



Inside...

AREC operational News



Action Hotels—Accor Management deal



KUWAIT PROJECTS MEED



Profile of the Issue



And More ...



G.M.'s Message

I am happy to share with you the 22nd issue of AREC's quarterly newsletter, and the 1st issue of 2015.

I am happy as well to announce that AREC has won "The European 2014 MENA Award" for the Retail Developer of the Year 2014. Another Trophy to add in our locker of success.

As we were printing, we received the sad news of the departure of the late Custodian of the Two Holy mosques King Abdullah Bin Abdul Aziz.

We extend our deepest condolences to the Islamic and Arab Nations and share their sorrow at this time of great loss.

Best Regards

Rawaf I. Bourisli





By: Joe Weberhofer, Operations & Marketing Manager

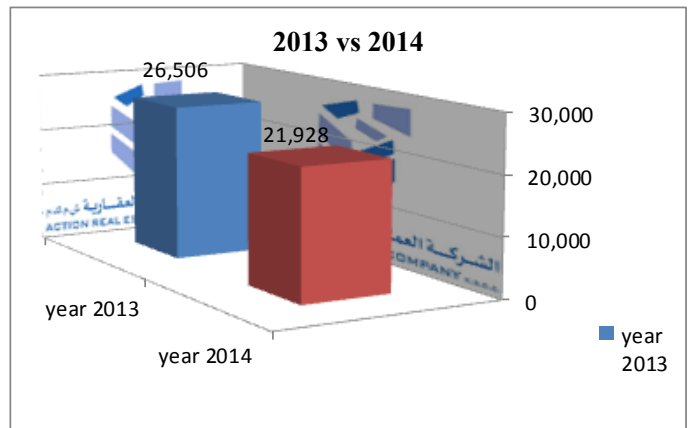
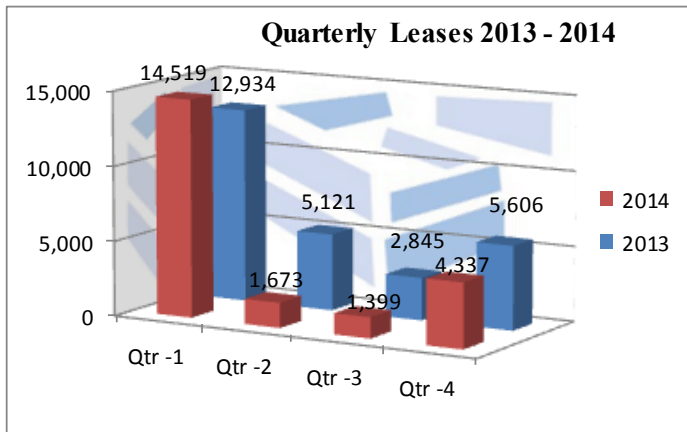
The 4th Quarter of 2015, was definitely one of the most active from a leasing point of view.

All in all, AREC’s portfolio saw fresh leases during 4th quarter totaling 4,337 m2 !

The office space market in Dhajeej area, showed an extraordinary appetite for Waha Mall spaces, as within 2 months 3,545 m2 was leased for office space purposes. This was a phenomenal achievement since the property did not suffer even a single day of vacancy loss, because before the vacation date was completed by the vacating tenant, all these spaces where leased to new tenants, so by all means thumbs up to this extraordinary property. Waha Mall, by all means is a landmark in Farwaniya Dhajeej, sitting just in front of the main mosque and away from the traffic jam seen in the inner areas, benefiting from a very good exposure to the 6th ring road.



The last quarter of 2014 also saw important names adding to the retail mix in Alya Center, with Wawan Protein expanding their presence to an additional shop due to the high demands for their products, Abdul Samad Al Qurashi opening their flag shop with high quality design in the complex and Diet Care opening their first shop in Jahra with their presence in Alya Center.

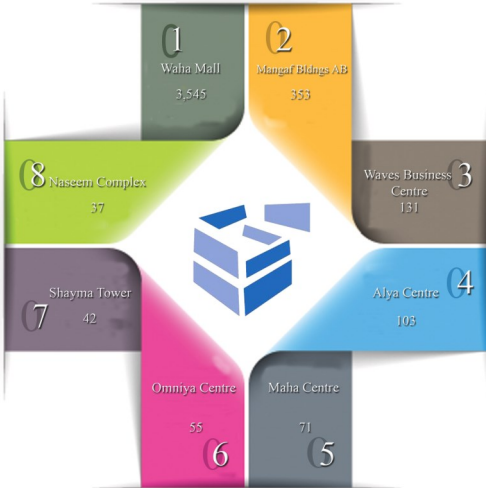


AREC	Q1-2013	Q2-2013	Q3-2013	Q4-2013	Q1-2014	Q2-2014	Q3-2014	Q4-2014
Leases in M ²	12,934 M ²	5,121 M ²	2,845 M ²	5,606 M ²	14,519 M ²	1,673 M ²	1,399 M ²	4,337 M ²

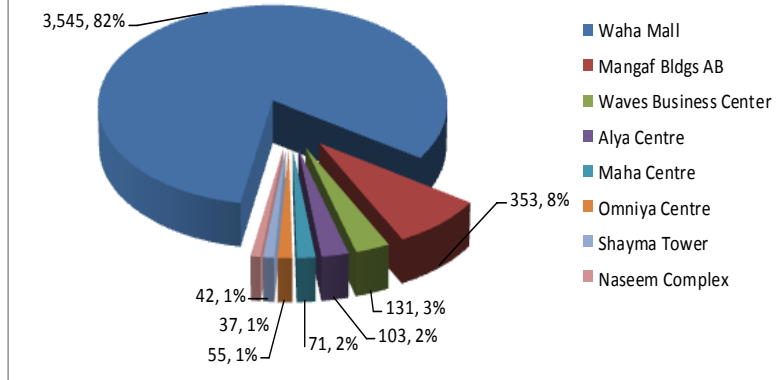




Leases by Property Qtr4-2014



Leases by Property Qtr4-2014

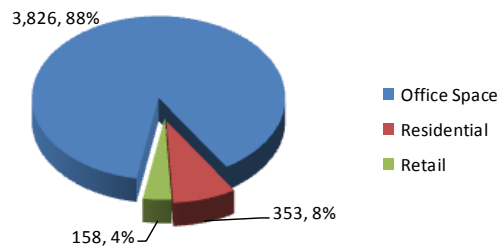


The ranking of properties, based on its capacity to generate fresh leases during 4th quarter of 2014

Property	Fresh Leases in M2
Waha Mall	3,545
Mangaf Bldgs AB	353
Waves Business Center	131
Alya Centre	103
Maha Centre	71
Omniya Centre	55
Shayma Tower	42
Naseem Complex	37
Total	4,337

From the table, we can easily infer the extraordinary performance of Waha Mall, representing 82% of all fresh leased during the quarter.

