

PACE ARABIA - 2022



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INTRODUCTION TO OUR SERVICES

WE ENABLE REGIONAL GROWTH

PACE provides consulting, advisory and a complimentary number of business solutions to assist our clients in entering markets, growing their organizations, and succeed in their business goals. We provide support with: HR Consulting, Employee Management, Government Services, Compliance & Construction & Engineering Support Services.

We are one of the leading Business Solutions (Inception), HR Consultants & Technical Manpower providers in the region and offer bespoke and professional services dedicated to your business. Our multiple locations enable us to be where our clients are so we can continue to provide exceptional service and deliver measurable results. We help you to do business by understanding your requirements and implementing a full support plan.

PACE provides business support solutions that enable our clients to access GCC markets, grow their business and succeed in finding efficiencies exporting their business. We work with a multitude of clients; large multinationals, local brands, government entities and SMEs, providing the same world class service no matter their industry or size.

We focus on the technical requirements of your business and assist by accelerating business inception and licensing to provide you with an operating base that complies with local law and compliance requirements. We assist with cross border staffing allocation and can provide a full suite of services to suit your operating requirements. We pride ourselves on our ability to create a seamless operating system that supports your regional delivery requirements.

Over the last 20 years, **PACE** has provided a comprehensive range of offshoring and outsourcing services to our clients. From locations across different GCC regions, including Saudi Arabia, Bahrain, Kuwait, Qatar and the United Arab Emirates, gradually moving towards other international markets. We pride ourselves on our versatility and have supported small, medium-sized and multinational companies regionwide migrating their offerings into the local market. Our solutions are scalable and affordable and created using our broad knowledge of the local market conditions.

We focus on removing the responsibilities associated with the intricacies of local law and compliance requirements, we have created a solution with the **MISA (Ministry of Investment Saudi Arabia)** that will accelerate the implementation process and give your business legal operating and ownership rights. We focus on the complex and everchanging employment laws, in turn, preventing fines and legal risks associated to misclassified foreign SOP's.

Share your requirements with us, big or small, and we will provide you with an operating base that supports your regional growth and assists you achieve your business goals.

