“The Year of Opportunities”

Since the launching of our company newsletter, “ALUMCO Today”, I have always looked forward to writing the “Word by the Chairman” section, as it is one of the not-so-many times I get to address all ALUMCO family members at once and share with them my thoughts and aspirations. This is perhaps one of the main reasons why our newsletter holds a special place in my heart, as I hope it does in yours.

However, this time, I found it rather difficult to put my thoughts into words given the worldwide circumstances we are facing. The world is in turmoil and many variables are unknown, which would make almost anyone feel pessimistic.

Yet, I refuse to give in to the pessimism that is invading people’s hearts and I want all of you to join me. With change and uncertainty come hope and opportunities. We have survived catastrophic events with great valor, and we always stood tall.

So let’s all stand hand-in-hand, like we always did, and welcome the infinite possibilities that are awaiting us down the road. Let’s celebrate the promise of a brighter future that is clearly showing in our recent wins such as the North Gate Mall in Qatar, Credit Libanais in Lebanon and landmark packages at the KAFD in KSA.

Let’s not call this year “a rough year”, but rather “The Year of Opportunities”.  

Nabih Haddad

“A Word from the CEO

“Leading Change”

Like Eric Hoffer (American social writer and author of ten books that granted him “the Presidential Medal of Freedom” Award in February 1983) once said, “In times of change, learners inherit the Earth, while the learned find themselves beautifully equipped to deal with a world that no longer exists”.

One key factor to success is one’s ability to be open to change and flexible enough to deal with life’s infinite uncertainties. This is perhaps one of ALUMCO and ALUMCO’s family members’ most important assets, that has allowed us to excel in our work regardless of the obstacles and difficulties.

The learning process never halts in ALUMCO, and our family members’ loyalty, hard work, and open-mindedness have put us among the top Building Envelope Specialists in the MENA Region.

Being “Leaders of Change”, we at ALUMCO are not only ready but even eager for change. Despite the worldwide tumult we are witnessing today and that is making the future seem unsure, we are optimistic that these “gloomy times” will pass soon and unprecedented growth will follow.

So let’s be open for the unlimited prospects that lie ahead, and let’s maintain our position as “Leaders of Change” in every task we undertake.

Samer Noureddine
Barwa City, a Start of a long International Journey

by Souheil Riman

It is with great pleasure that I announce to you the successful completion of Barwa City in Doha.

An announcement that seems like others for completed projects every day, but this one is slightly different since Barwa City and what it carries in meanings has marked a new generation of international projects and raised Alumco to be a potential subcontractor for many international firms in many countries like Hochtief, Bilfinger Berger, Zublin, SBG, Oger International and Strabag from Germany, Zelan Holding from Malaysia, Midmac, Six construct from Belgium, Takenaka of Japan, Tav and Enerka of Turkey, Terna of Greece, Bouygues and Vinci of France, Leighton of Australia, CCC of Greece and many others.

Barwa City pushed Alumco to upgrade all the levels of the organization in terms of safety, quality control, certifications, equipment and all other related qualifying aspects of the international projects, this led to the exceptional achievement to be selected as one of the best 10 overall companies in the State of Qatar for safety and quality regulations (awards were given in an official governmental ceremony).

Today when we look back, we consider that Barwa City was just another walk in the park for the team of Alumco that is yet to undertake other challenges every day and every year but this walk had enough momentum to take us into the next challenge end of 2008 with Ettihad Towers, one of the highest projects in the region and in UAE specifically rising at more than 300 meters of unitized stepped units curtain walls extremely challenging and demanding, along with a unique design podium.

2011 marked the winning of the Presidential Palace of the Emirates a very prestigious project in the region, the Supreme Education Council in Doha and the CP51 North Node in the new terminal of the New Airport of Doha.

None of the resources that were needed for the project were available to Alumco Qatar then, except our will and strive for success and to achieve the exceptional challenges of undertaking them in a very serious manner as we always did at Escwa building, Red Sea Mall and many other examples of unequaled non-realistic challenges.
Today in 2012, Alumco sal took the lights again by winning in a strike of a master both most prestigious projects in Lebanon: the **Plus Towers** and the **Credit Libanais** breaking the record of largest contract for Alumco Lebanon.