Fresh Leases by Market Sector Qtr4-2014



If we categorize the fresh leased by type of leased space, naturally the office space segment takes the lion share

But we should not underestimate the importance of the retail segment even in this last quarter, as although from an area point of view the retail segment represented 3.64% of all fresh leases, from a money wise it was almost 14% of all fresh leases, therefore our thumbs up also for the retail segment.



Finally, a major event during the last quarter of 2014 is the fact that Action Real Estate expanded its presence into the German Real Estate Market with fresh acquisitions in Berlin at the very center of the Mitte region.



\$42m investment for Novotel Sharq scheduled to open in 2017

Action Hotels, Accor ink management deal in Kuwait

DUBAI, Nov 19: Action Hotels plc (AIM: AHCG), an owner, developer and asset manager of branded three- and four-star hotels in the Middle East and Australia has recently signed a Hotel Management Agreement (HMA) giving leading hotel operator, Accor Group, the long term management of Action's third hotel in Kuwait.

The HMA for the 160-room four-star Novotel property was signed by Action Hotel's Chairman, His Excellency Sheikh Mubarak Abdulla Mubarak Al Sabah and Christophe Landais, Chief Operating Officer Accor Hotel Services Middle East. Accor is the world's leading hotel operator with more than 3,600 hotels across 14 trusted brands in 92 countries with 170,000 employees. In the Middle East, Accor operates 66 hotels with over 16,000 rooms in ten countries.

According to Action Hotel's CEO Alain Debare the construction of the freehold hotel is currently expected to cost approximately US\$29million, an average of \$181,000 per room, in addition to the \$12.3 million already paid to secure the plot of land.

"Construction is scheduled to commence by mid-2015 and we expect the Novotel Sharq to open its doors to Kuwait in 2017, joining the 175-room ibis Salmiya which opened in 2008, and the neighbouring 160-room ibis Sharq, now four years in operation."

He also confirmed that the new Novotel hotel will complement the strong performance of the existing two ibis hotels in Kuwait.

"Our two operating hotels in Kuwait

are currently achieving the highest gross operating margins within our portfolio as a direct result of the strong demand for quality economy and midscale hotels along with the economies of scale associated with commercial synergies and sharing of overheads between the two ibis hotels. With this third hotel, Novotel Sharq joining the same operational cluster we are expecting to generate further benefits," he said.

Commenting on the new development in Kuwait, Landais said: "This is the first Novotel in Kuwait and confirms Accor's commitment to bringing world-class mid-market hotels to the region. Our partnership with Action Hotels which started back in 2007 is highly significant in this plan."

Sheikh Mubarak said: "We are pleased to partner with Accor for the development of Kuwait's first Novotel. This is a great addition to our growing portfolio of economy and mid-market hotels in the Middle East. We strongly believe that the Novotel brand is at the forefront of the mid-market hotel segment and this will help drive superior returns."

The Novotel Sharq is an addition to the pipeline of hotels announced at the time of AHCG's IPO in December 2013. The Company's current operating portfolio consists of six hotels, of which five are in the Middle East and one in Australia. The pipeline includes another nine hotels that will open by the end of 2016, with new openings in Bahrain and Sharjah expected by the end of 2014.

Debare confirmed Action Hotels will continue to pursue opportunistic prime



(Left): The HMA for the 160-room Novotel Sharq property was inked by action Hotel's Chairman, His Excellency Sheikh Mubarak Abdulla Mubarak Al Sabah and Christophe Landais, Managing Director, Accor Middle East. (Right): Senior management representing Action Hotels and hotel management company,

leasing and acquisition targets across the GCC and remains committed to its target of having 5,000 economy and midscale

hotel rooms by 2020. "Our focus remains on developing a leading economy and midscale hotel busi-



ness in the undersupplied and high growth markets, with a primary focus on the Middle East where we are well-placed to take advantage of the significant growth opportunities for branded hotels in this category," Debare concluded.



Ibis—Kuwait, donates to PAWS



Ibis Hotel Manager Bruno Debray (second from left) with his team, loading up items donated to PAWS.



Left to right: Ibis Hotel Manager Bruno Debray, his wife Lin, and Ann Dennis (both PAWS supporters) and Filad Ramjan, Room Division Manager.



Left to right: Anwar from Housekeeping, Ramjan and Debray with some of the donated items.

'We have to give back to our country'

Ibis Hotel in Kuwait donates to PAWS

By Claudia Farkas Al Rashoud
Special to the Arab Times

Manager of Ibis Hotel in Kuwait, Bruno Debray came up with a novel way of helping animals. He contacted Protecting Animal Welfare Society Kuwait (PAWS) and asked whether they'd like a donation of used towels, sheets, and blankets from the hotel for the shelter. With more than 250 rescued dogs and cats, and more lost, abandoned, and abused animals being rescued all the

time, PAWS' answer was a definite Yes.

Rescued animals often arrive at the shelter in a very neglected state and need to be bathed and groomed after they have had their veterinary check-ups. They also must be kept warm during these chilly winter months. As an all-volunteer organisation run entirely with contributions and their own fundraising activities, it's often difficult to stretch the budget for items such as towels and blankets for the animals. Of course the humans

who work at the shelter must also be taken care of, so the sheets and blankets were also a very welcome contribution for them.

Ibis Hotel, a member of Accor Group, prides itself on its policy of active community service. "Kuwait takes care of us so we have to give back to our host country," said Debray.

"We are doing charity work through some of the embassies and we also contribute to a local special needs school. Our hotels are commu-

nity service oriented because of our sustainable development program called PLANET 21, but following company policy is not enough because this is something that has to be done willingly and sincerely. Fortunately, our team members are really happy to participate and support these worthy causes and we all feel good about doing it.

"This is the first time that we are working to help animals and we will be very pleased to do it again in the future," Debray concluded.

each other and to encourage Ugandans out here to work together. We are also planning a celebration to mark 50 years of Uganda's Independence this year. If you have any questions regarding this association or if you are interested in registering, then please send us an email at ugandansinkuwait@gmail.com. We hope to hear from you soon.

DAI children's program: We all want the best for our children, right? So here's the challenge ...

Start the New Year with a new resolution and provide your child/children with the opportunity to: Learn more about the culture around them, make new friends,

develop team work, critical thinking, problem, solving and other 21st century skills necessary for success as students, adults and professionals, discover the joy of being creative, and have fun in the process.

Academicians, sociologists and the KR departments of most Fortune 500 companies agree: "Creativity, along with innovation are critical skills for achieving success in the 21st century workplace.

