

# Manappat Together

MANAPPAT CORPORATE MAGAZINE



Business  
Overview

Happenings

Celebrations  
@ Manappat



# Editorial | Chairman & Group MD's Message

My Dear Family Members,

I am very happy that Manappat Together is bringing out its second edition. We had a very good financial year during 2015-16 with most of our companies doing extremely well. In spite of the challenges in the market we were able to do reasonable results for almost all our companies.

This issue is focused on Advanced Innovative Engineering (AIE). We are going leaps and bounds in the progress in our R&D works in UK. AIE had several visitors from world renowned UAV manufacturers' as well as users. Everyone is appreciating the quality of our engines and it's only a matter of time before our engines are placed on several UAVs. Currently we are busy in preparing for the AUVSI Exhibition to be held in the first week of May at New Orleans USA. We expect a very big breakthrough in both military as well as commercial UAV markets after this exhibition. At the same time our automobile projects in association with Westfield Sports Cars and Axon Automobiles is progressing well. Hopefully towards the end of this year, a fully made in UK Sports Car with our engine would be driving the track of UK. The 650 engine which we are building is progressing very well and we expect it to be ready by July for testing. The Company AIE is expecting its breakthrough revenue during FY 2016-17. All indications are that AIE is stepping towards its successes in the coming years.

On the other business side, I would like to slightly caution my family members that we are expecting a tough year for the world economy in the coming months and probable years. Too many challenges are in front of every business; with a diversified basket of activities with us and sufficient order book for most of our businesses we may not expect many threats during FY 2016-17. However, it is the family members to tighten their belt and save every penny of unwanted expenses so that we run a lean and thin organization to face the challenges of the economy.



For me personally, the most exciting thing what is happening is on our CSR front. Our initiated Vision 2040 Project in Uttar Pradesh in India is progressing very well. We faced several challenges but with a well knit team we have overcome all odds and have successfully managed to get into the inroads of villages of the UP to make a difference in their lives.

This challenge I am taking it as a personal responsibility and in the month of May 2016, I am travelling throughout United States of America to make an awareness campaign among mostly the North Indian expatriates in order to add value to our CSR initiative by their participation for such a cause.

I can see our Group Companies being integrated together through multiple forums like a common website, a common newsletter and now we should move to the next level of integration by having common clients, sharing of best practices, sharing of resources to enhance our competitive edge for our respective businesses.

And we can derive strength from our "family culture" and togetherness which is so unique to us and which not many businesses can proclaim. My best wishes to all the "Manappat Group" family members and wish for their happiness & prosperity.

**- Ameer Ahamed**

Dear Team,

We were happy that our maiden issue of “Manappat Together” has been received very well by all the employees under Manappat Group. This we gauge by the type of responses which we have received and some of which has been collated in the newsletter and mentioned separately.

We also have recently launched our Manappat Group website and which showcases all the businesses with a diversified business portfolio under the Manappat Group. This is a part of our strategy to build up a strong brand both for the Manappat Group and also for the different businesses within the group to the respective stakeholders and the markets in which we operate.

This newsletter will be as effective and as informative as we want it to be that is why it is important that each business takes it seriously and collates all necessary business and people related information in a very exhaustive manner and send it across to us so that the overall quality of the newsletter comes out on the same standards of excellence which Manappat Group businesses have set for themselves. I am sure all the Coordinators will understand this perspective going forward.



One of the features starting from this issue will be to showcase each of the businesses in greater detail by rotation. This issue features AIE and we are sure you will find it informative.

It's also the time for the closing of the current financial year and start of the new financial year and I am sure all businesses will be taking stock on the performance for the current year and also set targets and goals for the next year in a very objective manner. The plank has been set for each of the businesses and now it is time to jump on to the next level of performance and governance and I am sure it will usher in growth and prosperity as we move forward, collectively.

**- Kishan Dutta**



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# Business Overviews | United Kingdom

## Advanced Innovative Engineering – Lichfield, UK



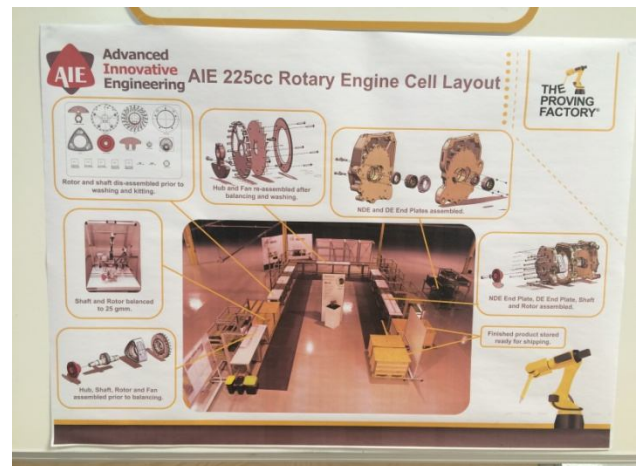
Engineers' Meet



Mr. Nathan Bailey explaining AIE's product range to Client

AIE was invited to attend and present our company and engine technology to a select group of UK Automotive companies and government organisations at The Proving Factory in Coventry, UK by Productiv.

Mr. Nathan Bailey gave presentation on AIE's product range and technologies before moving onto the exhibition and technology showcase to allow the companies to see AIE engines at first hand.



The Proving Factory – UK

# Business Overviews | United Kingdom

## Advanced Innovative Engineering – Lichfield, UK



Advanced Propulsion Centre



Future Powertrain Conference at Midland – UK

AIE was invited to participate in the Product and APC (Advanced Propulsion Centre) showcase at the prestigious Future Powertrain Conference held at the National Motor Cycle Museum in the Midland UK.

The event was very well attended and AIE's engine received a huge amount of attention.

The Future Powertrain Conference (FPC 2016) is a two day UK event created to bring together industry and academic experts within the powertrain development field.

It open up presentations and discussions on the solutions to the challenges faced by the engineering industry in the UK and internationally over the next ten years.

## Business Overviews | United Kingdom

Advanced Innovative Engineering – Lichfield, UK



The 21<sup>st</sup> Century Helicopter



Heli Expo in Louisville – USA



AIE were invited to participate on the Olaeris stand at the recent Heli Expo in Louisville USA. We took the opportunity to showcase our smallest engine today the 40S to a wide audience of established aerospace companies, who were amazed at the compactness and power density of the engine.

The HAI HELI-EXPO is the world's largest trade show dedicated to the international helicopter community. Whether you are new to the industry or an established part of the community, HAI HELI-EXPO is the must-attend event to connect with new and existing customers in the international helicopter industry.



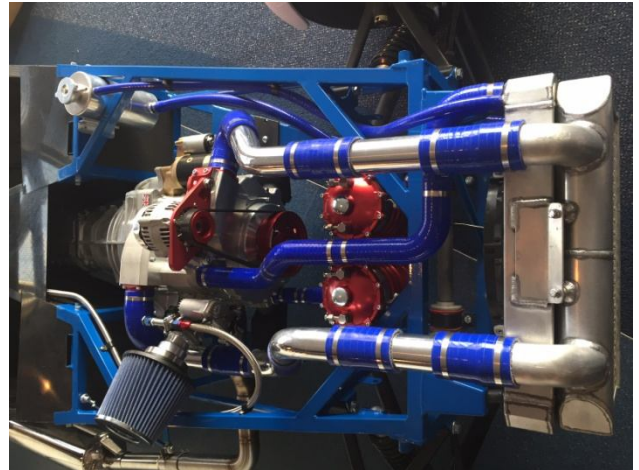


## Business Overviews | United Kingdom

Advanced Innovative Engineering – Lichfield, UK



NVN (Niche Vehicle Network) Symposium



650s Engine

### ***Axon, Westfield and AIE win Award to develop new Sports Car variant***

AIE was invited to showcase their 650s engine in the prototype Westfield Sports car at the NVN (Niche Vehicle Network) Symposium along with their project partners Westfield Sports Cars and Axon Automotive.

