




بسم الله الرحمن الرحيم

بدايةً فيما يلي المحادثات التي حصلت يوم زيارتي لموقع الإضراب، وهما محادثتان إحداهما مع مديرتي المباشرة والأخرى مع عدد من أفراد فريق الاتصال ورعاية العمال في اللجنة العليا والأمين العام وسأوردهما بشكل منفصل للإيضاح علماً أنهما كانتا تجريان في الوقت ذاته:


Crisis Comms

**Crisis Comms**
Ahsan, Alexander, Ali, Dana Al, David, David, Dr. Awada, Duncan, Fatima, Gwilym, Hassan, Hmoud, Karim, Khalid, Mahmoud, Mariam, M...




Mahmoud Qutub

Fatima Al Nuaimi
<https://twitter.com/kuw71ait/status/1157945597288177664> - Please see link here capturing footage of 5,000 striking workers that occurred in Al Shahaniya this morning. We were notified by WW this morning that the...



Workers from Iskan protested. This is not the first time. No SC workers were part of this protest. We dealt with their delayed salaries on al Bayt and Thumama a couple of weeks ago.
15:44

Alexander BR

**Extra العين on Twitter**
#فديو | مقطع متداول لإضراب عمال ملاعب كأس العالم 2022 في قطر
#قطع_العلاقات_مع_قطر
<https://t.co/aHKd1j2yai>
twitter.com

<https://twitter.com/AlainExtra/status/1158009014250352640>


After a series of short snippets emerged on twitter early this afternoon showcasing what appears to be thousands of workers rioting in Al Shahaniya, Qatar, news of the incident was picked up by Al Ain Extra (UAE). In the video, the outlet suggests that 2022 FIFA World Cup workers are taking a stand and rioting.

In the tweet, the outlet continues to push the Arab quartet's message to boycott Qatar.
17:06

Hassan Al Thawadi

We need to get our social media people to clarify that its not 2022 related
17:09

Fatima Al Nuaimi

 This message was deleted 17:17

We were told 203 workers engaged in our projects and employed by these companies are still waiting for two months worth of wages (June / July)
17:18

04/08/2019

Hassan Al Thawadi

Fatima Al Nuaimi
We were told 203 workers engaged in our projects and employed by these companies are still waiting for two months worth of wages (June / July)

Told by whom? 17:20

Mahmoud is this true? 17:20

Fatima Al Nuaimi
WW team in the briefing this morning 17:20

Hassan Al Thawadi


Mahmoud Qutub
Workers from Iskan protested. This is not the first time. No SC workers were part of this protest. We dealt with their delayed salaries on al Bayt and Thumama a couple of weeks ago.

This isnt what this message says 17:20

Mahmoud which one is it?? 17:20

Fatima Al Nuaimi
If we have absolute confirmation that those wages are paid - we will immediately have our social media people go out . 17:30

Hassan Al Thawadi
Mahmoud? 17:33

 by now we should be able to answer these questions definitively!!! 17:34

I am not here to validate information!!! 17:35

Fatma follow up with mahmoud please....his message here and confirmation previously is that our workers were settled....so what on earth is this about 200 workers not being paid! 17:38

04/08/2019

Mahmoud Qutub
Hassan yes they got paid and will continue to get paid bypassing Iskan as per the agreement we negotiated with the ministry and Iskan management. 17:43

Basically April, May and June salaries were paid for the Iskan workers on al Bayt. For al Thumama, April and May salaries were paid and June will be paid on the 7th of August. They're always going to be one month behind on that site unfortunately I'm told. 17:51

Again all of the above is being paid to workers directly by the main contractor bypassing Iskan management 17:51

Fatima Al Nuaimi added Mohammad Al Hammadi



Hassan Al Thawadi
So my question is simple then....can we go out and have our social media guys clarify that they arent related to 2022? 18:04

And i am looking for one definitive answer 18:05

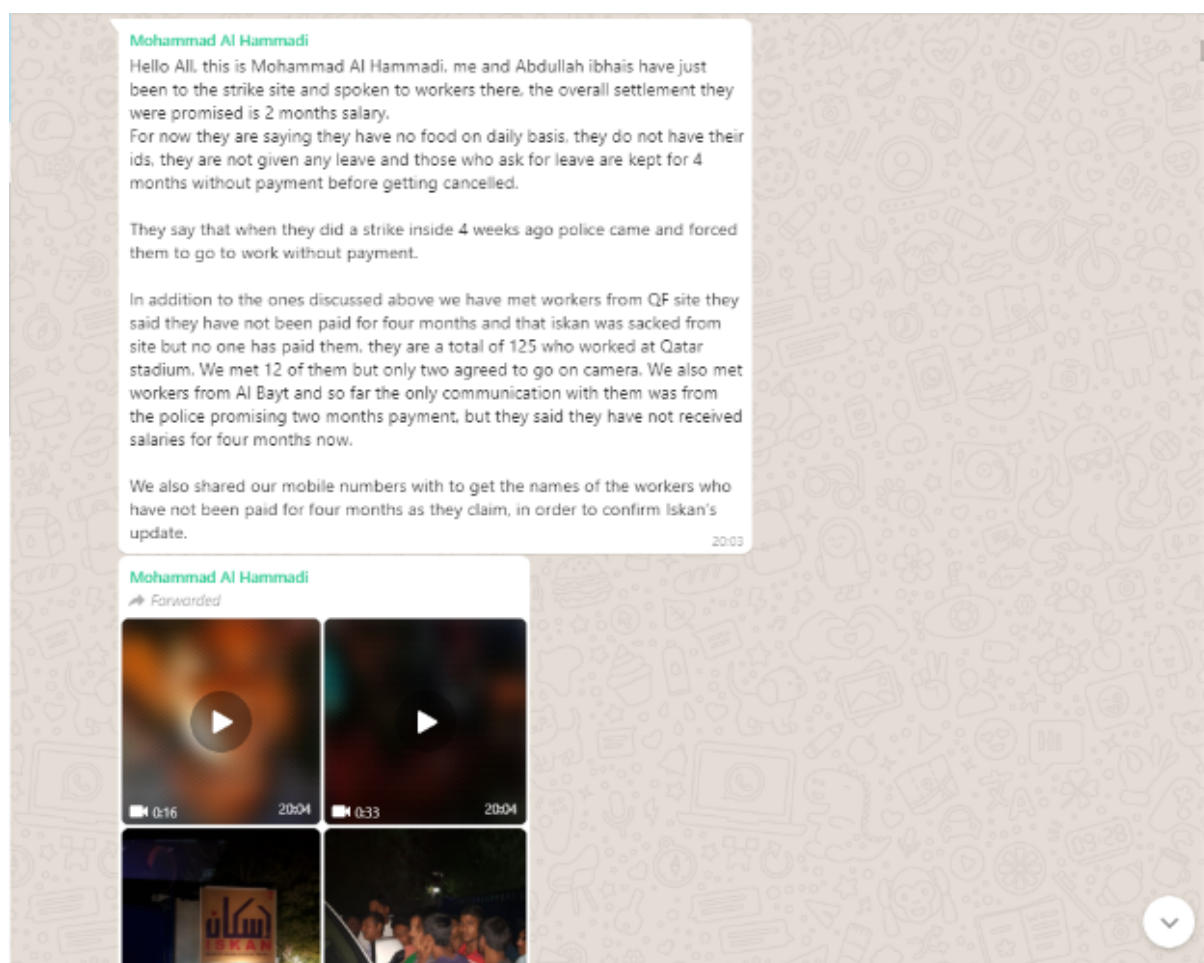
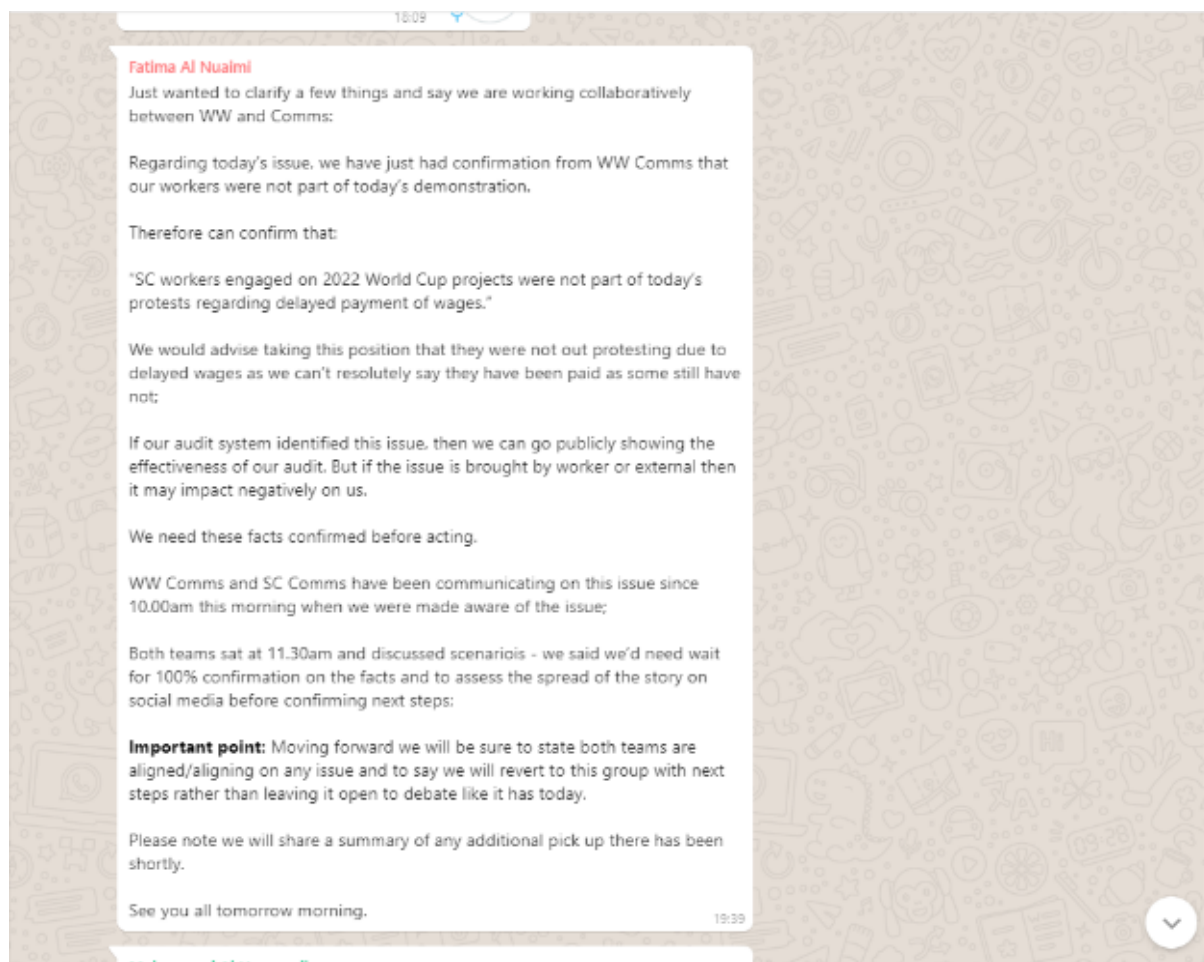
Some of them still are, and not yet paid, and another group are still to receive July wages late August, which is not settled. For me at least this is not solid enough 18:06 ✓

