



9<sup>th</sup> EDITION

# COMPASS QATAR

MAY 2025 NEWSLETTER

Health and Safety is our  
number one priority



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# Strengthening Partnerships, Empowering People, and Elevating Excellence

## Welcome to the 9th Edition of Compass Qatar Newsletter!



This month, we have much to celebrate as we continue to grow, evolve, and achieve new milestones together.

At Compass Qatar, we take pride on fostering a culture that values collaboration, growth, and opportunity. In that spirit, we are delighted to announce the successful transition of over 30 dedicated team members from our airport project to Qatar Airways Services. This strategic move, made possible through our strengthened partnership with Qatar Airways, not only reinforces our long-standing relationship but also opens new avenues for professional development and long-term success for our valued colleagues.

In alignment with our commitment to employee engagement and empowerment, we recently held the International Labor Organization (ILO) elections, in collaboration with Qatar Foundation and Ministry of Labor. Four representatives have been elected to serve as the voice of our workforce, ensuring that every team member is heard and supported.

On the global stage, Compass Qatar had the privilege of supporting Aspire during the prestigious 2025 ITTF World Table Tennis Championships Finals at the Lusail Multipurpose Hall. This world-class event showcased our team's dedication to excellence and our ability to deliver outstanding service at the highest level. A huge thank you to everyone involved and for delivering a world class experience.

Here's to continued success and shared achievements across the Compass Qatar family.

**Head of Airport Operations**

*Brener Farias*

# QAS Progress Update

## with Qatar Airways Services Transfers

We're pleased to share an exciting update in our ongoing partnership with Qatar Airways Services.

Since our last announcement, the number of our team members who have successfully transitioned to Q.A.S has grown from 19 to 33.

We extend our best wishes for their continued success on the new roles.



# ILO Elections

## at Qatar Foundation Project

On May 27th, we successfully conducted the ILO (Internal Labor Organization) elections for our Qatar Foundation project in the presence of municipality of labor representatives. Through a transparent and inclusive process, employees cast their votes to elect their representatives.

We're proud to announce that two male and two female candidates were elected, reflecting our commitment to balanced representation and employee engagement. The elections were marked by enthusiastic participation, with team members nominating and supporting their peers in a fair and democratic manner.

Congratulations to the newly elected ILOs—we look forward to their contributions in fostering open communication and a positive work environment.

### ELECTED MEMBERS

**Ms. PLEASURE ANNE KARUNGI**

**Ms. AGATHA NANKYA**

**Mr. JORDAN WODERO OMARA**

**Mr. PUSKAR KHANAL**



# Gearing Up for Aspire Stadiums

## Training Underway

We're excited to announce that mobilization is in full swing for our new Aspire Stadium project! Candidates recently selected through recruitment drives in Kenya, Nepal, and Uganda have now begun their training.

These sessions are designed to ensure that every team member is well-prepared and knowledgeable in their roles as we gear up to launch this dynamic project. The training marks a crucial step in building a strong, skilled workforce ready to deliver excellence on the ground.

### Welcome to the team!



**HR Induction at Barwa training Hall**



**BICS Training at Aspire Zone**



# Lusail Multipurpose

## Events updates

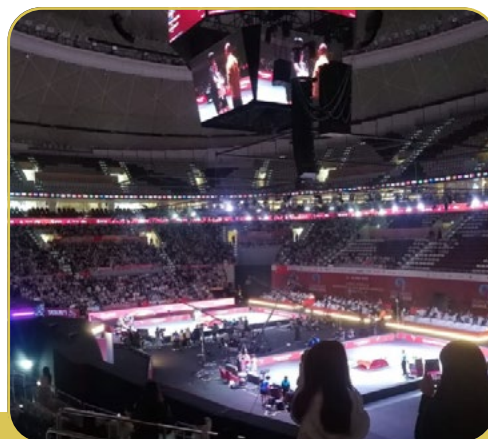
Lusail Multipurpose Hall as one of our soft service venues continues to solidify its reputation as a premier destination for world-class events. In April 2025, the venue successfully hosted three major concerts, including two of international acclaim. The most recent was headlined by renowned English singer-songwriter Ed Sheeran, drawing an audience of approximately 17,000 spectators, a testament to our team's capacity and readiness for high-profile global performances service delivery.

We were also proud to host the ITTF World Table Tennis Championships Finals Doha 2025, maintaining all international standards soft service delivery across venue operations. This prestigious sporting event further reinforces our team effort in Lusail's venue hosting role on the world stage.

