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Al MAS Residence—Surra



Austrian Ambassador



AREC - ibis sponsored Jahra SC



Jahra SC— honored
H.E. Sheikh Mubarak A.M. Al Sabah



Rig up -T83— KCA –Deutag

And More



Late H.H. Sheikh Sabah Al-Ahmad Al-Jaber Al-Sabah, the Amir of the State of Kuwait passed away on 29th September 2020, was an exceptional leader and Emir of humanity and morals, and devoted his life to the service of his country, and to the world as humanitarian leader par excellence, voice of wisdom, balance and reason. We extend our deepest condolences to the Al-Sabah family the Government and people of Kuwait. We ask almighty Allah to fill his grave with brightness have mercy on him and grant him highest place in janna.

G.M.'s Message

Welcome to the 44th issue of AREC's quarterly newsletter. I am grateful to all during this pandemic covid19 time and want to say a huge thank you to colleagues at every level for the work they're doing collectively to manage this period and working tirelessly get things done." Truly inspired by your personal commitment to making a difference in these unprecedented and challenging times. Your approach and finding ways to address issues, to do things differently, and make continuous improvement.

I am delighted to have this opportunity to connect with you through this newsletter, best source to keep in touch with news of AREC's family. Hope you enjoy this edition, and as always, we welcome your feedback and suggestions to improve the design and content or queries on any aspect of the newsletter.

Happy Reading.....!

Rawaf I. Bourisli , General Manager



AL MAS—RESIDENCY—SURRA

ALMAS RESIDENCE - A beautiful blend of architecturally unique villas and quiet leafy streets intertwined with impeccable infrastructure, enables a feeling of safety, calm and peace is centrally located in Al Surra, Block 1, neighboring the prestigious White Palace, which on its own merit is a historical Kuwaiti landmark providing an aura of exclusiveness, admiration and pure tradition with prime accessibility to 4th and 5th Ring Roads

ALMAS is a progressive concept in urban living, paving the way to be recognized as a residential benchmark for modern luxury and prestige real estate in Kuwait. Offering a new living concept to Kuwait's motivated and aspirational population, which endeavors to enrich its residents with harmonious living and lifestyle choices. With a built up area of 70,000 M2 which comprises 163 Villas duplex, triplex and a club house

Designed for the Individuals + Corporates, the utmost attention to detail in every aspect has been considered and implemented by one of the best architects in the world. which comprises a range of units, from luxurious two-bedroom apartments to up-scale villas of up to 6 bedrooms. Refined and stylish villas are all finished to an exceptional standard using high quality, branded materials.

The CLUBHOUSE, proudly positioned in the heart of it has been lovingly created to provide a unique and enriching environment where members can enjoy a diverse range of activities suited to their lifestyle.

Luxury Villa's: Making the unique choice of living in an ALMAS Luxury Villa, is to engage in the experience of living in



luxury. The careful blend of select, premium materials and execution of refined craftsmanship provides every resident the daily pleasure, satisfaction and ease of luxury living. Luxury Villas delight in a spacious, premier location on the external borders of the ALMAS RESIDENCE. Impressively set back in around 20 meters from Ali Bin Abi Talib street, individual driveways enable exclusive direct access to each home that can only be found by selecting the Luxury Villa. Preservation of privacy continues through to the uniquely designed partitioned and shaded parking area designed for 4 vehicles.

A stunning crystalized Greek white marble floor flows seamlessly throughout the spacious lower living and reception areas, channeling the bespoke light color scheme that embraces the villa. Gently contrasting Golden Oak veneered doors and Tundra Grey Indian Marble surface counter tops instil a touch of nature and depth in the home, as per the latest worldwide interior design. Luxury wood effect ceramic flooring creates a sense of natural calm in each of the 4 master bedroom suites. Wall to wall mirrors reflect the opulent care taken in creating the spacious walk-in closet in the Grand Master bedroom, that takes discreet elevation on the second floor.