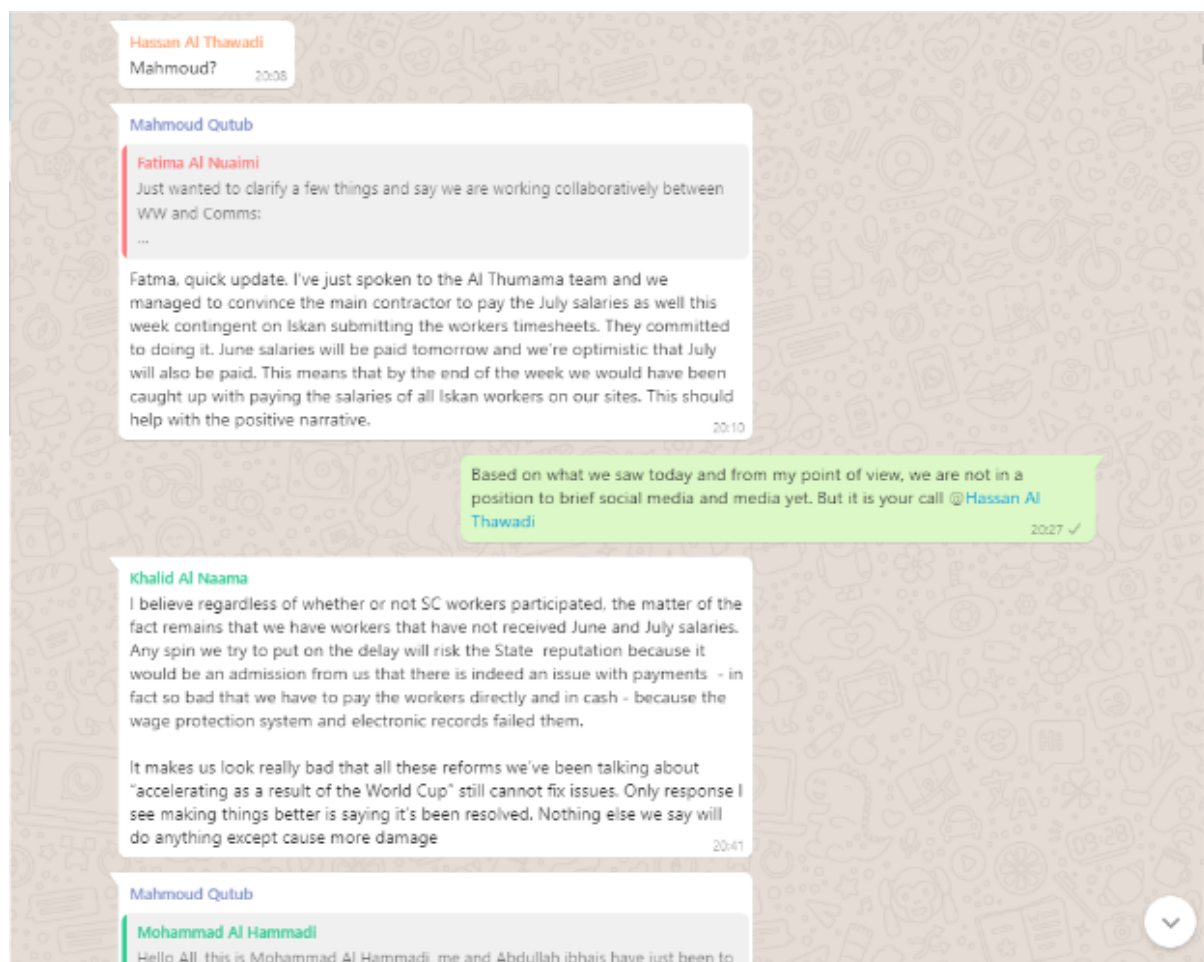
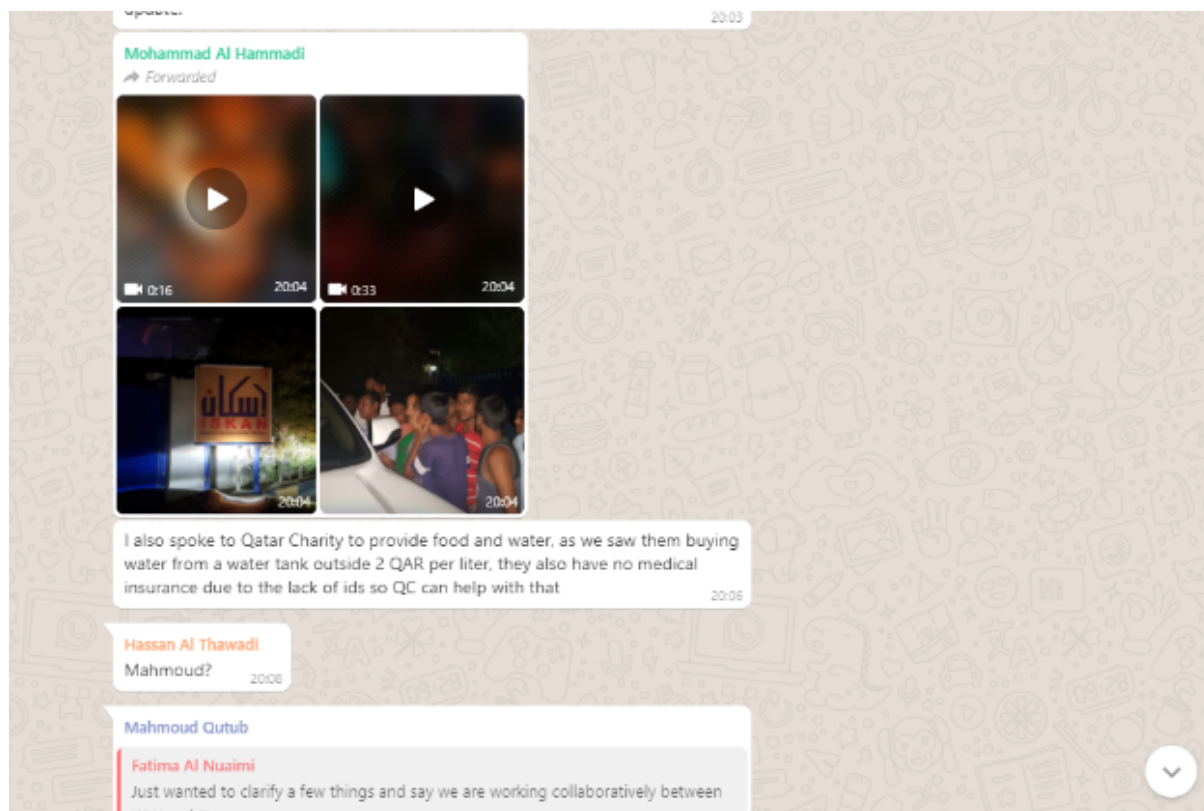
Mahmoud Qutub
June salaries for al Thumama will get paid this week. We're negotiating to have them pay July as well but it's a cash flow issue with Tekfen. We've been dealing with TDO on this and hoping to reach a solution before end of day. 18:07

Hassan Al Thawadi

 18:09 

Fatima Al Nuaimi
Just wanted to clarify a few things and say we are working collaboratively between WW and Comms: 18:09





Mahmoud Qutub

04/08/2019

Mohammad Al Hammadi

Hello All, this is Mohammad Al Hammadi, me and Abdullah ibhais have just been to the strike site and spoken to workers there, the overall settlement they were promised is 2 months salary....