Nathan Bailey also gave a 15 Minute presentation to a high level audience of the Niche Vehicle sectors Elite businesses discussing AIE patented technology's, engine range and the 650s in particular.

Tomorrow's low CO2 emission cars can be fun as well as frugal. While there have been lots of attempts to make fuel efficient cars for the future all too often these have been rather too worthy and rather too little fun. Westfield Sports Cars is determined to address this challenge by building on its own heritage of high excitement cars together with new technology from Axon Automotive and AIE.

The three companies have come together to show what can be done to build a lightweight sports car based around technology that will meet the low CO2 challenges. This team will produce a Westfield car with an advanced carbon fibre structure and an incredibly light rotary engine. This vehicle will then be tested extensively round a test track and validated on the road by a professional driver.

## Business Overviews | Oman

Agnice International & Partners LLC.



Agnice pavilion at the 3 day Oil and Gas West Asia Exhibition (OGWA) which was conducted at Oman International Exhibition Centre, Muscat from 21 – 23 March 2016.

OGWA is a biennial international exhibition and conference that brings together local and international oil and gas companies from the GCC, technology and service providers, equipment suppliers, and other companies directly serving the industry's requirements. It is a platform for discussing the latest developments and directions of the industry, as well as for trade and business opportunities among the local and international oil and gas companies.

Launched under the patronage of the Ministry of Oil & Gas and has consistently received the support of Petroleum Development Oman (PDO), Oman LNG, and many other leading oil and gas companies.

Agnice International & Partners LLC. participated in this exhibition. The event was very well attended by the Agnice Team Oman and received a huge amount of attention & enquiries.



10 <sup>th</sup> Edition			Under the Auspices of  Ministry of Oil & Gas
Exhibition:	21-23 March 2016		
Hours:	10:00 am - 7:00 pm		
Venue:	Oman International Exhibition Center		
Conference:	20-23 March 2016		
Venue:	Golden Tulip Hotel, Seeb	<b>EXPANDING ENERGY MARKETS</b>	

# Business Overviews | Oman

Agnice International & Partners LLC.



## Project

Construction of Frontier Camps – Package 1

## Location

Al Fay, Al Rawdwah & Al Samymi ( Near Buraimi)

## Client

Ministry of Defence Engineering Service (MODES)

## Consultant

Gulf Engineering Consultancy

## Main Contractor

Federici Stirling Batco LLC

## Agnice Scope

Mechanical, Electrical & Plumbing Works

## Contract value

OMR 3,860,100.000

## Project

Muscat Sohar Product Pipeline (MSPP),  
Jiffnain terminal

## Location

Jiffnain, Oman

## Client

Oman Refinery

## Main EPC Contractor

Gulf Petrochemical services & Trading LLC .

## Agnice Scope

Design, Supply, Supervision of Installation,  
Testing & Commissioning of Fire Fighting,  
Fire & Gas Detection System for MSPP.

## Contract Value

RO. 917,463.000.

## Project

Salalah II Independent Power Project

## Location

Salalah Free Zone, Sultanate of Oman

## Client

Dhofar Generating Company (SAOC)

## Main EPC Contractor

SEPCO III Construction L.L.C.

## Agnice Scope

EPC of Fire Protection, Detection &  
Alarm Systems

## Contract Value

RO 1,350,000.000



Agnice Oman team in a Kick-off Meeting with SEPCO Engineers'



# Business Overviews | Oman

Agnice International & Partners LLC.



Executive Director & CEO Mr. Suhail Ameer with Mr. Vinod Kuruppath, Mr. Leslie & Others



FireDos Training Session led by Mr. Heinrich David (FireDos GmbH)

Suhail Ameer Manappat was felicitated by his office on taking over new challenges as Executive Director & Chief Executive Officer of the group with direct responsibility for the growth and profitability of the Contracting business. Earlier he has been contributing in the capacity of Executive Director.

Suhail is an MBA in entrepreneurship from Nottingham University (UK) & a Graduate from Madras University. His key strengths include new age management thinking, strategy and sound business acumen. He has expertise in building up the businesses in India, Oman, UAE & Saudi Arabia.



Mr. Sanjay Kumar Gupta has joined as General Manager (Civil & MEP)



Graduation ceremony of our Omani Staff Mr. Ghalib Saleh Sulaiman

# Business Overviews | Oman

Agnice International & Partners LLC.



Energization of OARC CCL Substation

The Oman Aluminium Rolling Company (OARC) is a state of the art, world class light gauge sheet rolling facility in Sohar, Oman.

The plant is now in operation and has begun the ramp up phase of operations. The plant has demonstrated that it meets all technical design specifications by producing a number of coils across all product ranges. The Fire Engineering Solutions for the plant has been carried out by Agnice International & Partner LLC., Oman.



Jotun Paint New Factory Project



Jotun Project Team - Fire Division

The Jotun Group is a Norwegian chemicals company dealing mainly with paints and coatings. Jotun Paints is one of the leading paint manufacturer in Sultanate of Oman and celebrated a new milestone of 30 years in Sultanate.

In order to meet the demand Jotun started their second and largest factory in Russayl, Sultanate of Oman. Resulting in a smoother and faster Production.

Agnice International & Partners LLC. has been appointed to render services of Fire Engineering Solutions for the factory.

## Purpose of the Fire Protection Systems Installation

### Fire Detection and Alarm System:

The fire alarm system is a life safety system which has been installed for the purpose of monitoring any fire and to give an alarm evacuation and alert message in case of any fire detected in any part of all the buildings/areas of Factory.

### Fire Protection System:

The purpose of installation is to provide a robust, stable and effective firefighting system of sufficient capacity and coverage, as required throughout the Factory.

# Business Overviews | Oman

## Spicy Village Restaurants



Customer focused



Delicious Food

Spicy Village Restaurants have plans to be the best in industry and is desirous to provide the best hospitality services for their customers and best working environment for their staff.

Spicy Village Restaurant is a leading multi-cuisine restaurants in the Sultanate of Oman for more than two decades, offering an unique dining experience, with four outlets running in Rusayl, Nizwa, Salalah & Sur. At present Spicy Village is running under a complete revival plan in terms of quality of service, food & business. The team is committed to put unstinted effort for FY 2016-17 to achieve their goals and make dining experience a memorable one for the customers in the Sultanate.

Spicy Village Rusayl team celebrated the joyous occasion with a day out to Al Quram Beach for moments of relaxation and team building.



Team behind the delicacies



On the spot



# Business Overviews | India

## Design & Engineering Team



Joyous Occasion



At Work

On securing Al Shaya Food Processing Facility Project in UAE and subsequent reward under Work Winning Incentive Scheme by Agnice Dubai for their personal contribution, our Design & Engineer Team Chennai, India were very enthusiastic and celebrated the joyous occasion with a day out on Friday 29<sup>th</sup> January 2016 to Esthell Resort in Chennai suburb about 60 km from their office. The team enjoyed the day to the maximum extent with many indoor & outdoor games. We are sure that all the participating members reaped the benefits of their hard work and enjoyed their rewards to the fullest. Congratulations Team, on your commitment & passion.



