

SAWALEEF

Newsletter



EMPLOYEE OF
THE SEASON

EMPLOYEE
EXCELLENCE
AWARDS

CELEBRATING FORTY YEARS
OF AL HABTOOR GROUP

CORPORATE NEWS AND MORE...



Celebrating 40 years of excellence





40
years



Maan Halabi

Executive Director
Al Habtoor Group

"I remember when I first landed in Dubai in April 1979. Life was simpler, less complicated and Dubai was much smaller than what it is today. I was joined then by my young family. My children were aged 5 and 2. They have grown here and they know this place as their home country.

Under the visionary leadership of the late Ruler Shaikh Rashid Bin Saeed Al Maktoum, Dubai witnessed the start of some of the essential infrastructure projects which led to the growth of this vibrant city.

In the early 1990's Dubai still did not witness 10 % of what it is today; development was so fast and was accelerated in the mid nineties.

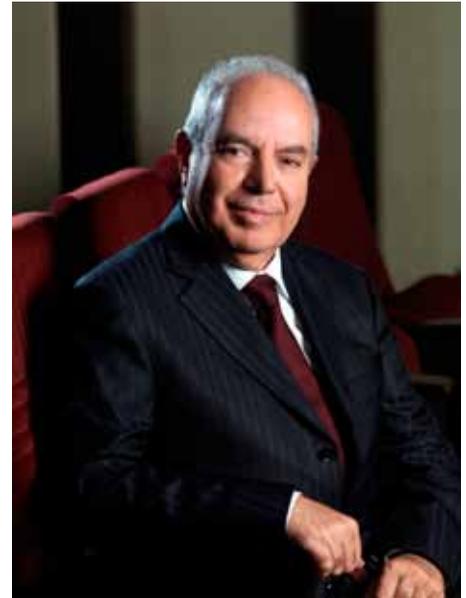
During these years, Dubai started to attract the attention of the world and I was so proud to witness that and be part of the overall success.

In 1991, I started with the Group in the Metropolitan Hotel as Resident Manager due to my successful background in the Hospitality industry since the early eighties in Dubai. Thereafter I was transferred to the Group office in several capacities and my current position is Executive Director of the Group.

My advice for our employees is to continue to be loyal and be proud of their employer. In turn, the AHG is always proud of their performing staff, many of them have been working for years and decades. For the hardworking, AHG always cares and extends opportunities for internal development and promotions."

Executive Director for Al Habtoor Group.

Maan Halabi



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A quick note to our readers;

Welcome back to all and Happy 40th anniversary to Al Habtoor Group.

Wow, the spring season was full of important and diverse events for our group's 40th anniversary. Through the pages of SAWALEF, our readers can have a glimpse of these activities and more...

Under the spot light, is none other than our lovely "Liezl Reamillo", who opens up and lets us know more about her life.

Last issue we celebrated "mother's day", and in the summer issue, we celebrate "father's day". Our warmest wishes go to all the fathers at Al Habtoor Group, especially to the father of us all, Mr. Khalaf Al Habtoor. To all the fathers; a big THANK YOU...

Noura Badawi

Al Habtoor Group

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For feedback and suggestions please email us at:
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Group Directors with Mr. Mohammed Al Habtoor



Mr. Khalaf Al Habtoor & Mr. Riad Sadiq greeting guests



Emirates International School during their heart-warming performance during the evening



Al Habtoor Group Celebrates It's 40th Anniversary



Al Habtoor Group's 40th anniversary celebrations took place on a grand scale at the Habtoor Grand Hotel, Jumeirah.

The celebrations focused on recent charity work, most notably the group's Facebook initiative. Showing great generosity, the chairman of the Al Habtoor Group, Mr. Khalaf Al Habtoor, pledged to support the Red Crescent Society in the UAE through a Facebook sponsorship campaign. In an unprecedented show of further support, the Al Habtoor Chairman doubled his financial support at the conclusion of the campaign, donating over AED 400,000 to the Society.

The celebration also honored the Al Habtoor Group's close business associates in appreciation of their longstanding relationships. Among those honored were leading financial institutions. Key Arabic and English dailies as well as the UAE red Crescent.