What was in 2008 considered as the largest contract in history of Alumco group, I meant Barwa City and no mountains are too high, was many times since then exceeded in all countries and we see ourselves today one of the potential façade contractors of the **MTB new expansion** of the Abu Dhabi International Airport in a proposal exceeding the **7 Digits** of Dhs. (we are still trying to recover fully from the idea of securing **6 Digit** projects)

2012 marked as well the induction of ALUMCO on the long awaited **KAFD** project, King Abdullah Financial District, securing the internal works at the **Conference Center**, noting that the whole development will be inaugurated in our part of the conference by the King Abdullah of Saudi Arabic: our success in the execution of this modest package will hopefully lead ALUMCO KSA to secure the most prestigious part of the project, i.e. the 52 skywalks interconnecting all the towers.

Would this be possible?,

Why not? Just Ask your colleagues that didn’t believe us in the possibility of securing Barwa City, Barwa Commercial Avenue, Etihad Towers, Meena Plaza, Red sea Mall, Princess Noura, SIPOPO Hotel, BEAC, Credit Libanais and the list goes on and on.

I address a tribute to all my colleagues at Alumco International that are working hard day and night to assist securing the projects to keep the momentum running since today the Mega projects are not a luxury anymore but it is a necessity.

Finally, I wish to Alumco Group a decade full of prosperity and success ahead.
In Line with ALUMCO’s policy to attain new market and always expand its scope of work to meet with clients needs; ALUMCO has built a strategic alliance with KELLER , the minimal windows system from Luxembourg, and is now executing a number of projects using KELLER in different branches given that ALUMCO is the exclusive agent of KELLER in ME region.

**Brief of KELLER**
The minimal windows fix and sliding frames were developed in-house at Keller, and are characterized by almost frameless transparency. The entire concept can also be used as an integral component of a home conservatory. Large-scale insulated glass elements and slim profiles are completely on trend in contemporary architecture. The concept embodies the highest level of coziness and comfort and offers long-term and systematic security based on functional and aesthetic innovation.

In order to fully understand and properly implement the System, Mohamad Sabeh, Technical Manager in ALUMCO, attended a basic training in 2011. Given that in 2012, the number of projects using KELLER is expected to increase significantly, it was essential for Mohamad Sabeh to expand his knowledge of the product hence the participation to the ORGADATA training was necessary. ORGADATA is the software company that provides LogiKal license and related services for KELLER partners.

The trip was a true success but was not without difficulties. Mohamad left on the 15th of February for Frankfurt where he had to rent a car to Troisvierges, Luxembourg, that required a 6 hours drive in severe weather conditions where the temperature averaged -10deg. The 1st day in Luxembourg started with an Introduction to Orgadata and the LogiKal system than an Introduction to Keller followed by:
- Overview of structure functions and applications
- Application on different windows options
The 2nd day of Orgadata training focused on:
- Application on different windows options
- Software output training

This training was necessary to implement the LogiKal software at ALUMCO; Having completed the training, the turn for Mohamad to train the Technical & Bidding departments of ALUMCO branches on using this software and the most out of the acquired original license ( Create offers without any loss of time; Deposit glass tables; Insert installation & other suppliers prices; achieve a price advantage through more efficient method of calculation.)

**JANSEN Workshop**
Mohamad’s training trip, which had become quite an unexpected adventure, didn’t end in Troisvierges; he took the car once again and drive 7 hours to Dornbirn, Austria to attend JANSEN workshop as ALUMCO benefits from a strategic partnership with JANSEN and is now executing a number of projects using this system; mainly BEAC at Malabo with Bouygues…

**Brief of JANSEN**
Jansen VISS is a thermally insulated steel system for mullion/transom constructions. Architects and planners are able to meet a range of thermal insulation, noise reduction and fire protection requirements while retaining a uniform appearance. Various structural systems can be used to calculate the dimensions of steel façades (freely suspended, clamped on one side or continuous beams). Top and bottom fixing plates for building structure attachments can be easily and safely welded in place. Profiles are available in sheet metal or in pre-galvanised steel strips.

This training trip turned out to be a truly crucial step for Mohamad Sabeh and consequently, for all the Technical & Bidding departments at ALUMCO. As Mohamad describes it: «Even though the trip conditions were a bit tough, driving an overall of 2350km for 20 hours, was truly worth it.»
Being a leader in innovations and change, ALUMCO has always considered our youth to be one of its greatest assets. In fact, ALUMCO capitalizes on our young minds and nurture them, thus giving them the opportunity to reach their optimal potential and grow within the company.