AL MAS—RESIDENCY—SURRA



Elegant Villa's : Elegantly positioned in the heart of the ALMAS RESIDENCE, these exquisite villas appeal to those who have refined taste. Entrusting in the combination of excellent workmanship and the use of superb high end materials, residents who choose to live in the Elegant Villas will most certainly feel – a sense of elegance. Light porcelain or marble flooring adorns the spacious living and dining areas providing a perfect canvas to create an elegant home. A fully fitted spacious kitchen with appliances finished in Wenge wood brings a sense of nature into the heart of the home reflecting modern contemporary design. All bedrooms boast fully fitted wardrobes, with the master bedroom leading onto the terrace. Upper terraces and balconies create welcome seasonal spaces to relax on and enjoy the elegant Surra views.

CLUB HOUSE: Exclusive membership in the CLUBHOUSE entitles residents to a distinctive selection of services and facilities further enhancing the unique living experience available. Access to a range of sporting and leisure facilities means maintaining a healthy lifestyle is within easy reach. Its members will receive a warm welcome from a dedicated team of knowledgeable receptionists provide a wealth of information and guidance, manage all bookings and are ready to ensure the well- being of our ALMAS members.



AREC & IBIS sponsored Al Jahra Football club (Kuwait)

AREC & IBIS has sponsored Al Jahra Football club (Kuwait) which has won Champions of the League Season 2019 / 2020 on 3rd September 2020. Media Outlets and Players Kit's were branded with AREC & ibis logo.



Jahra Club Honored H.E. Sheikh Mubarak A.M. Al Sabah



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Kuwait Times
Established 1961

Tuesday, October 27, 2020

Sports

Jahra Club honors Sheikh Mubarak Al-Abdallah

KUWAIT: Chairman of Jahra Sports Club Nawaf Jadeed Al-Thabyan has lauded the support given by H.E. Sheikh Mubarak Abdallah Al-Mubarak Al Sabah to the club. The club honored H.E. Sheikh Mubarak Al Abdallah during a ceremony attended by Chairman and member of the club in appreciation of the Sheikh's role, Sheikh Mubarak Al Abdallah said his support of the club is a continuation of what his father Late Sheikh Abdallah Al-Mubarak had instilled in the form of supporting sports and athletes in Kuwait, as well as the sports establishments and sports facilities.

Sheikh Mubarak expressed respect for the clubs including that of Jahra—that is exerting all efforts to be one of the distinguished clubs. He praised Kuwait sport and lauded the support of H.H. the Amir Sheikh Nawaf Al Ahmad Al Jaber Al Sabah and H.H. the Crown Prince Sheikh Mishal Al-Ahmad Al-Jaber Al-Sabah. Chairman Nawaf Jadeed presented H.E. Sheikh Mubarak A.M. Al Sabah a commemorative plaque at the end of the ceremony.



H.E. Sheikh Mubarak A.M. Al Sabah met H.E. Sigurd Pacher, Austrian Ambassador



Kuwait, 20th August 2020, H.E. Sheikh Mubarak A.M. Al Sabah met H.E. Sigurd Pacher, Austrian Ambassador



Holiday Inn Muscat Al Seeb (Muscat, Oman)



Oman, April 9, Management and Staff of Holiday Inn – Muscat Oman, thanked H.E. Sheikh Mubarak A.M. Al Sabah and Action Hotels

The current COVID-19 circumstances we live in are unknown to us all and they bring a lot of uncertainties and new challenges with them. We would like to thank our incredible owners for their continuous support and for fighting this battle alongside us. We know that you are also experiencing a lot of challenges during these unprecedented times and we are thinking of you!

For this reason, we would like to express our gratitude to you on behalf of all that you have done so far for us as well as for the kind and supportive you have sent to us all.

We hope that this crisis will be somehow resolved in the near future and that those who have returned home will be able to return to soon to finish the year all together. And that if anything, we will all be able to learn something from this crisis.