VARIABLE SUPPORT FUNCTIONS

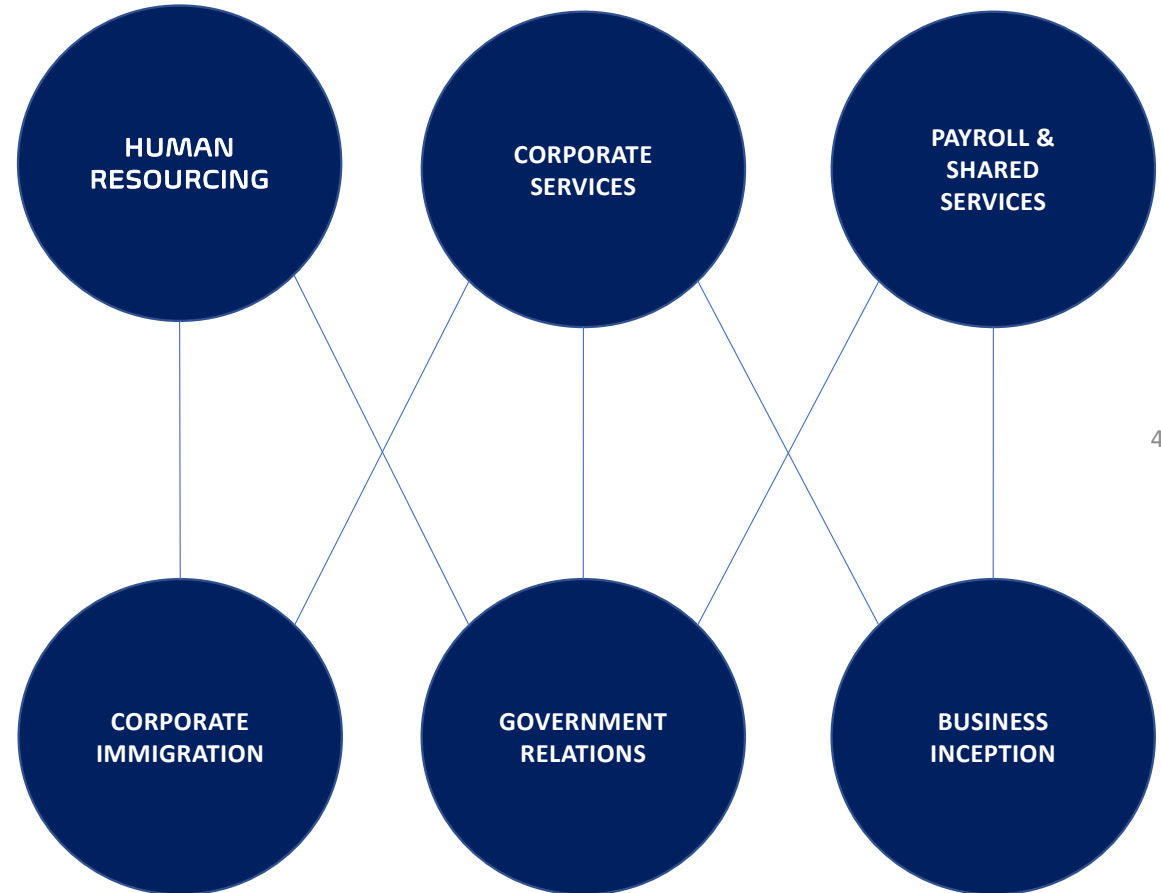
WHAT WE DO

We provide for a number of key business areas and have supplied multiple sectors and markets with tailor made business solutions. We do not have one single fixed strategy for your business requirements, we have variable engagement methods based on scalable contracts. We can assist with the following:

- Business Inception
- Consulting & Business Management
- Human Resourcing & Outsourcing (Multi Service)
- Payroll & Shared Services
- Corporate Immigration
- Government Relations Representation

We have over 20 years in the Saudi Market and employ over 3500 people in different sectors servicing 42 clients through our bouquet of businesses. We offer bespoke services where required and have the ability to scale up to our clients' requirements in very short periods of time.

Our intent is to assist our clients, stakeholders and interested parties with best in the market business resourcing solutions. Our goal is to create a streamlined approach to supplying service provisions that are in line with our clients' requirements. We understand the complexities of starting up and operating a business in KSA, we transfer this knowledge base via our engagement process.



WE OFFER INNOVATIVE WORKFORCE SOLUTIONS

Our goal is to help organizations develop and maintain agility in their workforce by adapting to changing market and business demands and keeping pace with changes as the future of work evolves.

Permanent hiring: Our professionals utilize existing databases, electronic boards, user groups, and social media to develop pipelines and build local talent pools in each market while we provide permanent recruitment services. Our Recruitment Delivery Team has been trained on active and passive candidate identification and rapid recruitment. Our **offshore staffing services** are not limited to manpower and mid-level skilled employees, we also hire senior positions.

Employer solution: We offer end-to-end talent lifecycle solutions by combining our consulting and analytics capabilities to assist organizations more effectively source, manage, and develop talents at scale, leveraging more than twenty years of expertise in the market.

We differ from other service providers because our responsibilities do not end once the onboarding process is complete. We align a dedicated HUB Manager who will be your direct point of contact, ensuring that the engagement remains healthy, all delivery elements are efficiently executed, as well as ensuring a direct line for any future communication. Our teams provide the same level of attention throughout your engagement.

VARIABLE BUSINESS SCALING

Accelerate hiring in any country

- Within a few weeks, you can onboard new or existing team members- 50% faster than local entity establishment.
- Ensure your company growth stays on track by meeting all hiring deadlines whether internal transfer or external recruiting.
- Streamline every step of the hiring process through our experts, keeping your time focused on more business-centric tasks.

We remove compliance concerns from your plate.

- Maintain compliance with ever-changing local employment laws
- Prevent fines and legal risks relating to misclassified foreign businesses

Establish a global team of top talent

- Hire anywhere, anytime without geographical constraint
- Leverage your global presence
- Bring in a higher quality of talent into your existing team
- Diversify value creation with a more diverse team

RESOURCING SOLUTIONS

DIRECT RESOURCE

Soundlines group has supplied labour from around the globe to support our local clients. We have resourced and landed in excess of 100000+ expatriates into this market and have a strong team to support our global resourcing strategy. With offices in JEDDAH, RIYADH & DAMMAN we have created a countrywide umbrella in KSA to support our local clients.

INDIRECT RESOURCE

We started an indirect resourcing solution in 2015 to assist clients with fast-track onboarding requirements across various industries and sectors. Our clients required tailor-made or specific resource requirements that were either offshore or outside of their operational license parameters.