Agnice UAE Design & Engg. Team's Day Out

# Business Overviews | India

## Connect Plus Recruitment Consultancy



Connect Plus a recruitment house operating from Cochin has got established a very strong brand equity in the regions which we operate. This year we have decided that we shall go and reach out to other international regions also especially UAE, Oman and Qatar.

The type of responses which we are receiving from other regions is quite encouraging and we have every reason to believe that going forward a major part of our revenues shall come from external clients and that to from the international business.

We are trying also to specialize in certain domain areas apart from construction like health, hospitality, FMCG and retail. This will necessitate us to restructure our business and which would mean opening up satellite offices in some of the main metropolises like Delhi, Mumbai, Kolkata & Chennai.

**CONNECT  
PLUS**



Mohamed Shimnas has joined as Operations Director for Connect Plus in April 2016.

Shimnas completed his Bachelor of Information Technology from Charles Stuart University, Australia in the year 2003. He understands the Gulf market pretty well as his earlier assignments were in UAE & Qatar. We are sure with his joining he will give sufficient impetus to the overall growth & profitability of Connect Plus business.

We wish him all the best in his new role.

We are also in the process of relooking at our systems and processes to ensure that the right people are recruited and also the blue collared workmen are not over charged and which is one of our core values and philosophies for the entire Manappat Group.

# Business Overviews | UAE

## Agnice Contracting LLC.



Board Meeting

### **Board Meeting**

Teejan Trading and Agnice Contracting, UAE had a board meeting on Wednesday 27<sup>th</sup> April 2016 wherein apart from our sponsor which is Mr. Jamal Majed Khalfan Bin Theniyah, Chairman & Managing Director Mr. Ameer Ahamed, Mr. Sudhir Mohamed, Mr. Kishan Dutta, Mr. Anish Kasim, Ms. Lifna Afsal & Mr. Sajid M. Ali participated.

The agenda included a business presentation on Teejan and Agnice and also details on the financials and P&L for the last couple of years. Apart from having a firsthand information on the financial performance of the business it also gave us an opportunity to explore possible areas where Mr. Jamal as a sponsor could pitch in for growth of both the businesses going forward.

The next board meeting will be held in August 2016.

### **ISO 9001:2008 Certification**

The final Surveillance Audit for ISO 9001:2008 for Agnice Electromechanical LLC was conducted on Monday 25<sup>th</sup> April 2016 by M/s. TUV SUD Management Service. We are very happy and pleased to let you know that we did not receive a single non-conformance, major or minor.

As a matter of fact one of the observations they gave was “good system of monitoring of objectives and follow up on KPIs at various functions and levels within the organization”. There were one or two areas of improvement which they have highlighted and primarily it was in the training documentation & internal audits and which will be further strengthened as we move forward.

We would like to congratulate the team facilitated by Ms. Saleena Pillai as the management representative and also all the Head of the Departments and the Project Managers to ensure that all their documentation and process requirements are in place. Al Shaya Project was also audited and it was covered by Mr. Jeyamani and there also no non-conformances were reported.



# Business Overviews | UAE

Agnice Contracting LLC.



Surveillance Audit

Minutes of the meeting are taken and they are followed up religiously through Sajid M. Ali who is also the owner of the process for ensuring that the minutes are circulated in time.

This is a discipline and it helps us to monitor our project activities in a proactive manner and nip issues and areas of concern right in the bud before it grows into a full fledged problem.

This has been helping our businesses since there is a much greater focus right from Operations to Admin support to Collections.

## ISO 9001:2008 (Continued...)

This shows an exemplary team work and we are sure that we will further strengthen our systems and process to ensure optimization and repeatability of our business outcomes. The next year would be re-certification and we shall strive to achieve ISO 2015 wherein in addition to the current requirements, one of the key focus will be to identify business risks and work out a mitigation plan to cover those risks.

## PROJECT REVIEW MEETING

Project review meetings are very serious business in Agnice Contracting in UAE. Every Wednesday and every Thursday once a week we have a project review meeting for Rooftek business, Agnice Contracting and Agnice Electromechanical businesses respectively.

In the project review meeting all the Manager (Projects) who manage independently their respective businesses and the Project Managers along with the supporting department heads, they come together and jointly address all the issues relating to operations.



Eyad Ali Ghazi, a Palestinian national, is working with us since July 2013 as Admin Manager. He holds a Bachelor's Degree in Business Management. He brings with him more than 20 years of experience in Engineering & Contracting businesses in the UAE. He is an Ex Policemen, Sharjah Police.

# Business Overviews | UAE

Agnice Contracting LLC.



Agnice Contracting LLC. UAE gives maximum importance to Health, Safety & Environmental procedures and policies to ensure that they create a safe working environment for their team members within the business.

Agnice team are happy to share that they have achieved zero mishaps with 313726 man hours till date of safe working with 0.09% of Medical aid Frequency Rate (MFR) at Mc Cormick Project.

This could only be achieved by a collective effort by all our site management team, Consultants, Clients, health & safety team members, our supporting functions and our workmen who aim for zero accidents and injuries by setting the highest standards on HSE Policy.



## ACHIEVED ZERO HARM

In AGNICE, Zero Harm means :

Zero fatalities

Zero permanently disabling injuries

No of days in project	330 Days
Total worked hours in the project	313726 Hours
Total number of inducted people	1041 People
Average workers	85
Hours worked per day	8+ hours
Total No. of toolbox talks conducted	81 Meeting
No of first aid cases	14 Cases
No of emergency drills	3 Drills
Lost time incident	0
Property damage	2
Near miss	0
Permanent disabled injuries	0

Medical aid frequency rate (MAF) :

$$\frac{\text{No of medical aid cases} \times 200,000}{\text{Total worked hours}} = 0.009\%$$

# Business Overviews | UAE

Agnice Contracting LLC.



**Project :** Hans Logistics at JAFZA  
**Contract Value :** AED 20.5 Million

**Consultant :** Design House Engg. Consultancy

**Scope of work :** Civil & MEP Works

**Experience / Success Story :** The project is construction of Warehouse and it has a built up area of 12000 Sqmts with temperature controlled storage area for storing Chocolates. Size of the temperature controlled storage area is about 1/3 of the Warehouse.

**Challenges Faced :** Due to insufficient Material Budget, Chiller proposed for the Job was from York with a capacity of 85 Ton and later it was identified that starter panel was not complying with Dewa regulation.

**Mitigative Measures Adopted :** A special request has been sent to York factory to customize the Chiller with a star-delta provision for this project and proposal is still under consideration by the factory.

**Status :** The project is likely to be completed by end of September 2016.



**Project :** Bakery Food Production Unit  
**Contract Value :** AED 8.6 Million

**Consultant :** Spacotech Engineering Consultant

**Scope of work :** Civil & MEP Works

**Experience / Success Story :** This is a Fit out job to build a Bakery food production unit with Mezzanine office for Qatar Bakery to establish their business in UAE. Built up area was almost 3500 Sqmts.

**Challenges Faced :** Main Challenge facing is to complete the fast track project in 4 months time since there are many long lead items which need to be procured and installed within the stipulated time frame.

**Mitigative Measures Adopted :** A program of works with detailed procurement milestones has been prepared and is being strictly followed till date. Additional period of one month has been given for mobilization which we are using for finalization of suppliers and manufacturers, material approvals and ordering of the long lead items.

**Status :** The project is expected to be handed over by end of August 2016.





# Business Overviews | UAE

Agnice Contracting LLC.

**Project : Al Shaya Food Processing Plant**

**Location :** Dubai Industrial City , Dubai

**Plot Area :** 23,000 Sq. m

**Contract Value :** AED 33 Million contract +  
AED 3.4 Million Variation

**Project Duration :** 8 Months

**Consultant :** Dar Al Handsah

**Scope of Work :** MEP

**Planning :** Material / drawing submissions are well refined prior to the official submissions. Project documentations are carried out with minimal flaws. Technical ambiguities are resolved prior to the site work execution.