Awareness Training Program “Defensive Driving Course”

Kuwait, 10th October 2020, Action Group Holdings, H.R. department conducted an awareness training program “Defensive Driving Course” for all Employees especially the Messengers / Representatives / Drivers across the Group participants were awarded with Certificate of Completion of Course, dully signed by Mrs. Wafaa Al Shatti, HR Manager and Trainer Eng. Niranjan Pradhan, HSE Engineer, CPVEN. During the course, participants learned the way of improving about the driving skills by reducing their driving risks by anticipating situations and making safe well-informed decisions. Such decisions are implemented based on road and environmental conditions present when completing a safe driving maneuver. The training program evaluations were positive, interactive and members classified their queries with the trainer and enhance their knowledge.

They were briefed about the respective subject and explore the following:-

- Kuwait Traffic accident & death statistics.
- The Five seeing habits in defensive driving.
- To enhance the driving skills of a driver to understand, comprehend and deal with emergency situations which occur on all roads.
- Prevent avoidable motor vehicle crashes through the development of a smooth, systematic driving style.
- Avoid potentially dangerous and at risk on road scenarios through driver awareness.
- Blind Spot & how to clear?



Article by Eng. Rawaf I. Bourisli —Levels of Motivation

Stressors are Successful, Masters are Unbeatable!

When it is up to YOU who you can be, why not be the **BEST!**

It is solely your motivation that fuels your every action. Your peak performance and productivity in completing the smallest task to your Legendary Goal is a direct reflection of motivation levels.

When the problems swarm like uncontrolled bees, what is the one thing that can make you see opportunities among obstacles or obstacles among opportunities?

The motivation that is driving you determines whether you'll apply brakes or complete your journey on a gear higher! While you perform on various levels, you tend to leave a pattern of how you do what you do. Are you the one who punches the troubles in face or the one who lets the troubles punch them?

Take a quick recap of your own self, on how you felt when you faced a challenge last time. Take a note if you changed the job or took the challenge. Take a note of what did you do in the times when failures had hit you? Following you'll find a list of traits and characteristics to map your level of motivation.

5. Quitter: Quitters are circumstantial performers. This is the lowest level of motivation for your goal. If you are a quitter you will find yourself thinking of escaping more than facing. When faced with troubles: a quitter changes the job, not his attitude! For a Quitter, the key area of focus is the problems. Instead of finding solutions, a quitter always tries to magnify, explain and criticize all the aspects **ABOUT THE PROBLEM.**

4. Faultfinder: While this category has considerable analytical skills, their decision making is usually inclined to finding an object to blame. Their natural instinct is to find fault in the things they do not have a control over. Successful people focus on Fact-finding not fault finding! Fault Finders are not underperformers because of their skill, but because of their will. If you are a fault finder you will analytically, critically and logically will hunt for all the possible reasons of not taking a challenge by finding faults. Want to know if you are one?

Simply recall any troubling incident where you thought *“what can you do to make it better?”* instead of blaming it on others.

3. Dabbler: The most impressive attribute of this class of leaders is high enthusiasm. Do you get super excited about your job but only in the initial months? Check yourself for this category. A highly spirited performer with a massive motivation in the beginning but wears out slowly as the challenges start cropping up. Being a dabbler, you can be easily motivated and even more easily demotivated! In the corporate world, the managers with this level of motivation are called 'shooting star managers' for their transient behavior.

If you are one in this category, it is easier for you to improve than the previous two categories because you've got to work only on will.

2. Stressor: These are known for their Perseverance. Being in the close proximity to perfection makes them noteworthy performers. You are an achiever if you are here. If you are a stressor, the harder you hit the ground, the higher you bounce back! BUT, stressors lose a lot of energy in making efforts without thinking. Doing a wrong thing over and over is hard work, not the smart work.

