



SPACE RENOVATED AND READY FOR LEARNING AT SAN DIEGO STATE UNIVERSITY GEORGIA

Saunders Group Newsletter

November 2015

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Director's Word

By Andrew Webb

For this month's company newsletter I would like to talk about the importance of teamwork.

Teamwork, the way members of a group, be it a company, a group of friends, or a family, support and help each other is one of the most important contributing factors to any successful organization.

In order to succeed, we must be prepared, in fact happy, to support our colleagues and to assist each other in carrying out our activities on site and in the office. It should always be remembered that the sum of a group is greater than its individual parts.

I am always happy to see the cooperation and mutual support shown by the Saunders Group team, which is not just a Company, but also a group of friends, and in fact, a family.

Latest Staff News

Congratulations to Gary Simpson on getting married and good luck in preparing to bring a new baby into the world with your new wife.

Congratulations to Andrew on getting recently married with his best man Temuri.

Quote of the month

"Worry is a wasted emotion."

"Focus on the things which you can control"
- Steve Hansen – All Blacks Coach.

Projects Ongoing and Upcoming

In this newsletter we briefly overview the progress of our ongoing projects and a look at potential new ones.

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Active Projects

by Various Engineers

WIMP II - 28 Cities Water Rehabilitation Project

The Joint Venture of ILF and Saunders Group has continued with supervision of the water supply rehabilitation projects across Georgia. Because of complications in drawings, a number of the project sites commenced in the months of July to August 2015. Currently almost every site has an FIDIC and Resident Engineer. Furthermore, a number of the sites are nearing completion resulting in new water supply to Georgian communities.

The JV has also begun assisting UWSCG with the design solutions. Bernhard the team leader has been working hard with Andrew, Temuri, Dachi, Teona, Giorgi, Natia and David. We also welcome Simone and Nino to this team. We are looking forward to getting resolution for these design issues and getting the water to the residents.



Batumi Coastal Protection Project

Saunders Group together with Technital (Italy) and Deltares (the Netherlands) has continued working on the Batumi Coastal Protection project.

Detailed design was delivered in October. Works should be commencing next year. Local residents will be pleased that this ongoing issue will soon be resolved.



SDSU - San Diego State University Project

Saunders Group is actively working on the SDSU project, which includes the rehabilitation and reconstruction of university buildings. Our engineers Malkhaz and Vlado are currently working on supervising the renovation of facilities which is mostly complete. Alexander and Dachi have been keeping the sites safe and environmentally friendly. Our architectural team have also submitted the 70% design in September and are continuing to develop this design.

The University has a opened course on September 22, 2015, which has started the process of international accredited degrees in Georgia.



Staff trip to Signagi

by Teona Jebisashvili

Autumn is associated with glowing colored paint and vintage in Georgia. Here the vintage is special celebration and I doubt that there are places in the world that can pride themselves on vintage more beautiful than in Kakheti. It is with great happiness is to visit Kakheti in the grape harvest. Saunders Group employees gathered in Tbilisi, visited Davit Gareji and Bodbe monasteries, tasted Georgian wine in the wine cell of John Vuderman in Signagi and together we spent one warm and lazy autumn day. The Day ended with a meal at a Georgian restaurant watching the sun set on the Alazani basin.



Business Development

by Lia Jukharidze

We've been working on several RFQ and EOIs this month and below you can see the overview of these projects. These are upcoming opportunities for Saunders Group.

- Saunders Group with Technital (Italy) has submitted a proposal for of Consulting Services for Supervision of Civil Works to be implemented under the Regional Development Project (RDP III) the results were expected couple month ago, but we have received the validity extension notice twice from MDF, since the bank is taking too long to evaluate the proposal. We believe our proposal is strong enough to get high scores on evaluation and hope on success.
- CDM smith has been shortlisted for the Project – Regional Development for Batumi – Phase IV. Saunders Group has formed a sub-consultancy agreement with CDM smith to continue competition on this project, as we have big experience at water supply system rehabilitation consultancy and supervision CDM smith chose SG as a local Engineering and Administrative support. If CDM smith is successful for the project, it will give us a chance to continue the growth in the hydraulic and water system field.
- Saunders Group with ILF has submitted the proposal for New Water supply networks and reservoir design for WIMP II, the project was granted to JV, we have mobilized the team and have started working on design. Saunders Group with ILF will be working on the project for next four month.
- SG with Alep (New Zealand) and ISSA (Georgia) has submitted the EOI for Urban Transport Development Project funded by ADB. It's a quality based selection and we believe we made up a very competitive team for successful participation.