**Challenges Faced :** To obtain the material approvals for process oriented products within the stipulated time. Coordinating the MEP services with respect to the other agency services. Execution of project is not in line with project baseline program due to non availability of work front.

**Mitigative Measures Adopted :** Approvals on submittal has been obtained as per specification and referred vendors in the tender document. Meetings with main contractor and other agencies are conducted in regular interval to sort out the discrepancies, if any. We have requested the Client to provide the design details without any further changes enabling us to place an order with the product suppliers and the engineering submittals and subsequent delivery. We have also requested Main Contractor to issue the working program and so that our resources can be planned to work in to 24 x 7 schedule.



Projected image of Al Shaya on completion



Agnice Engineering Team

# Business Overviews | UAE

## Rooftek Insulation Contracting LLC.

**Project : MOTION GATE PACKAGE 7**

**Client :** LAING O ROURKE MIDDLE EAST HOLDINGS LTD.

**Consultant :** DEC (Dynamic Engineering Consultants)

**Scope of work :** ROOF WATER PROOFING WORKS

The scope of work was for roof water proofing works in 26 buildings. The works were non continuous in nature and were to be carried out and completed in numerous site visits to suit the main contract program and sequencing works. Hence we faced challenges in the stages for site mobilizations & executions. This was possible with a well knit professional team in operations and with the support of finance and estimation team we are very well moving ahead with one more repeat order from the client.



Roof Water Proofing Works

**Project : MEERAS OUTLET MALL**

**Client :** LAING O ROURKE MIDDLE EAST HOLDINGS LTD

**Consultant :** CALLISON

**Scope of Work :** ROOF WATER PROOFING WORKS

The scope of work was for roof & manhole water proofing works. The mentioned job was on 6 zones with a total area of 21000 m<sup>2</sup> started on a fast track basis and was commenced within 10 days after receiving the contract. Hence we faced challenges on mobilization of material and manpower as it was an immediate start. With the strong support of procurement department and through a strategic master planning of operation team by outsourcing 20% of work and scheduling overtime we have successfully completed the project on time.



Rooftek team at site



# Business Overviews | India

## Agnice Fire Protection

AGNICE entered into Agreement with M/s. Fogtec Brandschutz GmbH & Co KG, Germany on 6<sup>th</sup> October 2015 for distributing Fixed Water Mist Fire Fighting System in India for use in Infrastructure Projects such as **POWER, METRO, ROAD TUNNELS, OIL & GAS AND REFINERY.**

FOGTEC is one of the world's leading provider of Fire Protection Systems for more than 20 years. It is a Private German Company with Headquarters in Cologne and has international market presence by own offices and systems partners. The major benefits of FOGTEC Water Mist System are detailed below:

1. Environmentally friendly and sustainable
2. Safe for Personnel and no pre-warning time.
3. Negligible effect on electronics and electrical components.
4. Better Shielding against radiated heat.



Birthday Celebrations with Mr. Aasim Ameer – ED



Birthday Celebrations



# Business Overviews | India

## Agnice Fire Protection

**Project :** Fire Protection & Detection System for Andhra Sugars Ltd.

**Salient Features of the Project :**

**Scope of work :** Design, Supply, Installation testing of Fire Protection & Detection System.

**Systems to Be Provided :** Fire water pump house , Hydrant System, MVWS spray system for HSD/LDO Tanks and conveyor , HVWS Spray System for Transformer, FDA System and Extinguisher System

**Consultant :** Thyssenkrupp – Pune (India)

**Status :** 45% job is completed and expected to complete by April 2016.

**Challenges :** The project is being managed with the minimum manpower resources.

**Mitigative Measures :** The activities are reviewed on daily basis.

**Project :** FDA Equipments for Dangote Cement PLC-Benue Plant – Nigeria

**Salient Features of the Project :**

**Scope of work :** Design, supply, supervision, installation, testing & commissioning of Fire Detection & Alarm System.

**Systems to Be Provided :** FDA System

**Consultant :** Thermax Ltd. – Pune (India)

**Status :** 85% job is completed and expected to complete by April 2016.

**Challenges :** This job is only supply and no execution. This is an international project.



**Project :** Fire Protection & Detection System for DFPCL's NPK Granulation

**Salient Features of the Project :**

**Scope of work :** Design, Supply, Installation testing of Fire Protection & Detection System.

**Systems to Be Provided :** Booster Pump, Hydrant System, Sprinkler System, HVWS Spray System for Transformer, FDA System and Extinguisher System

**Consultant :** Thyssenkrupp – Pune (India)

**Status :** 35% job is completed and expected to complete by April 2016.

**Challenges :** Being fast track brown field project the major challenge is to timely deliver the project. Getting approval of Plot plan for Hydrant layout for the suitability of site condition in accordance with PDMS modeling of Plant.

**Mitigative Measures :** In order to expedite the project and obtain timely approval of engineering drawings / documents / TDS, the Design Engineer has been specifically deputed to Consultant Office in Pune. The project is reviewed on weekly in project review meeting.

# Business Overviews | India

## Agnice Fire Protection



Safety Awards received

Safety is a major concern for the whole Manappat Group and we give maximum importance to Health, Safety & Environmental procedures and policies to ensure that they create a safe working environment for their team members within the business. In this perspective Agnice Fire Protection (India) was given a Safety Award by M/s. Shantha Biotechnic for maintaining good safety at their site. Mr. B. Raji Reddy the Site Supervisor received an award from the CEO of M/s. Shantha Biotechnic, India.

Shantha Biotechnic is an Indian Biotechnology Company based in Hyderabad. It is the first Indian company to develop, manufacture and market recombinant human healthcare products in India. The Company is a wholly owned subsidiary of SANOFI GROUP.

A training was conducted to empower Agnice Fire Protection employees for Design & Installation of Foam System and Novec Clean Agent System by M/s. Tyco.

Agnice employees who had undergone the training are K. Parthiban, R. Raghuraman & A. Karthik.

How to utilize available ample resources and deliver a project profitably on time, costs and as per specification. A training was also conducted at Agnice Fire Protection on Project Management Skills by the domain expertise M/s. Effective Project Management Consultancy. Mr. Narendra Kumar & Mr. Krishan Koundal had undergone the training.