The 120 Al Bayt workers were demobilised on 1 July 2019. Some of them will be these workers.

Education City had 75 workers of TEA (Iskan group), which was an unapproved subcontractor and demobilised on 1 August.

All of these workers will be paid by tomorrow up to June 2019 as per Iskan.

21:00

Mahmoud Qutub

The 120 Al Bayt workers were demobilised on 1 July 2019. Some of them will be these workers.

We definitely hope Iskan will deliver on those promises, but from a media point of view this means that our workers were part of the strike and we met them, (workers who worked on our stadiums until a month ago) we can't say that there were no WC workers striking

21:10 ✓

Mohammad Al Hammadi

Qatar Charity just contact me they are sending Food and Waters right now and they will provide if for them the whole month.

21:11

Mohammad Al Hammadi

Forwarded



they will provide food and water for the whole month

21:11

Mohammad Al Hammadi

Forwarded



21:21



Mohammad Al Hammadi

Forwarded



21:21



Mohammad Al Hammadi

Forwarded



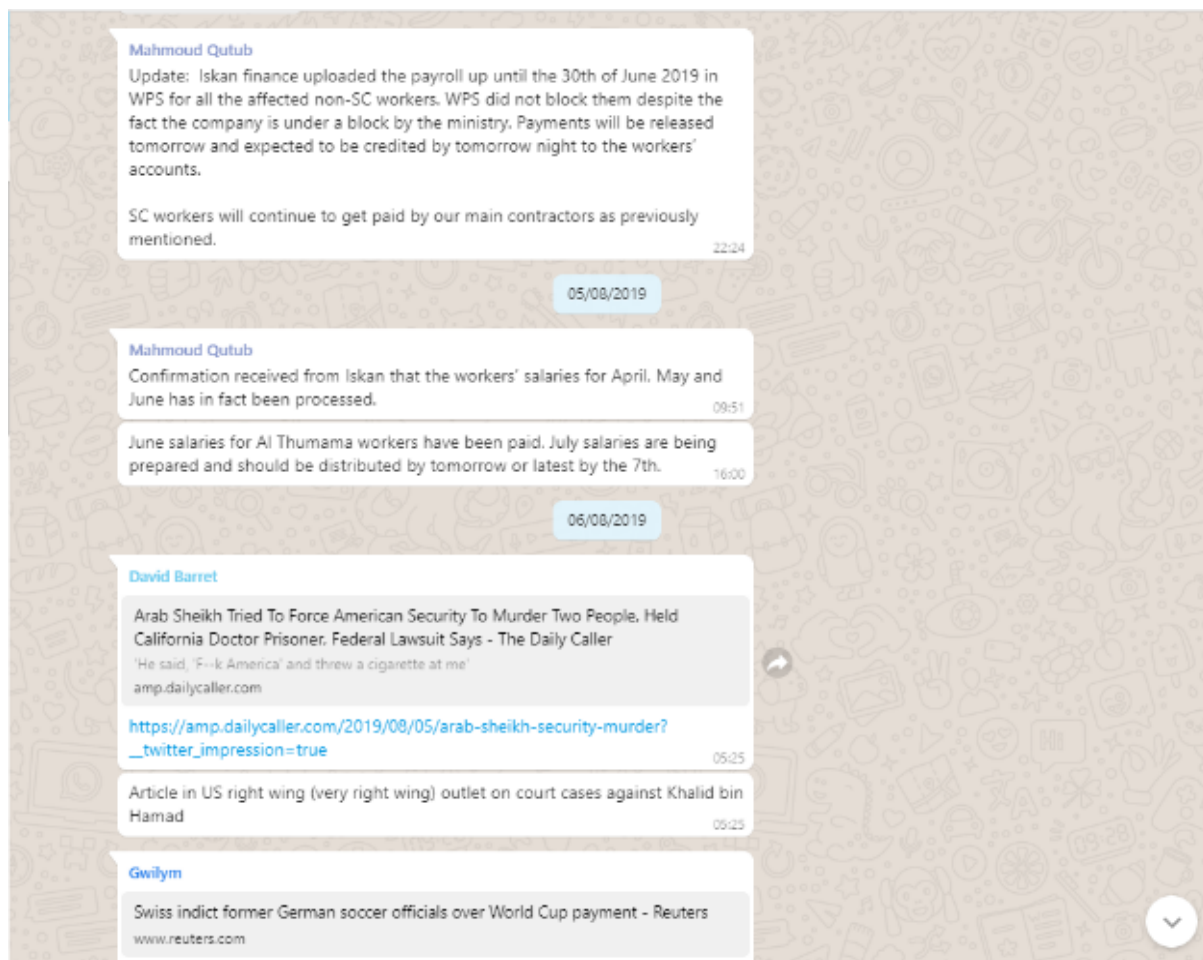
21:21



Not to share

21:21







Fatima Al Nuaimi
online



Can we please confirm that all the salaries have been paid, because from what we understood from this morning's brief, only June salaries have been paid recently but July's is still TBD

17:15 ✓

Just a sec

17:16

Yes 230 from our workers

17:16

So

17:17 ✓

They are not yet paid

17:18 ✓

I wrote in group now

17:18

203

17:18

Abdulla

17:21

Now what can we do ?

17:21

With social media

17:21

In case they are not paid

17:22

How can we fix it from PR Abdulla

17:22

And social media prospective

17:22

Ok

17:18 ✓

We can't

17:22 ✓

We can say it will be addressed and then issue a statement when it is sorted and brief influencers accordingly

17:23 ✓

This is the 2nd strike for Iskan workers this year

17:24 ✓

How come it was not addressed the first time Iskan workers had a strike

17:24 ✓

So when issues are exposed shouldn't a strong PR team now how to cover those mistakes made by org