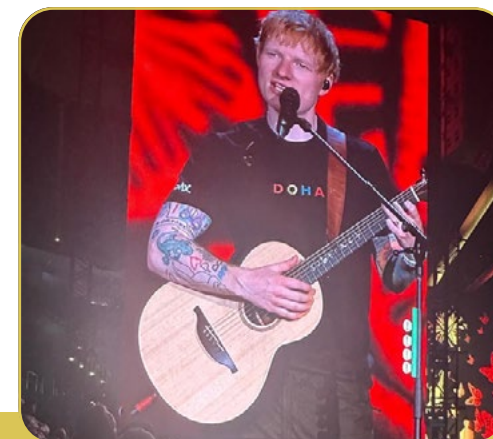
We extend our appreciation to all teams for their continued professionalism and dedication in delivering excellence across every event.



**ITTF World Table Tennis Championships Finals Doha 2025**



**Ed- Sheeran Concert**



# A Taste of Culture

## English & Arabic Theme Days at French School

As part of a special educational initiative, students from the French school took part in English and Arabic theme days, designed to introduce their respective rich cultural and culinary tradition.

Led by our culinary development executive, Chef Lee, the students immersed themselves in vibrant décor, authentic flavors, and traditional dishes—transforming the experience into a fun and interactive learning journey.

Well done to the entire team for crafting such an enriching and memorable experience that blended education with culinary exploration.



# May Safety Topic

## Heat Stress Prevention

On May, the Health and Safety Department conducted an important awareness session on Heat Stress, addressing the growing risks.

As temperatures soar in Qatar this May, heat stress is a real risk especially for those working outdoors.

Heat stress occurs when your body struggles to cool down, which can lead to serious health issues like heat exhaustion or heat stroke.

### Prevention Tips:

Drinking water regularly (every 20-30 minutes)

Taking breaks in shaded or air-conditioned areas

Wearing lightweight, breathable clothing

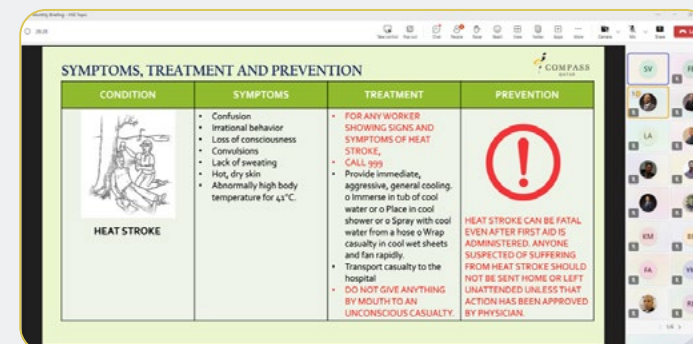
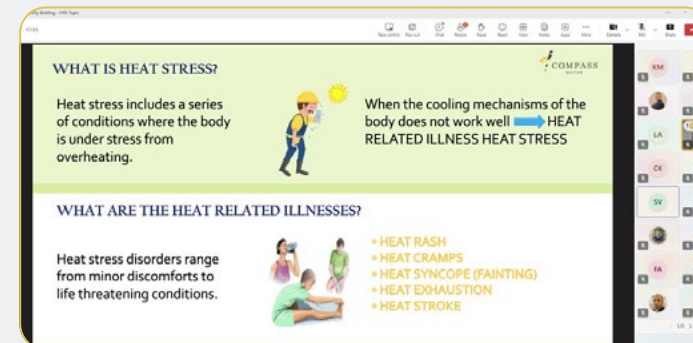
Watching out for symptoms like dizziness, headache, or nausea

Looking out for your teammates and reporting any signs early



**Sandeep Vasudevan**  
Country HSE Manager

"Remember, prevention saves lives. Stay hydrated, stay alert, and keep cool this summer"





# International Nurses Day Celebration

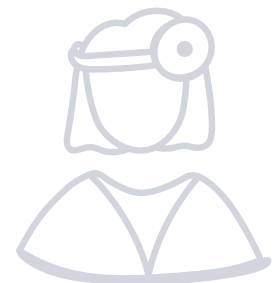
## May 12<sup>th</sup>

On May 12<sup>th</sup>, we proudly celebrated International Nurses Day, recognizing the extraordinary dedication, compassion, and resilience of our healthcare team. These professionals are the cornerstone of our employee well-being, providing round-the-clock support with unwavering commitment.