Training held at Mumbai



Celebration of Women's Day

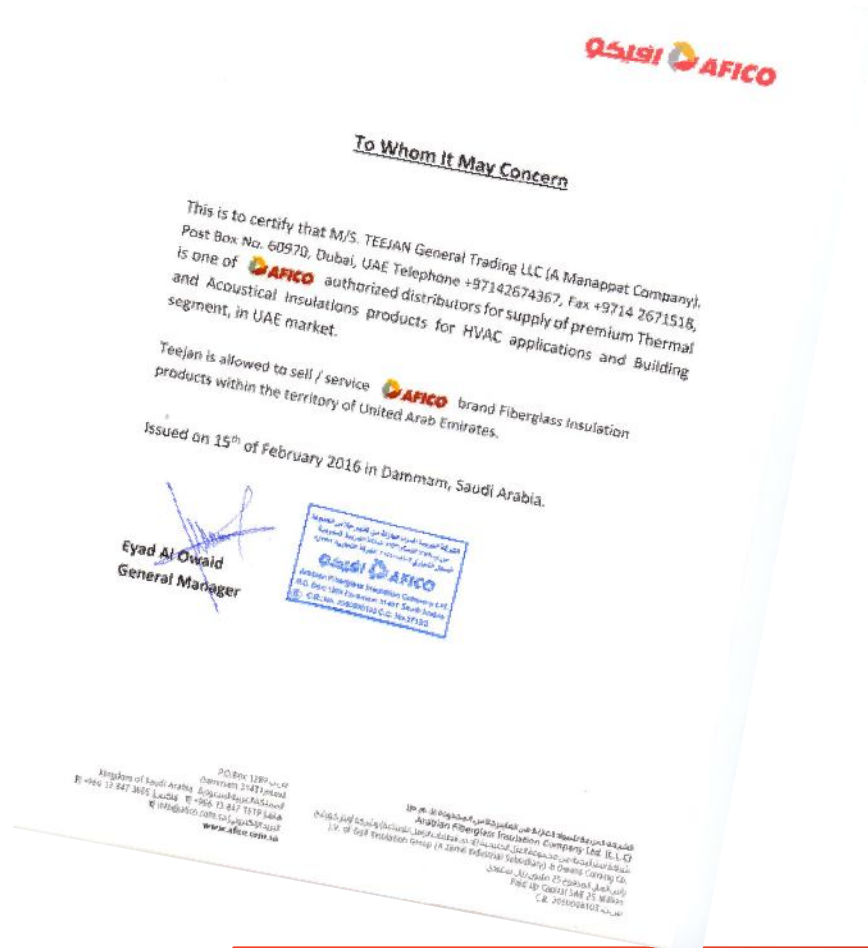
# Business Overviews | UAE

Teejan General Trading LLC.

**Technical Products Division of Teejan General Trading LLC. (TGTL)** deals in Rockwool, Glass Wool products, Flexible Elastomeric Foam Insulation, Flexible ducts & Adhesive tapes.

Recently they have added one more product to their core product line by entering into an agreement with **AFICO's** authorized distributorship for supply of premium Thermal & Acoustical Insulations products for HVAC applications and Building segment for UAE market. Teejan also sells AFICO brand Fiberglass Insulation products within the territory of UAE.

Arabian Fiberglass Insulation Co., Ltd. (AFICO) are manufacturers of fiber glass, also known as glass wool, thermal and acoustical insulation products since 1981 with headquarters and manufacturing facilities located in Dammam First Industrial city in the Eastern Province of the Kingdom of Saudi Arabia.





## Business Overviews | UAE

Teejan General Trading LLC.



TGTL have successfully completed fourth Shipment of Clinker to one of the leading Cement Factory in India.

Berthing of ship at Indian Port while delivery of consignment (in picture).



Clinker – raw material for producing Cement



TGTL Team with Chairman & Group MD



Celebrates Onam with Chairman & Group MD

# People In Focus . . .

## Interview

**A tete-a-tete with Mr. Nathan Bailey  
Managing Director, Advanced  
Innovative Engineering – UK**

**You are the Managing Director of AIE and which is run by an Indian entrepreneur. What attracted you to AIE ?**

I was not attracted to AIE in fact AIE was my concept I formed the company with the financial backing of Mr. Ameer Ahamed as an investor and also Chairman to exploit the growing demand for Wankel rotary engines in the UAV (Unmanned Aerial Vehicle) Market. Wankel engines have a higher power to weight ratio than other engines which make them ideal for smaller aerospace applications and have a proven track record in UAV's through a wide range of European, US and Israeli programs including the Searcher vehicle currently being operated by the Indian Military.

**What are your key challenges in AIE ?**

AIE is primarily a Research and Development company at the moment, developing a new range of rotary engines which incorporate exciting new patented cooling technology developed by a British Engineer called David Garside. As with all R&D companies the Key challenge is to be creative, develop world leading products within time and budgetary constraints while also trying to develop the market and commercialize them...it's a tricky balance act.



**Mr. Nathan Bailey - Managing Director  
Advanced Innovative Engineering – UK**

**“  
If you care at all  
you'll get  
some results.  
  
If you care enough  
you'll get  
Incredible results.”**

# People In Focus . . .

## Interview Contd ...

**If you could change something from the past what would it be?**

I do not believe in using hindsight to develop opinions on the past, decisions are made within the context of the moment and you should accept them as such. Learning from the past is of course essential but you should never look at anything as a failure or as something that would wish to change.

**How do you see the immediate future of AIE ?**

AIE will continue to develop it range of engines and technologies over the next few years while at the same time continuing to commercialize and sell engines into the 3 core sectors we have identified as potential markets, Aerospace, Automotive and Marine.

**Where can we find you when off work?**

At home with my family, though I never really ever feel off work as the demands of an R&D technology company with a market spanning most of the world tend not to stop when I physically leave the office. My phone and e-mails are only ever an arm's reach away.

**What's your favorite movie or book?**

I am an avid viewer / reader of science fiction and horror films and books and it is extremely difficult for me to make a single chose in either media. If you push me though, then I would say my favorite movie would be Ridley Scotts Blade Runner and my book would be The Time Travelers Wife by Audrey Niffenegger

**Few words of wisdom for your people.**

My people do not need any wisdom imparted from me, most of them are far wiser than I will ever be. I guess if I was to say anything it would be stay positive, keep site of your goals and do not be distracted by short term setbacks, everything is possible if you believe it can be done.

**What has been your biggest learning after meeting people from different countries?**

I have always worked in companies that have had a very diverse ownership structure and management team from around the world both east and west and I grew up in a very multicultural environment with my parents travelling extensively through Europe and the east giving them and later myself a very broad spectrum of international friends.

I think the understanding I have developed from growing up in this environment and my personal experience is that at their core all people are the same no matter what country, ethnic group or religion they have grown up in or adopted. If you are show kindness, compassion and treat people with respect, then they will reciprocate.

I have also learnt during my working career that the greater the diversity of the team or group within a business the more robust the approach and solutions developed to entering markets and to meeting challenges

- As spoken to Corporate Office



# Corporate Social Responsibility

## Manappat Foundation



### Vision 2040

A Project for the upliftment of the marginalized population in the backward districts of UP - India.

**Mission :** To deliver the most appropriate interventions in the field of Education, Economic Development, and social sphere of the most marginalized communities of the country in order to enhance their status within the society.

#### Main focus areas :

1. Education
2. Economic Empowerment
3. Water, Sanitation, Hygiene (WASH) & Health
4. Advocacy & Social Change
5. Emergency Relief and Disaster Management



In 2015, our Chairman and Managing Director of the Manappat Group, Mr. Ameer Ahmad, who is an alumnus of the Aligarh Muslim University, met some individuals and discussed the issues of development and the need to reach out to the poorest of the poor. It was based on these discussions that the idea of Vision 2040 was conceptualized and drafted by a group of professionals and laid out for action. Thus Vision 2040 was Defined.

### A new beginning

This is the beginning of a new phase in the journey of Manappat Foundation (MF). From being a helping hand to the socially challenged, it has transformed itself to an empowerment agent.

We are revisiting our strategy and approaches in the year 2015 and envisaging a 25 year model to achieve some astounding feats by 2040.

Our newest area of intervention is in the North Indian State of Uttar Pradesh, which has the highest population with some of the most alarming statistics of their conditions. We dream of making a dent in this situation by our humble efforts and bringing about a holistic change in the life of marginalized communities.

October 16, 2015 Aligarh, UP (India) : Since the kick-start of Vision 2040 the activities of the project have shown ample progress which is beyond our expectations. To cite a few, the synopsis of activities carried out till date and projects in the pipeline are :

- Established National & Regional Coordination offices of Vision 2040 Project in New Delhi & Aligarh (UP), India respectively.