Creativity is the ability to produce new, diverse and unique ideas. Thinking creatively means looking at things from a different perspective and not be restricted by rules, customs, or norms. Innovation is the implementation of creativity - the introduction of a new idea, process, or

product. Creativity provides the necessary spark to get the ball rolling.

The Dar al-Athar al-Islamiyah has programmes for children between the ages of 18 months and 12 years old. The programmes are tailored to the appropriate age groups and are designed to encourage the participants to explore the

American Cultural Centre, the exhibitions housed inside, and other cultural organisations in Kuwait to use their creative genius during specially planned art activities.

The Children's Art Workshop (CAW) programmes (CAW Tots - ages 3.5 to 5, CAW Irs - ages 6 to 8, and CAW - ages 9 - 12) focus on critical thinking and

applied creativity. The sessions are held on Saturday mornings, from 9:30 - 11:00, at the American Cultural Centre. The schedule is available on our website (www.darmuseum.org.kw).

Amdeani Minis, the programme for children 18 months - 3 years old (with a family member), mixes literacy, storytelling and creativity. The sessions are held at the American Cultural Centre one Tuesday morning per month, from 10:00 - 11:00. So, you could let them sleep in on Saturdays (or Tuesdays) and then, maybe, spend an hour or so watching television or playing with their iPad. Or you could bring them to the American Cultural Centre where they will expand their knowledge-base and enhance their impor-

tant 21st century skills. Best of all, they'll enjoy it so much they'll thank you for it. Come and join us; there's plenty of room at the table! For more information, email info@darmuseum.org.kw

The European MENA Award 2014, for Best Retail Developer of the Year



Action Real Estate Company has been awarded as the Best Retail Developer of the Year 2014, by “The European” MENA awards for its dynamism of retailers and its ability to adopt to today’s changes in the forefront of convenience retailing, the best design, development, marketing and retail programs. AREC’s performance has been recognized as the benchmark for excellence in the retail development industry.

The European MENA Awards 2014

“The European” magazine recognises organisations and individuals that stand

out from the crowd, and are consequently moving their industries forward. Good governance, innovation and know-how, and quality of service are all major considerations.

“The European” offers recognition to MENA’s most progressive companies.

No other part of the world has been in the spotlight more than the Middle East & North Africa (MENA) over the last few years.

Not only is the region home to the bulk of the world’s energy resources, but it also hosts a booming young population and a vibrant mix of ethnicities and cultures.

The European’s MENA Awards 2014 seeks to highlight the companies excelling in their respective fields, those enabling the region’s economy to become ever more resilient and fulfil its undoubted potential on the international stage.

With the help of research team and with invaluable feedback from readers, The European recognizes MENA’s most progressive companies.





Eng. Rawaf I. Bourisli, was a Speaker in MEED's, Kuwait Projects Conference, Land release, affordability and overcoming other constraints to let the Kuwait's real estate market flourish

- Creating more effective fiscal regulations to govern region's real-estate market
- Financing and mortgage challenges for real estate projects
- Allowing for foreign investment for real estate projects
- Common project bidding and execution challenges with real estate projects compared to international standards

With confidence building in Kuwait projects as the market witnesses an upward momentum in tendering and project awards, a new era for the Kuwait business community begins set to boost inbound investment.

For the first time ever, Kuwait leads the way in project awards in Q1 2014, compared to other GCC states. MEED's Kuwait Projects conference took place on 24 - 26 November 2014 at the Regency Hotel, Kuwait City, Kuwait. Set to be one of the best ever event's of MEED.

Attracting Kuwait's senior government decision makers in the project tender and delivery process, local project owners, oil and gas companies, utility and transport operators, contractors and subcontractors, FEED consultants, suppliers, financiers and export credit agencies, advisors and legal community, MEED's Kuwait Projects conference remained the definitive event of the year for all those were seeking opportunities and solutions to challenges throughout Kuwait's oil, gas, electricity, water, transport, housing and basic infra-

structure sectors.

The 10th annual Kuwait Energy and Infrastructure Projects Conference brought together key government clients along with major private sector players to discuss various projects and key associated challenges.

Over 250+ industry leaders driving the development

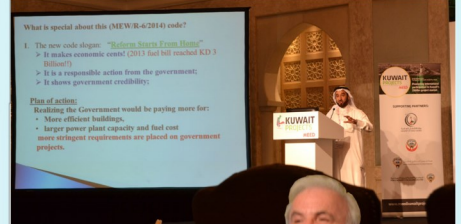
of Kuwait over the course of 3 days designed to focus on energy and infrastructure, Gain strategic intelligence and insights into the latest mega projects and investment opportunities in sectors such as oil & gas, power & water, infrastructure and banking with mega projects including mega refinery projects, Kuwait Environmental remediation program, heavy oil projects, new airport terminal, metro, Boubyan port, 9 new hospital programs, new cities and roads and

bridges.

Unique networking and invaluable opportunities to meet with major clients, developers, contractors, consultants and investors in and outside of Kuwait to improve business footprint in the market Government involvement allowing to build and maintain relationships with people directing the future of Kuwait, including Kuwait Petroleum Corporation, Kuwait Municipality, Partnership Technical Bureau (PTB), Ministry of Electricity and Water, Ministry of Communications, Public Authority for Housing Welfare and many more

How to overcome key market challenges including recruiting and attracting talent, dealing with coordination of entities and decision making for projects, social administration and labour affairs, raising finance, project planning and schedule slippage, bidding and execution with key stakeholders

KUWAIT PROJECTS MEED





Ministries Delegation visited K-Mix



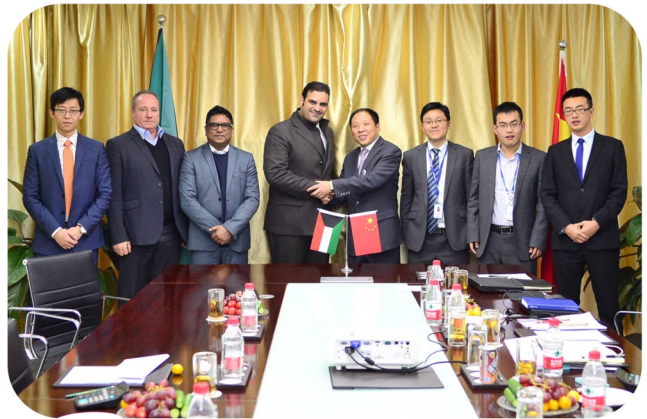
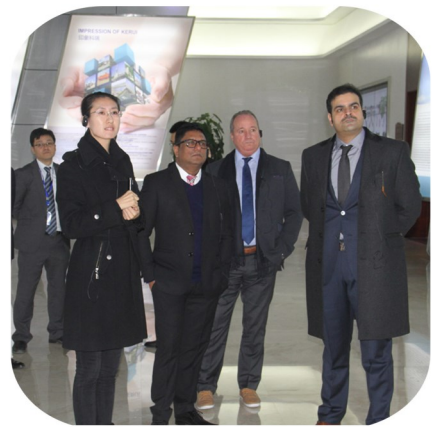
Officials of Government Authorities and Ministries i.e., Kuwaiti Industries union, Public Authority for Industries lead by the Director of Public Authority for Industries Mr. Mohammed Fahad Al Ajmi along with his delegation had visited, National Construction Real Estate Company (K-mix).

