

شركة بمكو للصناعات الحديدية
Bemco Steel Industries Co. Ltd.

Saudi Arabia's leading steel fabricators with a track record going back over the last 28 years.

The company has built a remarkable reputation in terms of both quality and reliability and is considered to be one of the most experienced and technically capable organizations in the field of pressure vessels and steel structures.

Located just outside Jeddah, BEMCO Steel is an ISO 3001:2000 and ASME certified company with a team of highly qualified engineers and skilled workers. The company provides efficient and integrated services Win design, manufacturing and erection of steel structures, pressure vessels, piping, tanks and sheet metal duct products.

BEMCO Steel continues to meet challenges presented by customers who have come to rely on the company's unique expertise, technical know how, skilled work force and the ability to execute quality work within a set time frame.

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Powering On...



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INDUSTRIAL & POWER PROJECTS
DEVELOPERS & CONTRACTORS



Powering On...

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Message from CEO



BEMCO was formed in 1965 and has developed into a world-class EPC Turnkey Contractor in Industrial and Power Projects including Co-generation, Combined Cycle and Steam Power Plants. Under this expansion, BEMCO has undertaken the largest and most challenging turnkey projects in Saudi Arabia and the region using various state of the art technologies.

BEMCO's capabilities comprise full-scale and integrated capabilities in Engineering, Procurement, Construction, Fabrication, and Start-up & Commissioning. Bemco has a large fleet of Construction equipments and a workforce totaling 18,000 employees.

BEMCO is also diversifying its operation in project development and project financing under IPP and IWPP scheme to benefit from the Government's privatization initiatives.

BEMCO is expanding regionally in the Middle East, Gulf, and North Africa to become the leader in Power and Water projects as Developer and Contractor working in conjunction with renowned international Engineering, Construction and Manufacturing Firms. BEMCO continues to enhance its capabilities to meet the challenges of the 21st century.



Henry M. Sarkissian
Chief Executive Officer

One on One with TRUBA Arabia



Mr. R.Y. Lorenzo.
Executive Manager

Powering on has had the privilege of interviewing Mr. Lorenzo who was kind enough to walk us through the beginnings and growth of TRUBA Arabia in a very informative meeting that had its share of humor.

- How long have you been heading TRUBA Arabia?
- First let me welcome you to TRUBA Arabia offices. TRUBA Arabia started operations in the KSA in 2002 and we had a trial marriage with BEMCO during the Aseer, Jizan and Tihama projects where we worked under the highly appreciated supervision of Mr. Hamad Abdallah, after that it was decided to officially start a joint venture company in 2004 and to answer your question I have been heading the company since February of 2006.
- How do you summarize your goals at the present time and what are you aiming for in the near future?
- TRUBA Arabia compliments Arabian BEMCO's vision in becoming a leading EPC company by handling the mechanical aspects of BEMCO's projects and our goal is to expand our market.
- Can you elaborate on that?
- Of course. You see, because of achievements like PP9, PP10 and Shuaiba we are making a very good name for ourselves in the Saudi market and starting to attract the interest of new clients in addition to maintaining the interest, trust and satisfaction of our existing clients, that is in addition to the clients that we are going after ourselves, like the Korean market for example, where we are trying to build ties with prospective clients, and as BEMCO CEO Mr. Henry Sarkissian said: «now is the right time to grab as much of the market as we can.» You see, the Saudi market is huge and the competition is fierce, especially for a relatively young entity such as us, but I dare to say that we are holding our own and have proven ourselves as worthy players.
- What about your plans for the future?
- We are now starting to expand into the boilers market which is actually our main area of expertise. Plant maintenance is another area where we are more than familiar with and we have established a long term and permanent relationship with our existing customers in that regard.

- Please describe to us your working relationship with Arabian BEMCO

- Well our working relationship with BEMCO is diversified to more than one level. We have a relationship with them as a shareholder, and we have another relationship with them as a client in the field, and there are completely different relationships, because even though we are sister companies, **"BEMCO is a very tough and demanding client."** They push us to the limit in seeking perfections and meeting deadlines, so I can say that we have established strong bonds and working relations with them and have become a reliable partner who always delivers. We help them and they help us and we are very comfortable with BEMCO project management. We have become like a family in the sense that we have strong brotherly ties. He then smiles and adds: "and the occasional brotherly fights."



Interview conducted by
Wadih El Hayek



Mazen Tamimi
(BSF) Regional Manager

Henry Sarkissian
CEO Arabian Bemco



John Sfakianakis (BSF) Chief Economist



Michel Atiyeh

Nabil Hamdan

Conferences & Seminars

At a recent event, Bemco welcomed a team from Saudi Fransi Bank. At this occasion, Mr. John Sfakiniakis, the bank's chief economist gave a thorough presentation on the current status of the Saudi economy; housing market as well as key indicative statistics such as unemployment, interest and inflation rates. Mr. Sfakiniakis presented his views on the Saudi role in a struggling world economy stating that the Kingdom provided financial aid to support countries in desperate need, without asking for anything in return. He believes that this international strategy is not sustainable on the long term. He also questioned the feasibility of some existing operations. **Did you know that the largest milk production facility in the world is in Saudi Arabia?** The cost associated with the production of such large quantities of milk is exorbitant. Imagine that for one liter of milk produced, the amount of energy and resources used cost ten times as much. How long will Saudi Arabia continue on this path of wasteful spending, and improper planning?

Following his presentation Mr. Sfakiniakis opened the floor for discussions with Bemco employees .

Inside HR



HR. Team Lead by Mr. Nabil Hamdan

HR asks, selects, recruits and monitors but....

Won't say everything!! Why??

Let's start from the simplest and most basic:

a. "Gentlemen, the department is also squeezed..."

The HR department, as we know, handles every staffing need at a company, from hiring to firing, including salary determination and employment benefits. However, this role has begun to significantly change and shrink since the department is under great pressure like never before and its average head count significantly fell. One of the prime reasons for such an obvious shift is because most of these HR departments are now aiming at higher targets and focusing more on boosting productivity through employee's assistance to help the staff better understand what is expected of them, meanwhile indicating to managers how to be more effective...

b. HR is not always the employee's advocate...

Employees often turn to HR in case of problems with their direct managers but most do not return to their desks fully satisfied... for the simple reason that HR encourages employees and their relative managers to establish a trustworthy professional relationship that would inspire confidence to both the employee and his manager. The employee should realize, in a way or another that the HR department can never act as a defending advocate in favor of the subordinate when the boss is also a selective outcome of that same department...

c. However, assistance is a priority...

HR managers, apart from employment agreements and their subsequent formalities, can also have hand in assisting to retain and promote top talents; it is a good idea to be in touch with someone in the department, especially when employees in general, do avoid HR although it should be always the opposite. It is an accepted procedure today for executive employees to send their HR manager occasional messages, whether on their or subordinates behalf, to let him know they've been contributing to the company. This should certainly help in forthcoming employee assessments.

d. How useful is HR department in a specific case...?

