

# NESMA INSIDER

Bringing our Nesma community closer through shared communications • Issue No. 52: April 2018



## 2018 Nesma HR and Administration Forum: Toward Clear Steps

### FEATURED



### GROUP NEWS



### FROM THE COMMUNITY



#### ABOUT NESMA INSIDER

Nesma Insider is part of Nesma's commitment to the integration of the Nesma Group of companies with news, announcements, stories, articles and more. The newsletter encompasses all the countries in which Nesma operates: Saudi Arabia, Egypt, Turkey, the United Arab Emirates, and beyond.

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## FEATURED ARTICLE

# 2018 Nesma HR and Administration Forum: Toward Clear Steps



**الخطى واضحة**  
منتدى الموارد البشرية  
والشؤون الإدارية بنسما

Nesma's 2018 HR and Administration Forum, "Toward Clear Steps", took place at Nesma Training Center, Jeddah. Nesma's HR and Administration Forum is an annual event that brings together HR and Administration colleagues from various Nesma Group companies to share updated HR and Administration information and provides a place for networking.

Majid Assiri, Administration Manager, Nesma Holding, spoke during the Forum about recent government policy updates including electricity consumption laws and fees, Meras program and the national address "Wasel".

Another presentation was given by Mohammed Nasir, GOSI Supervisor, Nesma Holding, highlighting the Ministry of Labor and Social Development's Saudization system "Nitaqat".

Nesma Airlines' HR Manager, Khaled Aqeel, also spoke about Saudization in businesses and how it is important in increasing production, and reducing cost.

Additionally, Nesma President, Sh. Saleh Al-Turki, shared a message on the importance of employee rights including the right to have a healthy and motivating work environment. Al-Turki also spoke about the HR and Administration role in "Talent Administration", which is key, in improving employees productivity and career paths.

Nesma's 2018 HR and Administration Forum also discussed the Human Resources Development Fund program for Saudi graduates "Tamheer" in addition to administrative investigations and labor issues.



## IN THE SPOTLIGHT

# NESMAL EGYPT



Nesma's operations in Egypt started in 1997 following the purchase of Mawaddah Hotels in Makkah and Madinah. Egyptians were a significant group of Mawaddah's guests, therefore Nesma established Namma Tours Travel Agency to serve the company's customers in Egypt and market the hotel services.

In 2005, Nesma considered another opportunity in transporting Mawaddah's Umrah guests from Egypt to Saudi Arabia by sea. As a result, Namma Shipping Lines was established with two cargo ferries. The company now has a total of six vessels.

In the mean time, Nesma decided to establish Namma Shipping Agency to provide the company's vessels with marine services in addition to serving other vessels in Egyptian ports and the Suez Canal.

In 2008, Namma Container Lines Company was established to transport fresh fruits and

*NESMAL Investment Company manages and monitors Nesma's operations in Egypt and is always looking for new investment opportunities in Egypt*



## IN THE SPOTLIGHT *continued*

vegetables between Egypt and Europe and 50 refrigerated containers were purchased for the project.

Nesma Airlines Egypt was established in 2009 with two A320-200 Airbus aircraft and a schedule of regular flights between Egypt and Saudi Arabia.

Additionally, Nesma recently acquired a company that transports customers across the banks of the Nile in Egypt. Water Taxi currently has a fleet of 8 boats.

Nesma also has investments in other companies. For example, it invests in Ommat Company which began in 1998 as a wholesale supplier of chicks. Ommat currently produces about 50 million chicks per year and sells in Egypt, Sudan, and UAE.



### About the Vice Chairman

Mohamed Hammad graduated from Alexandria University in Egypt with a bachelor's degree in Mechanical Engineering. He worked as a graduate assistant for two years before moving to the USA in 1967 to work on industrial fabrics as a Project Leader at JP Stevens. In 1972, Hammad joined Johnson & Johnson as a Product Development Manager and was awarded the Johnson & Johnson Medal for Leadership in Research and Development. Hammad was issued two U.S. patents during his work with Johnson & Johnson. During his tenure, he also received his MBA in Financial Management from Rutgers University.

Hammad moved to Saudi Arabia in 1983 and joined Al Kawther Water Desalination company as Vice President before he joined Nesma in 1986 as an Executive Vice President. Afterwards, he moved to Egypt in 2006 to develop investments in religious tourism, shipping and airline businesses. He is currently Vice Chairman of Nesma Investments and a member of the boards of Namma Tours, Namma Shipping, and Nesma Airlines.



