



VIEW OF THE CAUCASUS RANGE LOOKING WEST FROM THE KAZBEGI SUMMIT.

Saunders Group Newsletter

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IN THIS ISSUE

Director's Word

By Richard Saunders

Three years ago I came to Georgia with a suitcase and some ideas, followed by my soon to be fiancé. If you have ever moved to a foreign country, the prospects of a new, unknown environment can be quite daunting.

As it turns out I need not have worried; the people of Georgia are extremely hospitable and made me feel very welcome, and with the support of my brother Michael and now fiancé Genevieve, we have had 3 years full of amazing life-changing experiences (see picture above).

Soon we will be leaving Georgia to resume life in our motherland. Saying goodbye to respected friends and colleagues without really knowing when we will meet again will be the most difficult for us. We have forged some great friendships and we will truly miss you all.

Fortunately for us we have opportunities, family and friends back in New Zealand to look forward to. My fiancé and I are exchanging vows and getting married on New Year's Eve; I am sure that both of us will keep a piece of Georgia forever in our hearts.

I would like to wish everybody who I have come to know, on both a business or personal level, all the best for your future endeavors, and I hope to see you again in the near future.

General Office News

Saunders Group has moved some staff into #20 U. Chxeidze street office across the road from the previous office. The space included 220 Sq. /m office space and 3 parking areas. Opening ceremony is planned for October.6th



Latest Staff News

Some romance has blossomed from within our company. Congratulations to David and Nino on their commitment to each-other.



Quote of the month

"You have brains in your head, you have feet in your shoes, you can steer yourself any direction you choose."

Dr Zeus

Projects Ongoing and Upcoming

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

Page 2

Your Career at Saunders Group

We outline where our employees can and are going.

Page 3

Business Development

It has been a busy few months in project development

Page 3



Meet a team member

Tamara Katsitadze shares her views on living and working in Georgia.

Page 4



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. Mostly works at each site are going well, most of the sites are scheduled for completion toward the end of this year or next year, resulting in potable water supply to Georgian communities. The Joint venture has also now completed some significant design works for the WIMP II project.



Batumi Coastal Protection Project

The tender has been announced and currently the works bids are under evaluation. Works are expected to start in November 2016 and SG will provide local supervision for the project.

SDSU - San Diego State University Project

Saunders Group continues working for SDSU University. The new phase of renovations has been designed and is under construction. The chemistry labs have been equipped with latest technical equipment and devices. Our Engineers Vladimer Shonia, Malkhaz Vardosanidze and Dachi Papashvili are supervising the works under Andrew Webbs watchful eye and making sure that the contractor performs the works according approved standards. Irakli Melkadze, Natia Tokhadze and Bakari Lutidze are busy with designs for a new building with ISU and further renovations to expand TSU facilities in 2017 to keep up with demand of STEM tertiary education in Georgia.



Your Career at Saunders Group

By Teona Jebisashvili

- As a company operating in infrastructure supervision services industry, we rely on human resources. Saunders Group is a company where diligence and hard work are rewarded and where people can be promoted to high levels from starting position. Our everyday work is based on professionalism, trust and mutual respect, which in its turn stimulate an environment where people can think of innovation and plan their success.
- Professional development of our employees and relevant training/education process is one of the pre-condition of our success. Saunders Group's employees have an opportunity to maximally develop and reveal their abilities.

The company's following programs serve this purpose:

- Welcome package ensures the new employee's quick and easy adaptation in the company. By means of this package, a new employee gets familiar with the company values, corporate culture, organizational structure – all the useful and necessary information that ensures her/his successful integration of Saunders Group's team.
- Training targeted towards development of professional skills ensure deepening of our staff members' knowledge and their creative skills. These trainings enable staff to achieve high level work performance and build their successful career.
- Training of staff is as follows:
 - Lado Shonia and Bakari Lutidze are undertaking English language courses which will help them with their day to day communication.
 - Andrew Webb is undertaking Georgian language tutoring which will help with day to day communications.
 - Mako Makhokhashvili has completed an English language course and is embarking on an MBA course.
 - Nino Burduli is also preparing to start an MBA.
 - Dachi Papashvili is completing a NEBOSH certificate in environmental management.
 - Richard Saunders is completing a Project Management Professional (PMP) course through online courses.

All these determine our company's success today and our orientation to a successful future.



