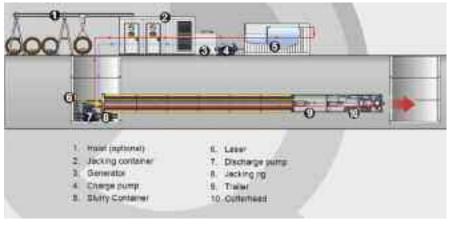
#### **DURING EXECUTION**

During the jacking of the 2000 dia pipe, a very hard rock was discovered and the MTMB machine barely pushed the pipe 20cm in 6 hours which lead to the damage of the diamond head. In case of similar damage, the technician can easily access the rotated head inside the tunnel and replace the damaged diamond heads with no major efforts or losses.

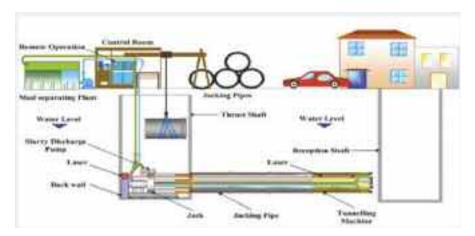
#### **LESSON LEARNED**

Based on experience, it is necessary to continuously and closely monitor the alignment and level during drilling. The misalignment and deviation in levels will cause gaps in the joints which lead to water leaks inside the tunnel pipe.

> **Antoine Khater** Project Manager



| Microtunelling - Schematic Process



#### TRAINING

#### MAN ENTERPRISE | LEBANON

# PREVENTIVE MAINTENANCE March 9, 2014 | BEIRUT, LEBANON

The training was held at the MAN Enterprise Training Center in Sin El Fil for 23 attendees. The trainer was a Potain tower cranes expert, and the basic objective of the training was to increase awareness and implementation of preventive maintenance of tower cranes on sites.



#### DOLPHIN INVENTORY TRAINING August 8, 20, 21, and 25, 2014 | BEIRUT, LEBANON

The training was held at the MAN Enterprise Training Center in Sin El Fil for for 13 candidates from the Accounting and Administration departments. The topic of the training was Inventory while the training provider was Software Design.

The Procurement Training was held on August 20, 2014, for 10 candidates while Fixed Asset Training was held on August 21 and 25, 2014, for 12 candidates.







#### HRMS – MENA SOFTWARE October 15 to 17,2014 | BEIRUT, LEBANON

The training was held at the MAN Enterprise Training Center in Sin el Fil from October 15 - 17, 2014. The training provider was Mindset and the main objective was to provide guidelines for the proper implementation of new version of MENA software with 17 attendees from the HR and Administration departments.

# ACCREDITED TIER DESIGNER October 21, 2014 and October 23, 2014 | BEIRUT, LEBANON

The Uptime Institute Accredited Tier Designer Curriculum (ATD) is an accreditation for licensed professional engineers with a design management role for data centers and similar technology projects.

The program provides the multi-disciplinary concepts necessary to achieve project design objectives based on the Uptime Institute Tier Standards criteria.

#### MAN ENTERPRISE | QATAR

#### ISO/OHSAS 9001, 14001 AND 18001 INTERNAL AUDIT TRAINING AND CERTIFICATION June 14, 2014 | DOHA, QATAR

The training was held at MAN Enterprise Training Center in Sin El Fil with nine attendees. The topics of the training were definitions and benefits of ISO certification, quality management principles, process approach, and ISO certification requirements.

#### QUALITY MANAGEMENT SYSTEMS, OCCUPATIONAL HEALTH, AND SAFETY MANAGEMENT SYSTEMS June 15, 2014 | DOHA, QATAR

The training was held at MAN Enterprise Oatar for 16 attendees.

#### BEHAVIORAL BASIC SAFETY AWARENESS June 23, 2014 | DOHA, QATAR

The course aimed to identify unwanted behaviors that could lead to accidents. 16 employees attended the training. In addition, it covered ways to replace dangerous behaviors and actions with safer ones.

#### WELDING AND CUTTING SAFETY AWARENESS June 26, 2014 | DOHA, QATAR

The training was held at MAN Enterprise Oatar with two attendees.

# CONFINED SPACE July 16, 2014 and September 7, 2014 | DOHA, QATAR

The course provided awareness of the hazards and requirements associated with entering confined spaces on the construction site. Four employees attended the training.