Every company has a different approach to human resources; for some, it is nothing more than

an administrative job, which involves hiring and firing... However, companies with strong HR departments tend to have better financial performance, especially those where HR managers are "on the field". A good manager will interact frequently with the employees and constantly generate reports to their higher management. This allows matter to be professionally and efficiently handled.

e. Information that we lack : HR Department knows more about us than we think...

Nowadays, when hiring, companies do a lot more than simply look over a pile of resumes and call a few references. From a very recent survey for example, HR departments use many additional resources to determine an candidates' eligibility Many hiring departments now run credit checks on their candidates and use such information to reach a decision; Companies are concerned today that if the candidate has exceeding financial pressure, he might not act in the best interest of the company.. As individuals, we should always be self-conscious about our responsibilities in order to be productive at work

f. "...We love tests..." says HR!

Applicants have become very aggressive in their job searches lately as many seem to be "very qualified" presenting themselves with inflated resumes. This trend has led many companies to give thorough personality, psychological and integrity tests that will properly assess the applicants' capabilities and knowledge.

However, testing alone is not a proper evaluation tool to measure one's capabilities. The selection should also reflect a candidate's past performance rather than solely on tests.

HR at Bemco is currently implementing a proper balanced recruiting procedure between tests and experience in order to properly recruit the most qualified individuals.

Ohaness Nersissian



From left to right: Bassel Abul Husn, Youri Maroun, Micheal Daou, and Ohaness Nersissian

Our Mission Best Ever Motivational Concept

To improve our effectiveness in each and every core business, we will continue to expand and fill the gaps while taking into account every individual.

Good teamwork leads to great success!

We will closely follow all of our clients' demands and subsequently improve and develop our operations.

Despite the great improvements, our greatest competitive asset has always been the talent, energy and dedication of our employees. They are human factors that exceed money and business plans. We are only as strong as our devoted engineers and leading executives.

We thank them all for

their past contributions and count on their continued efforts to help us reach our goals and to be the best at we do!

"Thank you all for your kind concern, consideration & continuous trust!!"

Arabian Bemco is the largest EPC contractor in the Kingdom of Saudi Arabia looking for an even stronger foothold in the international market.

We will continue to judge the success not only against our performance history but against that of our competitors...We will measure this not merely in terms of volume growth and revenues but also as the best in anticipating and providing for the needs of our clients, accepting and fulfilling our responsibilities.



Latest Closing Project

BEMCO has established a track record of delivering power generation solutions that are reliable, flexible and available to help meet energy demands, which has solidified our position as the leading Major Power Plant Contractor for Saudi Arabia. The PP10 project builds upon the strong relationship with SEC that we have developed over the years. This also reflects our commitment to helping Saudi Arabia and the Middle East meet the region's growing need for reliable power to support economic and infrastructure growth. PP10 is considered one of the most prestigious projects in Saudi Arabia.

The project calls for construction of Power Plant

10 (PP10) a multi Billion US \$. BEMCO signed the contract with SEC on 30th June, 2008 and its estimated completion date is August, 28 2011. (PAC). PP10 is located on Alkharj Road 100 KM southeast of Riyadh and lies over an area of 5 square KM. This project will add around 2,000 megawatts of much needed power to help support the region's dynamic economic and population growth in Saudi Arabia. PP10 will reduce energy shortages during the summer months and when completed will increase the power capacity in SEC's Central Operating Area by 20 percent, helping to improve the reliability and delivery of power to SEC's customers. PP10 is the latest expansion at SEC's central

grid, which currently has a total power output of 10,000 mega watts. BEMCO will design, engineer, procure, supply and deliver all materials and equipment to the work site. 32 GE frame 7EA gas Turbine units will be erected, and commissioned along with their required Balance of Plant systems, including fuel Oil unloading and treatment, storage and forwarding systems, as well as all the required civil work. The proven fuel flexibility of GE's Frame 7EA technology will enable the use of Arabian crude oil as the primary fuel for PP10, with distillate fuel to be used for startup and backup operation.

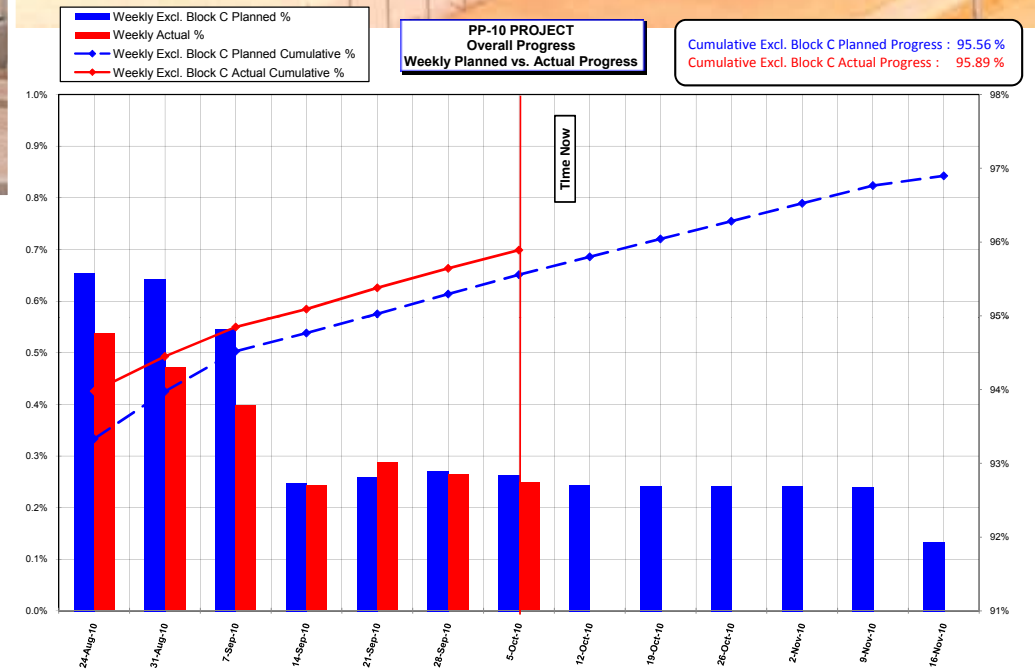
The Scope of Work also includes construction of

administrative buildings, control and support facilities, Systems such as Workshop, fire Station, Warehouse, and security.

Moreover, the project consultant consists a joint venture between SaudConsult & Parsons Brinkerhoff Ltd (SC/PBP).

The civil works are being carried out by Unicorp and Almbani General Contractors. As of today the actual overall cumulative work progress is 95.89% versus the planned progress of 95.56% with a Total number of 22,093,578 spent manhours.

Louay Sidani



IRAQ to Welcome Arabian Bemco



Northern Iraq Landscape



Kurdistan Pipe Line

Over the last few months, GE has approached Bemco with the intention to work together in Iraq. Today, Iraq's market is similar to the one of Saudi Arabia a decade ago: untapped and full of opportunities. Additionally, the current political situation is improving and the country has entered a path of growth. In that regard, the demand and need for power is high and is increasing. Bemco's high management studied this opportunity and decided to move forward and participate in Iraq.