Business Development

By Tamara Katsitadze

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

- Saunders Group with CDM Smith (Germany) has submitted an expression of Interest for MIMP- Municipal Infrastructure Modernization project and we have been qualified on proposal stage as well. The project is financed by EIB and implemented by Municipal development fund of Georgia.
- SG has submitted the EOI for Tbilisi Bus Project - Tbilisi Bus Restructuring Study together with international partners PADECO and ROM. The project is financed by EBRD and now we will have to wait for couple month for the client to announce shortlisted companies.
- Saunders Group has prepared a proposal for the project "American Medical Center for Women and Children"
- Saunders Group jointly with CDM Smith (Germany) has submitted on the first stage Eoi and then the proposal for Anaklia port Development project environmental studies, financed by Anaklia Development Consortium
- During last month, the Saunders Group had an opportunity to express the interest for several road projects: Khevi- Ubisa Shorapani road section E6o, Tbilisi bypass- Natakhtari- Rustavi E6o, Batumi bypass- Sarpi section E7o and SG has been associated with international partners: Technital (Italy) STUP Consultancy (India), SAI (India), SMEC International (Australia), APPlus (Spain)
- Saunders Group has submitted the expression of interest for following road projects: Tbilisi- Bakurtsikhe, Tsnori- Lagodekhi, Rustavi-Red Bridge, Rustavi-Sadakhlo, Zhinvali-Larsi, Khvesheti-Khobi, the road department of Georgia has received financial support from World Bank to implement the projects. SG has joined to different consortium as a local partner Net engineering (Italy) APPlus (Spain) Technital (Italy). We should hear about shortlisted companies quite soon, as a couple month has passed since the submission of the EOI.
- Saunders Group has submitted a proposal for Gardabani sewage plant survey at GWP
- SG is experienced in water supply supervision and design projects, Saunders Group has submitted EOI for following project: Supervision on water irrigation system, Irrigation Channel design, Feasibility studies on irrigation schemes in various places in Georgia. Ministry of Agriculture of Georgia received a financial support from IFAD.
- Saunders Group has invited to share its experience outside of Georgia as well, jointly with Grant Thorton the EOI for Uzbekistan urban transport planning project has been submitted.
- Saunders Group takes care of Tbilisi city transport development and expressed its interest for the "Pre-feasibility study for Tbilisi metro upgrade" Project together with the Italian partner NET Engineering
- SG continues to express the interest into road projects, Pre-feasibility and Feasibility Study of Samtredia-Zugdidi bypass. World bank financed project has been submitted together with Technital (Italy), Verkis (Iceland), Net Engineering (Italy), Applus (Spain).
- Saunders Group joined international partners Applus(spain), STUP Consultancy (India), Dolsar (Turkey), SAI (India) to submit an EOI for Suppervision of constractiom of rural roads along the Ruisi-Agara-Agara-bypass section of E6o highway KM95-KM114". We are waiting for shortlist results soon.
- Saunders Group has submitted the Eoi for supervision of works for the rehabilitation-reconstruction of Batumi (angisa) - Akhaltsikhe (S1) road, Khulo – Zarzma section, the project is financed by KFAED and SG has been united with AECO (Kuwait), APPlus (Spain), Stup Consultancy (India), Dolsar (Turkey).
- SG recently has submitted expression of interest for Consultancy Services for the Preparation of Feasibility Studies for the Selection of Viable Irrigation Schemes for Rehabilitation jointly with YFN Georgia. The JV was shortlisted and is now preparing a proposal for that project.
- Currently, SG working on preparation of project "East West Highway Corridor Development Project – Private Sector Participation and Long-Term Financial Sustainability Options" together with international partner
- Representatives of Saunders Group met with Tbilisi Mayors office in September and presented on the company's activities and possible areas for development of the city.
- Upcoming projects include the Kutaisi waste water system upgrades, upgrades to solid waste management in various regions of Georgia.



MS. TAMARA KATSITADZE

Tamuna joined the Saunders Group team in April. She has fitted in really well, and is doing a great job in Business Development.

have joined Saunders Group's team, I can freely say that all above mentioned features help me to solve all tasks efficiently.

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

I have worked for various International organizations together with people with different national, cultural, educational etc. background. I think, people, rather than Georgians, are more specialized in a specific field, who are same time open to get new skills and work on self-development as well. Georgians are open-minded, but still in the frames and afraid to face new challenges not to break their already created comfort zones. But Hope, young People who will get experience abroad, they will take positive steps towards the country's development.

Saunders Group is an example of successful local business, who provides consultancy services in construction, infrastructure and design and exclusively serves its client's interests. Saunders Group is a company with professional and friendly working environment.

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, usually I spend time with my family, sometimes I enjoy to go theatre and to the cinema. I have travelled a lot in Europe, but now living in Georgia, on the weekends, I try to go outside the city with friends and family, to visit sightseeing of country and breathe fresh air. I used to do paint and make some handicrafts, I would like to spend time to continue some art-work



Please tell us a little about yourself and your family?

Gagra is a beautiful Black Seaside city in Abkhazia, where I was born in a warm and friendly family and spent unforgettable 7 years there. I then moved and grew up in Tbilisi and after the graduation of Law faculty in Tbilisi, I have decided to continue my study abroad and in 2013 I've gained my Master degree in European Studies and regional cooperation in Bulgaria and Germany. During living in Europe, I've met my husband, who leads systems and analytic unit in the Bank now.

"Georgians are open-minded, but still in the frames and afraid to face new challenges not to break their already created comfort zones"

How do you think, what does the business society lacks most of all in Georgia?

Georgia's current socio-economic changes in a positive effect on entrepreneurship, business development in recent years, but Georgia has mainly focused on the activities of the consumer and not the productive economy, thus the formation of the business environment has suffered.

The Business is new jobs, economic stability, welfare level, legal regulations for business, professionalism etc. without those indicators it is impossible for real progress in the country's socio-economic growth. The fact that Georgia's business climate is changing, but the process is very slow. Nevertheless, Business society is still facing significant challenges, for the successful achievement, it is necessary to have dialogue between the government and the private sector.

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

In my opinion, Education is important to get knowledge, in order to be professional in a field, Education helps to gain experience and to develop skills and abilities, to learn practical aspects of particular job, and Personal characteristics help a professional to have positive attitude towards the colleagues which is a guarantee of comfortable and friendly working environment in the team. I



Across

- 1. Hydro power project
- 3. Tbilisi River
- 5. Caucasus mountain
- 6. Type of lighting
- 9. Zurab Mosidze site
- 10. Investment bank
- 14. SG office location
- 15. Hotel chain
- 17. Georgian Skifield
- 18. Units of pressure
- 19. Narmanias downfall

Down

- 2. Lake resort
- 4. Speaker of Parliament
- 5. Characteristic of Andrew Webb
- 7. Preferred georgian building material
- 8. Place to store water
- 11. Type of laboratory at SDSUG
- 12. the opposition
- 13. Andrei site
- 16. Characteristic of Richard Saunders