As such, and in line with the above, ALUMCO s.a.i. had the pleasure to welcome to its premises a group of 4 undergraduate students from Haigazian University, among which was Nareg Tavitian, son of Mr. Gary Tavitian, Senior Estimator in ALUMCO International. The young group was working on a project in “Business Management” and they chose ALUMCO to be their case study. For this purpose, they had a thorough visit of ALUMCO s.a.i.’s premises, namely the factory, and they interviewed Mr. Samer Noureddine, our Group CEO.

The team was very impressed by our company and gave such a passionate presentation that, as Mr. Tavitian told us later, impressed their instructor so much to the point where he humorously asked them if they were ALUMCO employees.

Their report and presentation landed them the highest grade in their class.

Below are selected parts from their final report and presentation.

“Our Analysis of ALUMCO’s leadership

“Machines don’t make all the difference, people do”. As a leader in Alumco, the CEO is aware of the importance of giving employees the opportunity to be the best at their job. There exists a huge degree of mutual trust, respect, and confidence between the leaders and the employees. That’s why the leader encourages teamwork, where each employee suggests ways to perform a specific function. Each team has a leader who agrees on the final decisions suggested, as well as reports them to the CEO. However, if employees face any problems with their group leaders, or even a problem that the group leader cannot solve, the employees can directly complain to the CEO, who takes actions accordingly.

This facilitated supervision of employees by leaders, which was a main challenge in the company. In addition, another main conflict facing Almuco leaders is the need to recruit innovative employees and train them to portray perfection concerning their work and values. Furthermore, leaders in Alumco have a rewarding power. In order to motivate employees to better achieve the goals of the company, leaders give bonuses to employees who show improvement. In addition, there is an appraising system, where supervisors identify the weaknesses and strengths of employees within each department, so that at the end of each year salaries are increased accordingly. Moreover, the project manager plays an important role in introducing the project to employees. That is why leaders decide to give a percentage of the profit earned from accomplishing a project. In that way, the project manager is motivated and will be more productive. In the case of employees, an “employee of the month” is chosen to motivate others.

ALUMCO s.a.i. in Haigazian University

However, even the leaders in Alumco’s facilities in these countries are trained in Lebanon to portray the same professional image and organizational culture. Even though these facilities are influenced by external cultures, they strive to maintain the same culture and corporate values of excellence, integrity, and customer satisfaction in all facilities.

In order to facilitate communication between the main branch and the internationalized ones, Alumco started using a technology called enterprise resource planning (ERP), which guides them to a good strategic plan in allocating resources and making them an efficient company. This enlargement in Alumco’s factories led them to change their structure from being a flat organization to a tall one.

With the increase in environmental protection, Alumco engineers and designers started developing efficient and environment-friendly products to meet customer demands and comply with the requirements off LEED (leadership in energy and environmental design).

For example, using harmless aluminum in recent projects, such as Beirut City Center, has become an important matter. Also, they have started using recycled paper to reduce the harm on the environment. That is why leaders in Alumco have decided to help the environment by “Going Green”.

Leaders in Alumco are viewed as role models across the company. Thus, certain qualifications, such as integrity, loyalty, and most importantly, trust, are sought. Hence, leaders must acquire a certain level of experience of at least 5 years and education to be able to behave responsibly in different situations.

-A Brief word about current ALUMCO CEO; Mr. Samer Noureddine

Born in 1970, Mr. Samer graduated from the American University of Beirut. He started working at ALUMCO in 2004, working his way to be the general manager in 2006. His strength of character, perseverance, and determination in addition to his superb cultural and educational background has led to huge success, making him the CEO in 2008. He had a very positive attitude towards us, and gave us plenty of time in the interview, not only answering our questions, but providing additional information about the company, which made our experience more enriching, interesting, and fruitful. He also insisted that we take a tour in the production plant and see how ALUMCO handles and produces their merchandise, providing top quality products for all their customers. Our experience was an unforgettable journey, where we saw how the theories we learned in class were implemented in the field by professionals, especially the application of leadership skills by Mr. Samer Noureddine.”

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ALUMCO Events

Ettihad Towers Handing Over

Celebration

In celebration of the completion of the Ettihad Towers Project, a ceremony was held on November 3rd, 2011, at the Ettihad site for all the personnel who were involved in this major project.