Recently the Ministry of Electricity has acquired a significant amount of Gas turbines from GE and Siemens and is now releasing three tenders in which Bemco is participating. These consist of three simple cycle plants that will use GE 9E Gas Turbines: Khairat 1250 MW, Qudus 500 MW & Nainawa 750MW.

Noel Khoury of our Beirut office was in Iraq this week to meet with representatives of the Ministry. On this occasion, he was informed that GE had sent a letter of recommendation stating that Arabian Bemco is the most qualified company to undertake these projects. In addition Mr. Khoury was informed by the Ministry that Bemco, as a highly qualified company, was also invited to bid on two additional projects in Iraq. The perception of Bemco in Iraq is very positive and the company definitely plans to capitalize on it; to successfully penetrate the Iraqi market, a strong local presence is crucial and therefore, Bemco is currently pursuing to establish a local office.

Vahe Hadajian



Iraqi Pipe Line

Iraq issued tenders to redevelop more than 10 industrial plants as part of a plan to revamp 250 state-owned facilities through private investors, an industry ministry official said.

"We now have tenders for more than 10 plants for joint strategic partnerships on a 15-year production-sharing basis," Deputy Minister Mohammed Abdullah Mohammed said in an interview in Istanbul on Tuesday. "The tendered plants are mainly producing cement, petrochemicals, steel and pharmaceuticals."

"Our vision is to limit state ownership and turn almost all the 250 plants to the private sector by 2020," Mohammed said. "We want the ministry to become just a regulating and monitoring authority, and not a holding company running 60 companies."

The ministry of industry and minerals owns a total of 60 companies that run 250 facilities in six sectors; chemical and petrochemical, pharmaceutical and food, engineering and steel, textile, construction materials, and industrial utilities and services, he said.

"All these 250 plants suffer from poor bureaucracy and are in dire need to be rehabilitated and revamped," said Mohammed. "The plants need a lot of investments that the government cannot provide."

Mohammed said the government has since 2003 signed similar upgrading contracts for about five facilities, including one affiliated with the North Fertilizer Co. in Baiji, north of Baghdad. That contract was awarded in 2009 to an Iraqi company and Japan's Marubeni Corp.

"In one year, its production rate already went up from 20 percent to 50 percent," he said.

Deals for four cement factories have also been signed, including a \$150 million contract in April with Lafarge SA, the world's biggest cement maker, and local Iraqi company Al-Rowad.

Lafarge's contract, which also includes the construction of a 45-megawatt power station for the factory, will raise the plant's output to 1.8 million metric tons a year from 300,000 tons within 30 months.

"Iraq faces severe electricity shortages, so we resolved this problem by requiring every investor to install his own power station," Mohammed said.

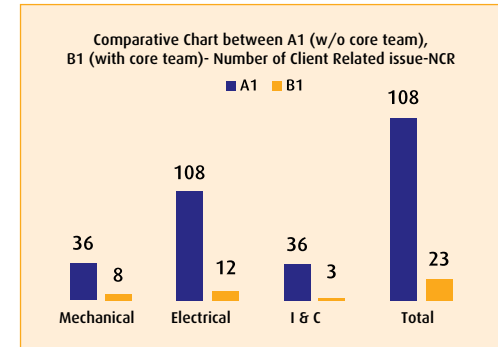
"These power stations will feed the plant and at the same time will take a big load off the national grid and could even distribute power to the local people."

Iraq, holder of the world's fourth-largest oil reserves, seeks foreign investors in all parts of its economy after years of conflict and international sanctions. Dependent on oil for most of its income, Iraq held two licensing rounds last year for oil and gas investments. It has announced a third round for three natural-gas fields, which Iraq is eager to develop for fuel to generate electricity and to export. (Bloomberg)

Success Story

Area Wise-Core Management Team Initiative

In PP10-Arabian Bemco Quality Management took the initiative to identify the root cause of recurrence of issues in Area A1 and established



multi-discipline Core Management Team for B1 as a lesson learned to prevent it in other areas.

Weekly Internal walk down conducted under the leadership of quality; action items were recorded, distributed and closely followed-up. Issues unresolved are escalated to high management

B-1 Area Core Management Team List			
Name of the Participants	Company	Discipline	Department
Mehboob Mustafa	Bemco	Mechanical	QA / QC-Leader
Ala' Saad Eddin	Bemco	Mechanical	Constrution
Zafar Iqbal	Bemco	Planning	Planning
Rayees Moideen	Bemco	Eletrical	Constrution
Saqib Zia	Bemco	Mechanical	Constrution
Osma Dabbas	Bemco	Civil	QA / QC
Imran Shaikh	Bemco	I & C	QA / QC
Mr. Grec	Almabani	Civil	Constrution
Asif Iqbal	Bemco	All - Area	QA / QC
Mr. Shaddi Al Amri	Bemco	HSE	HSE

and resulted in big changes in the whole operation of B1. Overall number of Quality Issues dropped from 180 in A1 to 23 in B1 which is a remarkable success story of this quality initiative. Based on the positive results of

this initiative other areas – A2 and B-2 will have a similar set up. The coporitive chart attached above sumerizes this success story.



On the Road

Company Wide Quality Initiative Cost of Quality (COQ)

Cost of quality is the amount of money a business loses because its product or service was not built or performed right in the first place. According to studies, businesses lose about 15 to 30 percent of their total cost as COQ simply because key business activities such as engineering, procurement, construction are not properly executed in the first place. The main measurements of COQ for Bemco can be divided into the following categories:

- 1- Engineering Cost of Quality
- 2- Procurement Cost of Quality
- 3- Construction Cost of Quality

The program is currently being rolled out to all business units as well as projects. The rollout and Data collection process will be initiated by the Quality department under the leadership of the Vice President of Operation, Mr. Edward Wollyung. The progress off the rollout will be updated throughout the upcoming newsletters

Corporate Quality Manager
M. Shahin Iqbal



Ali Sahyoun
Low Current Engineer

The trip from Dammam Airport to the Qurayyah site took around an hour and a half. When we first arrived to the outer security perimeter, we were met by armed guards who inspected our car and luggage before granting us access.

As we got closer, Qurayyah Power Plant slowly began to appear. What seemed to be a mirage was in fact an engineering spectacle laying quietly in the desert sand.

The site could be compared to a beehive of men and machines working in perfect harmony, but the details were yet to be seen. Our first stop was with Mr. Khaled el Yseer, the project's human resources manager who was kind enough to accommodate us in the company hotel located on site. Mr Khaled also provided us with the needed assistance and logistics throughout our stay.

Bemco Hotel is more than one would expect in a remote site such as Qurayyah; with comfortable single rooms and a recreational area for both senior and junior employees as well as two mess halls that offer 3 meals a day varying from Middle Eastern, European and Indian cuisine.

After a good night rest, the tour of the site began with two members of the safety team.