- MF signed an MOU with Aligarh Muslim University – Centre for Promotion of Educational and Cultural Advancement of Muslims of India (CEPECAMI) for jointly promoting Vision 2040. AMU has been very instrumental in providing the base for this ambitious program.

# Corporate Social Responsibility

## Manappat Foundation



MF signed another MOU with Society for Human Welfare and Education for revamping the existing **Hamara School**, an Informal Primary Education School (IPES) at Malha Ka Nagla, an urban slum at Aligarh into a healthy position by our financial and management intervention. The school is function very well now with the enhanced enthusiasm and energy of the Hamara School team and that of Vision 2040 team.

MF started a new unit of Hamara School at Maulana Azad Nagar, another urban slum at Aligarh, inaugurated on 28<sup>th</sup> Feb. 2016 by the Vice Chancellor of AMU. It is pouring with admission requests. Classes have started at this centre. This unit has obtained sponsorship from AMU Alumni Association of The Sultanate of Oman who have agreed to contribute initially Rs. 12 Lacs for establishing the school and eventually every year for the running expenses of the school. A third branch of Hamara School (IPES) is under planning at Shah Jamal area, yet another urban slum of Aligarh for which we are looking for sponsors.

A village by name Mewali in Hathras district, with no functional school had been selected by Vision 2040 team, for a total transformation. A new IPES under the name of “Vision School” has already commenced operation since March 2016. Beside this, an Information Centre and further village development activities are underway. MF is looking for sponsors for all these initiatives. A full village transformation is estimated to cost Rs. 35 to 50 Lacs per year for a period of 5 years while individual sponsoring for smaller units can be availed for individual projects within villages.

Vision 2040 team from Aligarh have visited two similar locations. One at Barla village in Aligarh District and the other at Basidila-Mayinuddin in Devariya District in Eastern U.P. After assessment of the area and possibilities of community support, Basidila-Mayiuddin has been chosen for assistance. Planning is underway as well as sponsors for different units in the village.

Vision 2040 team is in active discussions with Mr. P. A. Inamdar of Azam Campus, Pune for a permanent arrangement for Teachers Training, a project which is very dear to our heart and a MUST for UP and other Northern Indian States considering the attrition rate of the trained teachers. In this respect, a team of Vision 2040 has visited Azam Campus during March 2016.



Mr. Ameer Ahamed handing over Cheque to HWE members for revamping Hamara School



# Corporate Social Responsibility

## Manappat Foundation



Manappat Foundation has signed an MOU with Najibabad ITI which is a premier institution in the area which imparts technical education to hundreds of youth. MF will provide technical & managerial support for re-engineering to make it as a Model Vocational Training Centre in the area of skill development & economic empowerment. Vision 2040 team are confident of placing the skilled and trained pass outs of this institution in the field of Electrical, Welding and Fitter trade be placed in the near future in the Middle East and other Indian companies. The team are also planning to add more trades in this ITI in the near future. Support from all well-wishers for placement and starting new courses with prospects are welcome.

Base line survey was conducted in one of the villages Mirzapur-identified by Vision 2040 team for development is yet to take off due to lack of sponsors. A Health Camp & Financial Awareness Camp was conducted in this village. Further development interventional programs are in the pipeline.

Opening of - Information Centre (IC) in several villages to impart knowledge of the Govt. Schemes available for Minorities as well as facilitate villagers for empowering them in many other fields is under planning at several places. In IC costs only Rs. 1.5 Lacs while the results of the same will be many times the investment. Manappat Foundation invites more and more sponsors to come forward and support us for this needy project in each village. For information there are more than 15,000 minority dominated villages in UP alone besides several urban slums.

Coaching Centre for competitive examination such as Engineering & Medical entrance in association with AMU-Residential Coaching Academy and / or with some other people with domain knowledge of the same will commence from May/June 2016 for which planning and arrangements are in place. Manappat Foundation is looking for sponsors for this cause.

Vision 2040 awareness campaign at 34 districts is underway. The first campaign was held at Gorakhpur in April 2016 followed by Bijnor (Najibabad).



Mr. Ameer Ahamed and Jb. Izfarul Haq Zaki Sb.  
at the signing ceremony of an MOU - Najibabad ITI



Students at Private ITI, Najibabad, UP - India



Mr. Ameer Ahamed Managing Trustee, Manappat  
Foundation inspecting the facilities at ITI



# Corporate Social Responsibility

## Manappat Foundation



Vision 2040 team plans to introduce Mobile Medical Units (MMU) costing more than Rs. 30 Lacs in several district headquarters in order to serve the rural population which is not adequately covered under state medical schemes. The first MMU shall be started in Aligarh district within next 3 to 6 months for which Dr. Azad Moopen, Chairman Aster Hospital Group spread in India, UAE and other Middle East countries have promised to meet the entire expenses. We need more philanthropists to come forward and establish several such units all over the state.



Vision 2040 team is in discussion with Samman Foundation of Bihar to establish a Microfinance and Mutual Fund / Private Equity Fund to help the downtrodden. This project if materialized as per our dream could transform the society to a considerable extent.

Other projects in plan by Vision 2040 team includes organizing the unorganized sector 'Barber Shops' into franchise model Saloons, establishing a Cloth Bank cum Laundry project, creating projects to help establish the artisans of UP to make their livelihood through the skill set developments, self-employment schemes in several areas; rehabilitating the Rickshaw pullers etc.

Several other smaller projects by team such as establishing Solar Lanterns, Bore wells, Cloths Bank, Scholarships for needy students, Adult Education, Career Guidance etc. are in the pipeline which all needs the support and help of kind hearted people.

An NGO Meet was conducted at Aligarh to explore the possibilities of mutual cooperation and working together using the synergy of different organization. This was a welcome initiative and everyone appreciated it. Several such interventional activities are planned in the months to come.

Vision 2040, the team is planning to organise a series of Financial Awareness workshops in collaboration with Securities & Exchange Board of India (SEBI) for the Non-Teaching Staff of Aligarh Muslim University from the coming next month.

However, knowing the depth of the issues, we need all of you to give us a helping hand in whatever way possible. It could be in the form of your emotional capital, intellectual capital, physical capital or the most important being the financial assistance either from you personally or by introducing us to the right people. Each drop of help from several individuals by any means will only make this into an ocean to flow it smoothly to reach to its destination.

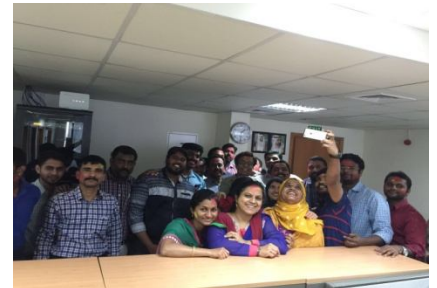
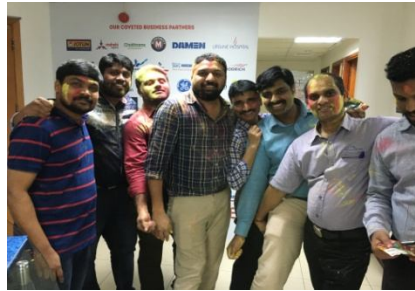
The Holy Month of Ramadan is soon approaching us. Your Zakat, Sadaqa and any other kind of donation including those interest amounts unclaimed in the banks and any such amounts have a use in somewhere or other in these projects. Please think...after all **Art of Giving** is something which if you master in it, will bring in lot of peace of mind besides returns from Allah in very many other ways. May God bless all of us (Aameen).