Our nurses are available 24/7 to assist all employees, ensuring confidentiality and personalized care. Their responsibilities go far beyond the workplace, as they also coordinate with both Hamad Medical Corporation (HMC) and private hospitals, conduct on-site health check-ups at employee accommodations, and offer continuous health education and support.

In addition, our healthcare team is currently leading the renewal of health cards for all Compass Qatar employees, further demonstrating their proactive approach to employee wellness.

Thank you to our incredible nurses, who make a difference every day.



# Cancer Awareness Series

## A Journey of Learning and Empowerment



On May 27th we concluded our 5 Impactful Cancer Awareness Series, featuring engaging trainings and interactive cooking sessions.

With 120 employees participating, the series highlighted the importance of informed, health-conscious choices in cancer prevention.

A big thank you to the Cancer Society team for their expertise and dedication. We look forward to involving even more colleagues in the next series.



# Staying Safe on the Roads

## Traffic Awareness Session

Our team recently attended an awareness session conducted by the Qatar Traffic Department, focused on promoting road safety and responsible driving practices.

The session aimed to educate participants on traffic laws, safe driving habits, and accident prevention, while also highlighting the importance of being vigilant and respectful on the road, whether as drivers, passengers, or pedestrians.

This initiative reflects our ongoing commitment to safety, awareness, and community responsibility





# Embracing Inclusion at Compass Qatar

We're proud to share that Compass Qatar participated in the Career Fair for Adults with Disabilities, held at the Waldorf Astoria West Bay in Doha organized by Life Skills Hub. This initiative reflects our ongoing commitment to diversity, equity, and inclusion.

As part of this effort, we are working to identify talented individuals with disabilities who will support our Head Office and other operations. By embracing different abilities, we continue to build a stronger, more compassionate, and dynamic team



# The IT Confidence Booster

This month's IT training focused on boosting employee confidence in key everyday technologies.

The "IT Confidence Booster" session covered:

- Best practices for email communication
- Professional and efficient Plan Online meetings and using scheduling assistant.
- Strengthening awareness around IT security & data protection

Following the training, all participants completed a knowledge quiz to assess their understanding — and we're thrilled to share that 100% of employees scored above 70%!

This shows great engagement and a strong baseline of IT knowledge across our teams.

Let's keep growing and stay Savvy with tech.



# Accommodation refresher Training at HMC Female Accommodation

To ensure a well-informed and harmonious living environment, Ms. Elizabeth and Ms. Sonali, who oversee the HMC Female Accommodation, recently led a series of refresher training sessions for residents.

These sessions focused on reinforcing key accommodation guidelines, promoting mutual respect, and keeping everyone aligned with current protocols and expectations.

We commend their dedication to creating a safe, supportive, and empowered community for all residents.



HMC Female residence



# A Fond Goodbye and a Historic Hello

We recently bid a heartfelt farewell to Mr. Sanjeeb, who supported Head Office and other operations for four years with dedication and professionalism. As he now embarks on an exciting new opportunity in Japan, and we wish him every success in this next chapter.

We were also proud to welcome Ms. Hajjarah, our first-ever female driver, marking a significant step toward greater inclusion. Supporting Head Office operations, she brings fresh energy and perspective to our team.

**Here's to new beginnings and continued growth!**





# Welcoming Irene Suju to the Team!



**Irene Suju**  
Accountant Trainee

We're excited to welcome Ms. Irene, our second intern who joined us from HOPE Qatar, as an Accountant Trainee.

In her role, Irene will be supporting the Finance Department with documentation and administrative tasks, gaining hands-on experience while contributing to the team's daily operations.

We're thrilled to have her on board and look forward to seeing her grow and thrive during her internship journey!



# Employee Spotlight

We are proud to spotlight Mr. Ahmed Esmat, Senior Government Relations for his exceptional dedication and performance, which recently earned him well-deserved recognition at QAS operations project.

Mr. Ahmed was commended for his outstanding support to the QAS Operations Team, particularly for his role in ensuring the timely and seamless processing of airport passes. His proactive coordination and attention to detail helped avoid delays and ensured uninterrupted operations.

**Congratulations, Mr. Ahmed!**  
**Your initiative and excellence continue to inspire.**



"Thank you for your consistent professionalism in managing airport pass applications and renewals with impressive speed, even on short notice. Your efficiency has been vital in avoiding delays and supporting smooth daily operations.