The Management of K-Mix briefed the difficulties faced by K-Mix to promote this sector, i.e., lack of infrastructure, security, services, roads and subject of throwing concrete remains in the region etc., as these problems increase the burden of factories operating costs.

Mr. Mohammed Fahad al Ajmi, will meet the delegation and discuss the proposed solutions and study the possibility of its application in collaboration with the Concerned Ministries and Authorities having jurisdiction, he promised to establish a special committee to look in the problems raised by K-mix.

National Construction Real Estate Company (WLL) is a leading ready-mix concrete supplier in the Kuwaiti market, operating under the trade name K-Mix

Eng. Rawaf I. Bourisli, Mr. Lynus Kalister and Mr. Graham Lamb, visited Kerui, China





So you want a day off?

So you want a day off. Let's take a look at what you are asking for.

There are 365 days per year available for work.

There are 52 weeks per year in which you already have 2 days off per week, leaving 261 days available for work.

Since you spend 16 hours each day away from work, you have used up 170 days, leaving only 91 days available.



You spend 30 minutes each day on coffee break which counts for 23 days each year, leaving only 68 days available.

With 30 minutes lunch each day, you used up another 23 days, leaving only 45 days available for work.



With 30 minutes on Social network each day, you used up another 23 days, leaving only 22 days available for work.

You normally spend 2 days per year on sick leave.

This leaves you only 20 days per year available for work.



We are off 5 holidays per year, so your available working time is down to 15 days.

We generously give 14 days vacation per year which leaves only 1 day available for work.



There's no way I'll let you take that day off!

H.R. Manager in an Interview asked, "Young man, do you think you can handle a variety of work?"

The young man replied, "I ought to be able to. I've had ten different jobs in four months."

H.R. Manager: - "In this job we need someone who is responsible."

Applicant: "I'm the one you want. On my last job, every time anything went wrong, they said I was responsible."

Did you hear about the lawyer on vacation whose sailboat capsized in dangerous, shark-infested waters? He surprised his traveling companions by volunteering to swim to the far-off shore for help. As he swam, his companions were startled by the appearance of two dorsal fins (great white sharks) heading straight toward the lawyer. To the companions surprise, the sharks allowed the lawyer to take hold of their fins, and they escorted him safely to shore. When the lawyer returned with help, his companions asked him how he had managed such an incredible feat. The lawyer answered, "Professional courtesy."



“Did you hear what happened in Bob’s performance review? I think he’s going to get fired.”

“Can you believe that Julie wore a moo-moo to work the other day? She has to be pregnant.”

This is a sampling of what can be heard around an office on a typical day. It’s just office gossip –



what’s the big deal?

Office gossip is a huge deal.

And we’re not just saying that

because we’re a bunch of HR Rule Followers. Office gossip can not only cause a hostile work environment, but it can lead to harassment claims and even EEOC discrimination lawsuits.

As a person in a management position, you want to create a company culture where people feel comfortable enough to talk amongst themselves, but being too lax when it comes to “spreading unreliable information” can set your company up for failure. Management needs to follow these 5 rules when it comes to dealing with office gossip.

HR’s Business Etiquette Rules On How To Deal With Office Gossip

Rule #1 – Define Gossip

First, we think it is important to define “Gossip.” Before you outlaw something, your employees need to be clear on what it actually is! Gossip is “casual or unconstrained conversation or reports about **other people**, typically involving details that are **not confirmed as being true**.”

There are two important parts of the definition we want to highlight – the fact that gossip includes talking about **OTHER** people and talking about details that are **NOT** confirmed to be **TRUE**.

And of course, any time you partake in gossiping with or about co-workers or within the office building, you are guilty of “Office Gossip.” (Note: You don’t actually have to be **IN** the office for it to count as office gossip. Simply talking negatively about co-workers outside of the office or with another co-worker at a social event qualifies as office gossip.) Now that we have defined “Office Gossip,” we have to figure out what to do about it!

Rule #2 – Let Your Expectations Be Known

When it comes to the workplace, stop the gossip. If you can put a stop to the gossip, the rumors, the cliques and the mean spirited behavior that can take place among colleagues, you will eliminate a good number of the headaches both you and your employees face, and improve morale dramatically. Easier said than done, of course, but the first step is to let your employees know your expectations.

Rather than coming down with a heavy fist and saying that gossip will not be tolerated and anyone caught engaging will be disciplined, so on and so on, it’s important that you instead make your attack against gossip by creating a culture that will not allow it to thrive. Let your employees know your expectations and set the example. Set the parameters for what type of communication is acceptable. One of our favorite sets of rules is:

1. Is it true?

(Know the facts of any information you share. If

you haven’t fact-checked the matter for yourself, avoid talking about it with other co-workers. You can always go to the individual and ask them for yourself. If

you don’t feel comfortable doing so, either because of your comfort level with that person or because of the subject matter, you probably shouldn’t be nosing into the matter at all.)

2. Is it kind?

(If it seems like something outrageous or something that you wouldn’t want getting around about you, then don’t share, don’t judge, and don’t assume. Remember – if you can’t say anything nice, don’t say anything at all.)

3. Is it necessary?

(Another way to word this is – ‘Is it helpful?’ In most circumstances, there is nothing productive about gossiping. The less time co-workers spend spreading gossip about each other, the more time they can use to build trusting, professional relationships – in turn leading to better job performance.)

Tell your employees that before they say something to another employee or about another employee, they should measure what they are about to say against this three key test. If it passes with a Yes to all three, then it’s fine to say. If it doesn’t, they should strongly reconsider. Also be sure to point out that this test applies to business information, too, because even if it’s related to the Company, if it fails this test, then it’s just office gossip. Then the number one thing to do is make

sure that you, and all your managers follow your guidelines. Failure to do so on the part of any member of management will not only undermine what you are trying to implement for your company, but will actually make it worse. To make sure everyone is on the same page, we suggest holding a business etiquette/respectful workplace training session for all employees. While you may think the majority of employees know business etiquette, the reality is that they don’t. And if you have a few star pupils in the office, then a little refresher never hurt! By going over what behaviors you expect at your office, you should let your employees know that office gossip (and other disrespectful behaviors) will not be tolerated.