We currently supply Contract Visas to multiple MNC's and local partners and have the ability to initiate licensed support services in the Food Services, Facilities Management, Construction, Medical, Trading and Engineering Industries.

HUMAN CAPITAL MANAGEMENT

We understand the importance of employing the right people for the right job, that's why we have focused on the people we employ or source and are one of the regions largest human resources providers. There are over 5000 people working directly for us in the GCC region supporting regional and local businesses, we take pride in the fact that we focus on our biggest investment, people. We understand that Investing in human capital can boost employee creativity and productivity, and ultimately, an organization's profitability.

WHAT WE OFFER

CORE HR - payroll, benefits administration, onboarding (bringing employees into the organization), compliance management and maintenance of employee data.

TALENT MANAGEMENT- the process of recruiting, developing and retaining employees. Talent management suites consist of distinct yet integrated modules for recruitment, performance management, compensation management, learning and succession planning.

WORKFORCE MANAGEMENT - the set of functions for deploying employees with the necessary skills to particular regions, departments or projects. It includes time and attendance management, workforce planning, labor scheduling and budgeting. Service delivery, including HR help desks, intranet portals, employee self-service.

PEO SERVICES TO SUPPORT YOU IN SAUDI ARABIA

A professional employer organization (PEO) allows clients to outsource their support function business needs whilst remaining the manager for the daily activities. The PEO undertakes the employee management tasks such as accounts, procurement, payroll, employee benefits, recruiting, training and development and is the employer on record usually for tax or insurance purposes.

A PEO can secure a lower costs, reduce time and resources on repetitive tasks and lets a company focus on their core business whilst ensuring the back-end services are efficient and effective .

Our PEO services put client's employees on their payroll and handle income tax, General Organization Social Insurance (GOSI), Wage Protection System (WPS), insurance, Saudi labour law requirements and terminations.

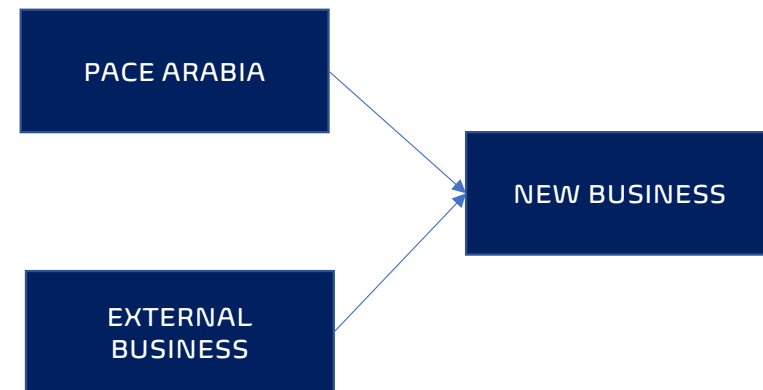
We cover our client's compliance risk, help quicken the onboarding process, provide their employees with benefits and act as a day-to-day business partner particularly in HR, legal, finance and accounting.

FAST TRACK BUSINESS START UP

Both parties will agree the service level requirements, office location, support function requirements We utilise MISA (Ministry of Investment Saudia Arabia) to fast track your business inception.

It will take 14-21 days from the date of the authorisation letters from both businesses to receive the registrations, licenses and permits to proceed. PACE will assist with bank account opening, government registrations and your business initiaion requirements.

Ownership is variable based on the appointment requirements (1-99%), homebase business names are used for the new business license



BUSINESS SUPPORT SERVICES

CHALLENGE

We understand that the idea of starting up a new business or operating outside of your home-base can sometimes seem like a daunting challenge. There is a perception that the Saudi market is extremely difficult to navigate and that the operating conditions are not favorable to external businesses. The upfront costs of establishing an operating entity with the correct licensing and setup is substantial if carried out as a stand-alone entity.

SOLUTION

We have refocused our business to serve your needs, however small or large. We have created a suite of offerings that will give you the ability to enter the Saudi market in an economical manner that protects your interests whilst giving you the ability to initiate operations. We offer a business model based on a 'one-stop shop' model that creates a defined business solution for your Saudi venture.