Mr. Khalaf Al Habtoor said, "Our group's success is not reflected in just profit charts, our ambitions, expansions or our contributions to the country, but our effort to uplift the entire humanity. Helping those in need has made us stronger so that we take on greater challenges with every passing day."

To commemorate the 40th anniversary and the young students of Emirates International School had a musical performance which was welcomed by all the guests.





The 1st Al Habtoor Football Championship

Al Habtoor is celebrating its 40th anniversary this year and as part of its massive 40-day celebrations, it hosted the first ever Al Habtoor Football Championship.

The Habtoor Group has always supported and promoted sports related events. The group created the world class Al Habtoor Tennis Challenge and the Habtoor Polo Cup. With this new tournament yet another popular game in the region gets further impetus here in the UAE."

The multi-tier tournament consisted of 23 matches played between 12 teams in four different stages leading up to the final. The teams were divided into four groups where each group consists of four teams. On the final day two games were played and the "Shaheen Tyres" team won the inaugural Al Habtoor Title.

The tournament was played at the Emirates International School Jumeirah. Mr. Khalaf Al Habtoor, and Mr. Sultan Al Habtoor were the chief guests and gave away the trophies to the winner on the last day.

"I am a sportsman and sports lover. We, as Al Habtoor Group, are seriously considering starting a professional Football team to compete on national level!" said Mr. Al Habtoor.





The most prestigious Chairman Award was won by Sanjeev Agarwala, Group Chief Financial Office of Al Habtoor Group



The most prestigious Chairman Award was won by Maan Halabi, Executive Director of Al Habtoor Group



Diamondlease took away three awards. Colin Jobe and Partha Barua won the Executive Leadership Awards and Sasi Kumar Srmbickkal won the Customer Service Award.

Emirates International School awarded Eithne Mulhern, Deputy Principal & Shompa Gupta, Human Resources Manager.



Cheff Paul Hage receiving an outstanding team work award



Colin Royston Jobe, Managing Director of Diamond Lease being awarded

The 3rd Employee Excellence Awards

Al Habtoor Leighton Group took away five awards: Mohammad Arshad and Al Samak Sadek won the Employee Excellence Awards, Mahmoud Irsheid and Mahmoud Ghandour bagged the Excellence in Leadership Awards. Meanwhile, Dr. Raymond who won the Outstanding Teamwork Award.

Habtoor Hotels has bagged six awards. Omar Khalaf - Chief Financial Officer won the Employee Excellence Award, Paul Hage - Executive Chef - Habtoor Grand Resort & Spa won the Outstanding Team Player Award, James D' Souza - Manager of Met Catering took away the Outstanding Contri-

bution To Business Award while Rohit Garg of Habtoor Hotels Beirut won the Outstanding Performance Award. Khalid Saeed - Front Office Manager won the Service Ambassador Award and Roopa Harish - Executive Housekeeper won the Executive Leadership Award.

Al Habtoor Motors has bagged four awards. Kanniah Sahayam won the Innovation and Improvement Award, Sean Michael Jackson won the World Class Service Provider Award, whereas Karl Hamer - Director of Sales, and Roma Andrews - Director of HR & Management Services won the Executive Leadership Awards.



Anoop Raj, IT Manager of Al Habtoor Group won the Employee Excellence Award



Ala'a El Hussein, Chief Operating Officer of Al Habtoor Group receiving the Excellence in Leadership Award



"These awards are tokens of our appreciation for the exemplary performance, significant contributions and invaluable achievements of both individual staff members as well as business units within the Al Habtoor Group. As a corporate group, we have always strived to provide our employees the right motivation that translates into quality performance." Khalaf Al Habtoor

International Day at EIS-Jumeirah High School

On Thursday, 11th March 2010, EIS-Jumeirah High School celebrated its annual International Day - a chance for the school community to join together in sharing and experiencing each other's cultures. Of the seventy different nationalities within the student population, thirty two were represented by stalls on the day and many other countries were represented by students wearing National costumes and colours. During the school day lessons took on a more international flavour and after the normal school day there followed a parade of Nations as well as singing and dancing exhibitions, camel rides, henna painting, Arabic dancing and a plethora of stalls and displays. All who attended enjoyed wandering the numerous stalls, sampling delicacies from all around the globe whilst also taking part in competitions and learning about the different nations and cultures which make up the staff and student body in the High School. After three hours of eating and mingling, the night culminated with several awards being handed out. The best national stall was awarded to India, the best organized stall to Iran, the best dressed stall to Japan and the best on stage performance to Anahit Tshughuryan of Algeria.