That is where the energy leak of stressors happen and they tend to waste a lot of efforts in doing efforts not necessarily doing correct efforts!

1. Master: If you leave no stone unturned to achieve what you want, this is the category you belong to. The people gifted with this behavioral attribute bring unprecedented laurels to their teams and personal lives. The heart of a Master screams the spirit of “Go Getter” every time it spots a challenge! But when failures hit a Master, they don't immediately Bounce Back. Surprised?

It is because when Masters face a setback, they take a step back and then Bounce Back! It is this quality which makes them not just successful, but also UNBEATABLE.

Explore your strengths and weaknesses with this Map Your Motivation categorization, and find out if you really are as tough as you think? Or there is something better you can be!

FAREWELL



Kuwait, 6th September 2020, Farewell to Eng. Amit Babu, thank you for your sincere distinguished service, loyalty, dedication and hard work with us for the last 12 years. Represented ACB, providing advice on the management of project, ensure the project complies with International regulatory codes, completed on time and within budget.

We enjoyed working with you during your tenure with us. While you will be missed by all of us at AGH / ACB. We hope that the remaining employees here will strive to follow your stellar example.



Kuwait, 18th October 2020, Farewell to Eng. Alsayeed Ziada who has worked with us for 12 years as Site Engineer / Project Manager & Mohammad Hacham Aouad worked with us for 11 years as (project coordinator)

Thank you for all the support and goodwill you have shown to us during your tenure, you are an exceptional staff member dedicated to promoting excellence and making the workplace a fun place to be. "Employees like you are the epitome of professionalism. Thank you for bringing your best to work every single day." Your hard work and dedication were an important part of our team. As you turn the page in your life's story, we join together in wishing you every success in all your future endeavors."

NEW APPOINTMENTS



Eng. Moosa Jassim, joined Action Drilling and Well Maintenance Company (ADCO) on 1st of July 2020, as the General Manager for Oil & Gas Sector. He has graduated from Damascus University, Syria as Mechanical Engineer in 1992. He has more than 30 years of experience with Schlumberger, growing to the leading senior & executive management roles starting from very beginning as ordinary field engineer. Moosa has been completed such complex assignments as Operations Director for Integrated Project Management (IPM) business, General Manager, Country Manager, GeoMarket Manager & Business unit Manager. Under his leadership Schlumberger has implemented several first time ever projects covering well intervention, drilling, production, reservoir characterization, fracturing, well stimulation, integrated drilling services and, of course, coiled tubing services the first assignment of Moosa in different countries across Europe, Africa, America, Asia as well as Middle East.

Moosa has completed incredible achievements like starting up business from scratch in Ukraine (Largest Workover Project for Schlumberger Integrated Services), starting up business in Iraq after 30 years of absence in country (Well Services) and started and developed Schlumberger Well Intervention after the Gulf war in Kuwait. Having worked extensively in both operation and management oriented roles, Moosa brings significant experience of the upstream oil and gas industry, with a strong background in operations, engineering, management, strategic contracting, financial planning, project budgeting & forecasting, sales negotiations & communications. With his professional structural approach & open-minded personality with excellent people management and staff development, Moosa has built an impressive track record while leading multi-disciplinary and multi-cultural teams to deliver robust and sustainable business outcomes.

You started out as a petroleum engineer from very bottom and now you have a position of General Manager of ADCO/CPVEN. How did you get to where you are today?

I knew I wanted to pursue engineering and actually I was aiming to be a automotive mechanical engineer. However growing in the Middle East with vast opportunity of oil industry growing rapidly year on year I considered oilfield career as a better choice. I would not say that when I graduated my goal was to become a General Manager of a company. Somewhere in the first 6-10 years, being working in different environments and being in very challenging positions I have gained a good strengths in working under pressure & decision making. These elements and team player personality have helped me to progress and achieve company objectives and personal goals.