## GROUP NEWS



### Nesma Water & Energy Awarded New Contracts

Nesma Water & Energy (NW&E) was awarded a new operations and maintenance contract in Dawadmi region by the Ministry of Water and Environment.

NW&E's scope of work includes the operation and maintenance of the Dawadmi area Brackish Water Reverse Osmosis (BWRO) treatment plant with a total capacity of 40,000.00 m3/day. The project duration is 36 months and the scope of work will also include the application of necessary chemicals, spares and online testing of treated water parameters.

Additionally, NW&E was awarded the KAEC South Service Port project at the Industrial Valley Phase 3 (IV3) site location. This infrastructure project provides utilities and access to the south service road at the northern part of the IV3 site. The IV3 site location was awarded to NW&E in July 2018 and the total project value is SR 97 million.

Nesma's scope of work includes site cleaning, excavation, backfilling and supply, installation of a storm network including culverts, gullies, swales and an irrigation network. The project also covers the supply of LV cables, duct banks and installation of electric poles, asphalt and road works.



نسما للمياه و الطاقة  
Nesma Water & Energy



نسما للإعلام و الترفيه  
NESMA MEDIA & ENTERTAINMENT



### Nesma Media & Entertainment Empowers Newsrooms During 2018 Arab League Summit

Nesma Media & Entertainment has successfully built and operated the International Broadcasting Center (IBC) during the 2018 Arab League Summit held in Khobar, Saudi Arabia.

Nesma Media & Entertainment facilitated live feeds of the summit to local and international news stations. Ali Ghazal, Nesma Media & Entertainment Director, explains, "Nesma's participation included preparing the IBC infrastructure which consists of a master control room and satellite system that broadcast signals from different locations including Dammam and Dhahran Airports and the summit conference hall in the Eastern Province."

Nesma Media & Entertainment, a division of Nesma Telecom & Technology, is an audio-visual system provider, integrator and event production solution provider located in Riyadh.



## GROUP NEWS: *Agreements*



### Defaf United for Logistics Signs Agreement with Sadia

Defaf United for Logistics signed an agreement with the Brazilian food producer “Sadia”. The agreement includes storing Sadia’s products in Defaf’s reefer containers located in Defaf’s Thuwal yard. Reefer containers are used to transport temperature-controlled cargo such as fruits, meat, fish, seafood and vegetables. Sadia is a leading exporter in frozen and cold items and it is among the world’s leading producers of frozen food.

### Nesma Egypt Signs Contract with Agrimatec

Nesma and Foras El Masrya signed a contract with Agrimatec, an agricultural startup that was established in 2014 in Cairo, Egypt. Agrimatec was established with a focus on developing soilless technologies that produce high quality affordable food. Agrimatec aims to reach its business goals while reducing all required inputs including water, fertilizers and land. Agrimatec currently employs individuals who have backgrounds as horticulturalists; aqua-culturists; pest specialists; microbiologists; mechanical, design and construction engineers; operations and production specialists, sales associates and business developers.



### NTC Signs Agreement with Al Mawaddah Society for Family Development

Nesma Training Center in Jeddah signed an agreement with Al Mawaddah Society for Family Development to host workshops presented by Al Hayat Academy for Women Empowerment.

Al Hayat will be using NTC’s facilities to offer morning workshops for ladies in various fields including the Adobe Creative Cloud Photoshop program.

### Nesma Airlines Adds Youtube Personality to On-Board Movies

Nesma Airlines added a new channel to its entertainment content on board by the famous Saudi Car Expert, Hasan Kutbi. The new channel will include latest car driving experiences in addition to important tips for travelers wishing to drive in other countries.







### Nesma Holding Sponsors Makkah Cultural Forum

As a sponsor of the event, Nesma Holding participated in Makkah Cultural Forum held at the Intercontinental Hotel in Jeddah under the patronage of Prince Khaled Al-Faisal, governor of Makkah. The forum's theme was "How to be a Role Model" with the aim to highlight the importance of cultural leadership and excellence in human development. Nesma was presented in a booth representing the company's various social initiatives.

### N&P Involved in Career Fair for People with Disabilities

Nesma & Partners participated in a career fair for people with disabilities in Riyadh. The event is part of an employment program initiated by Prince Mohammed bin Fahd's Foundation for Humanitarian Development and aims to provide people with disabilities with employment opportunities.