17:27

This is what Saudi and Dubai doo

17:27

No

17:27 ✓

Kashoggi

17:27 ✓

Yemen

17:27 ✓

Prince Haya

17:27 ✓

Libya

17:27 ✓

When facts on the ground can't be denied

17:28 ✓

We need to fix it then do the PR part

17:28 ✓

Lying is not Qatar's way and should not be

17:30 ✓

Now Mahmoud will be pissed

17:33

That we are exposing him

17:33



17:33

Better than making us look like fools

17:33 ✓

Yeah I know but I'm really sick of this

17:33

We always find from media

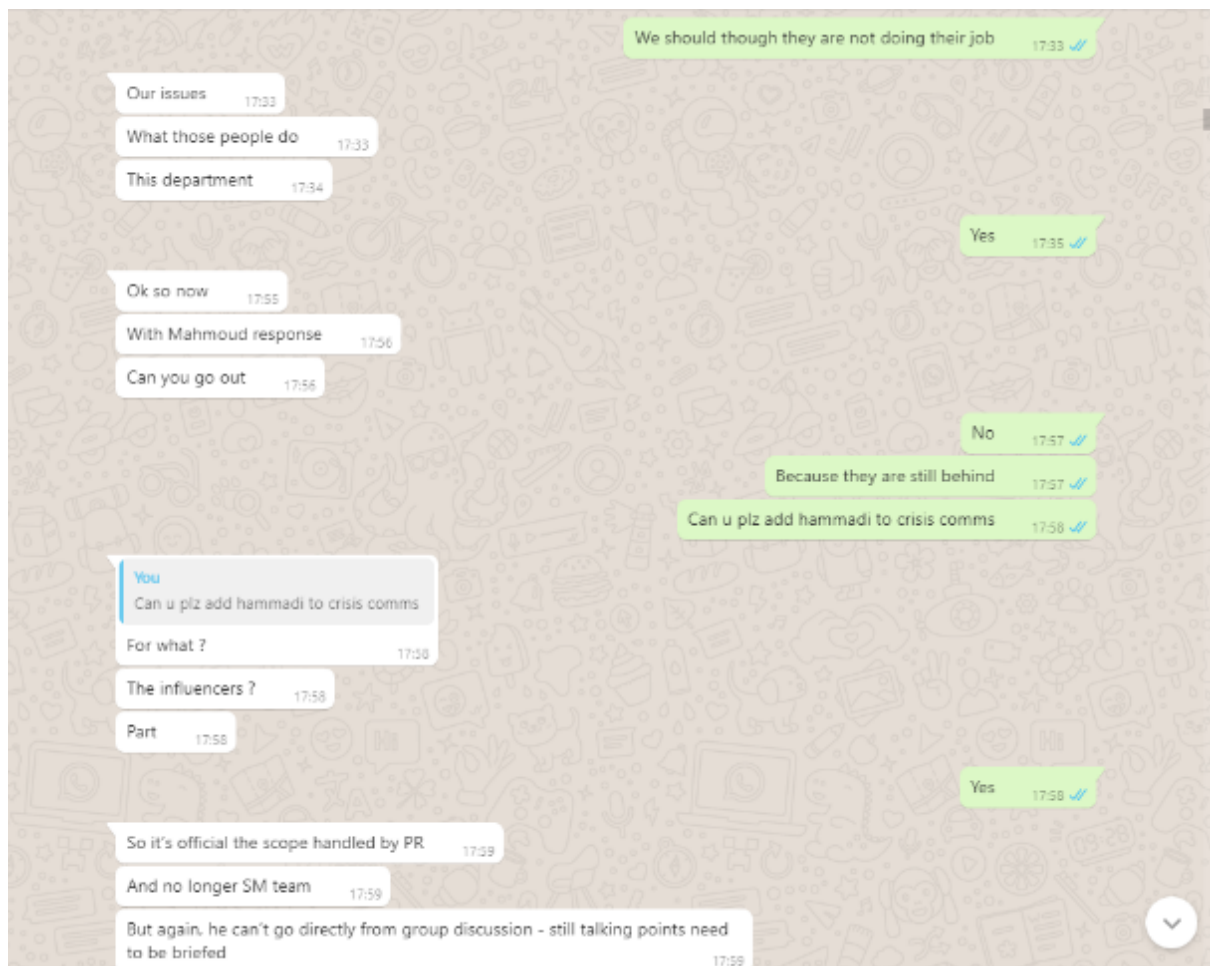
17:33

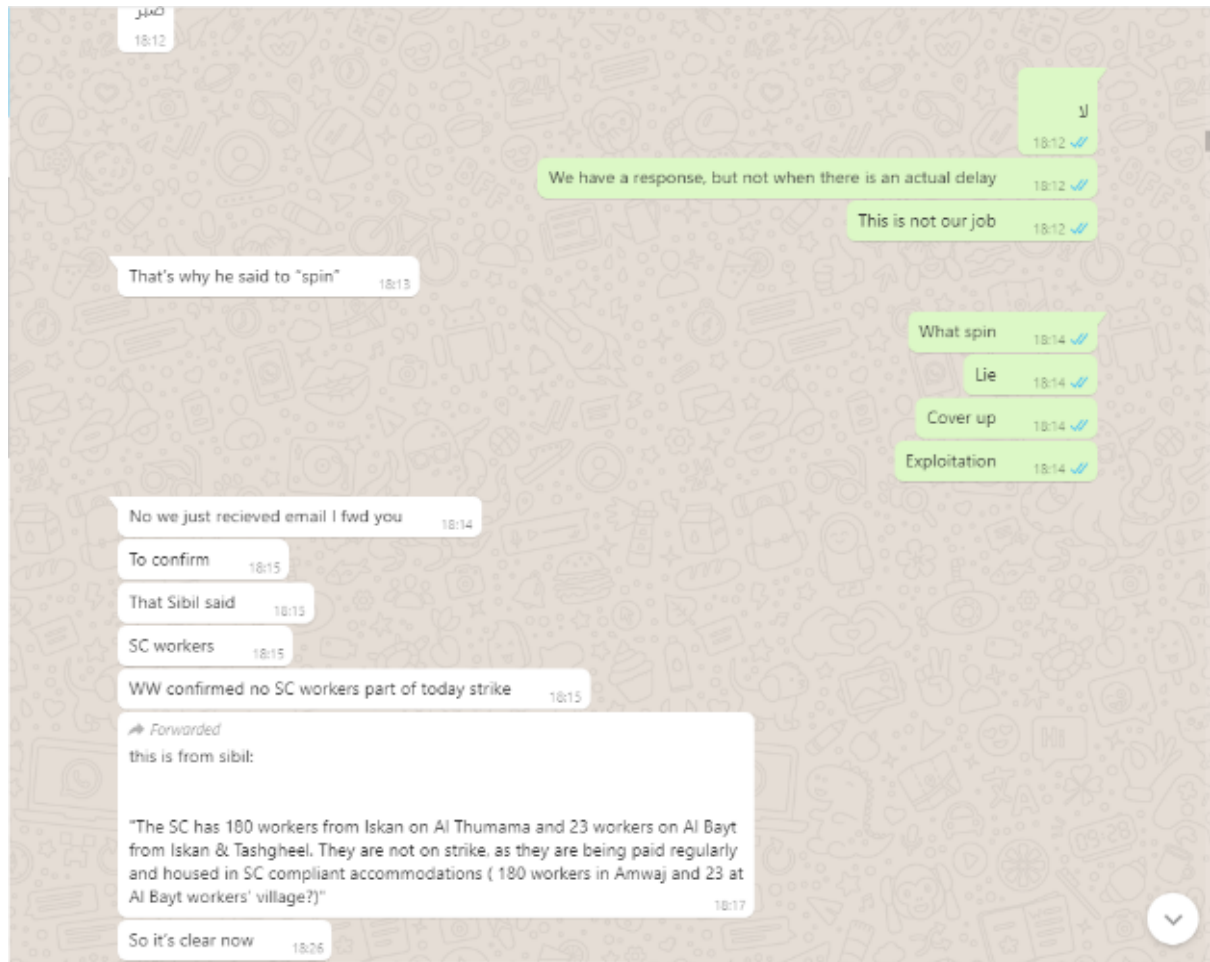
We should though they are not doing their job

17:33 ✓

Our issues

17:33





انك ما بتوقفين

20:11 ✓

بس حتى ما تسويك مشكلة

20:11 ✓

تبين باكلكم ما عتدي أي مانع

20:11 ✓

يعني سبحانه الله انا ضيفت الحمادي اليوم في القروب - (الي محد برا الإدارة يعرف إذا هو ماسك الانفلونسا - عشان على كلامك لي " يكون عنده كوتكتست - وبعد شوي يبدأ يخط الكلام والفديوهات. —
يعني في كل الحالات
1. أني تعمدت أضيف اليوم لهل السبب .
2. في حالة أني ماعرف إيش فريقي يسوي - هاي صورة دايما انخط فيها - undermine لي

3. إذا في شي نبي توصله يكون بالانفاق
انت نفسك مراح نرضاها ، ومن ذاك الأسبوع كنت يكلمك على نفس الموضوع دايما تعطيني جزء من صورة ولكن مانمشي قدام عقب تعطيني الجزء الثاني.. انت بالذات من كل في الإدارة عندي معطيتك ثقة اكبر من الجميع وإذا جاب نكمل على نفس الخطي ، تعامل معاي مثل ما انا اعمل لك قدر.. انت ماترضي وتسال دايما عن الصورة الكاملة للقرارات ألي تجي من فوق عشان تعرف تشتغل. وأنا عشان اقدر ادعمك استحق نفس قدر الموضوع.. ماتدري شقد هالشي ضابقتي.

[Read more](#)

20:39

فاطمة الموضوع مب شخصي، ولو هالشي يزعلك أنا آسف، بس أنا أدري في مشاكل وعوار راس قلت بوفره عليك، بس خلاص من عبوني كل شي يعطيك عنه الصورة كاملة بالتفصيل

20:41 ✓

عبدالله مش هالموضوع بس ولا انا مشخصه، والايذ تراكمات على نفس approach . ..
انت ذكي وعندك نظرة استراتيجية بس والايذ أمور ستايل المعلومات الي تنعطى بالتدريج - هاي مش طريقة العمل او انك تعطيني صورة بس عندك غايه أخرى نبي توصلها (مع ان اتقدم ان اهداف قد تصب في مصلحة العمل) بس انا مش puppet هني اشوف الش

عبدالله مش هالموضوع بس ولا انا مشخصه، والايذ تراكمات على نفس approach . ..
انت ذكي وعندك نظرة استراتيجية بس والايذ أمور ستايل المعلومات الي تنعطى بالتدريج - هاي مش طريقة العمل او انك تعطيني صورة بس عندك غايه أخرى نبي توصلها (مع ان اتقدم ان اهداف قد تصب في مصلحة العمل) بس انا مش puppet هني اشوف الش شخصي لأنه اهانه - أنت ماتقبلها على نفسك.. ولا انا اتعامل مع فريقي بهالاسلوب.

