Microwave Towers to be Completed by Christmas

Close-up of the top stabilizer of the Microwave Tower at Km. 787. This is one of the 20 towers needed for the new Microwave Communications System, which is expected to be completed by the end of the year. The system will improve the quality and allow a wider network of radio communication covering the various Tapline work locations in Saudi Arabia, Jordan, Syria, and Lebanon. The system will provide access to all regions of the Gulf and Europe by satellite, thereby improving the reliability and efficiency of communications across the entire region.

Welcome to Mashhar M. Salman who took over as Translator-Interpreter. Welcome to Ibrahim Khalifa who joined the Communications Union.

Organizational Changes

Mr. F. W. Taylor was appointed as Director to fill the vacancy created by M. L. Larsen's resignation. Mr. F. W. Taylor's resignation is effective November 25.

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Associate Medical Director Dr. Amjad Ghanma was feted at a Company luncheon held at Beirut's Grotte Aux Pigeons Restaurant, on November 10, to mark his completion of a quarter of a century of Company service.

Attending the function were former Executive Vice-President G. F. Larsen, Vice-President Relations W. A. Robinson; General Manager-Engineering Paul N. Khoury; General Manager—Administration Shafiq W. Ombargi; General Attorney P. H. Drucker; D. S. Dodge, Manager Government Relations—Western Countries, S. M. Chamieh, Assistant Treasurer; F. Najjar, Coordinator—G. R. Liaison Lebanon; Chaya Nacouzi, Government Relations Specialist; Dr. G. Stephan of Sidon; Dr. J. Malak, as well as all members of Beirut's Medical Division.

The Service Pin presentation was made by Medical Director Dr. J. D. Thaddeus and was followed by remarks on the occasion by Messrs. Larsen, Thaddeus, Khabbaz and Nacouzi. In reply, Dr. Ghanma thanked the speakers for their feelings toward him and Tapline Management for sponsoring the party. He added that he enjoyed working for the Company during the past 25 years and that the work was challenging and interesting.

A Quarter Century of Service

DR. A. GHANMA
Feted at
Company Luncheon

Dr. Ghanma's service with the Company dates back to October 21, 1947, when he joined Tapline as a physician in Beirut. He subsequently served as Field Physician, Senior Physician and Supervising Physician at different medical centers along the 'Line and in Beirut. He was appointed to his present position as Associate Medical Director on June 1, 1964.

A 1944 medical graduate of the FacultéFrançaise de Médecine de Beyrouth, Dr. Ghanma undertook post-graduate medical studies for five months in 1960 at the Post-Graduate Medical School in London. Later in 1966, he studied for four months at the London School of Hygiene and Public Health and received a diploma in Industrial Health.

Dr. Ghanma is a member of the Industrial Medical Association (IMA)—USA, and a member of the Association of Occupational Medicine, England. Since 1966, he has been alternately attending the annual medical conference of the IMA with Dr. Thaddeus.

Dr. and Mrs. Ghanma are the proud parents of five children: Rima, Zeina, Manhal, Magda, and Zain. Manhal is a fourth-year medical student at the American University of Beirut.

Payroll Supervisor, George N. Shuhaibar, was feted at a coffee cake party in the Payroll Section in late November to mark his completion of 25 years of Company service. Present at the function were many of his colleagues in Accounting. He is shown above cutting a cake presented to him on the occasion. Below, he is shown receiving congratulations from, left to right, K. N. Saliba, Manager Accounting; Maurice Kerbage, Supervisor Finance Office; and S. M. Chamieh, Assistant Comptroller, who presented Mr. Shuhaibar with his five-starred insignia. (Photo by Ohannes)
A traditional 'Ardah performance, coupled with 'Id songs, a breakfast of stuffed lamb, and an exchange of wishes for a happy 'Id, were some of the activities that marked Nov. 6, the fast-breaking feast of 'Id al-Fitr in 'Ar'ar, the biggest town to thrive along the 'Line near Badanah, and the headquarters of H.H. Amir Abdullah Bin Abdul-Azi Bin Musaad, Amir of the Northern Frontier.

Sword swishes mixed with drum beats and a voluble chorus of chants, exploded in the 'Ardah, a Saudi folkloric dance, performed by His Excellency's guards.

His Highness Amir Musaad invited neighboring tribesmen and all Badanah Tapliners for the festivities marking the end of "Ramadan."

A number of company representatives were guests of His Highness at the traditional breakfast of stuffed lamb, held at the Amir's guest house. They were out in force later to wish Saudi Arab employees and government officials a happy 'Id.

General view of the 'Ardah performance in 'Ar'ar during the 'Id festivities.

General view of the 'Ardah performance in 'Ar'ar during the 'Id festivities.

'H.H. Amir Musaad flanked by Dr. M. Baroody, R. E. Marsh and Dr. A. Ghanma who came to 'Ar'ar especially for the occasion.'
Townspeople paying their tribute to His Highness on the occasion of ‘Id al—Fitr.

Invited a number of colleagues for breakfast during the ‘Id festivities.