We offer the following services:

Establishment Services

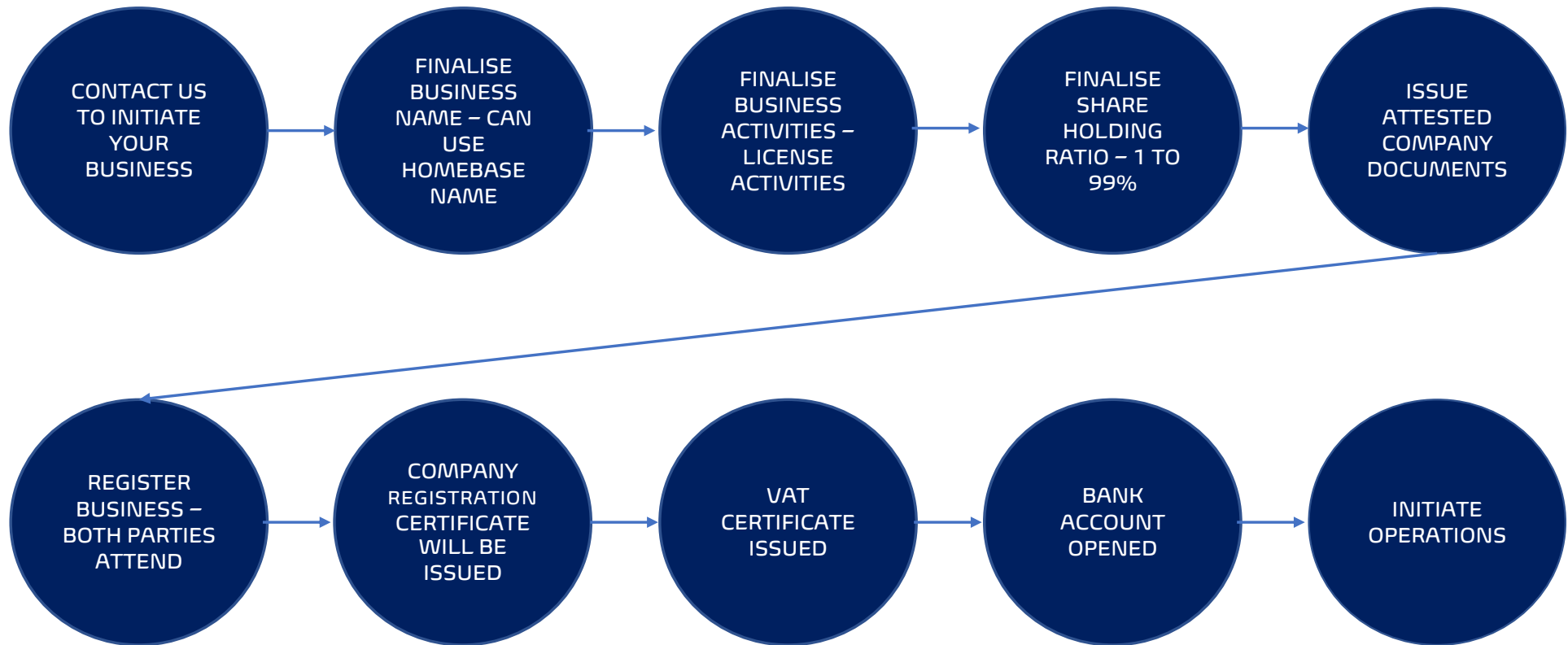
- Administrative Support Services
- Office (Virtual, Hot Desks & Stand-Alone space)
- Motor Vehicle Hire Services
- Accommodation Hire (Non-Serviced/Serviced)
- Travel Assistance
- Accounts & Tax Services
- Salary & Pay Services
- Onboarding Services
- Migration (Company & Personal)
- HR Function & Support
- Travel Assistance
- Hotel Booking
- Transport Services
- Labour Accommodation & Transport
- Recruitment Services (Full Suite)

Government Interface Requirements/Services

- Business Inception
- Licensing
- Nitiqat Provision
- PRO Services
- Translation Services
- Attestation Services
- Accreditation Services
- WPS (Wage Payment System Services – Full Suite)
- Insurances – 3rd Party, Property, CAR)
- Government Relation Officers
- Regulatory Compliance – Business License
- Regulatory Compliance – WPS & Provisions
- Full Visa & Work Permit Application & Process
- Legal Services
- Business Profiling

INCORPORATE YOUR COMPANY USING MISA – MINISTRY OF INVESTMENT SAUDI ARABIA

Our commitment to you is to open your business in 21-28 days, we have two full time HUB Managers that will guide you through the application process and initiate your operational requirements. Our GRO's have the experience and knowledge to make sure you have the correct licensing and paperwork requirements and assist you with your operational needs.