20:53

فاطمة، هي مش مقصودة بالهطريقة وأنا آسف، وان شاء الله يتغير.

21:02 ✓

05/09/2019

Forwarded

i'm now coming back 1:17 PM

i tall you 10 min after 1:18 PM

sir

not give 4 month 1:25 PM

only give 2 month salary 1:25 PM

Including Al-Kour stadium ? 1:25 PM ✓

yes sir 1:26 PM

only give 2 month salary 1:26 PM

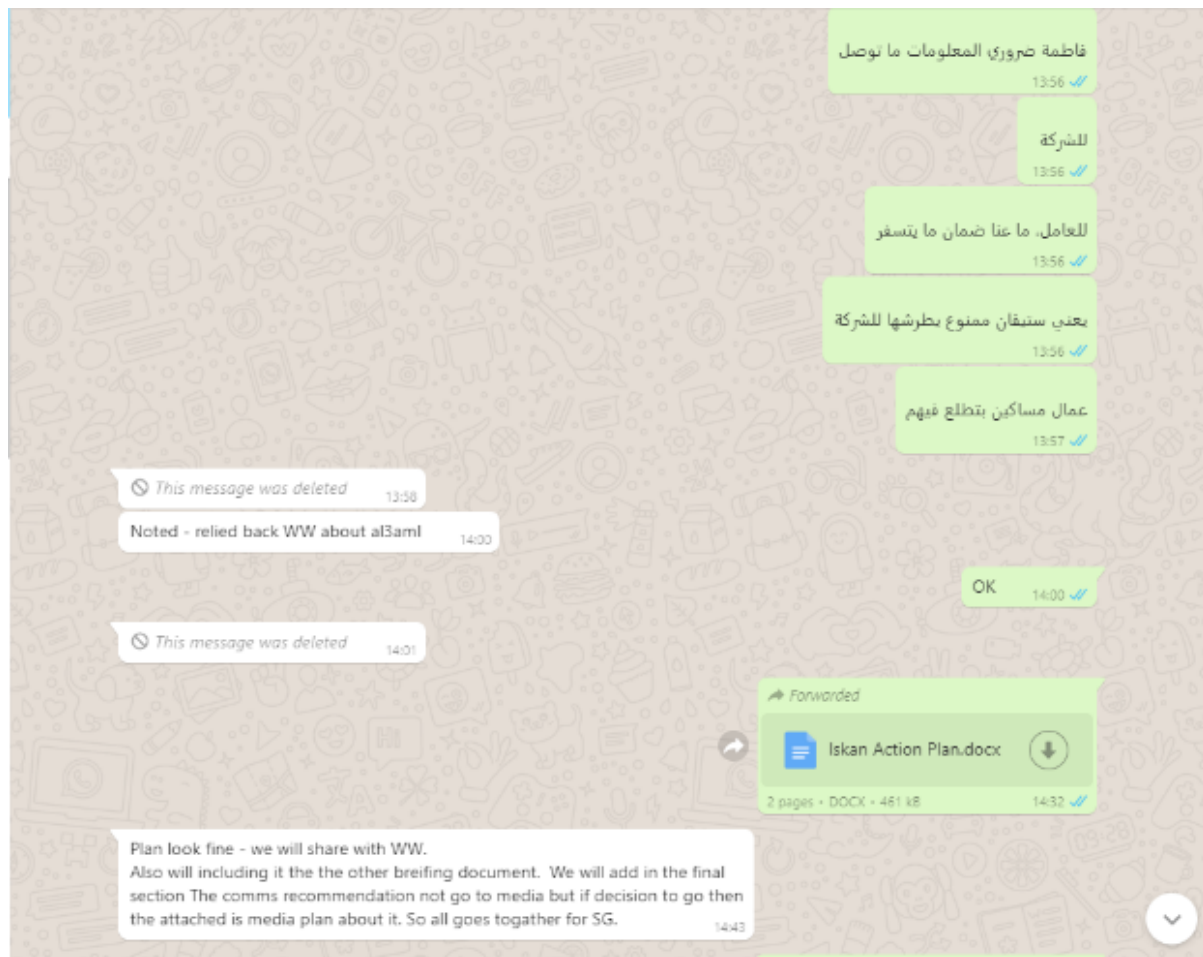
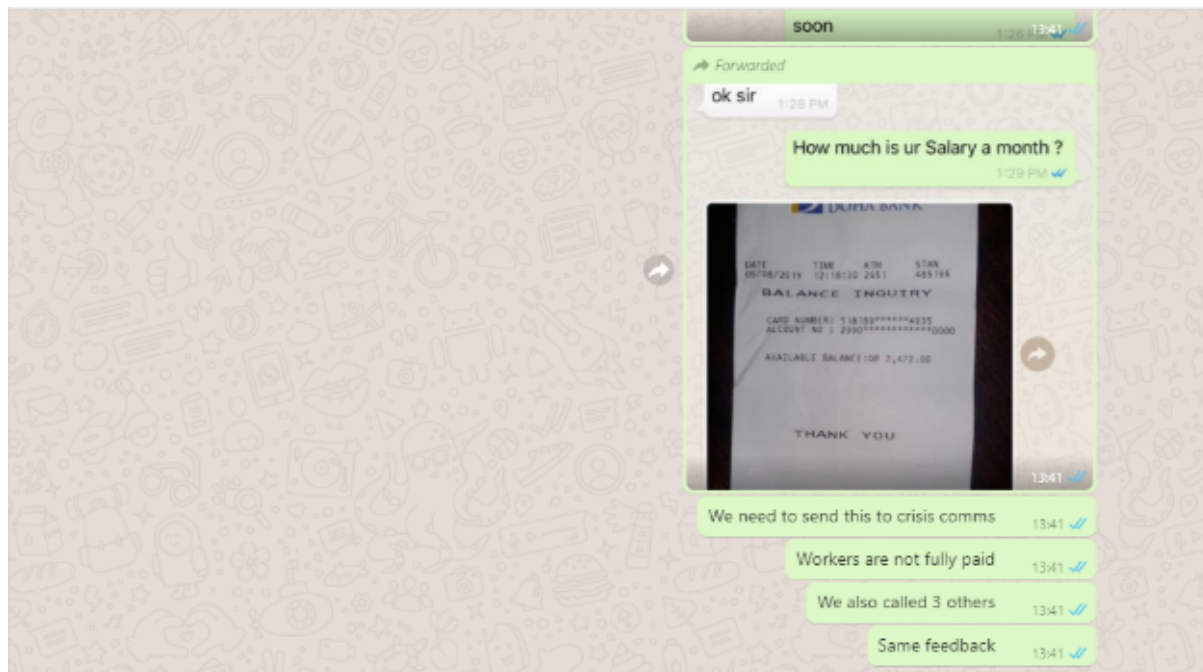
Okay I will work in it and will do soon 1:26 13:41 ✓