Nsaf party hosted by Abdallah Mutayr of Badanah for friends from his hometown, Hayel, on the occasion of the ‘Id.

View of the ‘M. Tapliners were out wishing each other a “happy ‘Id”. Shown above at the house of Ahmad Shmassy, Assistant Superintendent—Badanah, from left, are Mohammad Abdul-Rahman, R. E. Marsh, Dr. A. Ghanma, Mr. Shmassy and Dr. M. Baroody.

The night of black cats, Jack-O’—lanterns, hobgoblins, trick-or-treat, and ringing door bells was celebrated in Turaif by the young and old on October 31.

The event was filled with merriment and excitement for all the station children. The celebration began with an after-school party at the Senior School for about 30 youngsters and their parents. The children, all looking scary and spooky in their varied costumes, paraded before the audience, singing Halloween songs led by Mrs. Masezycki.

A stick-puppet show was given by Najeeb Samad and John Rosquist, Jr. Bobbing for apples provided interest for both participants and onlookers. Refreshments were served and the children proceeded to the homes for “trick-or-treat”.

Early in the evening, all Turaif station residents gathered around a roaring bonfire for hot dogs and singing. After the party all the witches and goblins were put to bed.

Mesdames E. C. Olsen, J. Rosquist, H. Slotboom and many other Turaif mothers are to be commended for making the event a great success.

‘Halloween’ is associated through its name with Allhallow Eve. Popular secular observance of Halloween falling on the night of October 31 is derived from the times of the Druids celebrating the day of Saman, when the Lord of Death called together the souls of the wicked who had died during the past year. The theme of the harvest, which runs through modern Halloween celebrations, comes from both the old Druidic celebrations and the old Roman festivals in honor of Pomona, goddess of fruit, brought to Britain during the Roman occupation. As celebrated today Halloween is totally devoid of any religious significance.
on the Main Line and between stations turn their lights on in the daytime. All gate controlmen have been instructed to remind all drivers leaving the station to turn their headlights on and those coming into the station to turn them off.

This association makes him more aware of his role in the highway safety effort.

Tapline Management endorses the "light-on" campaign as an integral part of the highway safety effort.

A dinner party was hosted by the company in October for Mooring Masters P. Jespersen, K. E. Hopen and H. H. Hooyer at the Lourdes Restaurant in Beirut, to mark their completion in 1972 of 35, 25 and 5 years of service, respectively.

Attending the function were the Mooring Masters' wives, as well as former Executive Vice-President and Mrs. G. F. Larsen, Terminal Superintendent Capt. A. D. Odegaarden, Mrs. John D. Kriesmer, Mrs. R. J. Butler, Mooring Master and Mrs. Ian W. Ross, Marine Maintenance Foreman D. A. Schipper, Mrs. F. V. Martin, and Acting Manager of Operations G. N. Zayat.

During the ceremony, Mr. Larsen presented Capt. Jespersen with a service insignia dotted with two diamonds for completing 35 years of service with Tapline and affiliated companies last July while Capt. Odegaarden made the service pin presentations to Captains Hopen and Hooyer.

(Photos by Khalil Abou El-Nasr)
Trophy winners of the Invitational Golf Tournament organized by Badanah’s Rocky Acres Golf Group. November 7-9 featured the tournament. Prize winners included Mrs. Ian W. Ross, Mr. and Mrs. K. E. Hopen, Capt. A. D. Odegaarden, Mrs. John D. Kriesmer, Mrs. H. H. Hooyer, Mrs. P. Jespersen, and Mrs. G. F. Larsen among others.}

**MIKE MOUSSA AND A. FALEH OUTSHINE GOLFERS AT BADANAH’S INVITATIONAL TOURNAMENT**

Mike Moussa and A. Faleh of Badanah tied away with Low Gross and Low Net honors, respectively, at the Invitational Golf Tournament organized by the Rocky Acres Golf Group in Badanah for male golfers along the line between November 7 and 9.

The star of the tournament was undoubtedly A. Faleh, a relatively newcomer to the sport who edged Moussa Moussa of Badanah by two points to top all male golfers and win the Low Net event with 137.

The Low Gross trophy went to Mike Moussa, who scored 159 points in the 36-hole event. Runner-up was Ed Ritter of Rafha, who finished one stroke behind with 160.

The two-day tournament attracted 18 golfers from the four main stations in Arabia, who arrived in Badanah on Nov. 7. Upon their arrival, the contenders were served refreshments and were later invited for dinner and auctions at the Fun House. After the first 18 holes, participants were again entertained at dinner at the Fun House.