Your dedication plays a key role in ensuring client satisfaction and operational success."

**Elsayed Ibrahim- QAS operations manage**



# Client Appreciation

## Hamad Medical Corporation

We're proud to share that Ms. Christine has been recognized for her outstanding performance by our valued client, Hamad Medical Corporation (HMC).

Her dedication, professionalism, and commitment to excellence have not only made a positive impact on our team but have also earned the appreciation of our client—a true testament to her hard work.

Well done, Christine! Your achievement inspires us all to strive for excellence every day.



**Christine Nalubira**  
WAITRESS



# Rising to New Heights

## Employee Promotion at Sidra Project

We're proud to recognize the recent promotions within our team—an inspiring testament to their dedication, leadership, and consistent pursuit of excellence.

These career milestones reflect not only individual achievement but also the strength and growth of our organization.

We extend our heartfelt congratulations and wish each of them continued success and fulfillment in this exciting new chapter of their professional journey.

### Promoted Team Members

<b>Lydia Kizza</b>	Specialist Cleaner
<b>Jacinta Wangui</b>	General Porter
<b>Eshnaha Darji</b>	General Porter
<b>Tonny Muzira</b>	General Porter
<b>Emily Nyambura</b>	Patient Transporter
<b>Yogendra Bahadur</b>	Bellboy



# Be a Stars

The "Be a Star" and "Job Well Done" initiatives were celebrated across various projects, recognizing and rewarding our top-performing employees of the month. Congratulations to all the stars of the month—your efforts inspire us all!



**QAS project**  
Be a Star



**Sidra project**  
Be A Star



**Tub Circulation**  
Be a Star



**Sidra Project**  
Job well done



**QAS project**  
Be a Star



**HMC Project**  
Job well done



**HMC Project**  
Job well done



**Beumer Project**  
Be a Star



# Stepping into Fatherhood

## Congratulations to Kevin Bergmann

on the birth of his son, Liam David Thor, born on 13th May 2025, weighing a healthy 3.4 kg at Hamad Medical Corporation WWRC.

Compass extends its warmest wishes to the proud parents for a lifetime filled with love, laughter, and cherished memories with their newest family member.

**Welcome to the world, baby Liam!**



**Kevin Bergmann**  
Head of Catering





# Birthday Celebration

We joyfully celebrated the birthdays of our amazing May-born colleagues across various project sites.

Your presence brings vibrance, positivity, and warmth to our teams, and we're truly grateful to have you with us.

Here's to a year ahead filled with joy and success.



**Al Aqaria Project**



**Sidra Project**



**Tub Circulation Project**



**HMC Project**



**Head Office**



# The Carrom Competition

## Strikes, Skills & Smiles

On the 20th, we organized a Carrom Board competition for QAS Airside employees, bringing excitement to the workplace. Trophies were awarded to the winners, along with a cash prizes.

Beyond competition, the event played an important role in employee welfare, fostering team spirit, relaxation, and a positive work environment.

A big congratulations to all participants, and we look forward to more initiatives that promote engagement and well-being!

### What is Carrom?

Carrom is a popular tabletop game that originated in India.

It's often described as a mix between billiards and shuffleboard, played on a square wooden board with pockets in each corner.

Players use a striker disk to flick lighter discs (called carrom men) into the pockets, aiming to score points by sinking their pieces before their opponent does.

It's a game of precision, strategy, and a steady hand—and it brought out the competitive spirit in everyone!



**Binod  
Bishwakarma**

**Khadga  
Bahadur**

# Team Outings

## for Wellness & Connection

Every month, employees from various projects come together for outdoor team-building activities a refreshing way to strengthen bonds, recharge mentally, and celebrate our shared spirit. Whether it's a hike, a beach day, or a friendly game in the park, these moments remind us that great teams grow stronger outside the office too.



**HMC Team at Qatar Animal Welfare Society**



**Noble Offshore team at Al Wakra Beach**



**Al Aqaria team at Sealine Beach**



**Lead Service Supervisors dinner at Hilton the Pearl**



Stay tuned for our exciting updates and latest news

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[compassqatar.com.qa](https://compassqatar.com.qa)

**T:** + 974 4432 3153 | **E:** [info@compassqatar.com.qa](mailto:info@compassqatar.com.qa)

**COMPASS CATERING SERVICES W.L.L**

P.O Box 22481, Al Mana Towers, 2nd Floor, C Ring Road, Suhaim Bin Hamad Street, Doha, Qatar.