#### **FOOD SAFETY (HACCP)** July 23, 2014 | DOHA, QATAR

The course reviewed how to identify hazards, assess risks, and implement control measures with regards to food production, food transport, food storage, and food disposal. Fourteen employees attended the training.

#### **C205 - CONSTRUCTION ESTI-**MATING (MEP) September 16, 2014 | DOHA, **OATAR**

The training was held at MAN Enterprise Qatar with four attendees.

#### **BASIC SCAFFOLDING INSPECTRO** September 21, 2014 | DOHA, **OATAR**

This course focused on the methodology of the safe erection of scaffolding. It covered the inspection and monitoring of scaffolds through the entire lifecycle of the scaffold.

Third party certification was issued at the end of the course for thirteen candidates who successfully completed the training.

#### **EMERGENCY FIRST AID INCLUD-ING CPR AND AED** October 2, 2014 | DOHA, QATAR

During construction, operatives are exposed to risk of injury that requires immediate intervention and support. The training reviewed necessary techniques and procedures relevant to on-the job injuries. Two employees attended the course.

#### FIRE MARSHAL TRAINING October 25, 2014 | DOHA, QATAR

The course provided knowledge with regard to assessing fire risks and implementing fire controls. Moreover, it directed the eight participants on how to lead their teams and take proper action during emergencies.



#### **DISPUTE RESOLUTION METHODS** IN CONSTRUCTION October 27, 2014 | DOHA, QATAR

This introductory course highlighted the various methods of dispute resolution including negotiation, mediation, and litigation. Eighteen employees attended the training.

#### INTRODUCTION TO CONDITIONS **OF CONTRACTS** November 1, 2014 | DOHA, QATAR

This introductory course highlighted various information and elements that go into conditions of a contract. The presentation addressed the FIDIC module being the most widely used conditions of contract form in the region. Eleven employees attended the training.

#### **COINS ERP** November 6, 2014 | DOHA, **QATAR**

The course reviewed the ERP system developed by COINS and its implementation throughout the organization. Ten employees attended the training.

#### MASTER DIPLOMA IN PROJECT PLANNING & MANAGEMENT **July 1, 2014 | DOHA, QATAR**

#### ADVANCED PROJECT MANAGE-**MENT** September 24, 2014 | DOHA, **OATAR**

#### METRIX | QATAR

#### **EMS INTERNAL AUDITOR TRAINING (ISO14001:2004)** August 16, 2014 | DOHA, QATAR

The course reviewed the responsibilities of an internal auditor and the role of an internal audit in the maintenance and improvement of management systems. It explained the purpose and structure of ISO 14001 along with the principles, process and selected techniques used for the assessment of environmental aspects and impacts. Guidelines for the process of planning and preparing for an audit, gathering evidence, writing factual reports, and providing suggestions for the effective implementation of the corrective actions were covered. Eleven employees attended the training.

#### **CANDY SOFTWARE TRAINING September 16, 2014** DOHA, QATAR

Candy is a modern software suite focused on project estimation and control in the construction field. Taking-off, pricing and planning a project, controlling at site level, and the issuance of the final certificate were discussed. Six employees attended the training.



**ACCREDITED TIER DESIGNER TRAINING** October 21 to 23, 2014 | DOHA, QATAR

## LIFE AT MAN ENTERPRISE

#### **Leading Internship Field Experience**

MAN Enterprise welcomes students every year to participate in a summer internship program. This internship helps students gain valuable experience that will allow them to apply their knowledge and skills to real life challenges.

On Orientation Day, all interns were greeted by the staff and personalized welcome kits were distributed. They were then briefed about Procurement, MEP, and the Operations Departments. Additionally, they were exposed to detailed occupational health and safety training.







## **PROMOTION**



Melhem Matar joined MAN Enterprise SAL in December 2000 and has managed various projects as Project Manager until October 2009, when he moved to MAN Enterprise Corporate as Corporate Business Development Manager. He was promoted to Area General Manager for MAN Enterprise Qatar in November 2014.

**ELIAS GEHA** ESTIMATION OFFICER MAN Enterprise - Corporate



**DOMINIC AGBISIT** ESTIMATION COORDINATOR MAN Enterprise - Qatar



TONY **GEAGEA** SITE ENGINEER MAN Enterprise - Ghana



One of the main reasons I enjoy working at MAN Enterprise is because of the team spirit. Employees are conscientious, supportive, and motivated. I have been working in the Estimation Department for almost three years as a Mechanical Estimation Officer.