The second day of play on Nov. 9 featured a buffet dinner at the Dining Hall during which trophies and special awards were distributed to the players.
The Full Results

<table>
<thead>
<tr>
<th>Player</th>
<th>Total Gross</th>
<th>Total Net</th>
</tr>
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<tbody>
<tr>
<td>Mike Moussa</td>
<td>159</td>
<td>141</td>
</tr>
<tr>
<td>E. Benter</td>
<td>160</td>
<td>142</td>
</tr>
<tr>
<td>Ahmad Srail</td>
<td>165</td>
<td>151</td>
</tr>
<tr>
<td>M. Bravado</td>
<td>167</td>
<td>142</td>
</tr>
<tr>
<td>S. Odman</td>
<td>168</td>
<td>156</td>
</tr>
<tr>
<td>Moussa Moussa</td>
<td>173</td>
<td>139</td>
</tr>
<tr>
<td>H. Shaloom</td>
<td>178</td>
<td>154</td>
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<tr>
<td>A. Shroussy</td>
<td>185</td>
<td>141</td>
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<tr>
<td>Joe Chaghoury</td>
<td>189</td>
<td>141</td>
</tr>
<tr>
<td>H. Faddoul</td>
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<tr>
<td>J. 'Awad</td>
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<td>E. Wright</td>
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<td>A. Falik</td>
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<td>A. K. Mejadou</td>
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<td>S. Hamideh</td>
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<tr>
<td>R. Portman</td>
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<td>154</td>
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<tr>
<td>L. Niner</td>
<td>230</td>
<td>190</td>
</tr>
</tbody>
</table>

THREE TAPLINERS ATTEND LMA SEMINAR

Ali Mouakat and Hikmat Bidawi of Salon, and Hassan Mokdad of Badanah are attending management and financial accounting courses, sponsored by the Lebanon Management Association (LMA) at the Bristol Hotel, Beirut, between November 20 and December 22.

Moussa Mokdad and Bidawi are participating in a four-week course entitled "The Basic Principles in Supervisory Management" while Mr. Mouakat is attending a one-month course on the "Fundamentals of Finance and Accounting for Non-Financial Managers.

The two courses are led by two Tapline managers—namely Atef Jubaily, Manager Compensation, Benefits and Labor Relations; and Henry H. Helou, Manager of Programming and Auditing.

The first course revolves around the nature of management; planning; organizing; controlling; standards and appraisals; communication; motivation and decision-making.

The second course deals with the nature of the financial function and the role of financial executives; generally-accepted accounting principles; basis of financial statement analysis; planning the financial needs of a company; sources of funds and cash management; introduction to managerial accounting; cost behavior and flexible budgeting; financial management of the marketing function; profit planning with budgetary controls; return on investment as a management tool; and problems in financial management.

THREE EMPLOYEES COMPLETE MEIRC RESIDENTIAL COURSE

Moussa Ayoub Moussa, Assistant Chief Nurse, and Hamdi Abdallah Amun, Deputy Company Representative-Administration, both of Badanah; and E. C. Olsen, Superintendent, Turaif and Qarya Administration, both of Badanah; and E. C. Olsen, Superintendent, Turaif and Qarya, completed November 22 a one-week residential course in "Successful Supervision." The course is aimed at improving supervisory performance by:

- Establishing a sound supervisory philosophy as a basis for consistent and effective supervisory practice.
- Individual and group practice in the application of the principles of sound supervision to the solution of realistic supervisory problems.
- Creating an awareness of what is needed to become a successful supervisor.

Specially-designed for oil industry supervisors, the course is aimed at improving supervisory performance by:

- Establishing a sound supervisory philosophy as a basis for consistent and effective supervisory practice.
- Individual and group practice in the application of the principles of sound supervision to the solution of realistic supervisory problems.
- Creating an awareness of what is needed to become a successful supervisor.

"PLANNING FOR ACCELERATED CHANGE"

Shafii W. Ombergi, General Manager-Administration, J. E. Saka, Manager Personnel, and Atef O. Jubaily, Manager Compensation, Benefits and Labor Relations, attended the 12th Annual Conference of the Middle East Industrial Relations Counsellors, Inc. (MEIRC) held at the Hotel Phoenicia, November 28-29.

The conference theme this year was "Planning for Accelerated Change." Lt. Col. F. Hils, Chairman and Chief Executive Officer—Arabian, delivered the keynote address at the conference which featured panel discussions, lectures and reports.

Mr. Jubaily participated in a panel discussion on "Employee Relations Planning for Change."
"MASS" SERVICE PIN PRESENTATION

A "mass" service pin presentation party was held in mid-November in the office of Shafiq W. Ombargi, General Manager - Administration, for Atef O. Jubaily, Manager Compensation, Benefits and Labor Relations; Fawaz C. Najia, Manager Publications and Press Relations; Ibrahim A. Thomas, Compensation Analyst; and George E. Hanna, Employee Relations Processor. Mr. Ombargi presented Messrs. Jubaily and Najia with service emblems for completing 20 and 15 years of service each, respectively, while Mr. Jubaily presented Messrs. Thomas and Hanna with 20- and 10-year service stars.

REPORTS SIMPLIFIED

Quarterly management reports to the Board of Directors have been discontinued as of the third quarter of 1972. Instead, a simplified annual report including financial and operating data will be submitted to the board around January 31.

In the future, much of the information which was formerly included in the quarterly management report will be provided in the operating plans and accountability reports.