Rule #3 – Be Specific About Office Conversations That Are Off Limits

“But everyone else is talking about it!” Don’t even get us started...

It is important to be specific about the topics that should not be discussed at the office. Let your employees know that they do not want to be the source of the gossip at your workplace. They will be deemed the “office busybody” and this will be detrimental to their career.

Here are some taboo topics that should be avoided:

Criminal behaviors, Alcoholism or drug addiction
Infidelity, Personal medical information, And anything the general public would find reprehensi-

ble.

Remind you employees – once they decide to participate in a questionable conversation, they will come off looking just as guilty as the one who initiated the gossip.

Let’s be clear: *We’re not suggesting employers try to prevent employees from discussing (even negatively) their terms and conditions of employment. Doing so would get you in hot water with the NLRB. Just remember – You cannot constrain employees’ freedom to discuss workplace conditions! (That does NOT count as office gossip!)*

Rule #4 – Share Strategies To Minimize Office Gossip

Let’s be honest – office gossip is never going to completely disappear. We don’t live in a perfect world! So you need to share with your employees what to do when someone shares gossip.

There are ways to respond without seeming off-putting or anti-social. Here are some strategies to share that will minimize gossip.

Tell your employees to: Remove yourself from the conversation; tell the gossiper that you have to get back to your desk. Politely change the subject.

Don’t repeat gossip you overhear. Directly state, “I’m not comfortable talking about ...”

Rule #5 – Promote A Positive Work Environment

It is very important for those in a managerial role to promote a positive atmosphere. You set the tone for the office! Stay positive and stay focused. Make it a point to be courteous to others in your office, but that doesn’t mean you have to join in on the water cooler gossip session. Be mindful and remain positive at all times. Try and become known as the manager with the supporting and optimistic attitude who only shares things that build up others.

Employees will take notice and hopefully, start to mimic your attitude. Remember – Negativity is Contagious! So combat it with a healthy dose of positivity at the office.

Let’s Review:

HR’s Business Etiquette Rules On How To Deal With Office Gossip

Define Gossip

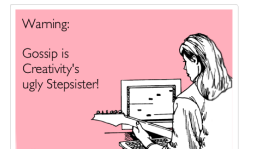
Let Your Expectations Be Known

Be Specific About Office Conversations That Are Off Limit

Share Strategies To Minimize Office Gossip

Promote A Positive Work Environment

The best way to cut down on office gossip is to spread the word! (No, not around the water cooler.) As we mentioned before, we believe holding a training session on business etiquette is the best way to get your message across.





You Have A Choice!!! You can throw in the towel, or you can use it to wipe the sweat off your face!!!

Time is free, but it's priceless. You can't own it, but you can use it. You can't keep it, but you can spend it. Once you've lost it you can never get it back.

One of the great benefits of being proactive is that you can choose to make deposits instead of withdrawals. No matter what the situation, there are always things you can choose to do that will make relationship better.

"Silence is the best answer for all questions. Smiling is the best reaction in all situations."

If you want to be trusted, be honest. If you want to be honest, be true. If you want to be true, be yourself.

Taking your own advice is hard. You know exactly what to do in the situation you're in but you can't accept your own advice. You've said the same exact words to someone else but listening to your own words is very difficult. Sometimes it's best to hear it from someone else other than yourself.

Life isn't about finding yourself, it's about aligning yourself with your TRUE NATURE. It's about removing all that prevents us from receiving our Divine Inheritance." – Kazi Dolezal

It's not about who is real to your face, it's about who stays real behind your back.

Just say what you mean and mean what you say. Don't expect someone to read your mind and don't play games with heads or hearts. Don't tell half truths and expect trust when the full truth comes out; half truths are no better than lies. Don't be cold to someone you care about; indifference hurts more than angry words.

When you think, you are not happy with your life, always think that some body is happy simply because you exist.

I'll take character over reputation. Your character is what you really are, while your reputation is merely what others think you are.

Be yourself, no matter what other people think. God made you the way you are for a reason. Besides, an original is always worth more than a copy.

Never get tired of doing little things for others. For sometimes, those little things occupy the biggest part of their heart.

In daily life we must see that it is not happiness that makes us grateful, but gratefulness that makes us happy

You can spend minutes, hours, days, weeks or even months over-analyzing a situation trying to put the pieces together justifying what could've would've happened- Or you can just leave the pieces on the floor and MOVE ON.

Kind words can be short and easy to speak, but their echoes are truly endless

Don't ask what the World needs... Ask what makes you come alive, and go do it, because what the World needs is people who have come alive. - Howard Thurman

Before you quit because the road seems too long, turn around and look how far you've come!!!

Life is not about how fast you run or how high you climb, but how well you bounce.

"Change yourself – you are in control."

"Without action, you aren't going anywhere."

Happiness is when what you think, what you say, and what you do are in harmony

Our greatest weakness lies in giving up. The most certain way to succeed is always to try just one more time.

Thomas A. Edison

Infuse your life with action. Don't wait for it to happen. Make it happen. Make your own future. Make your own hope. Make

your own love. And whatever your beliefs, honor your creator, not by passively waiting for grace to come down from up-on high, but by doing what you can to make grace happen... yourself, right now, right down here on Earth.

Bradley Whitford

What you get by achieving your goals is not as important as what you become by achieving your goals.

Henry David Thoreau

Work hard for what you want because it won't come to you without a fight. You have to be strong and courageous and know that you can do anything you put your mind to. If somebody puts you down or criticizes you, just keep on believing in yourself and turn it into something positive.

Leah LaBelle

Once you replace negative thoughts with positive ones, you'll start having positive results.

Willie Nelson

Nothing ever comes to one, that is worth having, except as a result of hard work.

Booker T. Washington

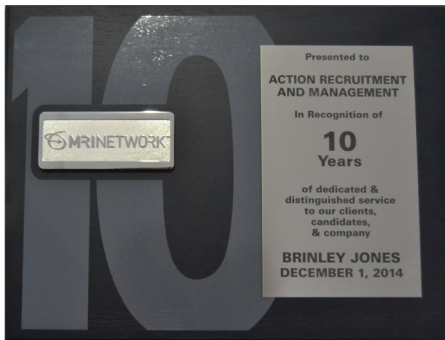
When you form a team, why do you try to form a team? Because teamwork builds trust and trust builds speed.

Russel Honore



MRI Network Ring of Honor

Mr. Brinley Jones (Action Recruitment and Management) was awarded by MRI Network in recognition of 10 years of dedicated and distinguished services to clients, candidates and company.