A big thank you must go to all who helped make the Day such a success



EIS students at the Threadneedle Dubai Polo Gold Cup

At the invitation of Al Habtoor Group, some of the best music students from Emirates International School - Jumeirah performed a rendition of the UAE National Anthem before the final match of the Threadneedle Dubai Polo Gold Cup at the Dubai Equestrian and Polo Club on Friday, 12th March 2010.

The young musicians, ranging in ages from 13 to 17, admitted to nerves beforehand but were thrilled to have risen to the challenge of a performance in front of hundreds of people at such a prestigious event.

They were joined by other students from EIS-Jumeirah and EIS-Meadows who volunteered as marshals to help audience members stay a safe distance from the pitch during matches.

All students were a credit to their respective schools, learnt a lot about the sport of polo and thoroughly enjoyed their day.



Al Habtoor Group Launches Its Online Social Network And Donates To Red Crescent

A press conference was organized to formally launch Al Habtoor Group's page on Facebook. Mr. Mohammed Al Habtoor, CEO of Al Habtoor Group published the first page to mark the 40 day celebrations that culminate in the grand 40th anniversary event.

What makes it very special is that for every login member, Mr. Khalaf Al Habtoor, Chairman of Al Habtoor Group, donated AED 40 to the Red Crescent Society to support the education of kids with special needs in the UAE. With this Al Habtoor Group opens up a unique way for individuals from around the world who will be instrumental for donating AED 40 each to Red Crescent without spending anything. On the Al Habtoor Group's 40th anniversary it was announced that almost half a million dirhams was donated to Red Crescent Authority.

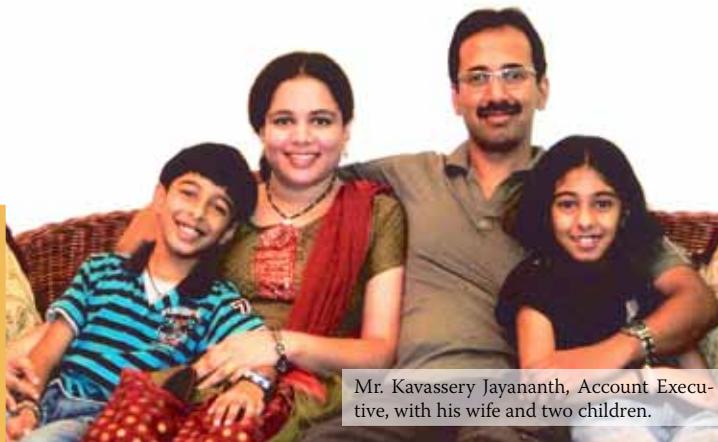


Happy Father's Day!

*We may not shower him with praise
Nor mention his name in song,
And sometimes it seems that we forget
The joy he spreads as he goes along,
But it doesn't mean that
we don't know
The wonderful role that
he has had.
And away down deep in
every heart
There's a place that is
just for Dad.....*



The new born baby of Mr. Rifkhan Zakariya, Accountant and his wife



Mr. Kavassery Jayananth, Account Executive, with his wife and two children.



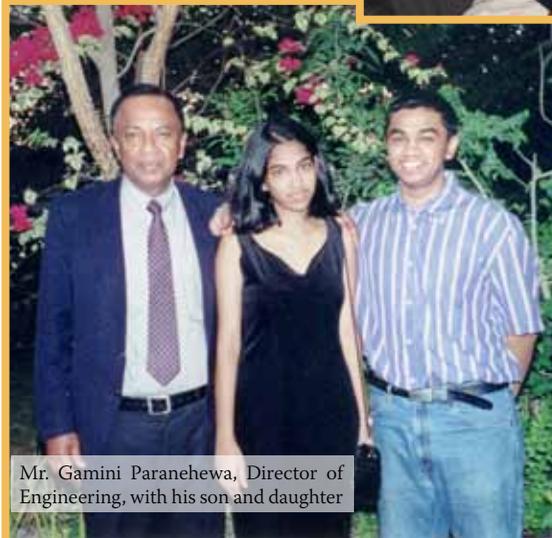
Mr. Anoop Raj, IT Manager, with his son and daughter