The tour provided us with an overview of the project progress, and allowed us to observe the strict adherence of the site to the safety regulations.

The site safety manager walked us through the safety processes and new implementations that were being done. These implementations include: new adjustments to the Safety Manuel (which SEC reviews and approves), a new orientation program for all workers in English, Hindi with Arabic to follow, new daily job safety analysis form, a hazard communication program and finally, a material safety data sheet table to be used by safety and material management departments.

Finally, a weekly inspection program was developed for all work areas on site. These measures allowed **Qurayyah Project B to achieve**

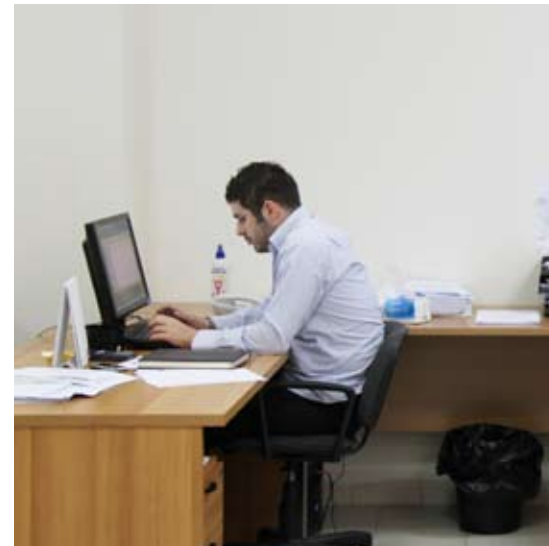
439,400 hours without any lost time incidents.

In addition the Combine Cycle extension Project C currently has 71, 655 working hours without any lost time incidents.

Wadih El Hayek



Procurement Management



Apart from these key responsibilities, procurement management also gives the utmost importance to maintaining a good and healthy business relationship with the vendors. This business relationship strategy pays off well at the needed time and also offer long term benefits to the organization.

Lastly, with recessionary winds blowing all across the globe, one needs to rationalize its spending while sustaining optimum levels of productivity. In these risk-averse times, companies, large and small, will further depend on their Procurement management to achieve greater savings and deliver enhanced value through cost effective techniques.



Undoubtedly, over the past few years, Procurement management has been the backbone for the ultimate growth and success of any organization. From the mobilization stage up to the completion of a project, procurement management has a vital role to play. In brief, procurement management can be defined as acquiring appropriate goods and/or service which are in line with our requirement and are cost efficient, whilst meeting our needs in term of Price, Quality, time, location and flexible Payment terms. Procurement management also focuses on promoting fair and open competition for all suppliers and at the same time minimizing exposure to fraud and corruption.

As per a recent study, Procurement has now gained a seat in the board room in more than 160 out of 1000 top companies such as Nestle, Total and Volkswagen.

Nevertheless, companies where procurement management have a lot to cover. The success of Procurement management mainly depends on the team of motivated individuals who strive hard for the greater good of the company.

Procurement management works on the principle of Economic Order Quantity (EOQ). As per the standard EOQ model, the materials can be procured or replenished instantaneously, as soon as the inventory level drops to zero. However, in the real world, time is required to procure the material. Therefore, in order to maintain a smooth operation, the inventory level must be maintained in such a way that the inventory availability must be sufficient to meet the needs during procurement periods.

Over the years, procurement has developed a niche of its own on the basis of effective supply chain strategies. In recent times, the Procurement management with its cost effective technique has greatly contributed to the growth and development of the company. Some of the key responsibilities the procurement management undertakes (but not limited to) are the following:

- Sourcing
- Price
- Quality
- Delivery Schedule
- Negotiation
- Awarding of the Contract
- Payment Flexibility
- Transparency

Sourcing One of the most important considerations for any organization would be to know where to source the material from and which supplier to use. Sourcing can broadly be classified into three categories based on its geographical location; whether the particular material needs to be sourced locally, nationally or globally, as well as whether the materials need to be sourced from one or multiple suppliers.

Price The main focus of procurement management is to acquire the most economically advantageous offer in order to achieve the best value for money. To achieve this, it has to identify the economically advantageous offer along with certain considerations such as Quality, Performance, Delivery, and whole life cost (i.e. capital, maintenance, operating & disposal cost).

Quality Though the priority of procurement management has always been cost reducing techniques, it never compromises in terms of quality. Quality is the utmost priority to maintain the reputation of the organization.

Delivery Schedule One of the important criteria is the delivery of the procured material. Depending upon the project requirements, the procurement management tries to adjust the delivery schedule in such way that the ordered materials reaches the project on time or earlier.

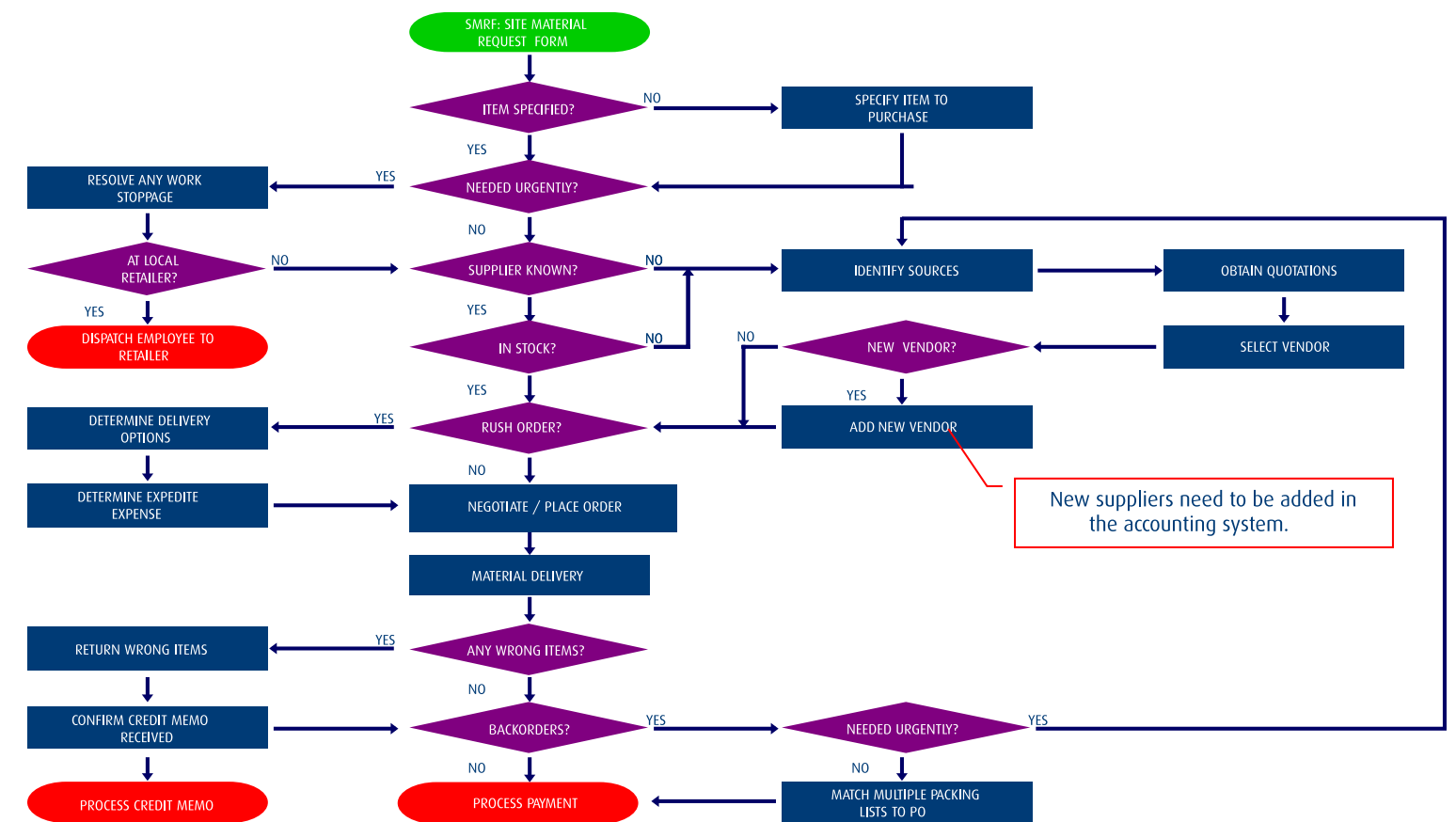
Payment Flexibility Payment flexibility also plays a key role in contract awards. The Procurement department focuses on the suppliers who are flexible with their payment terms in order to maintain smooth cash flow.