### Jollibee Celebrates 8th FSC Star Awards

Jollibee celebrated its 8th Food, Service and Cleanliness (FSC) Star Awards at Nesma Training Center, Jeddah. During the ceremony, Jollibee presented FSC Awards and Loyalty Awards. The FSC Awards winners were Jollibee stores in Jeddah International Market, Hearts' Mall, Al Batha and Dana Mall. The Loyalty Awards included honoring employees from five up to ten years of service with Nesma.



### Nesma Electric Management Forum: Lighting the Future

Nesma Electric recently held a forum entitled "Lighting the Future." The event was held in Sharm El Sheikh, Egypt, with the participation of managers from both Nesma Electric and Nesma Tata. The forum agenda discussed various topics including Electrical Systems, Integrated Management Systems and Technical support



### Alsharif Receives Appreciation Award from Al Mawaddah Society

Defaf United for Logistics' General Manager, Basem Alsharif, received an appreciation award from Al Mawaddah Society for Family Development for his efforts as an active member of Al Mawaddah for past 15 years.

## GROUP NEWS:

### FACES OF NESMA

#### Mohammed Al Haiky

Mohammed Al Haiky joined Nesma in August 2011 and has worked as a chef in Nesma Catering's outlets in Ras Tanura project including Najma, Radwa and Juaymah. Al Haiky specializes in Arabic foods.

Antonio Koukou, Business Development Manager at Nesma Trading says about Al Haiky, "Without supervision, Mr. Haiky performs his duties and responsibilities with excellent results which leads to the satisfaction of our clients. His passion for excellence has led him to this achievement."

Chef Haiky was recently featured in a billboard campaign featuring a distinguished Saudi workforce.



#### Health: TRAP Device to Reduce Mosquitos & Disease



Dengue fever is the most serious mosquito-borne viral disease worldwide. The illness is caused by Tiger Mosquito types named "Aedes aegypti" and "Aedes albopictus". Tiger Mosquitos can be found in certain cities in Saudi Arabia such as Jeddah and Makkah and around stagnant waters in abandoned villas, gardens, ponds, and construction sites.

Nesma's TRAP Pest Control team has been continuously looking for approaches to cut down and control mosquito populations and the public health risks they cause. The company has finally acquired a technology developed by German scientists specialized in mosquito control called the "Biogents Mosquito Trap". The traps imitate the way humans breathe and smell by releasing carbon dioxide and skin compounds into the air in appropriate concentrations that mosquitos are attracted to. The product is well tested and it is effective in reducing mosquito populations.



#### Crane Safety at KAAR Project

The safety and medical department of Nesma & Partners' KAAR project organized a crane rescue basket drill in the biggest excavation of the project with 40 meters depth. The aim was to test the process of evacuating potential victims of accidents from the deep excavation with the presence of ambulances and other emergency vehicles. Additionally, KAAR project received an appreciation certificate from KEO International Consultants for having the best regional safety performance of the month among all contractors.



## GROUP NEWS:

### Around & About Nesma



80-year-old Spanish Olive Trees gifted by Sh. Saleh Al-Turki to Nesma Embroidery center in Thuwal.



Suliman Hag Idris, Assets Supervisor, Nesma Water & Energy, was interviewed by Rotana Khalijia's TV show, "Saet Shabab" regarding his "Ship in a Bottle" artwork.

Click on the link to watch the full episode.

<https://www.youtube.com/watch?v=2oaNYJNFzkU>



Nesma Oasis Village started a recycling initiative in Riyadh.



A team from Nesma Water and Energy participated in a career day at Jeddah Technical College.



A "Pirate Ship" made by Mohammad Zeeshan Saleem, Document Controller, Nesma & Partners. Saleem uses simple crafting papers to create handmade pop-up cards and 3D crafts.



