



Mamdouh Alkhaled &lt;mamdouh.lafarge@gmail.com&gt;

---

**Re: Termination of some contracts**

1 message

---

**Frederic Jolibois** <frederic.jolibois@lafarge.com>  
To: Mamdouh Alkhaled <mamdouh.alkhaled@lafarge.com>  
Cc: Mazen Shiekh <mazen.shiekh@lafarge.com>

Wed, Oct 29, 2014 at 9:18 AM

Dear Mamdouh,

Let's be simple. The fact that we are currently communicating by email shall not make the things more complicated nor sensitive.

I don't want this issue to be put on hold ; on the opposite situation of some employees shall be clarified quickly because we need to announce that employees will be kept

I want this issue to be treated as per my requirements, it means with involvement of management line and with specific action for each case.

I know that communication with your direct reports may not be easy. That's why you need to prepare the plan very carefully and smoothly with your direct reports.

So keep on, and send the final list and plans once reviewed with your team.

Thanks for your understanding

Frederic

On Wed, Oct 29, 2014 at 10:08 AM, Mamdouh Alkhaled <mamdouh.alkhaled@lafarge.com> wrote:  
Dear Frederic

For things to be clear and understandable for all, Please not that employees suggested for termination are selected upon the below criteria :

- 1- Employees whom their performance review was D for the last year.
- 2- New Employees whom did not complete one months with the company and still in probation period ,since the company does not have a precise assessment for their performance yet.
- 3-Employees who cannot go back to the Plant for security reasons ( Tartous city employees) for example
- 4- Employees absent from the plant for about one consecutive unjustified month ,based on Emails from their Managers to be considered in an unjustified leave ( mechanic employees for example )

All suggested people were chosen based on the A/M criteria,So regarding the Power Plant's employees I'm surprised with Mohammad Alyousef choices for termination,because the two suggested employees by him ( their ID no 545,544 "Bashar Dalati,Nazmi Najm") were evaluated by him as C+ last year not D,While he did not suggest employee no 569 (Firas Dahkol) who was evaluated as D last year !!

Same issue for employee No 607 " Basim Ismail "he worked with us for about one week only and did not finish the probation period,how can we keep this employee in a paid leave and we don't have yet a precise assessment for his performance??!.,anyway I will check this issue with Mohammad directly. again the same reason (probation period ) for employee no 606 "Basel Kallasi " from production department.

finally I suggest to put things on hold for now until we conduct the next Exom meeting and discuss further this issues.

--

Best Regards

Mamdouh Al Khaled | Senior Plant Manager / Acting Purchasing Director

**Lafarge Cement Syria**

8th gate - Yaafour - Ru'ya 2 bldg. - 4th floor - Damascus

PO Box 31602 Damascus - Syria

Tel: +963 11 394 3800 Ext. 3300 | Fax: +963 11 394 3801 | Mobile: +963 99 20 777 01

[Mamdouh.Alkhaled@lafarge.com](mailto:Mamdouh.Alkhaled@lafarge.com) | [www.lafarge.com.sy](http://www.lafarge.com.sy)

On Tue, Oct 28, 2014 at 4:57 PM, Frederic Jolibois <[frederic.jolibois@lafarge.com](mailto:frederic.jolibois@lafarge.com)> wrote:

Dear all

It's key to validate again this list with each concerned manager and/or supervisor.

For example I asked today to Mohd Youssef: he mentioned to me employees 544 and 545, but not about 569 nor 607.

Therefore, before implementing this plan, I would like to validate it carefully,

thanks

Frederic

On Tue, Oct 28, 2014 at 3:51 PM, Mazen Shiekh <[mazen.shiekh@lafarge.com](mailto:mazen.shiekh@lafarge.com)> wrote:

Dear Frederic,

Well received. We will work on it and come back to you by tomorrow end of office hours at the latest.

**Best Regards / Salam**

Mazen Shiekh Awad | Country HR Director | Organization & HR

**Lafarge Cement Syria**

8th gate - Yaafour - Ru'ya 2 bldg. - 4th floor - Damascus

PO Box 31602 Damascus - Syria

Office +963 11 394 3800 | Fax +963 11 394 3801 | Mobile: +963 991099960

[mazen.shiekh@lafarge.com](mailto:mazen.shiekh@lafarge.com) | [www.lafarge.com.sy](http://www.lafarge.com.sy) | Skype: mazen.shiekh.awad

***Please consider the environment before printing this email.***

"This e-mail is confidential and may contain legally privileged information.

If you are not the intended recipient, you should not copy, distribute, disclose or use the information it contains.

Please e-mail the sender immediately and delete this message from your system.

E-mails are susceptible to corruption, interception and unauthorized amendment; we do not accept liability for any such changes, or for their consequences."

On Tue, Oct 28, 2014 at 12:35 PM, Frederic Jolibois <[frederic.jolibois@lafarge.com](mailto:frederic.jolibois@lafarge.com)> wrote:

Dear both

Hereafter the list of people, whose contract with LCS is proposed by Mamdouh to be terminated.

Please tell me for each one what is the action plan:

- validation of contract termination by direct supervisor/ information to direct supervisor
- date of termination?
- termination package in each case?

- keep unpaid (for example: mechanical technicians missing since July)?
- notification by letter?
- ...

About the 2 local +, we agreed to wait feed back from other BUs.

Thanks

Frederic

Page 11 of 11	Name	Position	Department	Comments
1	Ghazal Khuder	Security Officer	Plant Management	Age 93
15	Mahammed A. Sheikh Bouzan	Bulk Dispatch Technician	Production	Performance D
532	Raja Shiam Akhat	Control Room Operator	Production	Local +
626	Bareh Mallad	Control Room Operator	Production	Probation Period
186	Ali Assad	Quarry Supervisor	Production	Cannot go Back to the plant/ Working from HQ
525	Khairam Shahzad	Electrical Execution Engineer	Maintenance	Local +
482	Muhammad Raouf Mousat	Mechanical Execution Engineer	Maintenance	Absent Since 26 August
114	Hajim Muhammad	Mechanical Technician	Maintenance	Absent Since 23 August
116	Ziad Fares	Mechanical Technician	Maintenance	Absent Since 22 August
284	Nour Wate	Compressor & Pump Technician	Maintenance	Absent Since 21 August
682	Rasem Samal	Turbine Operator	Power Production	Probation Period
565	Firas Dahihi	Boiler Operator	Power Production	Performance D
405	Zuber Zuber	Warehousing Manager	Warehousing	Cannot go Back to the plant/ Working from HQ
89	Ezzedin Ibrahim	Buyer	Site Control	Cannot go Back to the plant/ Working from HQ
4	Basim Al Abdullatif	Attendant	CPP	Over HC + Age 92 + Performance D

This e-mail is confidential and may contain legally privileged information. If you are not the intended recipient, you should not copy, distribute, disclose or use the information it contains. Please e-mail the sender immediately and delete this message from your system. E-mails are susceptible to corruption, interception and unauthorized amendment; we do not accept liability for any such changes, or for their consequences. You should be aware, that the company may monitor your emails and their content"

"This e-mail is confidential and may contain legally privileged information. If you are not the intended recipient, you should not copy, distribute, disclose or use the information it contains. Please e-mail the sender immediately and delete this message from your system. E-mails are susceptible to corruption, interception and unauthorised amendment; we do not accept liability for any such changes, or for their consequences. You should be aware, that the company may monitor your emails and their content"