During this celebration Alumco was awarded the following safety certificates by ACC HSE department:

- Certificate for Mohammad Shameer (HSE Engineer) for his commitment & efforts in ensuring good safety standards on site during all the working period.
- Certificate for Alumco UAE for making an exemplary contribution to maintain & uphold safety on site during the installation of the glazed facades at Jumeirah Grand Lobby (South Façade), Podium, Tower4 & Tower5.

SCHÜCO Innovations ‘2012 Seminar’
Business Lunch

Over the past few years, ALUMCO has enjoyed a successful relationship with Messrs. SCHÜCO, and we have executed together a prestigious portfolio of projects in Lebanon and the Gulf region.

After last year successful seminar that was held at the Movempick hotel and as part of Schuco’s marketing strategy aimed at presenting new innovations in the field of Aluminum and Glazing construction, SCHÜCO and ALUMCO organized for the 2nd year an “Innovations 2012” seminar followed by a lunch on Tuesday the 27th of March 2012.

This business lunch was an occasion to gather the key persons in our field who enjoyed the after-presentation lunch & discussions.

ALUMCO Today - «The Year of Opportunities» | May 2012
Installation of the Mat Signal in BEAC Project

On April 11th, 2012, a new accomplishment was added to ALUMCO’s track record of distinguished performance. The BEAC Mat Signal, a 30LM cone (57cm bottom diameter and 27cm top diameter) was successfully installed on the said date at the top of the BEAC building in Malabo – Equatorial Guinea without any problems despite the delicateness of the installation procedure.

The Mat was fabricated at Alumco Metals into 3 parts of 10LM each following to the design study done by Osama Abbas. The three parts were then assembled - welded on site on the ground to make sure that the alignment is perfect. The assembled product was painted and a lightning protection system and an obstacle signal were added to the Mat. Finally, the final product was lifted and installed at the roof.

Profile of the Month

Jean Claude PAYAN

Jean Claude PAYAN is an experienced superior technician in mechanical engineering born in Lebanon of a French father and a Lebanese mother. From 1968 till 1973, He studied industrial mechanical engineering in France “AFPA”center and CNTE ,France.

He gained much experience in the Aluminum works field for over 27 years; it started in 1983 at ARCOTECHNIQUE contractors, Lebanon as a foreman for 7 years followed by 3 years in CONSTRABAT aluminum contractor in France as a designer/draftsman then again in Lebanon at INTEX aluminum contractor as a technical manager for over 7 years. At INTEX, it was a great work experience with an organized technical team where He met Mr. Sarner Noureddine who became after 17 years ALUMCO CEO.

After that He worked a year at ALU METAL CONCEPT as a technical manager and 4 years at AL-MOHISIN trading & fiberglass est. in Saudi Arabia as a production manager to finally joining ALUMCO Group in 2006 in quantity surveying & cutting list at the technical department.

At ALUMCO, Jean Claude worked hard in orienting a new technical system by providing the fresh technical generation with detailed and general knowledge of specific products according to DIN, Deutsch Industrial Norms. “It is essential for the well execution of a project to begin with a very good understanding and technical details of every product”

It was a fruitful journey with the technical department members for over 6 years where there was a good teamwork; Jean Claude is always available to help and assist his colleagues, he is ready to answer any question and is very generous in providing information to everyone.

Recently Jean Claude is establishing with the bidding department a new strategy of work consisting to begin a project at its earliest point at the pricing phase; the pricing should be done in a scientific and detailed approach to each specific item and discard the traditional method of percentage, it should reflect the real market “Since there is a hard competition in our market, this requires Accuracy and Precision in the material order.” Jean Claude is also implementing new templates, guidelines and check lists for the project material list and aims to apply an industrial policy of work with the backing of Miss Farah Haddad thru an operation management strategy to ease the work flow at the factory.

Regular seminars and training sessions are being held by Jean Claude to highlight on the essence of our business, in proper reading and checking the specifications, to reduce the uncertainty and gray areas in our study that will yield ultimately to more competitive and safe proposals.
In addition to the above rich Aluminum career, Jean Claude has a wide experience of 11 years in Mechanical field; this experience started in 1975 when He worked for 7 years as a designer and forman at ABUNAYYAN organization for drilling equipments in Saudi Arabia and 4 years at Casino du Liban as Forman and Mechanical Equipment Maintenance. Over and above He gained vast experience in various products such as wood, fiberglass, résine, etc.