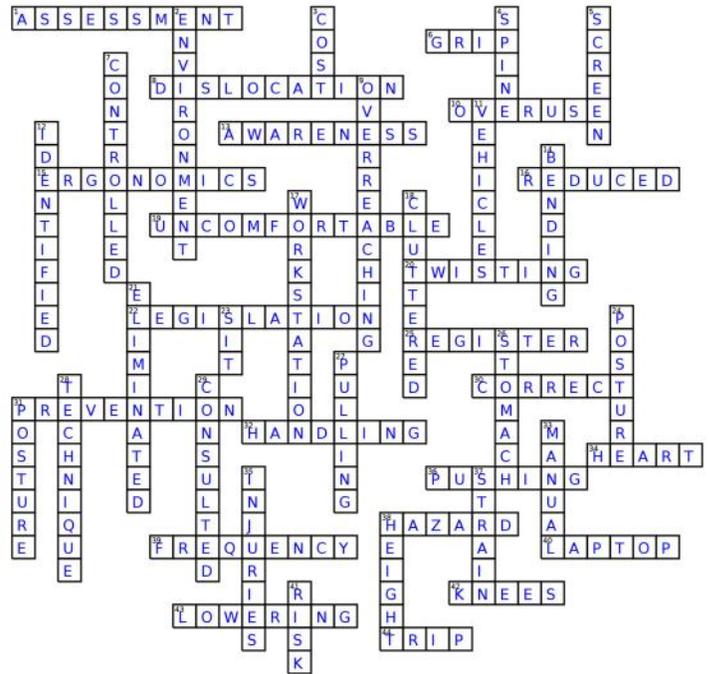
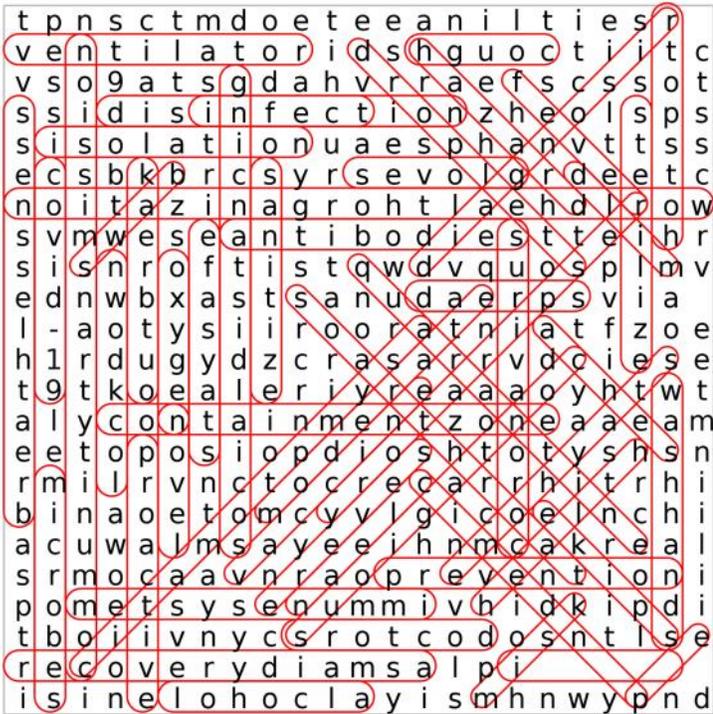
How many clients have you worked so far in your career? What lessons did you take from them?

I have worked with more than 150 different clients across 4 continents from dozens of various countries and hundreds of nationalities. You learn fast by going to different companies and really engaging with their cultures. You pick up on different leadership styles; different things that work in different organizations. At some point in your career, you try to take the best of all of them and create the culture that you think is the best culture for an organization. I belief the true is that people are the value what make an organization unit. It is great to have latest assets & technology to be successful, but the assets do not run by themselves – they are only a tool and valuable which performs as good as the people you have running and managing them.

What experience has contributed the most to your personal and/or professional growth?