MISS MADONA TKHELIDZE

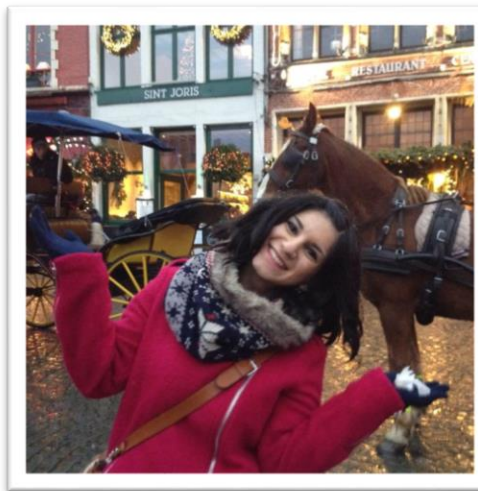
Madonna joined Saunders Group around two years ago and has been working as a Document Controller on WIMP projects.

Please tell us a little about yourself and your family

I was born on the 13th of November, 1991 in a small town Zestafoni, where I used to spend my summer and winter vacations in my childhood. I grew up in a small family in Tbilisi. I think I was lucky enough in regard to the family environment, because we were given the freedom of choice and, therefore, we were responsible for our actions since childhood. I have parents, Mum – Irina and Dad – Murmani, and elder sister – Nia. Nia is the English teacher at school and is actively involved in the implementation process of the educational reforms. By the way, we differ from each other with professions and interests: Nia is a specialist of foreign languages and I have obtained my BA and MA degrees in International Relations. I have recently graduated from Master Program, which appears to be the end of one of the most important parts of my life. Now I am trying to understand who I want to be. I think, it's time to decide what I really want to get from my future.

You have joined Saunders Group around 2 years ago. How much important were these two years for your career development?

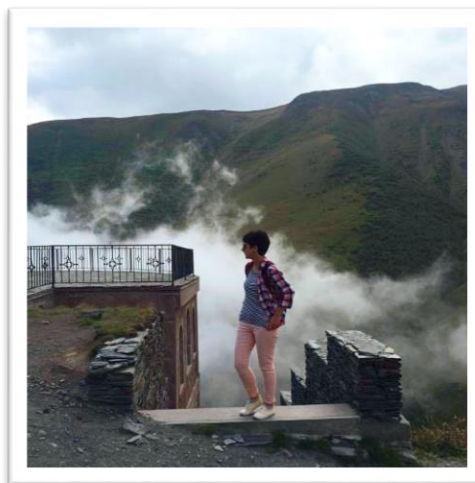
I still remember that day, when I was told that I was employed at Saunders Group and asked when I could start working. I was extremely happy as I felt that I was old enough and ready for the job I would be responsible for, then I realized that every single problem should be solved by my own. I started working in a totally strange environment, but friendly attitude made it easier to get used to the situation and feel free. Besides, I found myself in a radically different sphere, which made me a little bit scared from the very beginning as, honestly, I had no experience in engineering and its terminology seemed quite difficult and obscure to me. But my colleagues supported me and my ability to work upon my personal development appeared as a big advantage. Consequently, I did it and managed to extend my knowledge in that field. Since I have been working



here I have managed to develop my working skills that have direct impact on my career achievements. The most interesting part of my job is attending meetings and observing distribution of interests. Being involved in the process of negotiation enables me to see

“Because of my character I do believe that nothing is impossible, that there are no unsolved problems, that stress will never control me”

practical side of my real profession and analyze what kind of strategies are used by the stakeholders. During that period I got used to work in stressful environment; besides I assure that quality is the most important criteria of executed work. Therefore, time I have spent here had enormous influence on my career and self-development as well.



Which of the following helps you to do your best at work: education, experience or your personal characters?

In my opinion, it's almost impossible to define the working quality with only one indicator. On the one hand, educational background is one of the most important features, as I think that without intellect one is unable to estimate importance of responsibility he/she has, to make priorities and to plan strategies or working methodology. On the other hand, after gaining experience one becomes much more efficient, fast, courageous and organized. But personal characters still remain the most essential part to me for doing the best at work: because of my character I do believe that nothing is impossible, that there are no unsolved problems, that stress will never control me as I am sure that good and optimistic mood will give you possibility to fulfill any kind of task and succeed.

You have experience of working with multinational environment. What are the main differences between Georgian and foreign companies or colleagues?