Jean Claude believes that to achieve an efficient profit in the execution of a project, the works should be done in a smooth and professional way using a good communication and cooperation among all the departments as well as a calm atmosphere respecting everyone’s work without mixing tasks. “The departments are linked to each others; each single trouble that affect a department will be reflected to the company's general profit.”

Pressure & Stress should not be applied to our personnel given that time is needed to accomplish a well done quality job; taking the needed time to fulfill a job in a precise and accurate method does not mean wasting time because a circulating job causes the company to lose money.

At ALUMCO, “Being Accurate and Professional is who we are”.

ALUMCO is going Green

Facts about Corporate Social Responsibility:

Nowadays, the rise of Corporate Social Responsibility (CSR) has lead major companies and organizations to incorporate them in their business strategy, thus improving the organization’s performance and integrating a large scope of Human Resources managers have a key role to play in helping a company achieve its CSR objectives. They should have the tools and the opportunity to control employee loyalty and commitment to the firm’s CSR strategy.

Employee contribution is a very important success factor for CSR performance. High performing CSR organizations promote a CSR’s culture and fully incorporate it throughout their operations, procedures and appropriate decisions and initiatives. Integrating CSR into the employee brand can improve recruitment in labor markets and can help in building a ‘feel good’ atmosphere among existing staff (crostandberg.com, 2009) which is a key motivator because employees prefer to work for organizations associated with their values and principles.

Environment friendly activities don’t have to be large to have an impact on society, but it requires deep strategic thinking and the wise use of all available resources starting from energy to finance to Human capital. Every one of you can participate in Reducing paper use, recycling paper and powering down office machines which is a good and essential step to become Greener.

Hoping that, one day, Lebanon gets engaged into Aluminum recycling for “one recycled Aluminum save energy to run a television for three hours, and though recycling has grown from 17 percent of people who recycle in 1991 to 30 percent in 2000, we still have a long way to go to actually see its impact on our planet.” (Catherine Lugo)

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ALUMCO and Corporate Social Responsibility: A Life Time Commitment:

Alumco has always been an advocate, and even more a promoter, of Corporate Social Responsibility by constantly emphasizing on Business Ethics, Commitment to Excellence, Employee awareness of critical environmental and social issues such as Global Warming, Pollution, Resources Management, and Many steps were taken by ALUMCO’s Management to disseminate the Corporate Social Responsibility among its staff such as enforcing paper recycling in coordination with T.E.R.R.E. Liban.
encouraging car pooling, managing responsibly the products wastes especially in case of consumables, taking all adequate measures to minimize and almost cancel noise pollution, efficient management of power consumption, and encouraging acts of compassion (such as raising money for a colleague in need), to name a few.

Recent Awards

Qatari Government Awards
ALUMCO Qatar Certificate for HSE Achievements

In recognition of the achievements of the HSE Department of ALUMCO Qatar, the Qatari Government- Ministry of Labor presented ALUMCO Qatar with the HSE Award during a ceremony held on January 29th, 2012 at the Sharq Village and Spa.

ALUMCO was honored and presented the award as one of ten best companies in Qatar for its HSE achievements.

The speakers during the award event were:

• Hussein Yousef Al Molla, President of the HSE Department
• Amin Al-Wreidat, Labor Inspection and Occupational Safety and Health expert

GOING GREEN - FOR ALUMCO, IS NOT A TREND, BUT IT IS AN OPTION WITHOUT WHICH WE CANNOT SAVE OUR PLANET NOR HAVE A GOOD QUALITY OF LIFE.

Best Wishes to Alumco Qatar Safety Department, lead by Mr. Samir Abou Karam, and all of ALUMCO.

Announcement

New Factory in Qatar

ALUMCO Qatar offices & factory are moving to a new location at the New Industrial Area for Medium & Small Industries.

The design of the new premises were prepared by Qatar Design Consortium and the permit is already granted by the Ministry of Energy and Industry to be able to start the construction works hopefully by the end of May on a overall land of 12,600 sqm ; with 5,000 sqm of offices.

The construction works will be managed by ALUMCO strategic partners, Al Saad General Contracting and will look like the enclosed perspective;

In celebration of this new achievement, Engineer Moustapha Kerdy, QA/QC Manager in ALUMCO U.A.E., thanked every member of ALUMCO U.A.E. for their role in succeeding the ISO audit and invited them to maintain the impressive level of commitment they have demonstrated during the past 3 months in order to continuously improve the team's, and hence the company's, performance and to maintain this certification.