Negotiation Before finalizing the contract, in order to give equal opportunity to all the suppliers, the procurement department tries to negotiate with the suppliers based on all the above points like Price, Quality, Delivery Schedule and Payment flexibility.

Awarding of the Contract Procurement management awards the contract to the supplier who tries to fulfill all the above mentioned criteria.

Transparency The key for a successful procurement department has always been its transparency. The officers/staffs involved in procurement will at all times show the highest possible standards of legal and ethical behavior.

Procurement Management Approach M. Azeem Ullah Khan



Flow Chart representing the approach of Procurement Management



In order to maintain a high level of quality and excellence, Arabian Bemco and its affiliates regularly conduct training sessions in Jeddah, for HQ employees, engineers and staff working on our various sites. One of the recent training sessions was Project Cost Management, an introduction to the basic principles, fundamentals and technical approaches to cost management. The participants were from all levels of the organization and came together to acquire a common level of understanding.

A project, as per definition, is defined as a series of tasks having specific objectives, funding limit, known start and end dates. It's an exercise in which an individual or entity provides value to a customer who, in exchange, compensates the provider. Many participants knew this definition, but few could properly explain cost management. The course sparked high interest

Bemco, as a highly reputable company is always upgrading its HR capabilities whether in the field, projects or in its Offices. Employee selection and performance are constantly being improved. A meeting took place between HR and a representative from JD Edwards to assess the needs and design a company-wide solution known as an Enterprise Resource Planner (ERP) that allows to efficiently manage and automate resources and tasks in every department of an organization.

and was well received by Bemco participants. The class unanimously agreed that an effective project control management is highly dependent on appropriate structure, feasible measurement systems, high control strategies and above all, a professional communication system; this implemented system should cater all the specific needs of the entire project, its cost and its management...

We would like to take this opportunity to thank the consultant/trainer Mr Athar Syed and his consulting firm, Schema Management Group located in Dubai (UAE), for their professionalism and hard work. In addition we would like to thank Arabian Bemco Management for offering such a great opportunity to its entire staff as well as the

affiliates – Unicorp,

This specific meeting involved the implementation of the HR recruiting system from the requisition phase up to the hiring phase as well as as the implementation of a new module for performance evaluation which will be fully integrated in order to accurately monitor employee performance and assess training needs. The attendees from the HR department were: Mr. Anas El Shanqiti, Mr. Youri Maroun, Mr. Bassel Abul Husn, Mr. Ali Tahan and Mr. Michel Abi Zaid Daou.

Gedac, Truba Arabia, Impregilo & Bemco Services – that have positively responded to our invitation for such a training event with a respectful number of participants.

Last but not least a big thank you goes out to our highly regarded staff that was motivated, excited and eager to learn. Thanks again!!!!



In recognition for their dedication and hard work for more than 15 years BEMCO would like to thank the below mentioned employees for their devotion. Thank you all