OUR VALUED CLIENTS



النفار
alfanar



HYATT

HOTELS & RESORTS



AC
GC

شركة القلاع العربية للمقاولات العامة

Arabian Castles
For General Contracting Co.

MARKET INFORMATION & SERVICE PROVISIONS

COMPANY FORMATION

The legal system in KSA is based on Shari'a, Islamic law which has been supplemented by regulations issued by royal decree covering modern issues such as intellectual property and corporate law. Royal decrees (Nizam) are the other main source of law and are referred to as regulations rather than laws to indicate that they are subordinate to the Shari'a. Royal decrees supplement Shari'a in areas such as labour, commercial and corporate law.

What we do

- Company formation
- Business advisory
- Regulatory compliance
- **Business set up**
 - Limited liability companies
 - Foreign office branch
 - Commercial agencies
 - Joint stock companies
 - Technical and scientific offices (representative offices)

For foreign investors, the most common forms of set up are limited liability companies (LLC) or a foreign office branch.

The ability for foreign investors to undertake business activities are limited in the absence of them having a formal presence in Saudi Arabia. In the absence of this, business activities may potentially be in violation of the Anti-Fronting Law, unless the organization has local agents or distributors appointed.

ADVISORY SERVICES

An advisory service will be provided throughout the process of setting up your company in the Kingdom will put you in a favourable position when beginning operations. This will ensure that you choose the best company structure for your company in the Kingdom, for where you are now and where you plan to expand to in the future.

This service will ensure that you remain compliant to laws and regulations throughout the process and provide you with sustainable strategies to use for innovation and growth.

PAYROLL MANAGEMENT

Payroll is a necessity in every business but is also a legal requirement. Employers in Saudi Arabia have obligations during the payroll process, such as social security contributions. The General Organization for Social Insurance (GOSI) requires employers to make contributions and the Wage Protection System (WPS) is a regulatory framework that must be adhered to by employers.

GOSI, a semi-governmental agency, is focused on social insurance. GOSI implements social insurance rules, collects employer contributions and pays benefits to the entitled persons. It offers contributors compensation due to work-related injury or illness, payment for retirement or having to leave work temporarily or permanently due to work-related physical incidents. It is applicable to all private sector employees, Saudi national and expatriates, and a group of public sector employees.

The Wage Protection System (WPS) is in place to ensure the security of private sector employees, both Saudi nationals and expats, in receiving their wages fairly. The WPS ensures that private sector employees are paid their wages in a timely manner and according to what was agreed upon in the initial contract. The wages must also correlate with what's registered in the GOSI system.

GOSI calculations are mandatory for companies operating in the Kingdom. This requires companies to ensure that their reports are kept diligently and regularly updated and completed to the legal requirements.

What we do

- Full payroll cycle
- Wage protection system (WPS)
- GOSI calculations
- Pay slips
- Bonus, overtime and incentive management
- Benefits administration
- Reimbursement processing
- Leave management

Payroll outsourcing covers computing employees' pay, issuing pay slips, additional payments and deductions, depositing salary into employee bank accounts and handling document preparation, GOSI and ensures that you are kept compliant with WPS regulations.

Outsourcing payroll to a payroll provider will ensure that your employees receive their wages on time and that you remain compliant.

Outsourcing payroll saves companies time, reduces operating costs, provides relief from administrative tasks, avoids risk of fraudulent activities and provides 100% transparency throughout the process.

PAYROLL MANAGEMENT –CONT'D

Your payroll provider will provide your company with payroll management reports including a payroll register, compensation and salary analysis report, pay-run variance report, payroll accrual, paid leave summary and status reports, G/L reports and paid leave trial accrual reports. This will ensure that your targets and budgets are kept to and give your company relevant data to inform your decisions.

Payroll outsourcing provides your company with security, experience and scalability. Your payroll provider will have a security plan to prevent a breach of data and with their experience, they are able to ensure that all measures are taken to protect your company and its' data. Additionally, payroll outsourcing allows companies to scale faster without worrying about the payroll aspect of their business.