There is not only one experience but a collection of experiences that have shaped my professional and personal growth. Early in my career, Schlumberger has provided me unique opportunities that no other company could match. The company took risks by giving me stretch roles by which I brought different skill sets. It taught me about the importance of taking risks, listening and bringing the best out of the people that you work with and lead.

Answers of Previous Issue



Humor

COVID19 is no laughing matter. We get that. We do think however, in times of stress in a disaster, that kindness, humor and civility will help us pull through. We are therefore sharing a selection of some of the humor we come across related to the challenges and upheavals of this time of crisis and encourage you to use this and other forms of self-care as an inoculation to boost your resilience! Keep up your spirits. There is light at the end of this COVID tunnel—laugh whenever you can – we all still need a little humor in our lives.

ISOLATE - What do you tell yourself when you wake up late for work and realize you have a fever?
Self, I so late.

Why do they call it the novel coronavirus?
It's a long story...

Did you hear the joke about the Covid19?
Never mind, I don't want to spread it around.

What should you do if you don't understand a coronavirus joke?
Be patient.

Where do sick boats go to get healthy?
The dock!

Working from Home – Passengers flying in the Aero plane heard an announcement “This is your pilot speaking. I’m working from home today”.

If I keep stress-eating at this level, the buttons on my shirt will start socially distancing from each other.

My husband purchased a world map and then gave me a dart and said, “Throw this and wherever it lands—that’s where I’m taking you when this pandemic ends.” Turns out, we’re spending two weeks behind the fridge.

My mom always told me I wouldn’t accomplish anything by lying in bed all day.
But look at me now, ma! I’m saving the world!

“It’s been almost a 3 months me and wife are working from home due to coronavirus situation.
I think we will kill each other before the virus does!”

I have a phone interview today, and someone told me to just be myself, *so I’m not going to answer the call*

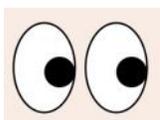
You know what they’re saying about 2020.
It went viral faster than anyone thought it would.



KCAD – 2 x 3000HP Rig Build and mobilization



Keep your eyes open and your inbox refreshed we are launching “Action Group Holdings” website in its new format



www.actionkuwait.com

Rig up—T—83 KCAD – 3000HP



Kuwait, 20th September 2020, Rig T-83 was rigged up at KOC assigned well location Burgan Oil Field, Sabhan, with this Action Group Holdings, has successfully completed and delivered 2 x 3000hp Bomco Rigs to KCA-Deutag under the leadership of **H.E Sheikh Mubarak A.M. Al Sabah & Eng. Rawaf I. Bourisli**.

These rigs were named under KCAD as T82 and T83 built in compliance with KOC and KCAD specifications. T82 & T83 are the most challenging projects we had due to Covid19 pandemic worldwide. These rig were built at high specifications with the most sophisticated equipment to meet KCAD operating system. 90% auxiliaries of these rigs were of Europe and US origin. A Joint effort of Action Group Holdings and KCAD has led to KOC acceptance to Spud T-82 on 1st Aug 2020 and T- 83 on 20th September 2020.



Our Vision is to be the best provider of drilling solutions, working in partnership with our clients, suppliers, contractors and regulatory bodies. We actively communicated with KOC and KCAD to deliver innovative solutions that enable to achieve success and we provided a conducive environment where the best and most experienced people gather to work to achieve success. We valued integrity, customer focus, creativity and respect. We encouraged efficient actions performed by a highly motivated team spirit. We positively supported QHSE matters.

We have previously managed and delivered 3 drilling rigs. Which was developed according to the specifications of KOC, Furthermore we have introduced innovative solutions to advance the efficiency of operations. Since these 2 rigs contract were issued by KOC to KCAD, they had a major roll and responsibility on this project. KCAD diversified expertise and work procedure contributed in this project is highly appreciated.



H.E Sheikh Mubarak A.M. Al Sabah



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

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