I think that foreign company possesses much more organized administrative part rather than some local organizations. Working with Gary appeared to be very good illustration to me that any of position one has should be based on a strong argument that gives you an opportunity to give appropriate responses to the questions others might have. Besides, I noticed that in foreign companies deadlines are respectively met and people there pay much more attention to the documentation. Although, I consider that those Georgian companies, that aim to build well-arranged organization, possess enough resources to form a good system of management.

In case of colleagues, I firmly believe that human nature matters but not nationality. Thus, you can have the same friendly or non-friendly attitude with Georgians and foreigners too.

What kind of living surrounding makes you happier? Thus what you wish used to happen around you and vice-versa?

I would like to thank you for giving me that question, as for me there is a direct link between happiness and environment where I live in. Sometimes I think that the level of my happiness is determined by the condition that surrounds me. To me Tbilisi seems to be the biggest reason of my suppression, Tbilisi with its skyscrapers and buildings, with its lack of oxygen, with the roads full of cars and people... I would love to live in a city, where everyone would take care of it; no one would damage the nature, where



you would have the chance to go out for a picnic in the green park with friends, or alone to read a book; I would like to live in the country, where I wouldn't have to make excuses whilst crossing the road and drivers would let me achieve other side safely. Since my childhood I have been dreaming to live in a town with the beautiful architecture and small houses, where I could walk a lot. Although, Tbilisi is and always will be my hometown, where I grew up, where I have spent my childhood, adolescence, collected memories... This is a place where my friends live, people with whom I still manage to be happy, optimistic and hilarious.

How do you think, what does the business society lack most of all in Georgia? Please also discuss SG as a case.

In my opinion, Georgian business society lacks competitive environment the most. Moreover, it doesn't have an appropriate support from the government. Besides, tense political situation represents very important issue that has negative impact on business development process and cuts down the motivation of the investors to start up new companies, because no

one has the guarantee that a good start will have the same stable continuation. But in case of Saunders Group, I think that everything is going quite well. The company has managed to develop itself and nowadays SG is quite successful organization with high-level business partners and dozens of staff members. The company has successfully developed different directions; consequently, nowadays it has quite important ongoing projects that are executed by respectful and responsible professionals. I hope that the tendency of development will continue and Saunders Group will become brand and integral part of the Georgian market.

What is the best thing you do to relax after work/ on weekends; usually how do you spend your free time? Do you have any hobby?

After work I always try to relax and have a rest in order to fulfill with the energy and don't lose the positive mood. I spend the main part of my leisure time with my friends. We have different ways to chill out: sometimes, we go to the Art-Café and discuss the whole week, sum up the most

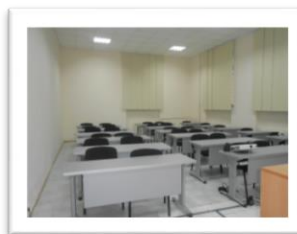
important moments and impressions, laugh a lot and drink a little. We also enjoy going to the cinema and when the weather is bright at the weekend we visit different places of Georgia. But when I am terribly tired, I prefer walking, walking a lot and listening to the music I love. To tell the truth, I have discovered that walking is the best therapy. Reading, writing and watching movies are the most favorable leisure activities for me. But being surrounded with people I love and meeting new friends make me happier as for me only shared emotions, shared thoughts and shared happiness matter



ENGINEER OF THE MONTH - Malkhaz Vardosanidze

by Lia Jukharidze

- Saunders Group is working on the project for SDSU university facility design and rehabilitation supervision. SG has completed the design phase at the end of summer 2015 and the contractor has started working on rehabilitation of classrooms for SDSU. One of our most experienced engineer Malkhaz Vardosanidze is assigned to supervise the rehabilitation process. As the time frame and the rehabilitation period was very tight, Malkhaz has been actively involved in supervision, consulting and helping the contractor to solve the issues concerning the rehabilitation. Malkhaz has been liaising with SDSU, MCA and contractor at all phases of rehabilitation to insure the smooth running of the works process. According to his responsibilities Malkhaz has been checking the quality of construction, preparing reports and all necessary documents for beneficiaries.
- Saunders Group Management team clearly can observe the progress and good work of our Engineer Malkhaz Vardosanidze, who's done his best to get the school year started on time. Students have the most of the facility ready to use for studying and the rehabilitation process also is going well.
- Saunders Group Management has decided to name Malkhaz as an Engineer of the month for this Newsletter Edition for his effort and successful supervision. He already serves as an example for most of our engineers and gives group and personal trainings to our Supervisors. We believe that his outstanding work and effort will raise motivation and working competence for all our Engineers.



Saunders Group Monthly Newsletter

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