SHARED SERVICES

The Shared Services business model that enables resources to be leveraged across an entire organization resulting in lower costs with agreed upon customer-service levels. In many instances, our Shared Services is a separate business unit created within the company accountable for delivering a suite of services to both the operating business units and the corporate functions. Shared services is not a new concept but it is increasing in demand in the region as companies are under pressure to improve revenue in erratic markets. Outsourcing as part of shared services has become a popular solution for companies looking for increased organizational efficiency, higher returns on investment or who are starting a new service in KSA the first time or have a lack of local knowledge. Shared services advisory gives companies access to local partners who understand that every business has different needs and requirements.

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What are some of the Primary Benefits of a Shared Services Model

- Economies of Scale – Lower costs
- Agreed-Upon Service Levels – Value decisions on what and how much to provide
- Standardization of Processes – Best practices
- Common Technology Platform – Enables coordinated transformation of front, middle, and back-offices
- Culture – People with the skill and mindset to optimize the model beyond the back-office
- Operating units free to focus on their operations and external customers – Rely on Shared Services for support
- Corporate free to focus on strategy – Rely on Shared Services for statutory compliance, controls and information
- Decision Support – Data analyzed and delivered as reliable and actionable information
- Flexibility – Shared Services can be sourced through multiple delivery channels and/or geographic locations
- Scalability – The Shared Services delivery model can be scaled for both acquisition/geographic and service scope expansion

HR CONSULTING

Employees are the biggest asset a company has and its essential that you treat your employees like you would your customers. HR consulting assists organizations in streamlining their HR function, effectively manage their processes and support when entering new markets. Consulting helps improve employee efficiency, productivity, communication and employee morale. HR consultants can integrate new HR processes, programs and practices into a company's daily operations.

Consulting helps companies achieve a strategic position to manage talent acquisition, leadership development, workforce planning and HR compliance. Our HR consulting helps companies achieve their HR objectives while contributing to the current business objectives of the organization. We provide consulting that creates bespoke solutions, organizes processes, handles workplace issues and assist companies to focus on priorities while anticipating future needs and risks.

What we do

- Saudi labor law classification
- Ajeer consulting
- Saudization and Nitaqat
- Work visa solutions
- Recruitment and selection
- Staffing analysis
- Saudization
- GOSI
- Wage Protection System (WPS)

We understand that employees are the largest asset any company has, and that it is essential that they are engaged in their work and working in a productive and efficient environment. We implement management processes to maximize the performance of your employees and ensure their job satisfaction.

HR consulting must be compliant to be effective. The Saudi Labor Law must be followed by all companies working in the Kingdom and companies must be compliant with Saudization and Ajeer including work visas, recruitment, hiring and payroll. We ensure that your HR meets local laws and regulations. Through our services, our clients benefit from the expertise and experience of our HR professionals and obtain professional advice and guidance through their HR challenges.

TALENT ACQUISITION

Recruiting for an organisation takes considerable resources, puts strain on your team and still doesn't guarantee you seeing the best candidates. A talent acquisition provider helps companies identify, attract and negotiate the terms for new staff.

Talent acquisition services allow companies to benefit from the expertise and experience of headhunting professionals in finding the perfect fit for their company. Professionals that have extensive lists of candidates and the skills to source the right candidate for the role and company culture.

Our recruitment services offer a smooth and efficient process, covering the entire administrative process and ensuring that the company finds the best fit for the role.

We understand that recruiting in Saudi Arabia, an understanding of the **LABOUR LAW** and the company's Saudization requirements is essential to hiring the best fit. It's important to understand a company's challenges, the current market situation and competition to ensure the hire places them with a competitive advantage.

What we do

- Recruitment process outsourcing
- Contingent and multiple hiring
- Saudization
- Senior executive search
- Adhoc and retainer full recruitment services

We ensure that all candidates we put forward are of the highest standard by actively searching for candidates with the skills and experience you require. We manage your expectations, understand who exactly fits the role and what the client is looking for in the right candidate.

Salary and package is an essential part of a candidate securing a position and we guide both client and candidate to something that works for both of them. We manage expectations for the client and design a remuneration package that fits the company's budget and the employee's expectations.

EMPLOYEE MOBILITY AND RELOCATION

As companies look to [export to Saudi Arabia](#), employee relocation is an essential part of the expansion strategy. Moving into a new territory requires a team that has extensive knowledge of the day-to-day operations to ensure the transition period runs smoothly and the business operations function efficiently. Taking current employees, often from a variety of locations, is the only way to have the business experience, on the ground, in a new location.