To donate log on :  
[www.vision2040.co.in](http://www.vision2040.co.in)

The Chairman & Managing Trustee of Manappat Foundation has appealed that this is a Mission to be carried by each and every community conscious individuals on their shoulders. Manappat Foundation can act only as a Catalyst. I am personally with my team are dedicated to spend our time, energy, money and intellectual capital for this mission.

# Celebrations @ Manappat

Agnice - UAE





# Celebrations @ Manappat

Teejan - UAE





# Celebrations @ Manappat

Spicy Village – Oman



Joyous Occasion - Team Dayout



Happy Customers'



Article on Spicy Village Restaurant

# In Lighter Vein...

## The Perks of Being Rich



You see a gorgeous girl at a party. You go up to her and say, "I am very rich. Marry me!" That's **Direct Marketing**.

You're at a party with a bunch of friends and see a gorgeous girl. One of your friends goes up to her and pointing at you says, "He's very rich. Marry him." That's **Advertising**.

You see a gorgeous girl at a party. You go up to her and get her telephone number. The next day you call and say, "Hi, I'm very rich. Marry me." That's **Telemarketing**.

You see a gorgeous girl at a party. You go up to her and say, "I'm rich. Marry me!" She gives you a nice hard slap on your face. That's **Customer Feedback**.

## Your phone knows it all!

### Your phone will reveal your age....

Do not believe? Try it...

Your Phone number will reveal your Age.

It will take about 15 seconds, read and do it at the same time so that you will not lose the fun.

- 1) Take a look at your last digit of your cell phone number
- 2) Use this figure and multiply by 2
- 3) Then add 5
- 4) And then multiply by 50
- 5) And then add the number 1766
- 6) The last step; with this number, subtract your birth year.

Now you see a three-digits number.

The first digit is the last digit of your phone number, the next two digits are your actual age!

**Surprising?**



## Succession Planning

A new manager spends a week at his new office with the manager he is replacing. On the last day, the departing manager tells him, "I have left three numbered envelopes in the desk drawer. Open an envelope if you encounter a crisis you can't solve."

Three months down the road there is major drama in the office and the manager feels very threatened by it all. He remembers the parting words of his predecessor and opens the first envelope. The message inside says "Blame your predecessor!" He does this and gets off the hook.

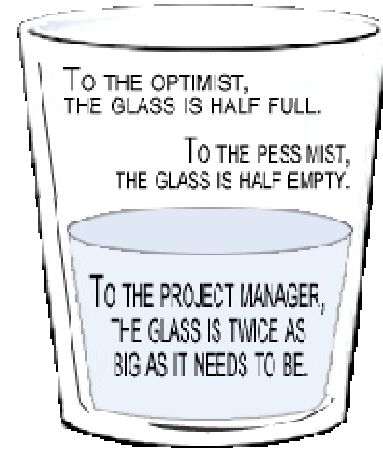
About half a year later, the company is experiencing a dip in sales, combined with serious product problems. The manager quickly opens the second envelope. The message read, "Reorganize!" He starts to reorganize and the company quickly rebounds.

Three months later, at his next crisis, he opens the third envelope. The message inside says "Prepare three envelopes."

# Sharing a Best Practice

Helpful  
Tips

In spite of availability of ample resources, a project often undergoes delays. Its adverse effects not only surface at the site, but also cause turbulence at offices. The root cause lies with the fact that the criterion of 'minimum qualifications required to become eligible as a project management practitioner', be it in individual capacity or for a team, is neither identified by the team leader nor given importance at any point of time — even if it is pointed out by team members! Eventually, the project suffers, and in turn, the organization!



So, what is this 'minimum qualifications' criterion? Does it require any additional degree/ diploma? The answer is 'No'! And, does it hold good? The answer is 'Yes'!



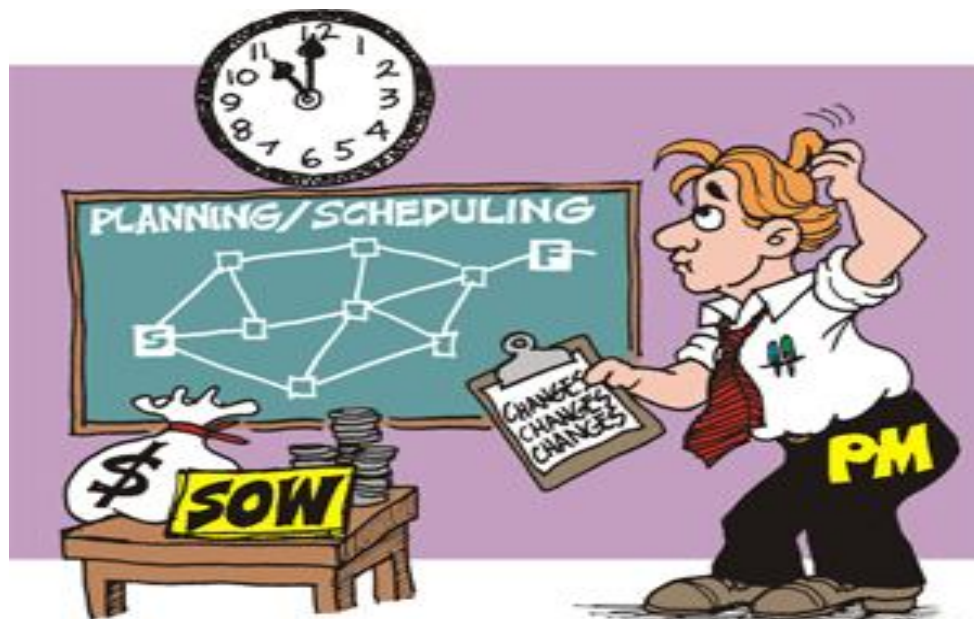
## Customer Satisfaction : Do I really care about it at all ?

Customer satisfaction indeed fetches sumptuous dividends! It makes one exceptional and indispensable, because care is taken at all times to keep the customer happy. I recall a case of an Indian company whose works were offloaded to another company by the client. The other company performed well and endeared the client, bagging all of its future projects. But customer satisfaction is not at the cost of our own business.



## Order of Preference : Does it reflect in my planning ?

'Order of preference' is vital, as the following example will bear out: At a construction site, the main building had been completed. The ETP's foundation was then found to be closer to and deeper than the main building's foundation. When excavation for the ETP reached its required level, the earth beneath the main building's foundation started collapsing. What a blunder!





# Sharing a Best Practice

## 6 Mistakes that Mess up a Project



**R**

**Right Person for the Right Job :** Do I organize the team by picking or deputing the right person for the right job ?

Example of an incident where 'the right person for the right job' guideline had not been followed.

A batch of workers in a construction company including the "Cook" had just landed at the remote site. In the evening, as usual, hungry workers assembled to have dinner in the mess. But, surprisingly, there was no sign of food or cooking whatsoever, although it was late evening! On probing the matter, it was learnt that the "Cook" did not know cooking! It so turned out that he was not a cook at all but a barber! The fellow was crying! Everyone's hunger got extinguished.

**T**

**Time Management :** Do I ever believe in it ?

Time management is by far the most critical part of project management. There is this case of a Japanese company which installed a semi-processing plant on the ship itself to process raw material during its sailing time from India to Japan. The semi-processed materials were then processed at an offshore plant during the maintenance period of the ship and then reloaded (on the ship) on its way back to India for re-collection of raw materials. In this way, 50% of the time was saved! What excellent time management!

# Sharing a Best Practice



## **'Encountering Skills' to Overcome Difficulties : Did I inherit them ?**

'Encountering skills', often needed to win over difficulties, is a God-given attribute. In the good old days when power cuts were frequent, a young engineer once aligned his Land Rover and available Jeeps and turned their headlights on to avert stoppage of concreting activity at the site, as dusk approached and sky was eclipsed with black clouds. That needed courage and presence of mind!