Congratulations to ALUMCO U.A.E.'s family members, and namely the QA/QC Department, for this great achievement.

ALUMCO KSA as well is setting up the audit procedures required and will hopefully obtain its certification by September 2012.

Pink color related to the category of Metal Works Industry and mandatory for all the factories in that area.

This step is a new milestone in ALUMCO’s long record of achievements; which comes as a proof of the future «Opportunities» lying ahead in a year that promises to bring about major «Changes».

ALUMCO U.A.E. Obtains its ISO Certification

Following a thorough audit performed by DQS Auditors, ALUMCO U.A.E. obtained the ISO 9001:2008 certification on May 7th, 2012.

This new milestone on ALUMCO’s long track record of achievements took 3 months of preparations, where each and every member in ALUMCO U.A.E. had to exert a lot of efforts and show a high level of commitment and coordination in order to reach the performance level required to be ISO 9001:2008 certified.

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Naser Mohammed Mubarak, Manager Corporate HSE Support Qatar Petroleum
• President of the Civil Defense Department

ALUMCO Today - The Year of Opportunities | May 2012
New Awarded Projects

Alumco Group has secured new projects of a total contract value that exceeds $80 Million USD.

### Credit Libanais HQ
- **Location:** Lebanon
- **Client:** Credit Libanais Bank
- **Consultant:** Erga Group
- **Contractor:** MAN Enterprise
- **Contract Value:** $14 Million USD

### North Gate Mall
- **Location:** Doha, Qatar
- **Client:** Sheikh Hasan Ben Sultan Al Thani
- **Consultant:** Hill International - ACE
- **Contractor:** LHG – Leighton Habtoor
- **Contract Value:** $16.2 Million USD

### North East Underground Car Park
- **Location:** Doha, Qatar
- **Client:** Qatar Foundation
- **Consultant:** Hyder Atkins, Project Management
- **Contractor:** Terna S.A.
- **Contract Value:** $4.5 Million USD

### KAP-1
- **Location:** Riyadh, KSA
- **Engineer:** Dar Al Handasah
- **Contractor:** Saudi Oger
- **Contract Value:** $3.3 Million USD

### Plus Towers I & II
- **Location:** Lebanon
- **Client:** Plus Properties
- **Consultant:** Erga Group
- **Contractor:** PT1: Zerock Construction, PT2: Abniah
- **Contract Value:** $7 Million USD

### Jabal Al KAABA
- **Location:** MAKKAH, KSA
- **Client:** Abdul Latif Jameel Real Estate Investment Co. Ltd.
- **Engineer:** Dar Al Handasah
- **Contractor:** ACC
- **Contract Value:** $3.5 Million USD

### PNU
- **Research & Med Center and External Works**
- **Location:** Riyadh, KSA
- **Engineer:** Dar Al Handasah
- **Contractor:** Saudi Oger / Saudi Binladen Grp
- **Contract Value:** $7.5 Million USD
Completed Projects

It is with great pleasure that we announce to you the completion of several projects among ALUMCO Group branches; following are details of some of these projects; other projects will be mentioned in coming editions (Etihad Towers; Bay Tower; Barwa Commercial Avenue Type 4 & Type 5; New Doha Intl Airport - CP13 & CP-19;...)

Future Mansion

Future Mansions in Jnah, Beirut, Lebanon. The project, a residential building, included difficult stages and required high responsibility and awareness from the PM especially during site measurements and during execution.

Below is a brief summary of the project’s status:
- Original Contract value is $430,000
- Approved VOs are $60,199

Package Summary:
- CW : (System: SCHUCO, Area: 102.5 sqm)
- Sliding Doors / Windows / Folding doors : (System: SCHUCO, Area: 650.03 sqm)
- Skylight Motorized Vents : (System: SCHUCO, Area: 13 sqm)
- Internal Handrails : (System: Sidem Profiles, Area: 83 Sqm)
- External Handrails : (System: Sidem Profiles, Area: 93.6 Sqm)

As a summary, this project is another addition to our solid and niche track record. In this regard I would like to thank all persons in all departments namely technical, factory, procurement and installation who shared indirectly and efficiently in succeeding this project and making it to reach the current successful completion stage.