Relocating to a new country is a major adjustment and it's extremely beneficial for employees that this process runs as smoothly as possible. Partnering with a local entity that has extensive experience in the immigration process and provides in country support, not only gives companies information for the relocation timeline but gives employees in the country access to a professional service.

Moving to Saudi Arabia often gives a very different cultural experience to what your employees are used to. Supporting them with cultural training and induction helps them feel more settled in their new location and gives the opportunity to ask questions and learn more about the local cultural etiquette. By feeling more confident in their new surroundings, employees are able to keep operational productivity at an efficient level.

PACE provides cultural awareness training for individuals or teams and their families from an expert team that is based in Saudi Arabia. We also provide advice for the personal aspect of relocation, accommodation, buying and registering a car, opening a bank account and school search.

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What we do

- In-person support in KSA
- Corporate immigration
- Relocation planning
- Relocation advisory
- Cultural coaching

PACE supports our corporate clients in providing a positive relocation experience for their employees. Our services provide professional and reliable assistance for a smooth transition to Saudi Arabia. Our local expert team understand that no two relocations are the same, so we provide bespoke solutions designed to fit our clients' corporate objectives, time frame and budget.

CORPORATE IMMIGRATION

TAKING CARE OF SAUDI ARABIA IMMIGRATION CHALLENGES SINCE 1997

Saudi Arabia immigration advisory from PACE provides a full spectrum of services and advice associated with the immigration process, including; corporate immigration strategies, letters of invitation and business visas, compliance with local regulations, a local government relations team and document processing.

Our expert immigration advisers have a wealth of experience in Saudi Arabia immigration. Our in-house immigration consultant will keep our clients informed of new regulations and laws, assists in getting documents translated, supporting them through the entire process.

SUPPORT AT EVERY STEP OF THE PROCESS

We have built a team of experts and pride ourselves on our current knowledge, industry expertise and exemplary customer service.

Our Saudi Arabia immigration services include:

- Immigration advisory
- Operational coverage of Saudi Arabia
- Work permit processing
- Invitation letters, business visit visa, commercial visit visa
- Pre-check and compliance of immigration processing
- Saudi Visa residency (Iqama) and dependents residency visa
- Multiple and single exit re-entry visas for expats in Saudi Arabia
- Government relations
- PRO services
- Immigration compliance

Our advisers provide comprehensive consultation through which we help our clients understand Saudi Arabia immigration processes and requirements. By listening to both your short and long-term goals, we can recommend bespoke solutions that deliver results.

We cover immigration extensively, head over to our insights page for the latest updates.

In a constantly changing business landscape it is essential to partner with an immigration advisory that thinks beyond the short-term needs but also takes into account your long-term requirements, providing you with a **bespoke** solution that delivers results.

BUSINESS SUPPORT SERVICES

Our support services assists you with all of your needs , providing them local expertise, business incubation and administrative assistance.

Administrative Support

Administration sits across every department of the business and often there are numerous touch points from multiple employees. Efficient administration ensures smooth operations, productive communication and reporting across all company departments.

Outsourcing your administration gives you access to flexible staffing, supports short term projects, reduces costs and exposure to risk.

Outsourced administration tasks can include; file management, data entry, call handling, payroll processing and CRM building.

provides business administration services to companies in Saudi Arabia, giving our clients the comprehensive infrastructure to support their needs.

Travel Assistance

Business travel has many moving parts; visa arrangements, flights, hotels, airport transfers, transport to multiple meeting sites. If one of the parts faces delays, it causes a knock-on effect to the others. Outsourcing your travel needs reduces the risk of delays, a local partner that understands the processes and timelines involved and gives a point of contact should it be needed.

We provide business travel services from visit visa arrangements through to an executive driver service, giving you peace of mind that your journey to the Kingdom is taken care of, every step of the way.

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Translation Services

Although English is widely spoken, Arabic is the official language and required for all official documents and legal contracts. For companies wanting to take their business to the Kingdom, translation services are an essential part of setup and continued operational function.

We translate business, technical, legal and official documents from a number of languages into the Saudi Arabian dialect in a timeframe that matches your requirements.

Attestation

Attestation is required in Saudi Arabia for a number of documents used in company set up and relocation and employment of staff.