- ABDEL KHALIQ MOHD ABDEL KHALIQ
- ABDEL RAUF IDRIS
- ABDU NEGASH ALIBEKIT
- ABDUL SATTAR
- ABDUL GANI QASIM SHAH PATEL
- ABDUL LATIF MOHD MOHSEB
- ABDUL MALIK ABDUL SATTAR
- ABDUL QAYUM NUR
- ABDUL RAHMAN ABAID-ULLAH
- ABDUL RAHMAN ALI MOHD HASSAN
- ABDUL RASHID MALIK MOHD NAWAZ
- ABDUL SATTAR MOHD SARDAR
- ABDUL SHAKOOR KAMEL MOHD SALAIMEH
- ABDUL WAHED KHAN
- ABDULAZIZ ALI SAEED
- ABDULLAH MANALANG
- ABDULLAH SAN
- ABDULLAH AHMAD HUSSAIN ARMAN
- ABDULSALAM KHAN ABDULMANNAN KHAN
- ABDULSALAM SIDDIQUI KARIM BAKSH
- ABDUSALAM KAMUSSERY MADU RAKUZHI
- ABED ALI WAJID ALI
- ABRIJAL INDAL
- ABU OBAIDA MOHD NOOR
- ADNAN AOUAD
- ADNAN MUSTAFA TEMSAH
- AFZAL MEHMOOD SIDDIQ ABDUL MOHD SIDDIQ
- AGOP BAGHDSAR BRODIAN
- AHMAD IDRIS SABRI
- AHMAD BADRI SAID
- AHMAD FARAG HEFNY ADELLATIF
- AHMAD IBRAHIM BADRA
- AHMAD ZAKI FAKHA
- AHMED MALIK
- AHMEDUDDIN KHAN QAYAMUDDIN KHAN
- AJAZ AHMAD KHAN IQBAL KHAN
- AKBAR ALI HAIDER
- AKBAR KHAN NASEER KHAN
- AL METWALLI ABDULMONEIM SALEM
- ALEM SEYED TEFAMICAEL
- ALFREDO GUILLARTE
- ALI SATAR
- ALI ABDULQADER SHEIKH ABUBAKER
- ALI AHMAD TAHAN
- ALI AKBAR NOOR MOHD
- ALI HENDAWY DARWISH
- ALI KAUSAR NASEEM MUNEEB AHMAD MEER
- AMADOR CAUBANG
- AMIN MUNIR HACHIM
- AMIR ALI NADIR AZMAT ALI
- ANIS MIAN AULAD ALI
- ANTOINE MICHEL CHAHINE
- ANWAR ALAM MOHD NOOR DIN
- ANWAR KHAN HUSSAIN KHAN
- ARIF MAHMUD MANZOOR AHMAD
- ARLAN PALSI
- ARSHAD NAWAZ MOHD
- ASANARU KUNJU IDROSSU KUNJU
- ASGAR ALI BISAYTI
- ASGHAR ALI MOHD ALI
- ASHRAF AHMAD AHMAD YOUSEF
- ASLAM MOHD WARANDKER MOHD ABBAS PATEL
- ASLAM SHAIKH HAFEZUDDIN
- AURANG ZEB AKHTAR MEHRABAN KHAN
- AWNI IZHIMAN
- AZHAR ABBAS SYED MOHD AHSAN
- BASHIR AHMED KHAN AFSAR KHAN
- BASSEM ALEX HADDAD
- CARLITO ANGELES
- CARLO AMIRZA
- CATERLINO CORDERO
- CEUAT MOHD YILMAZ
- CHANDRAMA YADAV
- CHAUDHRY MOHD AFZAL KHAN
- DANILO TIBAYAN
- DANO AVELINO
- DAVID OCFEMIA
- DESIDERIO MONDREZA
- DILSHAD AHMAD MOHD KALEEM
- ELMER AGSAWAY
- EMILIO PULGO
- EMMANUEL BERNALDEZ
- ERWIN PALILLO
- FADI SAMI AL BETAR
- FAGRUDDIN NADIMULLA PEER MOHD NADIMULLA
- FAHRI SUREER
- FAISAL HAMDAN AL GHAMDI
- FAOUZI BEN MOULDI OUERTANI
- FAREED ABDULGAYED KHALAF
- FARID KHAN
- FAROOQ KHAN SULAIMAN KHAN
- FERIT HAS
- FEVZI SULIMAN KOYBASI
- FOUAD ADEL SABAI
- FRANCISCO YNTIQ
- GEORGE FADLO BOUFADEL
- GHYATH TAWFIQ IBRAHIM
- GOVIND SINGH MATVAR SINGH
- GULAB ALI NAWAB NAWAB ALI
- GULAM MURTAZA GULAM MUSTAFA
- GULZAR HUSSAIN JAHANDAD KHAN
- GURJIT SINGH HASBHAI SINGH
- HAMAD MOHD QASEM ABDALLAH
- HAMDI ABDEL KARIM EL MAGHAZI
- HASAN CULHA
- HASHIM SIDDIQUI MOHD ABDUL WAHAB SIDDIQ
- HASSAN ISMAIL AL KENJ
- HAYATI CULHA
- HENRY CABRERA
- HUSNI MAHMOUD MARWAN
- IBRAHIM CELIK
- IBRAHIM AHMAD MASRI
- IBRAHIM HASSAN SALEM
- IBRAHIM KHAN HAJI DOST MOHD
- IHSANULLAH MOHD SHARIF
- IMTIAZ HUSSAIN AMIR SULTAN
- IMTIYAZ AHMED MOHD HUSSEIN
- INTESAR HUSSAIN MOHD NISAR
- IQBAL JAVED ABDUL HAQ
- ISKANDER AZAM TAWFIQ
- ISLAM ABDUL HAKEEM SALEH
- ISLAM KHAN PHULE KHAN
- ISMAIL MANKARATHODI
- JAHANGIR MALLICK MUSTAFA AL MALLICK
- JAMAL ABOU NASSIF
- JAN MOHD LAL AHMAD
- JANNAT HUSSAIN SAEED
- JASVIR SINGH AJIT SINGH
- JESUS PINEDA
- JOHAN OCAMPO
- JONATHAN NARCISO
- JOSE YOHANNAN YOHANNAN
- KAMEL ABDALLA SAADE
- KHADER SHAREEF
- KHALED AL HASSANI
- KHALEEL AHMED EID ALI
- KHALID MAHMOOD MOHD ANWAR
- KHALIL HASSAN DAOUK
- KHARUL BASHAR MOHD SADIQ
- KHATCHIK KHATCHIKIAN
- KHAWAJA NAIMUDDIN KHAWAJA GHULAM
- KUNJU KUTTY RAJUMON MATHAI KUNJU
- LAL MOHD SHAIKH MOHD RAMADAN
- LEONARDO TALAIN
- LIQAQT ALI SHER MOHD
- LUCIANO DUNGAN
- MAHFOOZ HASAN HABIB ULLAHA
- MAHMOUD MOHD OMAR
- MANZOOR HUSSEIN ABDEL HAFEZ
- MARIO LUNA
- MAZIBULLAH ZAWAD HUSSAIN
- MEDHAT AHMAD BADIO MOSTAFA
- MEER SHAMSHEER ALI
- MEHMET YUMUSAK
- MELEVEEDU NINAN
- MIGUEL TAMAYO
- MIR ATHAR ALI
- MIRZA KHAN HIDAYAT KHAN
- MIRZA NASIR BAIG MIRZA UMERDARAZ BAIG
- MOBIN AHMED NASEER AHMED
- MOHAMMAD ZAHID MOHAMMAD MURTAZA
- MOHD SIDDIQUE
- MOHD TAHER
- MOHD ABDALLA AWAD SEADA
- MOHD ABDEL KALEEQ ALI HAMAD
- MOHD ABDUL QADEER MOHD ABDUL SATTAR
- MOHD ADAM ABDALLA ADAM
- MOHD AHSAN QADRE KHAN
- MOHD AJMAL MOHD AFZAL
- MOHD AKBAR MOHD HUSSAIN
- MOHD AKHTAR KHAN AZMI
- MOHD ALAM MOHD RASHEED
- MOHD ALTAF ABDUL RAHEEM
- MOHD ALTAF MOHD YAQOUB
- MOHD AMIN FAIZ FAIZ AHMAD
- MOHD ANEES WAQAS MOHD ASHRAF
- MOHD ANWAR PERVEZ AN MOHD TAYYAB ANSARI
- MOHD AQEEL MOHD SIDDIQ
- MOHD ARIF ABDUL GHAFUOR
- MOHD ARIF MOHD FAROOQ
- MOHD ASHFAQUE AHMAD MOHD MURTAZA ANSARI
- MOHD ASHRAF SALAWAR DIN
- MOHD AZAM MUZAFFAR ALI
- MOHD AZEEZURRAHMAN MOHD ABDUL SATTAR
- MOHD AZHARUL HAQUE
- MOHD BARWIZ ABDUL RAHMAN
- MOHD BASHIR AKHTAR MOHD SHABBIR
- MOHD BHAI ANSARI
- MOHD BURHANULLAH CHOWDHURY ULLAH
- MOHD EJAZ MOHD MUNIR
- MOHD ELIYAS BISAYATI
- MOHD FAIZUDDIN FAROOQUI
- MOHD FAROOQUE MOHD OMAR
- MOHD HABIB MOHD HANIF
- MOHD HAFIZULLAH SUJAYET HUSSAIN
- MOHD HAMIDUDDIN MOHD WAHIUDDIN
- MOHD HASSAN QABAH