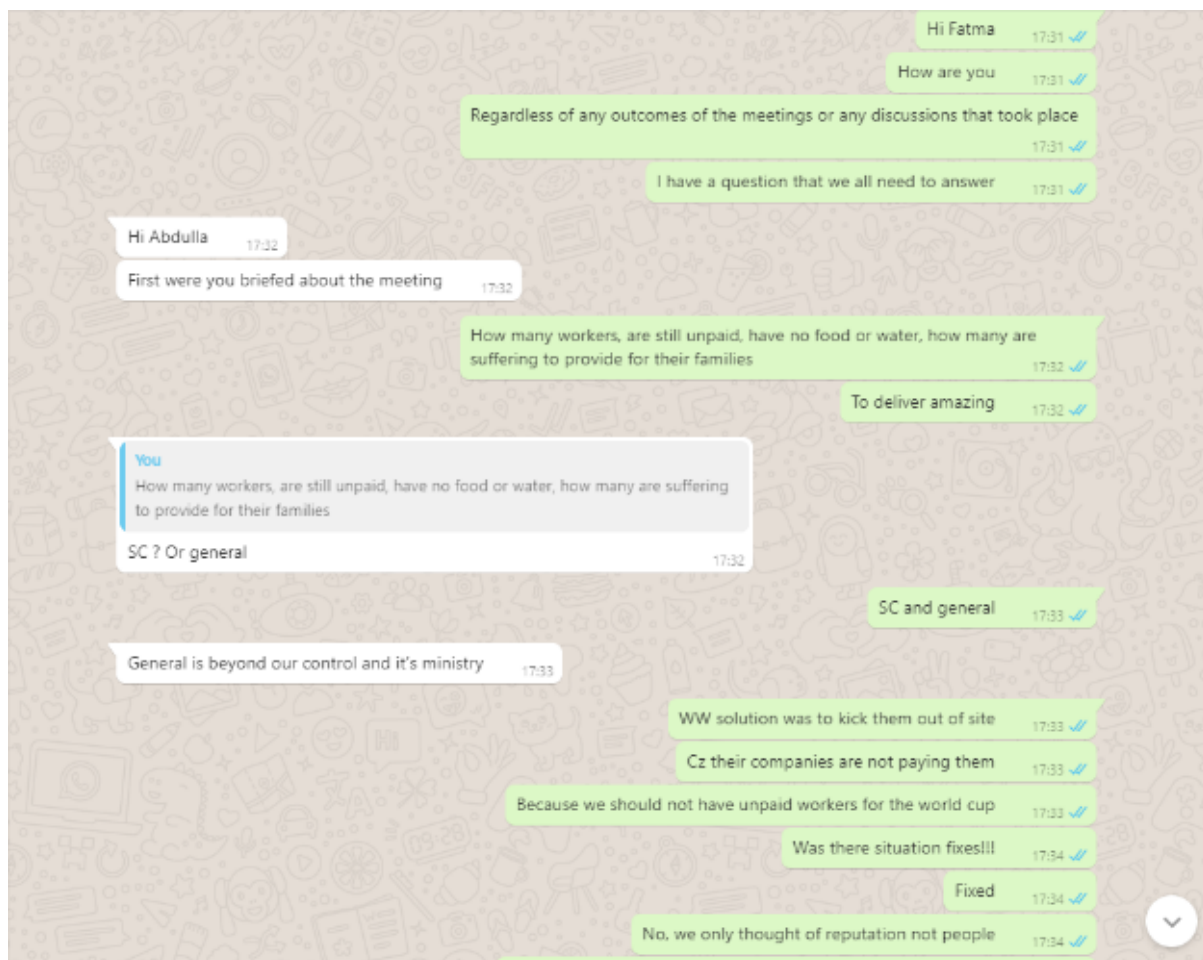
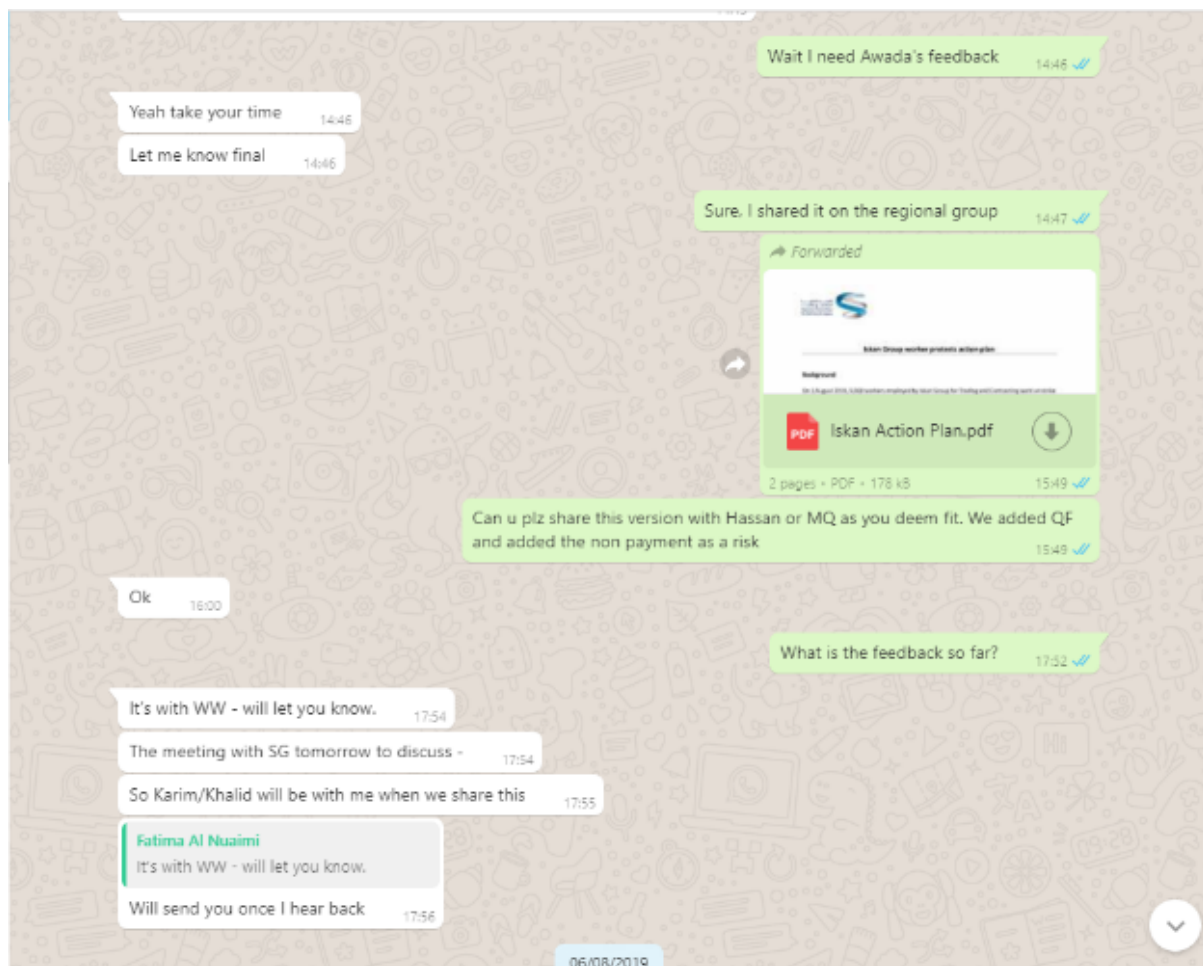
Forwarded

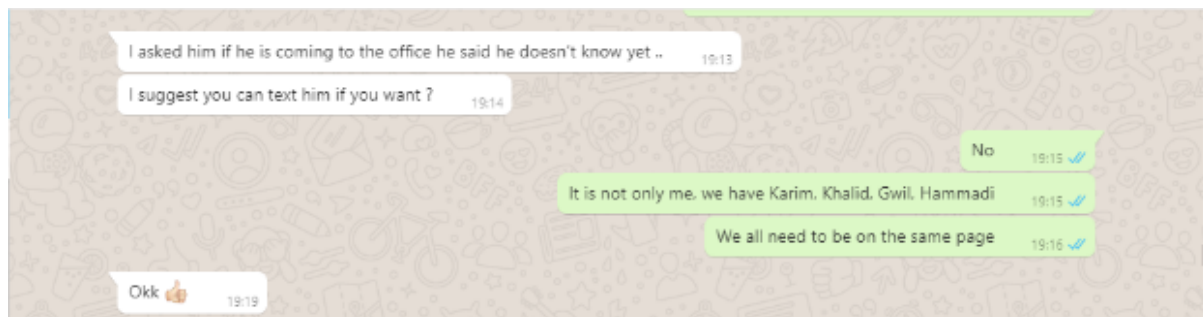
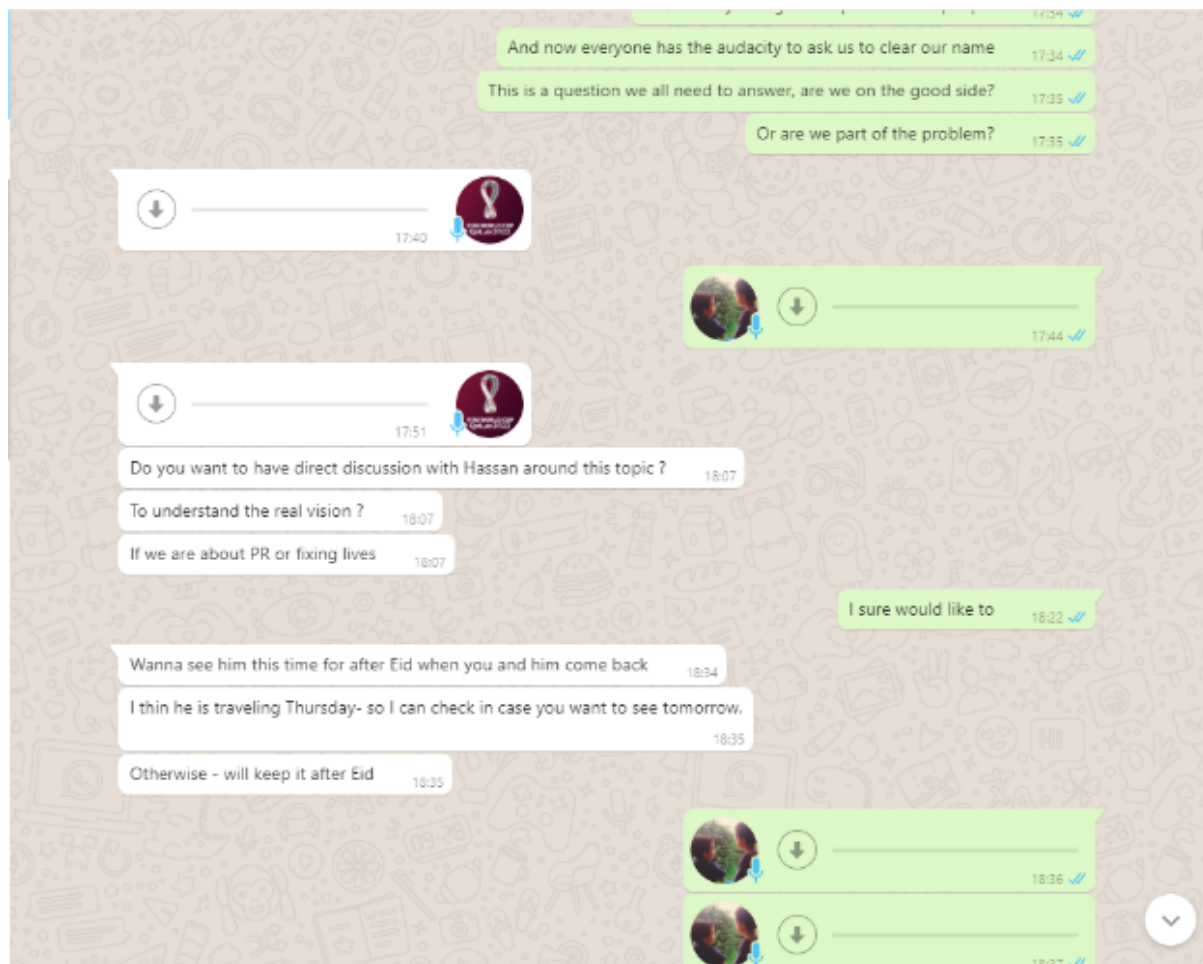
ok sir 1:28 PM