Ras Beirut

Ras Beirut Plot 284 or “Bekhazi 284”, a luxurious 11 storey residential building, in the bustling Bliss Street facing AUB’s periphery gate is Alumco’s latest achievement in its own class.

Main Contractor: Bilfinger Berger
Architect: Gansult Maunsel / Aecom

Package Summary:
- Original Contract Value: 128 Million QR
- 50,000 Windows & Doors
- 1000,000 sqm of Glass
- 33,000 units of Steel Balustrades

Zeitunay Bay at Beirut Waterfront Marina

Zeitunay Bay, Beirut’s latest development at the Beirut Waterfront Marina, where ALUMCO contributed to this project, by designing, supplying and installing, all the aluminum and glazing facades as well as the custom designed metal sheet balustrades and railings.

- Client: Water Front sal
- Main Contractor: Societe Mouawad - Edde
- Architect: Nabil Gholam Engineers

The project was handed over at the beginning of 2012.

Package Summary:
- Anodized Aluminum Perforated Sheets (more than 2000 sqm).
- Sunflex Doors (for 16 shops)
- Technal Windows
- Skylights
- Steel Lightrail (230 lm)
- Stainless Steel Handrails for stairs
- Signage (Aluminum Sheets)
- 18 Signage + 3 for Zeitunay Trees
- Aluminum Louvers

Main Contractor: SV Properties and Construction
Architect: Jack Abou Khalid
Control Office: Apave

Package Summary:
- Somfy rolling shutters
- Anodized aluminum windows and doors
- SCHUCO ASS 50 NI, AWD 50 NI, ASS 32 SCNI systems, 1000 SQM
- Glass Balustrades
- Custom designed aluminum die cast cladding around windows
- Aluminum Louvers

Project Signature date: December 2010
Handing Over of floors 111+: November 2011
Life in Alumco

Training in Waterproofing Basics for ALUMCO s.a.l.'s Installers

In line with ALUMCO's Employee Development policy, ALUMCO s.a.l.'s Installation Department, headed by Engineer Khaled Jawhary, launched a campaign targeted at training skilled laborers to become specialists in specific aspects of the installation procedures.

The training sessions and related workshops were planned and administered by ALUMCO s.a.l.'s Installation Coordinator, Mr. Samer Traboulsi, under the patronage of The Assistant General Manager of Operations, Mr. Paul Fakhry. In order to administer the said training sessions without disrupting the work progress in any of the projects, Mr. Traboulsi visited the Beirut City Center site and held the said session on the project premises. Similar sessions will be conducted at each site until all skilled technicians have undergone the said training.

At the end of the session, Mr. Traboulsi conducted a test for the participating technicians upon which they were all graded to insure that they have benefited from the training. Based on the results, all the said technicians were deemed to have passed the test and, thus, completed the first level of the training plan prepared by Mr. Traboulsi.

Best of luck to the Installation Department in their continuous efforts to build a team of competent specialists who are qualified to successfully handle complex installation jobs in ALUMCO's prestigious projects, thus maintaining ALUMCO's position as a leader in the Building Envelope field.

Launching of Safety Division in ALUMCO KSA

Safety is becoming one essential priority in the construction field in KSA, it is a mandatory request in the SAUDI LABOUR LAW. All major consultants and main contractors have adopted it and are concerned about the safety of employees more than ever before. According to ALUMCO KSA, The Management considers no phase of operation or administration as being of greater importance than a safe and healthy working environment.

A safety department in ALUMCO KSA Branch has been officially launched and running all safety related tasks. It consists of a Safety Engineer, a Safety Officer and 3 Safety Watchers and still working on getting more experienced staff to be able to cover all safety tasks at its Factory and at sites of all projects. We are looking forward to achieve a goal of having a safer work place and to participate in maintaining the good reputation and professional image of ALUMCO.

Silicone Competition at ALUMCO Qatar

In line with ALUMCO's Employee Development policy, ALUMCO Qatar Operations Department organized a Silicon Applicator competition. “The aim is to identify our strongest technicians in sealant application and then let those technicians train others so that our team leaders will become strong in sealant application, which is a major deficiency within most of Aluminum.