- MOHD HUSNI ABU HAMDEH
- MOHD ILYAS MOHD ISHAQ
- MOHD IQBAL JAMALUDDIN
- MOHD IQBAL SARDAR
- MOHD ISLAM NAZIM MIAN
- MOHD JAMAL MOHD SUBHAN
- MOHD JAMELUDDIN MOHD QAMARUDDIN
- MOHD KAMRUDDIN MOHD ABDUL JABAR
- MOHD KHALID KHAN MOHD ASGHAR KHAN
- MOHD MAHMOUD MAKSOUD
- MOHD MAHMUD HAYAT MOHD SIDDIQ
- MOHD MASOOD ALI KHAN
- MOHD MOHD ALI-ELHADRY
- MOHD MUSHTAQ TUFAIL MOHD TUFAIL
- MOHD NAEEM ARSHAD
- MOHD NASEER AKHTAR
- MOHD NIAZ MOHD MORSHED
- MOHD QUASIM KHAN MOHD SUBHAN
- MOHD RAFAT ULLAH RAFAT ULLAH
- MOHD RAFIQ ALAM
- MOHD RAFIQ SANDAR MOHD
- MOHD RAFIQ KHAN HUSSAIN KHAN
- MOHD RAMAZAN MOHD SHABAN BUTT
- MOHD RAMZAN QAZI
- MOHD RASHID KHAN FAQIR MOHD
- MOHD RIAZUDDIN KHAN MOHD K ALI KHAN
- MOHD RIYAZ SALAMAT ALI
- MOHD RIZWAN BUTT MOHD RAMZAN BUTT
- MOHD SABIR MOHD SAYED
- MOHD SAEED KHAN ABDUL RASHEED
- MOHD SALAHUDDIN SIDDIQUE
- MOHD SALEEM MOHD AMIN
- MOHD SALEEM KHAN SOHRAB KHAN
- MOHD SAMIR ABUL ATA
- MOHD SARWAR PASHA MOHD YOUSUF
- MOHD SHAFIQ MOHD HANIF
- MOHD SHAFIQUE MOHD ASHRAF
- MOHD SHAHEED MOHD RAFIQ
- MOHD SHARAF UNNEEN
- MOHD SHAREEF REHMAN SHAREEF
- MOHD SHER KHAN BURHAN KHAN
- MOHD TARIQ SHAFI MOHD SHAFI
- MOHD TUFAIL KHAN MOHD
- MOHD WAEEL BATSH
- MOHD WAHABUDDIN MOHD AKBER
- MOHD WAHBA ABDUL GHAFAR
- MOHD WALID HAFEZ SHROUROU
- MOHD YASSINE MADANI
- MOHD YOUNAS MOHD LUNA
- MOHD ZAKIUDIN MOHD IQBALUDDIN
- MOHD SHERAZ AL RAHMAN KHAN
- MOHIUDDIN ZAINUDDIN
- MOIDU MANNAN KANDY
- MONICO CORONADO
- MONTER HASSANIEH
- MOSTAFA NADER RAMADAN
- MUAZZAM KASIM MIAN BHURE
- MULTAN KHAN MOHD YOUSUF
- MUNAWAR AHMED KALA MIAN ABDUL BAGI
- MUNAWAR HUSSEIN MOHD SHAREEF
- MUNIR AHMAD SIRAJ DIN
- MURAD ALI CHAUDHRY MOHD SIDDIQ
- MURINGATHU PARAMBIL OUSEPH MATHEW
- MUSHTAQ AHMAD MOHD ASLAM
- MUSHTAQ AHMED CHANNAN DIN
- MUSHTAQ MOHD MOHD ABDUL WAHAB
- MUSHTAQUE AHMAD MOHD MURTUZA ALI
- MUSTAFA HUSSAIN SADATATH HUSSEIN
- MUSTAPHA FATHI RIAD AMIN
- MUSTAPHA MUSBAH AL HAJJ
- NABIL ALJI
- NABIL ALI HAMDAN
- NADEEM SHAUKAT SHAUKAT ISLAM
- NAEEM ANWAR INAYAT ALI
- NAFIS AKHTAR MOHD ZAKI
- NAIM TUMKAYA
- NARAYAN VALSARAJAN
- NASER GOMEZ
- NASR SAYED MOHD SOLIMAN
- NAYEEM KHAN SULEMAN KHAN
- NAYEEMODDIN KUTBUDDIN SHEIKH
- NAZIR HUSSAIN TUFAIL MOHD
- NESTOR OLIPAS GUADIZ
- NIJAZ MOHD KHAN FARID KHAN
- NISAR AHMAD AZMI MOHD AKHLAQUE
- NISAR KHAN BHANWARU KHAN
- NISSAR ALI KHAN FAJU KHAN
- NOEL CABALLERO
- NOEL FIGUEROA
- NOOR MOHD LAL MOHD
- NOOR UL ISLAM SAIFULLAH KHAN
- NOORUDDIN ABDUL GAFF NAKHWA
- NURITIN ODUK
- NURUL HUDA ANSARI
- ORHAN TURAC
- PATEL ISMAIL ADAM BHAI
- PAZHAMPALLIL RAMAKRI PILLAI BABU SARAVAN
- PEROTH BAMULEYAN
- QAMRUL HAQ SIDDIQUI SHAMSUL HAQ SIDDIQ
- QAZI SALEEM AHMAD QAZI MUZAFAR AHMAD
- RAFEQUE KALLIDUMBIL MOHD
- RAJA KHURSHID AHMAD
- RAMAPADAYATCHI GNANADEVANE
- RAMDAN MOHD KHATER ROBI
- RAMON DE FIESTA
- RANA ALI MOHD NAZIM
- RAO MOHD ASLAM KHURSHED ALI
- RAZAK ABDUL RAHMAN WAGHOOR
- ROH UL AMIN KHAN MOHD
- ROLANDO NIEVA
- SABAH YUCEL
- SABAHUTTIN ATAS
- SABIT UZUN
- SABU KALEELI CHACKO CHACKO CHINAMMA
- SADDIQ HUSSEIN SHAH WALYAIT SHAH
- SAFDAR ALI GHULAM FARID
- SAFDAR ALI MOHD SHARIF
- SAFER HUSSAIN MOHD YOUSOF
- SAGAR HASSAN MUNEEB HASSAN
- SAJID MAHMOOD JAN MOHD
- SALAH ABDUL RAHMAN AL FAKI
- SALAH AHMAD EL ABED
- SALAH SALEEM MOHD ABOU ALHAMAYEL
- SALEEM MOHD JALALUDDIN
- SALEEM ABDUL RAHMAN SHAIKH
- SALEH ABDUL MUSLEH SAFRI
- SALEM ATIAH SHAHEEN
- SAMI RAJA ABOU RISK
- SAUD MOHD HASSAN
- SAYED SHOAB SAYED SALIMUDDIN
- SHAFIQ URRAHMAN KHAN AFZAL RAHMAN KHAN
- SHAH JAMAL MISTRI
- SHAHHEEN ASHRAF BHATTI MOHD ASHRAF BHATTI
- SHAHZAD AKHTAR MATLOOUBUR REHMAN
- SHAIKH MOHD SHARIF
- SHAIKH MOHD YASEEN
- SHAKIR ALI ALI SHAH
- SHAMSUDEEN SHAJAHAN
- SHAUKAT JAFRI
- SHAUKAT ALI ABDUL AZIZ
- SHAUKAT PARVEZ MOHD SARWAR
- SHAWKI AZIZ EID
- SHIBLI KHAN EKHLAQUE KHAN
- SOHAIL OSMAN MOHD USMAN
- SULEYMAN TEKTA
- SULEYMAN UZUN
- SULIMAN MOHD TAHAMID
- SULTAN AHMAD DIN MOHD ANSARI
- SURENDRAN CHUNDBANG PARAMBIL
- SYED ABDUL QADEER SYED ABDUL AZIZ
- SYED MAQSOOD HUSSAIN SYED FAQIR HUSSAIN
- SYED MOHD NASSIR
- SYED NASIM AZAZ SYED AZAZ AHMAD
- SYED SALEEM BOKHARI
- SYED SHAFIUDIN QADR SYED HABBIBUDDIN
- TAJAMAL HUSSAIN MOHD NAZIR
- TAREK ELHAJ
- TARIQ AZIZ AZIZ AHMAD
- TARIQ MAHMOOD MOHD HUSSAIN
- TARIQ SAEED QURASHI AHMAD QURASHI
- TEKLE TESFAI GERGIS
- TESFALEDIET SOLOMON DEDREZION
- THEKKEDATH VELAYADHAN SUKUMAR
- THEKKEDATH VELAYADHAN UNNIKRISHNAN
- THEKKINATH RAPPAL ROBSON T.P. RAPPAL
- TOUQUIR MAHBOOB ALI
- UMMAT HUSSEIN SAHAB HUSSAIN
- V.K. PRASANAN KESAVAKURUP
- VARGHESE P. ABRAHAM ABRAHAM P. VARGHES
- VETTATHU PARAMBIL SAMUEL JOSE
- VREJ IBRAHIM FOJUOURIAN
- WAGIH MOHD YASIN ABDALLAH
- WAHEED MOHD SAYED AHMAD
- WASI AHMAD LALI IMAMUDDIN
- WILFREDO SEVILLA
- YOUSUF AJOUZ
- YUSUF KESKIN
- ZAFAR ALI NOORUL ISLAM
- ZAFAR HUSSAIN SHER DAD KHAN
- ZAHEER NAWAZ KHAN
- ZAMIR AHMAD ABDUL RAZZAK
- ZEKI AYTEKIN
- ZENAL DANDAMIN