BORRI & ACB Personnel Felicitated by US Army Corps of Engineers



Borri Service specialist Mr. Simone Squillanti and Borri Product Specialist Engineer Amith Babu were recently honored by the US Army corps of Engineers for the excellent service provided during the recent re-commissioning work done on the Borri UPS systems installed in the Communications Facility in Camp Arifjan. The communications facility in camp arifjan is a highly classified installation intended to spearhead the United States and allied forces campaign against terror in the MENA regions. The facility is being provided back-up power by the state of the art Borri B9600 FXS series systems providing a combined backup of almost 3000 KVA in two modules and is one of the largest such back-up power installations in Kuwait and the middle east. The communications systems are hard-linked directly to the Army HQ in USA and even the minuscule loss in power can lead to catastrophic data failure. Borri systems (along with local partner ACB) were selected after an intensive technical review of the UPS system capabilities, the 82 year track record of Borri S.p.A and the credentials of ACB as the authorized service partner of Borri & business partner for various globally renowned companies as well as being a sister concern of Action Group Holdings

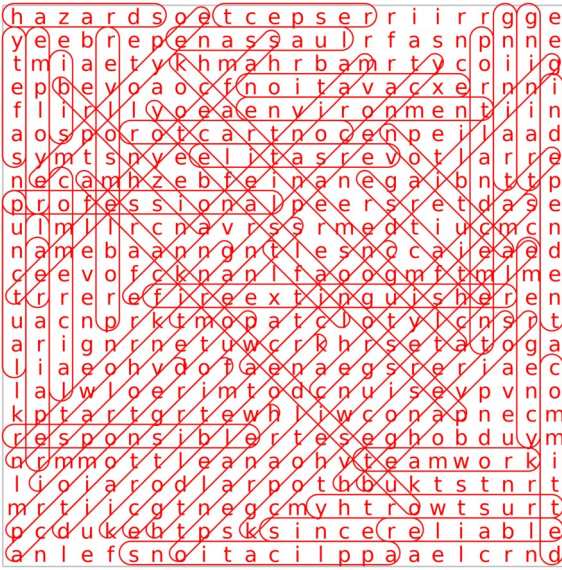


Engineer Amith & Simone were able to successfully conduct a ‘hot re-commissioning’ of the entire system without the requirement of shut-down of any units and any data loss during the switch over process, a feat that is unrivaled of any such project carried out in camp arifjan. Hence the US Army corps of engineers unanimously decided to bestow them with a Challenge Coin of the 228 Signal company, an honor that is reserved for excellence in the field and given only to individuals for exceptional performance beyond the call of duty. They were also awarded certificates of appreciation.

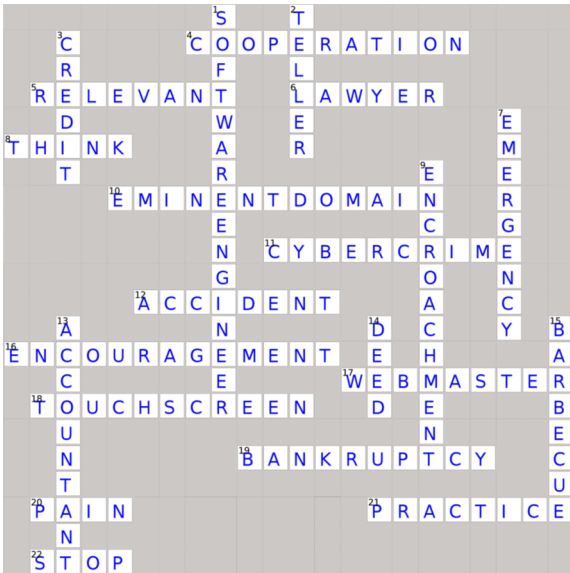


Answers of previous issue

Wordsearch



CROSSWORD



**Employee of the Quarter (October -December) 2014
Abdullateef Kutty - Messenger (Finance Department)**

Abdullateef Kutty (messenger) Finance Department, Employee of the Quarter for the fourth quarter of 2014. joined in AREC in 2005.

Nominated first time for EOQ award. He is very friendly and cooperative, capable of achieving positive output.

He demonstrates dependability in multiple ways, including a willingness to do what it takes to get the job done on time and correctly, ensures that delivery is done in a time and efficient manner, plans efficient routes prior to setting out on a mission, deposit's cheque's or cash into bank as instructed, accomplishes the result by performing the duty, very efficient and reliable, able to plan the routes quickly and remember many detailed instructions.



The Employee of the Quarter Recognition Award is given each quarter to one employee who demonstrates a high level of job performance, quality customer service and adherence to AREC's mission and values. who excel in performing their duties, contribute to the overall "positive" image of the company and also identify individuals who submit innovative ideas that result in providing services with less resources being expended. The significant contribution may include, providing excellent services, willingness to work above and beyond the duty.



Announcements



Mr. Omar Halawy on 15/12/2014



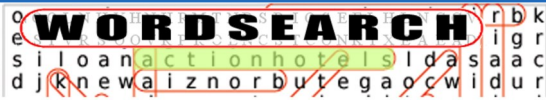
Mr. Romeo Rellata on 16/12/2014



Mr. Mohammed Kamaluddin on 16/12/2014

Congratulations to Omar, Romeo and Kamal on the birth of a new member in the family and blessings to your new beautiful baby! Wishing you so many precious moments with your beautiful new baby, may Almighty Allah shower his blessings on you and your little one today and always, may new baby boy fills your lives with happiness and your hearts with love.





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



a b e t c m i o e d u j r e e m a j a t r a s n o h j k i g a
 i r e l a m a k d e e h s r u q d e l o t l d i s t i t h m l
 r u a u a g e p a e e n a g r n u y h a c c e e i l d r d e a
 i n s j i m a r m i t a m c n g a y e s h a k e r d a a s d i
 a o t m a r o m a f d i a h t i e i b s a u e n a r a b i b n
 d e p l i a r a a k k a m a d i d n a c m m i t y j h h a r d
 k m a h l o m a t r l u n i w k o l y r d s a e s r s l i a e
 a i v u a e r u b y c n a t l u s n o c n o i t c a d h a n b
 n l a u s a n n e t r a v e l s a t r h b a u m r a a s a s a
 a y n a n w a r k h a l i f a p c i o e p m u l r m h y i d r
 n n g i f h w a a t i l s u m i c i r o a u a o k e e a s e e
 a u e m f m m e a t n p i o v a b k m a e l o l a e j m m e
 e s r a r e i m t r y l c m l r m n a a a s e r m y t o e m m
 s k i a o i g n a c s s a y i m o a r t n a h s g a a y a s
 h a c t i o n d r i l l i n g c o m p a n y a c t n h a a h u
 e l o i r h i e r e s e l p z m a r m r m y d a i a o a t o h
 i i n h u e p u t a e e a v n a g r e d e e y t x m t i r m a
 k s v u a e o o i w y b i v n a e e e e m h s o i i m e t g t
 h t s s n b h l s j o j a a o e y m d h n i a d n a m m u c h
 m e s s f n l a o e a r s r z n h t a a r u a t h h w k h r a
 u r u a o a e n m y g a k a e a a a a h d n m t z s y u h l b
 b e w i n s e e k a r r n o l h m n c i a d i h a i a h k n e
 a a t n k s i u a p m l o o a a a i i e n j u m t l o r u y d
 r c h r a m m j a r e u h e s a i m l l u a e n e a m m i o a
 a a r a j a t h r a j n i o g a n h l s n s d m c a f g j c o
 k a r k r h s a w n t r h s r a a e r s h o t b l a m i a t a
 g k s h n i a e n a m g a o d m l e s u g e r a i z n o r b b
 s a y i n k o o r b a m a d e e p a s u f i y a n y a g i s a
 r a t s m j n e b i n u y o u s u f h a s s a n a i u h r a o
 a c a i h n l a a l f e e t a l l u d b a n o m a m i h t a f
 u a a m u a i a d r t a n g e r e a t a e n u h a d s a l l y