How much is ur Salary a month ? 1:29 PM ✓

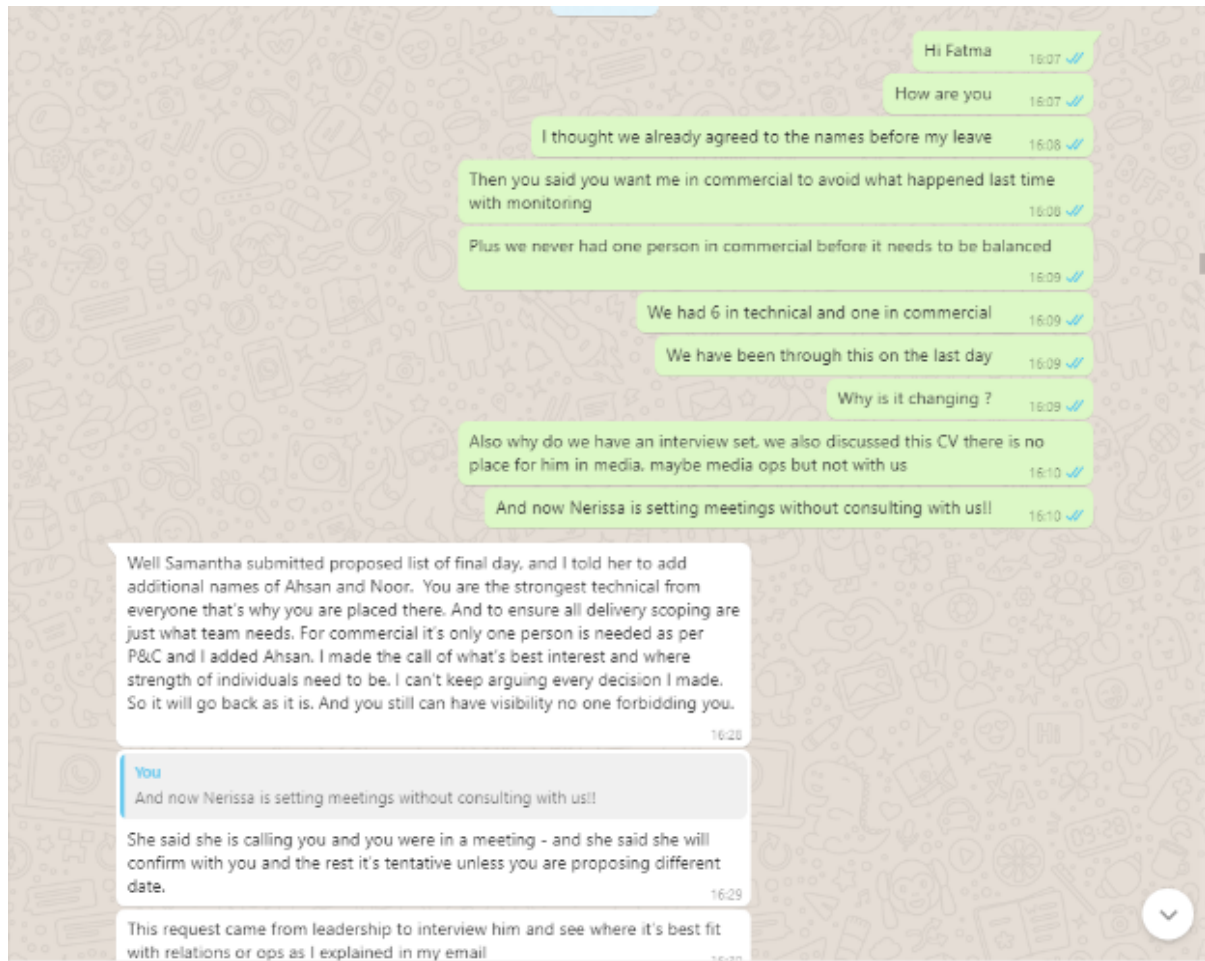
DATA BANK







وفيما يلي النقاش الذي دار بين وبين مديرتي المباشرة فاطمة النعيمي في أكثر من مناسبة وفيه يظهر أن قرار إعادة المناقصة كان متخذاً من قبلها كما من قبل اللجنة وذلك قبل كتابة التقرير النهائي، كما يظهر فيه من البداية أن قرار المشاركة في لجنة المناقصة كان قرارها رغم أنني كنت أفضل عدم المشاركة وذلك بسبب شبهات سأوردها لاحقاً هنا:



This request came from leadership to interview him and see where it's best fit with relations or ops as I explained in my email

16:30

As media manager, and media ops I have added you both

16:31

To meet person and respected not to push him down your throats as he was pushed down to me.

16:32

All I'm asking is mutual respect when I gave directions and decisions

16:32

And trust of knowing how things work

16:32

Everything is battle and arguing - sometimes just like everyone in the world and in this country sometimes will have to follow directions even when we aren't convinced.

16:34

It's becoming unhealthy, having this continuous arguing on every step we want to moving forward. I do give you room to discuss and have conversations but sometimes you will have to follow my lead, but I just find it undermining to me and taking decisions and going ahead directly without even consultation that those changes will take place. The lack of team spirit, whether with colleagues or now eventually with me. At the end of the day I'm accountable of everything.

16:42

Fatima Al Nuaimi

Well Samantha submitted proposed list of final day, and I told her to add additional names of Ahsan and Noor. You are the strongest technical from everyone that's why you are placed there. And to ensure all delivery scoping are just what team ...

We agreed though that I should be in commercial, what has changed?

17:46 ✓✓

This was your call

17:46 ✓✓

Fatima Al Nuaimi

All I'm asking is mutual respect when I gave directions and decisions

Why everything has to be about authority, we discussed the person and we agreed there was no box for him with us, also what has changed?

17:48 ✓✓

Fatima Al Nuaimi

Fatima Al Nuaimi

It's becoming unhealthy, having this continuous arguing on every step we want to moving forward. I do give you room to discuss and have conversations but sometimes you will have to follow my lead, but I just find it undermining to me an...

There is no lacking of team spirit with the team, nor with you. we already discussed these things and agreed to it. My question why was everything changed back

17:49 ✓✓

And if you think we do not need to discuss anything and we just need to follow, I am all in, it makes it easier for me

17:50 ✓✓

I explained that they requested for media to meet with him .. see him then say your justification why he won't fit with relations - sparing 30mins of your time won't harm. If you can't do it - you can delegate a member of your team. Yes that's life sometimes we get authority request from leadership and was6a like any culture

17:50

I also agree this is becoming unhealthy because you think every feedback or question is a challenge for you, when it is nor

17:51 ✓✓

I explained why i see that your more valuable with technical as I explained above.

17:52

Yes, and on Thursday you explained why you wanted me on commercial because we need to avoid what happened with monitoring

17:55 ✓✓

That is why I am confused

17:55 ✓✓

It was not my call in both times, it was your decision so why do you see this as a challenge?