Event: Iftar 2010



Celebrating the Fitr Eid has always been a special occasion for Bemco and its employees. This year Bemco held its annual Iftar on September 6th at the Habtoor Grand hotel in Beirut. Over 120 employees attended the event, accompanied by their spouses, including Bemco CEO Henry Sarkissian, EVP Henry Cabrera. On this occasion, Bemco bid farewell to Beirut's Executive Director Eric Lecesne and wished him the best in his future endeavors.

As per Ramadan tradition, dates and soup were initially served, followed by traditional Arabic Mezza and Lebanese specialties. Diner ended with inspiring speeches from Mr. Sarkissian and Mr. Cabrera; despite a minor setback, Bemco's future looks promising.



BEMCO wishes all its employees a Happy Eid

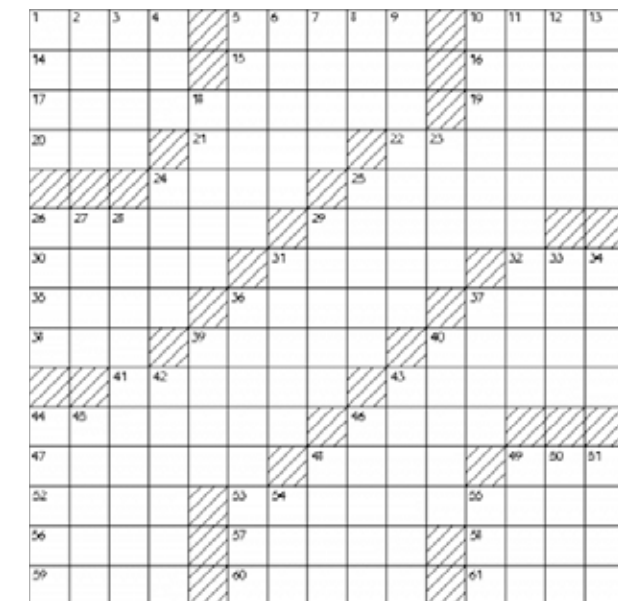
Brain teasers

5	3	1	2	6		4		
		9		8	4			5
			3					2
	5	2			1		8	
7	4	8	5				9	
	1						2	
8			9		3	7		4
9						3		

Sudoku is easy to play and the rules are simple. Fill in the blanks so that each row, each column, and each of the nine 3x3 grids contain one instance of each of the numbers 1 through 9.

Across

1. Purposes
5. French for "Our"
10. Anger
14. Start over
15. Bay window
16. Cupid, to the Greeks
17. Electrical phenomenon
19. Gait faster than a walk
20. Bother
21. Ritual
22. Sail for pleasure
24. Spouse
25. Not a substitute
26. Languid
29. Docking facility
30. China grass
31. Beauty parlor
32. Black gunk
35. Freudian stage
36. Mature
37. Employ
38. Twitch
39. Banknotes
40. Bullwinkle for example
41. A "stick" of frozen water
43. Disparaged
44. Dark-skinned
46. Coastal raptor
47. A triangular fore-and-aft sail
48. Narrow opening
49. To and ____
52. Operatic solo
53. Approximation
56. A clove hitch or figure eight



Prepared by
Bassel Abul Husn

Down

- | | | |
|----------------------------------|--|------------------------------|
| 18. Law-breaking | 1. Murre | 39. Chomp |
| 23. Precipitation | 2. Transmit | 40. Devilfish |
| 24. Cry out | 3. Cocoyam | 42. Come up with |
| 25. Periods of discounted prices | 4. Former French coin | 43. An introductory textbook |
| 26. "Shucks!" | 5. Advise | 44. Quench |
| 27. Hindu princess | 6. Give a speech | 45. Alerts |
| 28. Gauntness | 7. Prong | 46. Leave out |
| 29. Official tree of Canada | 8. VCR button | 48. Pierce |
| 31. Nonsensical | 9. An elementary particle with negative charge | 49. Monetary penalty |
| 33. Backside | 10. Bring back | 50. Street |
| 34. Marsh plant | 11. Annoyance | 51. Burden |
| 36. Copiousness | 12. Not tight | 54. Resort |
| 37. Sharpen | 13. Aromatic compound | 55. Vat |