- Action Group Holdings
- Action Real Estate
- Kuwait Dynamics Limited
- Bronzia
- Regus
- Action Consultancy bu-
reau
- Action Drilling Company
- Lausanne Travels
- MRI network
- Action Hotels Company
- Kmix
- Sheikh Mubarak
- Rawaf Bourisli
- Shaker Daas
- Talal Rashid
- Brinley jones
- Graham lamb
- Duncan gray
- Alain debare
- Moiz Taher
- Rajath
- Vijay kumar
- Ahmed
- Lynus kalister
- Bruno
- joe
- Hussain rakhis
- Riad kanan
- Dania Tyan
- Anwar khalifa
- Osama
- Candida
- Reem
- George
- Sophia
- Wael
- Abeer
- Maher
- Makka
- Christina
- Rajni
- myhra
- Jehad
- Shaadi
- Pavan
- Gerico
- Emily
- Hala
- Binu
- yousuf
- Hassan
- Nimfa
- Nazeer
- Mansoor
- Nuhad
- Sally
- Ahmed
- Suhath
- Abeda
- Gasper
- Sujith
- Amith
- Rifath
- Muneer
- Omer

- Dana
- Elham
- Fathima
- Mona
- Cleavon
- Anil
- Nora
- Jhon
- Sartaj
- Ameer
- Jude
- Abdullateef
- Laal
- Deepa
- Sufiyan
- Mabrook
- Niyas
- Nalli
- Aslam
- Victor
- Mukesh
- Qursheed
- Kamal
- Ali
- Shaima
- Nayeema
- Mohammed
- Nisha
- Prasana
- Nayeem
- Sayeed
- Taha

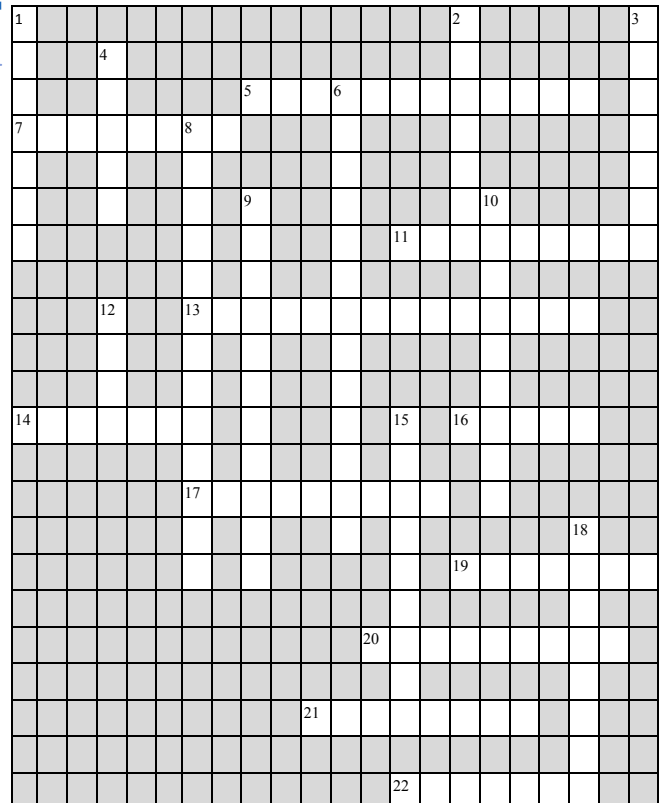
CROSSWORD

Across

- 5. Name of person who first introduced email in 1972
- 7. the most widely accessed network
- 11. to rise above or go beyond
- 13. an obligation or duty for which a person is held accountable
- 14. practices that promote good health
- 16. a bug in the computer that can destroy files and data
- 17. manners established by society
- 19. money needed to start and operate a business
- 20. money made after all expenses paid
- 21. a security system which keeps out unwanted users and viruses
- 22. an error in action, calculation, opinion, or judgment caused by poor reasoning

Down

- 1. easily seen, recognized, or understood
- 2. money paid for goods or services
- 3. to move or go forward or onward, esp. after stopping
- 4. people in a person's age group
- 6. Name of the founder of the world wide web
- 8. Giving good praise/ positive feedback to someone in order for them to complete a goal
- 9. the characteristics that make a person unique
- 10. rising prices
- 12. present everywhere at the same time
- 15. to act or interpose in behalf of someone in difficulty or trouble
- 18. a person's outlook on life





New Appointments



Mr. Graham Lamb joined Action Drilling Company in October 2014 as General Manager. He has 34 years of drilling experience and hails from Canada. Recently Graham has held the position of Country Manager for Nabors and Grey Wolf here in Kuwait and with Weatherford in Russia. His expertise amongst many others in the oil and gas industry is in the startup, delivery and commissioning of drilling rigs. He was responsible for an operational team to ensure they hit budgetary targets, facilitate coordination between the company's operations, oversee all of the company's Drilling Fluids operations, responsible for ensuring the retention and winning of new contracts, being responsible for Drilling Fluids & Solids Control, directly responsible for multiple functions including Sales, Technical, Operations, HSE and R&D, Ability to manage, motivate and develop a team of individuals, Excellent track record of business development implementation

Mrs. Nisha Jalan joined Action Group Holdings in December 2014, as Associate Corporate Finance, she is a Chartered Accountant (CA) from Institute of Chartered Accountants of India, member of Kuwait Chapter(ICAI), secured 18th All India Rank (AIR) in "Common Proficiency Test" held by ICAI in 2007. She has four years of experience in this field, she has the ability to create innovative approaches to problems, has broad knowledge of finance principles and practices, extensive knowledge of accounting and financial reporting principles.