Mr. Rameshan Banijan, projects office co-ordinator with his son



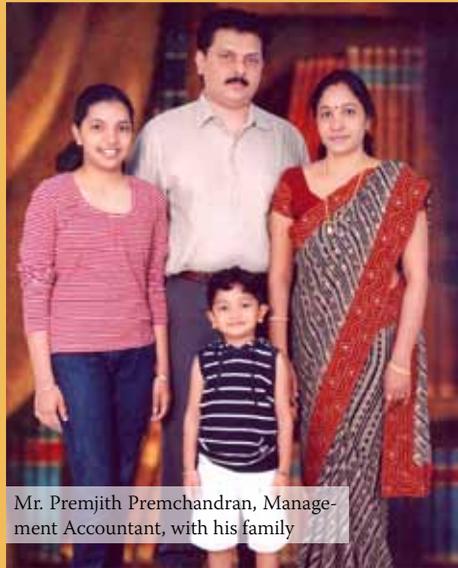
Mr. Atef Moosa, HR Manager, with his son and daughter



Mr. Gamini Paranehewa, Director of Engineering, with his son and daughter



Mr. Ahmed Muharem, Legal Co-ordinator with his children



Mr. Premjith Premchandran, Management Accountant, with his family

Under the Spotlight...

Liezl Reamillo



Liezl has been working with Al Habtoor Group for thirteen years. Liezl truly enjoys her job as an executive secretary in the communications department at head office. She is always smiling and is a very cheerful person in general.

1. Describe your job within 10 words

If done with patience, ownership and attention to details, my job is quite simple and easy

2. When did you join Habtoor Group? What position did you occupy?

August 1997. I was initially hired as Front office cashier then shortly moved to Accounts Receivables. After 6 months, I moved to F&B operations and admin till 2007, I worked in almost all Habtoor Hotels in Dubai. I transferred to the Head Office 3 years ago.

3. What is your guilty pleasure?

Having a driving license but not driving!

4. What is the most treasured possession in your office?

I guess everything and nothing. I appreciate all my possessions at the office; but maybe my most treasured is my family picture because my kids are my treasure in life.

5. What bores you?

I get bored when I can't think of anything worthwhile to do. What actually bores me is people who always complain that are bored; I don't understand the meaning of "Having nothing to do!!"

6. When did you last lose your temper at work?

That was a long time ago but not about work. I lost my temper with a co-employee who was very rude and offensive. I'm glad I haven't encountered anyone like her for a while now or maybe because I now know how to handle such a character.

7. Tell us a little about your personal life.

I'm a mother of 2 beautiful and happy children and married to

a "very good looking" and loving man! (I always try to think it that way). I'm into recycling. I hate any sort of wastage.

8. What do you do in your spare time? Do you have any hobbies?

Spare time for me is when I'm not in the office. I enjoy the "precious" time with my family and good friends. I cook special healthy meals. And in quieter times, when my kids are sleeping or not around, I either clean or read articles about parenting, green environment and arts & crafts. When you are a parent, you forget the word "spare" or "free" time.

9. Who is the public figure you most admire?

I always have a soft heart for the less fortunate, the children and the poor. And for that, I greatly admire people like Efren Peñaflorida who came from poorest of the poorest but managed to uplift himself and finished university (with flying colours) yet chose to pursue a vocation to help others. He is a teacher, a social worker and a Filipino recognized by CNN as the 2009 Hero of the Year for his extraordinary contribution. The other persona I salute is Hunter Campbell "Patch" Adams, M.D. I think many have watched his real life story portrayed by Robin Williams (an actor I also admire by the way). He is another extraordinary and unique doctor who reaches out to help the sick through creative yet effective approach.

10. If you won a million Dirhams what would you do?

I will spend on things I dream of doing, but cannot do now. I'll spend 1/3 to explore some beautiful places in the Philippines and buy a beautiful farm house. Another 1/3 of it to build a school, a nursery to start with that would hearten family values, love for country and "entrepreneurship". And the last 1/3 for community service and that include of course my relatives!