In the Corporate Estimation Department, I have had the opportunity to work on a wide variety of projects in more than 12 different countries. To optimize our productivity, we have established a database for the prices of major materials to help us in quoting and analyzing subcontractor proposals. It has enabled us to follow management requirements by submitting competitive bids complying with client needs. Furthermore, I have been able to use professional estimation tools and software which systemizes our work, reduces time consumption, improves the quality of our submissions, and helps ensure a successful competitive tender. Additionally, my experience in the value engineering process and in preparing technical and commercial proposals has grown considerably.

MAN Enterprise is a great company in which to work. I have the full support of the management and staff in order to achieve my goals and establish new ones. It is a pleasure to work with very energetic and driven colleagues.

I started at MAN as a Quantity Surveyor for the Estimation Department in October of 2007. My experience in the Estimation Department helped me develop a good understanding of the industry, especially in architectural and ID works since I have a considerable civil works background.

In November 2009, I was assigned as the Senior Quantity Surveyor for the Al Waab Mall Project. My experience with the Al Waab Mall was also an eye opener since we were executing the project while major modifications to the design were still taking place, something uncommon on our projects in the Philippines. The challenge in this job was simultaneously preparing detailed quantity take-offs for the tender drawings along with the new IFC drawings in preparation for modifications.

In April 2011, I was assigned to Viva Bahriya as a QA/QC Engineer. My job function involved close attention to details and specifications which were critical in the submission and approval of materials, method statements, and sub-contractors for approval.

I was transferred back to the Estimation Department as an Estimation Coordinator in November of 2012.

I came full circle with MAN and the different job functions I performed are all enriching experiences, for they enabled me to view the Qatar construction industry from different perspectives which will consequently aid me greatly in practicing my profession.

I graduated in 2010 and joined MAN Enterprise Lebanon as a Site Engineer on the Zenith Tower Project, a 25 floor residential tower comprised of 33 luxury apartments. I supervised the development stages of the project where I monitored high quality finishing works.

In 2012, I was assigned at Beirut Terraces project. It was a big challenge to complete the excavation of six basements 20 meters below ground and near sea level. With a 4.85 m raft foundation, composite columns, U-Boot, and post-tensioning slabs, my knowledge in the concrete and structural field was expanding.

In October 2013, I was the second lebanese staff member to join the MAN Enterprise Ghana team for the Ambassador Heights Project. Starting in a new area in Africa was a good opportunity to put into practice the experience I gained in Lebanon. Throughout my time in Ghana, I learned a lot and improved my skills in procurement, cost control, estimation, administrative responsibilities, tender bidding, and contract conditions.

After more than four years with MAN Enterprise, I can certainly say that this large organization has significantly contributed to enhancing my professional capabilities. MAN has helped me in becoming multifunctional, hardworking, adaptive to change, a team player, and up for any challenge.

I am proud to be a member of the MAN family.

#### MAN ENTERPRISE QATAR ANNUAL GATHERING



MAN Enterprise Qatar Branch and Metrix Qatar Branch gathered at La Cigale Hotel in Doha, Qatar on November 30, 2014 for their Annual Gathering.

Solid Foundation, New Horizons was this year's theme, paying tribute to Mr. Sami Touma in laying the foundation for MAN Enterprise Qatar, and in anticipation of continued success with the incoming Area General Manager, Mr. Melhem Matar.

Mr. Michel Abi Nader, Chairman of MAN Holdings, welcomed everyone with a wonderful speech addressed to Mr. Touma who, after years of dedicated service, is about to embark on other pursuits. The chairman's speech likewise endorsed Mr. Matar as an equally capable leader and requested the full



Chairman Mr. Michel Abi Nader and Mr. Sami Touma

support of all personnel to ensure the continued growth of the company under his leadership.

On a night of great speeches, Mr. Melham Matar, incoming Area General Manager for MAN Enterprise Qatar, formally welcomed all personnel and guests to the annual gathering by accepting the challenge of leading MAN Enterprise Qatar to new frontiers through the full support and cooperation of all.

The highlight of the evening was a short tribute for Mr. Sami Touma. The tribute started with a representative from each cultural sector with speeches for Mr. Touma, followed by a video collection of heads and staff from all levels delivering their messages and ending in a song of gratitude. The tribute culminated in the presentation of gifts of appreciation for Mr. Touma.









Performances abundant were throughout the evening with solo acts, musicians, bands, the Kolkali Indian cultural dance, and Lebanese Dabke.