## Congratulations!

### Newborns



A new baby girl for **Abdulrahman Ahsan Usmani**, Senior Site Engineer, Nesma & Partners



A new baby girl for **Marwan Abdullah Qashwan**, Senior Site Engineer, Nesma & Partners



A new baby girl for **Mansour Mohammad Al Hajaji**, Government Relations Officer, Nesma & Partners



A new baby girl for **Mohamad Adra**, Project Control Manager, Nesma & Partners



A new baby girl for **Yaseen Hassan Al-Ali**, Senior Government Relation Specialist, Nesma & Partners



A new baby girl for **Emad Wageh Zaki**, Estimation Unit Head, Nesma & Partners



A new baby boy for **Ahmed Daguhstani**, Senior HR Coordinator, Nesma & Partners

### Employees of the Month



**Koshy Samuel**, Executive Secretary, Nesma & Partners



**Syed Zulfiquar Zaidi**, Senior Document Controller, Nesma & Partners



**Rami Gerges Najem**, Cost Controller, Nesma & Partners



**Singh Arun Kumar**, General Foreman-Piping, Nesma & Partners



**Ali Sher**, Land Surveyor, Nesma & Partners



**Sudesh Kumar Tallachati**, QA/QC Engineer-Communication, Nesma & Partners



**Yousef Al-Harathi**, Admin Officer, Nesma Electric

**Reyazuddin Khan**, Plasterer, Nesma & Partners

**Isam Ali Muslim**, Foreman-Civil, Nesma & Partners

### Promotions



**Haider Al Taroti** was promoted to Regional Manager, Eastern Province, Namma Cargo



**Abdulelah Al Hejilan** was promoted to Regional Manager, Western Province, Namma Cargo

## Achievements



**Abdulelah Al Hejilan**, Regional Manager, Western Province, Namma Cargo, attended the DHL Global Forwarding Middle East Conference in Addis Ababa.



**Mohammad Ashraful Alam**, Finance Manager, Nesma Airlines, was selected by Bangladesh Consulate General

Office and the Saudi Ministry of Education as a board member of the English Section in Bangladesh International School, Jeddah.

## Certificates



**Walid Talaat Mohamed**, PMO Manager, Nesma Telecom & Technology, received the P30 Foundation and

Practitioner Certificate. P30 is a universally applicable guidance that helps organisations build support structures to enable the successful delivery of their portfolios of change.



**Mohamed Meeran**, QC Inspector, Nesma & Partners, received his Master of Business Administration certificate in Project Management from

Alagappa University, India.



## FROM THE COMMUNITY *continued*

### Congratulations!



**Qamer Hasnain**, Safety Officer, Nesma & Partners, completed the Occupational Health & Safety Management

Systems (OHSAS) 18001:2007 Lead Auditor Course.

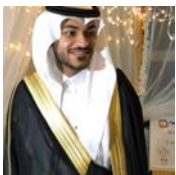
**Mohammed Elnahif**, Structural Design Engineer, Nesma Trading, received the Project Management Professional certificate from the Project Management Institute.

**Ahmed Elsayy**, Project Engineer, Nesma & Partners, received the Project Management Professional certificate from the Project Management Institute.

### Marriages



Marriage of **Naveed Kamran**, QC Inspector, Nesma & Partners



Marriage of **Abdullah Al Nasir**, English instructor, Nesma High Training Institute



Marriage of **Mohammad Ijaz**, IT Technician, Nesma Trading

### New Joiners

**Jihad Ibrahim Mohammed** joined Nesma Water and Energy as a Project Manager for KAEC projects. He holds a bachelor's degree in Civil Engineering from Feati University in Manila and has 25 years of experience in construction and project management.

### Celebration

Nesma Electric celebrated employees with 10 or more years of service at Nesma. The awarded employees are Mohd Shabir, Equipment Operator; Shakeel Ahmed, Foreman; Saad Mohsin, Chief Coordinator; Melodio Berdon, Telecom Technician, Raja Reddy, Labor; Bhagwan Ram, LDD, Nour Habib, Rigger; Yaser Kenawi, Senior Administrative Assistant.

Across Nesma, employees recently celebrated Land Day of Palestine



Nesma & Partners - KASC Enhancement project



Nesma & Partners - SANG Hospital project, Qassim



Nesma & Partners - SANG Hospital Project, Riyadh.jpg

Across Nesma, employees recently celebrated National day of Syria



Nesma & Partners - DIRAB Airbase Project



Nesma & Partners - KAUST New Student Housing Project



## FROM THE COMMUNITY *continued*

Across Nesma, employees recently celebrated the national day of Bangladesh



Modern Pioneer



Namma International Marine Services



National Container Terminal



Nesma & Partners -  
DIRAB Airbase project



Nesma & Partners -  
FIB & FCW projects



Nesma & Partners - KASC



Nesma & Partners - KNHP project



Nesma & Partners - PMO project, Riyadh



Nesma & Partners - SANG Taif project camp



Nesma Electric, Jeddah



Nesma Telecom & Technology