We handle attestation for degrees, professional qualifications, birth certificates, financial documents, commercial invoices and powers of attorney. Our-in house government relations team handles the entire attestation process across all ministry departments before returning the document back to you, no matter your location.

NITIQAT REQUIREMENTS – NOVEMBER 2021

SAUDI ARABIA - NITAQAT PROGRAM 2022

The Saudi Ministry of Human Resources and Social Development's (MHRSD) has launched a revised version of the Saudization program NITAQAT. The second version hopes to provide 340,000 jobs by 2024 and simplifies the compliance rules for businesses.

The **NITAQAT** program is one of the most important initiatives undertaken by MHRSD. It was first launched in 2011 to encourage the localization of jobs and set a minimum wage for Saudis in the private sector. The second version of the program was developed in partnership with the private sector, a main partner in the ministry's labor market decisions.

The new **NITAQAT** program aims to balance the relationships between the number of employees and required localization rate by providing attractive job offers and increasing labor market efficiency.

The new Program version of the **NITAQAT** contains the following new features:

- Localization plan for the next three years, with the aim of increasing the organizational stability of private sector institutions.
- The program will use a linear formula that is properly associated with the number of employees at an institution, instead of current localization rates that rely on classifying institutions into certain and fixed sizes.
- Merging activities with similar characteristics into 32 choices instead of 85.
- Establishing the minimum wage for Saudis nationals at 4,000 SAR

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The formula for calculating the applicable Saudization rate is provides below:

The Liner Formula: $X = M \ln(X) + Y$

X	The minimum percentage of the level.
M	Fixed value for each Activity (Table 1).
S	Fixed Saudization value for 3 years (Table 1)
H	Total headcount.
ln(H)	Formula to calculate the natural logarithm of the total headcount.

NITIQT REQUIREMENTS – NOVEMBER 2021

Company Activities	Year 1/H	Fixed Value	(H)Year 2	(H)Year 3
Agricultural & Animal Productions	0.58	13.38	15.38	18.38
Air / Maritime Transportation	1.86	45.38	47.38	50.38
Business Services	2.19	37.12	42.12	47.12
Café	1.67	22.24	28.54	34.66
Catering Services	1.67	19.25	22.47	25.6
College Education	0.43	75.37	75.36	77.37
Communication infrastructure	-	20.00	23.00	26.00
Communication Maintenance & Operations	39.00	20.33	23.33	26.33
Communication solutions	2.91	37.02	40.02	42.02
Constructions	-	17.00	18.00	20.00
Fast food Restaurants & Ice Cream	1.67	20.87	25.77	30.52
Financial institutions	2.60	62.00	62.00	62.00
Foreign schools	2.30	28.57	31.57	34.57
Fuel Station	0.56	21.59	23.59	24.59
Health Services	0.35	32.24	33.24	33.24
Industrial	2.08	20.47	26.47	29.47
IT infrastructure	3.61	38.00	38.00	38.00

Company Activities	Year 1/H	Fixed Value	(H)Year 2	(H)Year 3
IT solutions	2.91	37.02	40.02	42.02
Maintenance, Operations	0.48	24.96	28.96	31.96
Mines and Quarries	6.00	21.00	21.00	21.00
Personal Services	4.40	21.63	25.63	25.63
Postal Activities	1.01	30.50	32.50	34.50
Recruitment	0.34	80.50	80.50	80.50
Restaurants	1.67	18.86	21.67	24.41
Schools for Boys	1.31	50.27	53.27	56.27
Schools for Girls & Kindergarten	-	89.56	90.56	92.56
Security	0.34	80.50	80.50	80.50
Social Services	3.50	28.74	32.74	35.74
Tourism & Leisure	2.59	30.90	35.90	39.90
Transportation and Storage	1.50	22.82	30.82	37.82
Wholesale and Retail	2.67	26.91	33.91	40.91
Women's Goods & Cellphone	-	89.00	89.00	89.00
IT Maintenance & Operations	4.85	22.42	25.42	28.42

CONTACT INFORMATION



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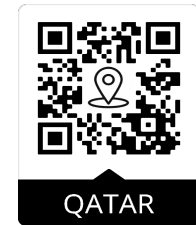
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QATAR

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QATAR



Soundlines
Skilled Manpower



Soundlines
Decoration, Design & Implementation



Pace Arabia



Soundlines
Group

COLLABORATIVE DELIVERY SOLUTIONS
PACE
TECHNICAL SERVICES