Mr. Selim Bismar, Managing Director of Metrix Qatar, put the finishing touches on a wonderful evening by delivering inspirational closing remarks.













#### **BEIRUT MARATHON 2014**



MAN Enterprise, Tecman Industry, and Metrix participated in the Beirut Marathon on Sunday, November 9, 2014.

The MAN Group supports the mission of the Beirut Marathon Association as it believes in unity, positive change, healthy lifestyles, promoting wellness, achievement, and challenges, all of which the running event inspires. This year more than 300 employees and their families from MAN Group participated, endorsing a true team spirit.

More than 110 employees crossed the finish line, and Roy Malkoun was the first between his colleagues.

In addition, MAN Holding supported the Kunhadi Foundation to promote road safety awareness among youth in Lebanon.







## > Social News

NEWBORN 5-14 TO 10-14



| MAN Enterprise |

• Tamara el Khoury & Roudy Abou Khalil	July 4, 2014
•Tito Lee Jr. & Mary Ann Rey Lee	July 19, 2014
• Elias el Najjar & Sanaa Sarkis	July 27, 2014
<ul> <li>Roy Gédéon &amp; Rouba Traboulsi</li> </ul>	August 9, 2014
• Jianal Gambao & Nailah M. Benito	August 10, 2014
• Sarah Arnaout & Abed el Kader Majzoub	August 22, 2014
<ul> <li>Khaled Hussein &amp; Mona Khalil</li> </ul>	September 3, 2014
• Tony Badine & Jessica Kiwan	September 6, 2014
<ul> <li>Carole Salameh &amp; Antoine Anaissy</li> </ul>	September 12, 2014
•Tony Geagea & Elvira el Khoury	September 28, 2014

<ul> <li>Rabih Richani, Mateo</li> </ul>	May 22, 2014
• Sarah Souhaid, Aya	June 4, 2014
• Khalil Masrouaa, Joseph	June 11, 2014
• Reymar Valencia, Johnrey Christian	June 12, 2014
• Chawki Abi Jomaa, Remie	June 25, 2014
• Abdel Rahman Zarif, Rabih	June 30, 2014
• Regilin Alenkamani, Briam Jeneez	July 2, 2014
• Rabih Srouji, Judy	July 2, 2014
Antoine Rouhana, Maroun	July 7, 2014
<ul> <li>Jad Youness, Michael Charbel</li> </ul>	August 19, 2014
• Walid Khalife, Jayden	August 26, 2014
<ul> <li>Abhinay Kinattingalakath, Aaliya</li> </ul>	September 7, 2014
Maher Abdullah, Mohammad	September 22, 2014
Naim Merheb, Anthony	October 2, 2014

#### | TECMAN |

• Haidar Haalak, Shahed

· Zaki Hasan Almfdi, Doaa

| MAN Enterprise |

• Khalil Dagher, Nicolas September 23, 2014

October 12, 2014

October 13, 2014

# > Amazing Facts of the World!



It took





The Taj Mahal, built in 1632 over a period of 22 years, is located in Agra, India. It is estimated to have taken more than 22,000 people to build this impressive structure. More than 1,000 elephants were employed to transport the construction materials used to build the Taj.

The four sides of the Taj Mahal are perfectly identical creating an astonishingly mirrored image on each side. It uses the principles of self-replicating geometry and symmetry of architectural elements. The four minarets of the Taj Mahal had been constructed slightly outside of the plinth so that in case the minarets fell, they would fall away and not on the main structure.

#### **CERTIFICATES**

# METRIX

Metrix Qatar has been awarded the ISO 14001, Civil Defense Grade A, Fire Alarm and Fire Fighting certificates.

QATAR



2 Million Safe Man Hours



) 14001



ISO 18001



ISO 9001



Kahramaa License



Civil Defense Grade A - Fire Alarm



**Civil Defense Grade A - Fire Fighting** 

#### **MEMBERSHIPS**



#### MAN Enterprise holds membership in the US Green Building Council for all the branches



**MAN Enterprise** 



**MAN Enterprise SAL** 



MAN Enterprise SAL (Offshore)



MAN Enterprise (Offshore) Abu Dhabi



**MAN Enterprise Congo** 



**MAN Enterprise Ghana** 



**MAN Enterprise Iraq** 



**MAN Enterprise KSA** 



**MAN Enterprise Libya** 



**MAN Enterprise Qatar**