Employee Of The Season



Vijaya Kumar Paramu
Plumber
 DOJ 18.4.2007
Real Estate Division

The above candidate has awarded to be the Employee of the Season as his performance is very good in the following areas

- Demonstrate knowledge and interest in his job functional areas.
- Timely completion of the tasks assigned.
- Punctually in attendance and dependability.
- Due to his extensive experience, he identifies and effectively solves problems immediately.

Congratulations Mr. Kumar and may you continue keeping up the hard work and encourage all of us!



Newcomers - Welcome!



Ayman Ramadan Hassan
Maintenance Engineer
Real Estate Department
D.O.J: 6th Mar, 2010

Ayman is Egyptian and graduated from the faculty of Engineering in 2008, He has a bachelor degree of Mechanical Engineering (Power Section)

Ayman likes reading, swimming and kite surfing. He also enjoys playing football.



Matthew Maine
Polo tournament Coordinator
D.O.J: 15th Feb, 2010

Matt is American and enjoy spending his time with his friends and particularly enjoys watching polo. Matt is also quite the green thumb and enjoys gardening and flower arrangements. Matt is usually in high spirits! his future aspirations is to become a polo patron.



Congratulations to:

Rifkhan Zakariya
Accountant
on his new baby girl

Announcements

Happy Birthday to...

MOHAMMED AHMED YOUNES

Legal Advisor

18th August

MAAN ABDUL WAHAB AL HALABI

Executive Director

6th May

MARITONI GARCIA HERNANDEZ

Executive Secretary

27th June

MARISSA GROBLER

Editor in Chief

15th July

ANOOP RAJ

I.T Manager

15th August

KAREN MARAVILLAS CALLELERO

Receptionist

15th August

HELEN HEDWORTH

Executive Secretary

12th June

TERESA BALATBAT PANGANIBAN

Secretary

28th June

RADWA WAGDI ABDUL SALAM

Administration Clerk

25th June

SANDOR PINTER

Senior Chief Engineer

24th June



Usefull information

By: Diamond Lease

Is there a minimum age requirement to drive?

The minimum age requirement in the UAE for rental customers is normally 25 years of age. Drivers above 21 years of age may also be allowed to rent a car, but extra insurance is mandatory in such cases.

Can anyone drive my rented vehicle apart from myself?

Any additional drivers must be declared and they should comply with the age and driving license requirements. Additional drivers will be charged AED 100. Please check the Terms and Conditions for more details.

What insurance options are available?

A) Collision Damage Waiver (CDW)

The Collision Damage Waiver, or CDW, is optional collision coverage available to customers for an extra fee. The CDW transfers some risks from the car renter to the rental company, reducing responsibility for loss or any damages to the vehicle. It also reduces insurance excess, regardless of fault, provided the vehicle is used in accordance with the Terms and Conditions of the Rental Agreement.

B) Personal Accident Insurance (PAI)

The Personal Accident Insurance, or PAI, offers Accidental Death, Permanent Total Disability, and Permanent Partial Disability caused by bodily injury to Diamondlease renters and their passengers as per the seating capacity of the rented vehicle.

What should I do during an accident?

In the unforeseen circumstances of your vehicle being involved in an accident please note that the vehicle should not be moved from the point of the accident or damage, except in the case where the damage is minor and the vehicle is causing an obstruction to the traffic. You will then call the police (999) and remain with the vehicle in order to obtain a police report. Once you received the police report inform the same to Diamond Lease 24hr customer care(04 -8852211).

Important note: It is the hirer's responsibility to provide a complete police report. Failure to obtain a police report means that no claim can be made against the insurance policy; therefore the client is liable to pay for the full cost of repair even if CDW cover has been taken.

What should I do in case of a breakdown?

Diamond Lease Car Rental offers you 24hr breakdown and roadside assistance. In the event that you may require any assistance, you can call our 24hr customer care (Tel. 04-8852211). Employees proceeding on annual leave are entitled to their leave salary. The annual leave salary will be paid prior

Business Ethics

By: Atef Moosa

Business Ethics are most important for each firm to ensure Company Values and Integrity is observed in all business dealings.