The competition took place at ALUMCO Qatar factory on Friday the 30th of March, 2012 with the presence of the management; Mr. Osama Zubdeh, Mr. Souheil Riman, Mr. Kherireddine El Masri and Mr. Roger Al Kash. At the end of the competition, prizes were distributed to the participants who attained the 1st ten positions and the results were published by the HR.

Similar competitions will be organized in all ALUMCO branches by the operation departments to identify strong and qualified personnel.

Best of luck to all the participants in their continuous efforts to achieve better results needed to build a competent team qualified to handle complex installation jobs in ALUMCO's prestigious projects.
ALUMCO in the Job Fairs

In view of this year new awarded projects to ALUMCO group and all the new promised opportunities that needs fresh blood and experienced employees, ALUMCO is ready to expand its workforce and seeks qualified candidates.

For this purpose, ALUMCO participated again in several Jobfairs such as the Beirut Arab University Job Fair on April XXXX 2012, and the International Forum for Orientation & Recruitment, FORWARD 2012 held at BIEL- Lebanon from Thursday the 26th till Sunday the 29th of April 2012.

After the completion of this applications gathering process, a long screening course will begin by the HR & Management which lead to the recent selection of candidates who may be a good fit for the jobs vacancies to go through a final interview before they are selected to join ALUMCO Group.

Best of luck to our potential colleagues and welcome in advance

ALUMCO sal New Year Gathering

As is the Tradition every year; ALUMCO sal organized a small gathering at the offices for its staff at the occasion of New Year 2012.

It was an occasion to take a small break from work and meet, staff & Management, to wish each other a Happy New Year.

This event brought together the Lebanese workforce with more than 200 local, regional and multinational leading companies of which ALUMCO participated with a notable booth that attracted a wide range of applicants interested in working at our company.

The hard work of the HR department in collaboration with the Technical and Marketing support results to the success of this participation where over xxxxx job applications and CV’s were submitted in order to select promising candidates for job vacancies currently available in all ALUMCO branches.

ALUMCO Qatar Basketball Team

The invention of basketball was not an accident. It was developed to meet a need. Sports in general, are a great metaphor for life. In the course of a basketball game, many analogies can be made to what transpires in a person’s life.

7 Life Lessons Learned from Basketball:

1. Learn and master the fundamentals of the game.
2. Be prepared both mentally and physically.
3. Be unselfish and a team player.
4. Be alert and aware. Anticipate the play.
5. If the plays aren’t working, re-adjust the game plan.
6. Never give up on the play. Persevere.
7. Win more games than you lose, but accept both victory and defeat graciously.

ALUMCO emphasizes that true success lies in work. Being a promoter of team spirit, healthy competition and above all consolidating the family spirit among its employees Alumco has always encouraged sportsmanship among its staff.

This spirit is very clearly displayed among Alumco Qatar’s basketball team. Best of Luck to all team in achieving the highest standards.
ALUMCO Juniors

ALUMCO employees with another sign of hope & new opportunities

Every child born into the world is a new thought of God, an ever-fresh and radiant possibility.

Kate Douglas Wiggin

**ALUMCO Lebanon**

Adam Mohamad Al Sabeh
Mohamad Ahmad Sinno
Chloe Joseph Nabhan

Sama Mohamad Fawaz
Ahmad Talal, Lama, Sinno

Birth is the sudden opening of a window, through which you look out upon a stupendous prospect. For what has happened? A miracle. You have exchanged nothing for the possibility of everything.”

William MacNeile Dixon

Ralph Fadi Mattar

Dia Salim Mehio
Rim Jamal Kawas
Mostafa Jihad Boutary
Lea Ihab Hammad

«From small beginnings come great things.»

**ALUMCO Qatar**

Youssef Mohamad Fahmy
Hussein Habib Salman
Yasmina Ahmad Kachtan

Joud Said, Manal, Jerdi
Hussein Hassan Diab

A new baby is like the beginning of all things-wonder, hope, a dream of possibilities.

Eda J. Le Shan
Kate Douglas Wiggin

Jad Maher Daou
Bakr Hamza Al Abbasi
Roukaya Bassem Saadoun
Ibrahim Ali Ghezzaoui
Ahmad Moustafa Kerdy
Birth is the sudden opening of a window, through which you look out upon a stupendous prospect. For what has happened? A miracle. You have exchanged nothing for the possibility of everything.”

William MacNeile Dixon

To witness the birth of a child is our best opportunity to experience the meaning of the world miracle

Henry David Thoreau
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