## **Team Spirit : Do I earnestly strive to establish and maintain it ?**

Team spirit is undoubtedly an inherent part of project management. In fact, it's a challenge! Very few people maintain team spirit. In general, what we usually find is 'a team without a spirit', or 'a spirit that leaves the team behind'. The high success rate of Japanese companies proves that collectively they are very strong; and for this attribute, they literally mint money on projects! The secret of their success undoubtedly lies in team spirit.



## **Negative Impact Assessment Approach : Do I evaluate negative impacts and their repercussions, keeping my foresight alert always ?**

Negative impact assessment is of utmost importance, as it helps avoid many unforeseen events! All it needs is general alertness and awareness. The negative impacts of the disintegration of the former USSR were assessed by an Indian company and then recorded facts presented after the disintegration which resulted in attractive profits on a project.



## **Magic of Communication : Do I ever feel concerned about communication skills ?**

Effective and proper communication skills have no boundaries! An overseas contract agreement read "... if death occurs upon request, air passage will be provided", when it should have instead read, "... if death occurs, upon request, air passage will be provided". A single comma here had changed the meaning of the sentence entirely! Similarly, it was a classic when chief guest D. Rama Swamy's name was read out as 'Drama Swamy', simply in the absence of the full-stop after the letter 'D'.



## **Action with Follow-up : Does it reflect in my day-to-day work ?**

Action with follow-up does not carry significance unless it fetches the desired results.

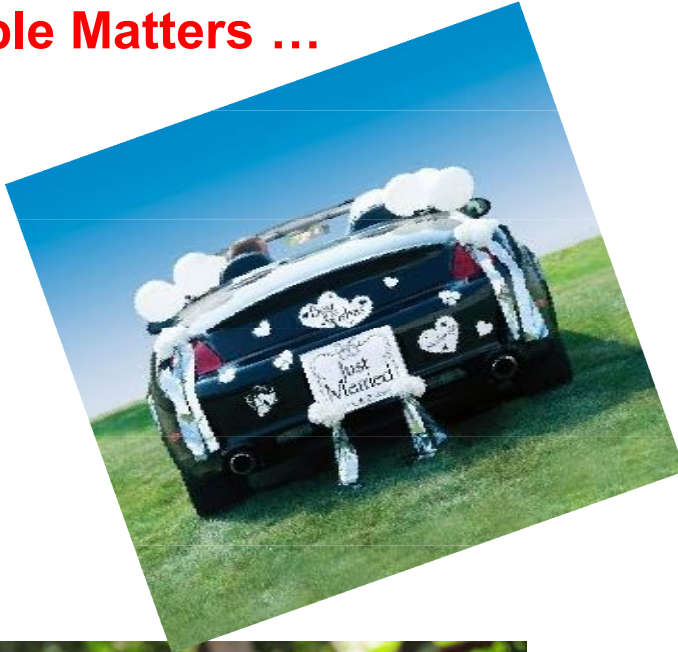
It so happened once that an International Company in a project didn't specify the time limit for releasing 'Mobilization Advance'. Many companies suffered because of this, until it was established that the time limit very much exists in the contract. How? FIDIC guidelines were read again and again, but there was no clue! The book on Interpretation of FIDIC, however, upheld the statement in no uncertain terms: "Any payment certificate, other than final payment certificate, shall be treated as interim payment certificate." That was enough! The time limit for releasing the interim payment certificate was available in the contract. Repeated follow-ups with the client, as stated above, ultimately forced it (The Client) to deposit the mobilization advance along with interest to the company's account.

I am sure these motivational guidelines have touched your minds and hearts ! They must have motivated you to excel in your field !!

Remember! No one is perfect on this planet!

Collated by **Sajid M. Ali**

## People Matters ...



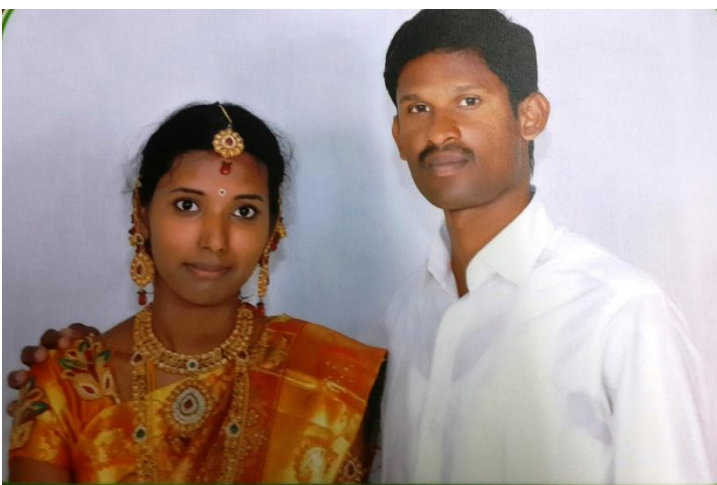
**Sheheer Muhammed with Zamiyath**  
Agnice - UAE



**Aravind Jagadeeswaran with R. Revathi**  
Agnice - Oman



Mrs. Rohini Vineeth wife of Mr. Vineeth Balakrishnan, (Project Manager - Rooftek Insulation Contracting LLC.) delivered a baby girl (named Avanethika) on October 11, 2015.



**Boopathi with Kanimozhi**  
Agnice - UAE



# Footprints...

## Condolence



With profound grief we wish to inform about the sad and untimely demise of Mr. M. Prakash, and who was working as a Project Manager in Agnice Contracting in UAE. Mr. Prakash was a very genial and jovial person and very committed to his roles & responsibilities and was in fact managing the entire Civil business for Agnice Contracting. He was liked very much by his team members for his amiable nature and everybody could relate to him. He is survived by his mother, wife and two children.

We as part of the Manappat family have collectively stood by his family at this hour of need and we wish and pray that they overcome this lean phase of their life.

May his soul rest in peace.

## FOOTPRINTS IN THE SAND

One night I dreamed I was walking  
along the beach with the Lord.  
Many scenes from my life flashed  
across the sky. In each scene I  
noticed footprints in the sand.  
Sometimes there were two sets of  
footprints, other times there was one  
only. This bothered me because I  
noticed that during the low periods of  
my life, when I was suffering from  
anguish, sorrow or defeat,  
I could see only one set of footprints,  
so I said to the Lord,  
"You promised me Lord,  
that if I followed you, you would walk  
with me always. But I have noticed  
that during the most trying periods of  
my life there has only been one set of  
footprints in the sand.  
Why, when I needed you most, have  
you not been there for me?"  
The Lord replied,  
"The years when you have seen only  
one set of footprints,  
my child, is when I carried you."

# Newsletter Archive



I had seen the Wonderful Manappat News Letter.  
Great ! Hearty Congrats !  
Wishing You and Family a Happy New Year.  
With Warm Regards,  
K. Venugopal

Excellent Newsletter. This newsletter reflects one  
Manappat one family.  
Thanks & Regards,  
Hamid Sher

Balanced Newsletter. Keep it up.  
Regards,  
Danish Aziz

The maiden issue is excellent. It enlightens every one of  
us about the other businesses where one is not involved.  
Regards,  
Farooq Ali

You can contact the editorial team [sajid@manappat.com](mailto:sajid@manappat.com) in case you are interested in receiving  
the "Manappat Together" Corporate Magazine. To archive previous magazines, please visit

[www.manappat.com](http://www.manappat.com)



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