Mr. Duncan Gray joined AREC Real Estate LLC., Dubai, in January 2015 as General Manager. Originates from Scotland and now living in France, he is a Chartered Surveyor (MRICS) and Chartered Town Planner (MRTPI) and has more than twenty two years of experience gained in the United Kingdom, Kuwait, Bahrain, Qatar and the United Arab Emirates and between 2001-2010 was resident in Kuwait. Duncan's experience is extensive and has worked on various projects and assignments throughout the Middle East providing both regional and international clients with advice on corporate real estate solutions, retail development consultancy and leasing, urban planning and project feasibility and market research.



T.S. Prasanna joined Action Group Holdings in January 2015, as a junior investment Analyst, he holds Master's Degree (Master in Business Administration- Specialized in Finance) from SMK Forma Institute Technology (Anna University) Chennai, India. He has 3 years of experience in Financial Service Industry in the investment banking domain and financial database, has Strong ability to carry out web-based research, Excellent experience in both Business Information and Equity Research, Possess excellent interpersonal, communication & organizational skills with proven abilities in team management and customer relationship management.





Conversion of First Floor to long stay Apartments

IBIS – Salmiya, Kuwait. The first international Business Economy hotel in Kuwait-Salmiya; only 2 minutes walk from main business, entertainment and financial districts. This modern building overlooking the seafront is conveniently located near by the Scientific Center, main shopping malls and major commercial offices.

Added 12 rooms in first floor





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. Pavan Kumar



Eng. Pavan Kumar was recruited in 2005 from Kharafi National K.S.C, with a reputation as being the key engineer behind the successful execution of the Construction of Continuous Catalyst Re-Generation Unit (CCR) & New Oil Pier Project (NOP) project, Mina-Al-Ahmadi Refinery, KNPC. Rising through the ranks, in 2008 he was promoted to Manager – Instrumentation & Controls department, leading a team of Engineers, Supervisors & Technicians. Identifying his tenacity and his exceptional leadership caliber, the management further promoted him to Manager – Sales, Action Consultancy Bureau, energy division in 2012.

With over 14 years of experience in Oil & Gas sector encompassing various fields such as Engineering, Project Management, Maintenance, Debottlenecking, Commissioning & Testing as well as Sales of Niche Equipment, he is a true blue example of the perfect amalgamation of engineering skill and Management acumen. His versatility ranges from his diverse background knowledge encompassing the A-Z of Project execution from detailed Engineering, Planning, Technical Bid Evaluation, Project Coordination to Start-up, Commissioning, site acceptance test, coverage and maintenance. A firm believer of the concept that “TEAM

WORK” is the ultimate key to success. He has a track record of having successfully executed all assigned projects & responsibilities within the allocated budgets and timeframes.

As the sales Manager for Action Consultancy Bureau, he is responsible for the strategic development of new products, identifying key market indicators, targeted penetration of existing products and developing a networked coalition of key client indexes. His other responsibilities include the development & execution of sales growth plans including regional direct sales coverage, interpolation of all representation & distribution channels as well as monitoring the ascending impact curve with regards to progress in all target markets.

Mr. Pavan is also one of the key personnel involved in the establishment of specific targeted demarcation of product permeation such as upstream, downstream, Refining, Petrochem, power etc., identification of new products & international companies for niche applications, initiating new alliances, joint Ventures and local agency agreements for new products & services with renowned global entities, coordination of prequalification of products in new sectors and with new clients. He is also involved in the coordination with clients to specify the products specification during front end engineering and design (FEED) & tendering stage in order to regulate competition, monitoring of day to day sales activities, conducting daily & weekly meetings with different departments, monitoring of all logs related to enquiries, orders, deliveries, quotations, invoices and payments as well preparation of management information reports to higher management. His philosophy of having a healthy mix of centralized-decentralized management approach is refreshing in its uniqueness and his attitude of being a mentor to his staff is a matter of pride among his peers.

List of Major Projects Handled:

Construction of Continuous Catalyst Re-Generation Unit (CCR) Project, Mina-Al-Ahmadi Refinery, KNPC, Kuwait.
 Construction of New Oil Pier Project, Mina-Al-Ahmadi Refinery, KNPC, Kuwait.
 EPC for Implementation of Hazop Recommendations, CB/1131, Mina-Abdullah Refinery, KNPC, Kuwait.
 EPC for provision of Electrostatic Precipitator in FCCU Unit, CA/PD/3603, Mina-Al-Ahmadi Refinery, KNPC, Kuwait.
 EPC for Construction of New Fresh Water Station at Mina Saud, SAC-273R, CHEVRON, Kuwait.
 EPC for 30 MIGPD (RO) Desalination Plant, MEW, Kuwait.

Before joining ACB, he worked at Hindustan Petroleum corporation Ltd. (Indian Industrial Engineers), India, in modification of pneumatic instruments to electronic instruments of old crude distillation unit project and Kharafi National K.S.C as Instrumentation engineer, Instrument Maintenance dept., MAA Refinery, KNPC.

Academic Qualification:

B.E (Instrumentation Engineering), Aurangabad University, Maharashtra, India.

Prof Affiliation / Membership

Kuwait Society of Engineers, (KSE) Kuwait
 Member of – International Society of Automation (ISA)
 Institution of Engineers India (IEI)
 Institution of Electronics and Telecommunication Engineers (IETE)

Credentials

Approved Instrument Design Engineer by MAB Refinery, KNPC.
 Approved Instrumentation Construction Engineer by MAA Refinery, KNPC.
 Approved Project-Coordinator and Instrumentation Engineer by CHEVRON.
 Certified Internal Lead Auditor – ISO 9001:2000
 Conducted Factory Acceptance Test in Teledyne Instruments Facility, California, U.S.A on Emission Monitoring Systems.





Sartaj Ahmed - 1 Jan



Hussain Al Rakhis - 2 Jan



Fatma Al Boukhari - 7 Jan



Mukesh Desai - 14 Jan



Cleavon Fernandes - 16 Jan



Jude Barried - 28 Jan



Ahmed El Rayess - 31 Jan



Md. Yousuf Ali - 31 Jan



Makkah Ali - 5 Feb



Md. Kamaluddin - 5 Feb



Rawaf I. Bourisli - 16 Feb



Rajat Sawaria - 17 Feb



Niyaz Abdul Bary - 5 Mar



Abdul Latheef - 6 Mar



Joe Weberhofer - 6 Mar



Victor Babu - 12 Mar



Sohailuddin - 12 Mar



Shaker Daas - 13 Mar



Hamad Al Rashdan - 27 Mar



Nalli Rao - 30 Mar



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

Quarterly Newsletter - Issue No. 22 – January 2015

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