"This policy is set down to emphasize that; it is literally everyone's job first and foremost to be hospitable, polite, and caring to every guest, every visit, and every day"

However, Guest Courtesy and Hospitality is not only geared towards satisfying our guests, it also stimulates positive effect to our senior management, supervisors, colleagues and co-employees. Good attitude is what makes working rewarding and pleasant."

- A company operates through its people and it is they who carry the responsibility for its good name. The Company expects its employees not merely to comply with the law but to conduct themselves in a manner so that the Company's reputation and high standards are maintained.
- The Company follows a policy on business ethics, the aim of which is to give guidance to the employees and to help preserve its most valuable asset, the company's reputation.
- It is the policy of the Company to observe all laws and regulations applicable in the United Arab Emirates.
- The provisions of this manual are supplemental to contracts of employment and where there is a conflict between the Labor Contract and the manual, the contract of employment shall prevail.



Its getting HOT isnt it?

Habtoor Research Centre Safety Tips:

- Dress for the heat. Wear lightweight, light-colored clothing. Light colors will reflect away some of the sun's energy. It is also a good idea to wear hats or to use an umbrella.
- Drink water. Carry water or juice with you and drink continuously even if you do not feel thirsty. Avoid alcohol and caffeine, which dehydrate the body. Avoid using salt tablets unless directed to do so by a physician.
- Eat small meals and eat more often. Avoid high-protein foods, which increase metabolic heat.
- Slow down. Avoid strenuous activity. If you must do strenuous activity, do it during the coolest part of the day, which is usually in the morning between 4 and 7 a.m.
- Stay indoors when possible. If air-conditioning is not available, stay on the lowest floor out of the sunshine. Remember that electric fans do not cool, they simply circulate the air.
- Be a good neighbor. During heat waves, check in on elderly residents in your neighborhood and those who do not have air conditioning.

Know What These Heat-Related Terms Mean:

- Heat cramps: Heat cramps are muscular pains and spasms due to heavy exertion. Although heat cramps are the least severe, they are an early signal that the body is having trouble with the heat.
- Heat exhaustion: Heat exhaustion typically occurs when people exercise heavily or work in a hot, humid place where body fluids are lost through heavy sweating. Blood flow to the skin

increases, causing blood flow to decrease to the vital organs. This results in a form of mild shock. If not treated, the victim may suffer heat stroke. Signals of heat exhaustion include cool, moist, pale flushed or red skin; heavy sweating; headache; nausea or vomiting; dizziness; and exhaustion. Body temperature will be near normal.

- Heat stroke: Also known as sunstroke, heat stroke is life-threatening. The victim's temperature control system, which produces sweating to cool the body, stops working. The body temperature can rise so high that brain damage and death may result if the body is not cooled quickly. Signals include hot, red and dry skin; changes in consciousness; rapid, weak pulse; and rapid, shallow breathing. Body temperature can be very high—sometimes as high as 105 degrees.

General Care for Heat Emergencies:

- Heat cramps or heat exhaustion: Get the person to a cooler place and have him or her rest in a comfortable position. If the person is fully awake and alert, give half a glass of cool water every 15 minutes. Do not let him or her drink too quickly. Do not give liquids that contain alcohol or caffeine. Remove or loosen tight clothing and apply cool, wet cloths, such as towels or sheets. Call the local emergency number if the person refuses water, vomits or loses consciousness.
- Heat stroke: Heat stroke is a life-threatening situation! Help is needed fast. Call your local emergency number. Move the person to a cooler place. Quickly cool the body. Immerse victim in a cool bath, or wrap wet sheets around the body and fan it. Watch for signals of breathing problems. Keep the person lying down and continue to cool the body any way you can. If the victim refuses water or is vomiting or there are changes in the level of consciousness, do not give anything to eat or drink.



**Special Offer for All Al Habtoor Staff
Promotion only during Summer season
Special Low Rental Rates**



**IN THE LAND OF WONDERS,
OUR EXPERIENCED CHAUFFEURS WILL MAKE
YOUR TRIP ABSOLUTELY WONDERFUL!**

As the best local car rental brand in the Middle East and North Africa region, we at Diamondlease proudly welcome you to the United Arab Emirates - the land of the wonders, to experience our exclusive chauffeur driven fleet of luxury cars. Come and enjoy the best of our cars with the best of our services.



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