17:56 ✓✓

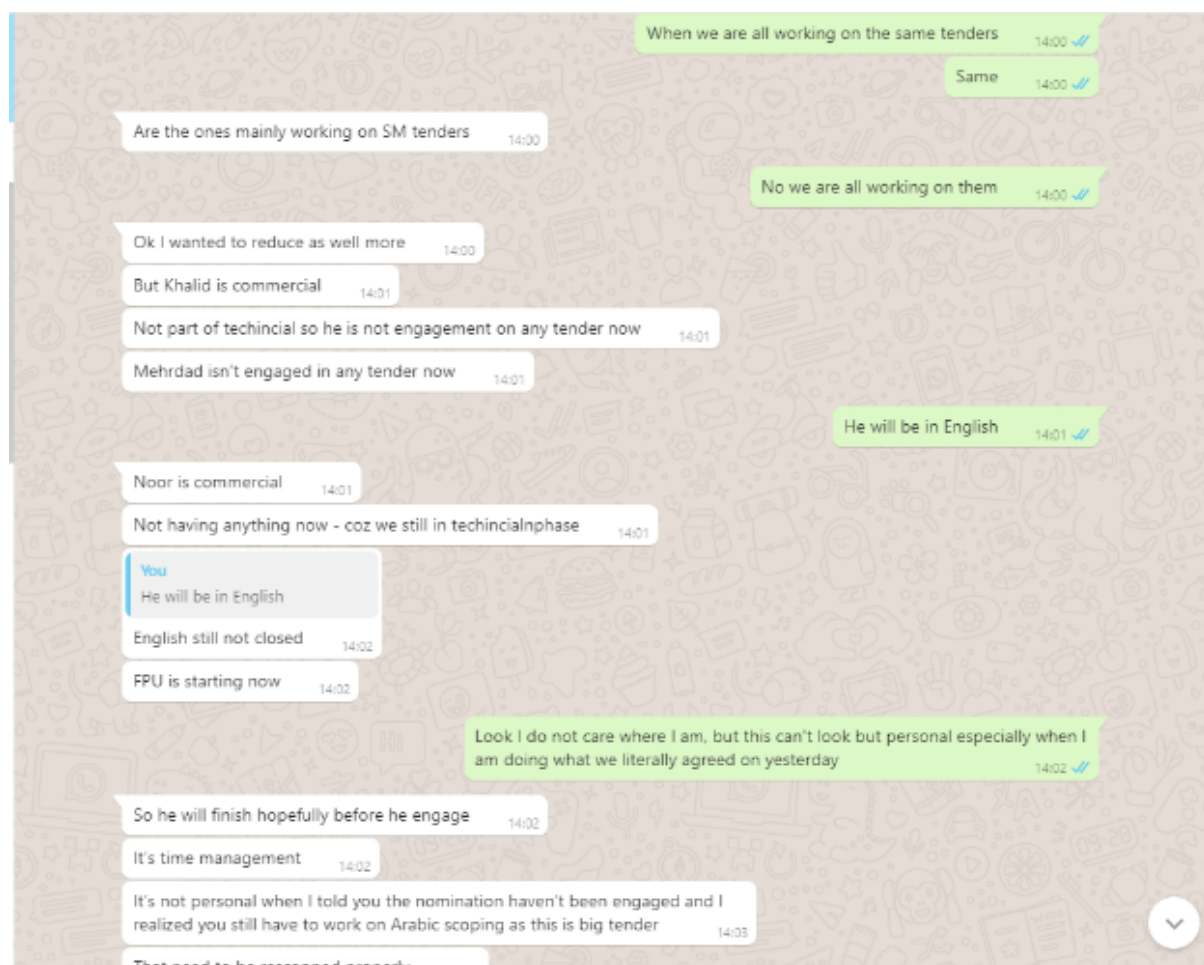
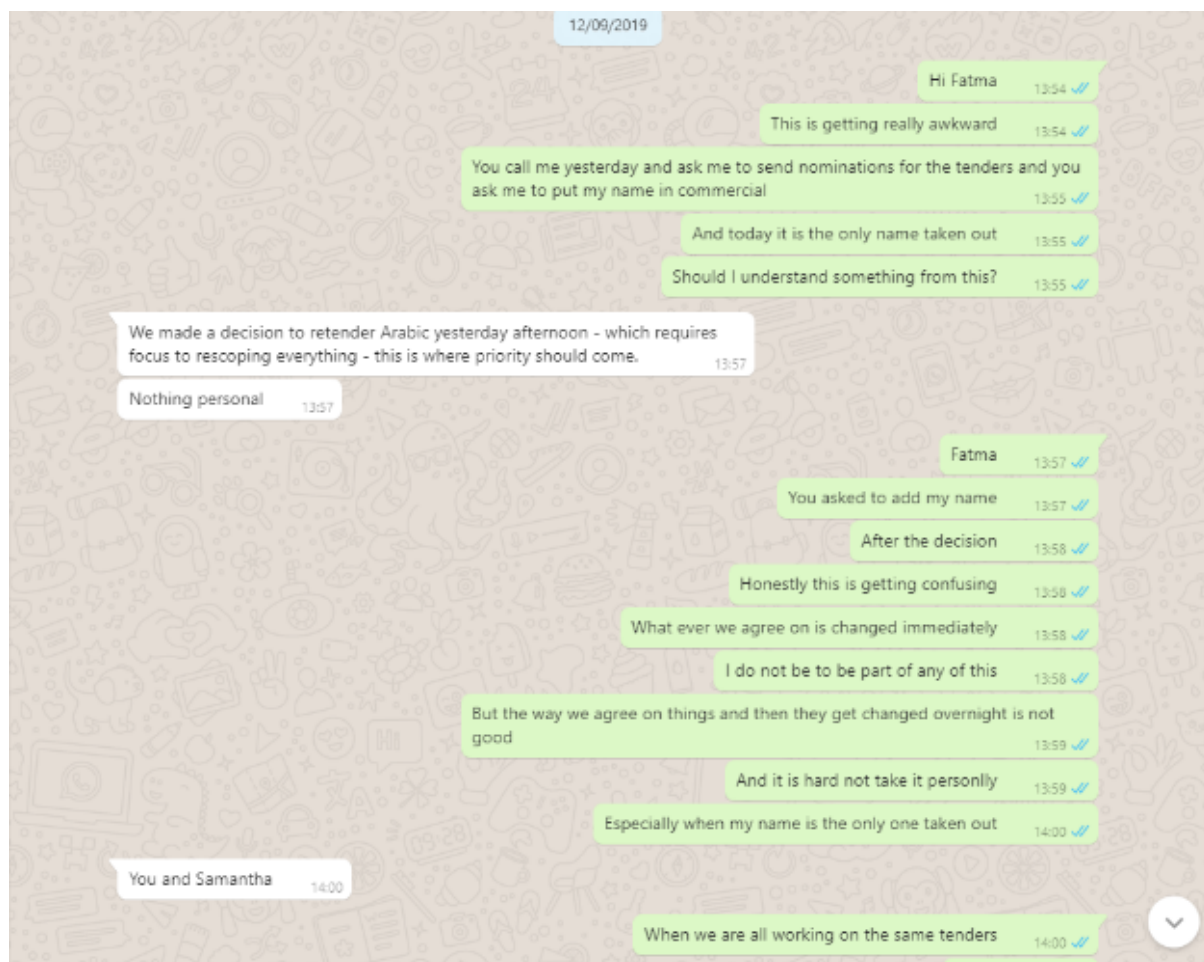
What I told sam, is that I agreed with you on the distribution on thursday and I told her what we agreed on

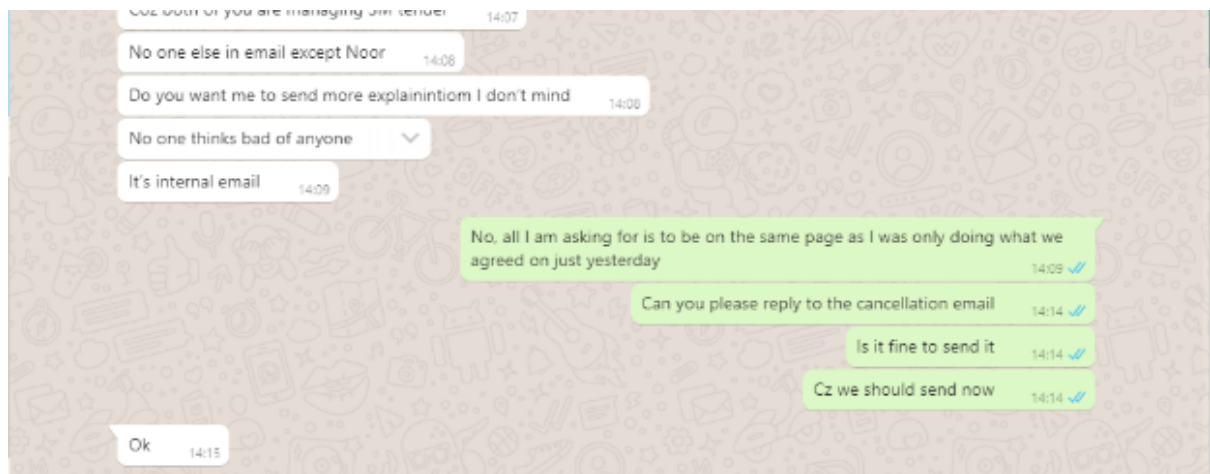
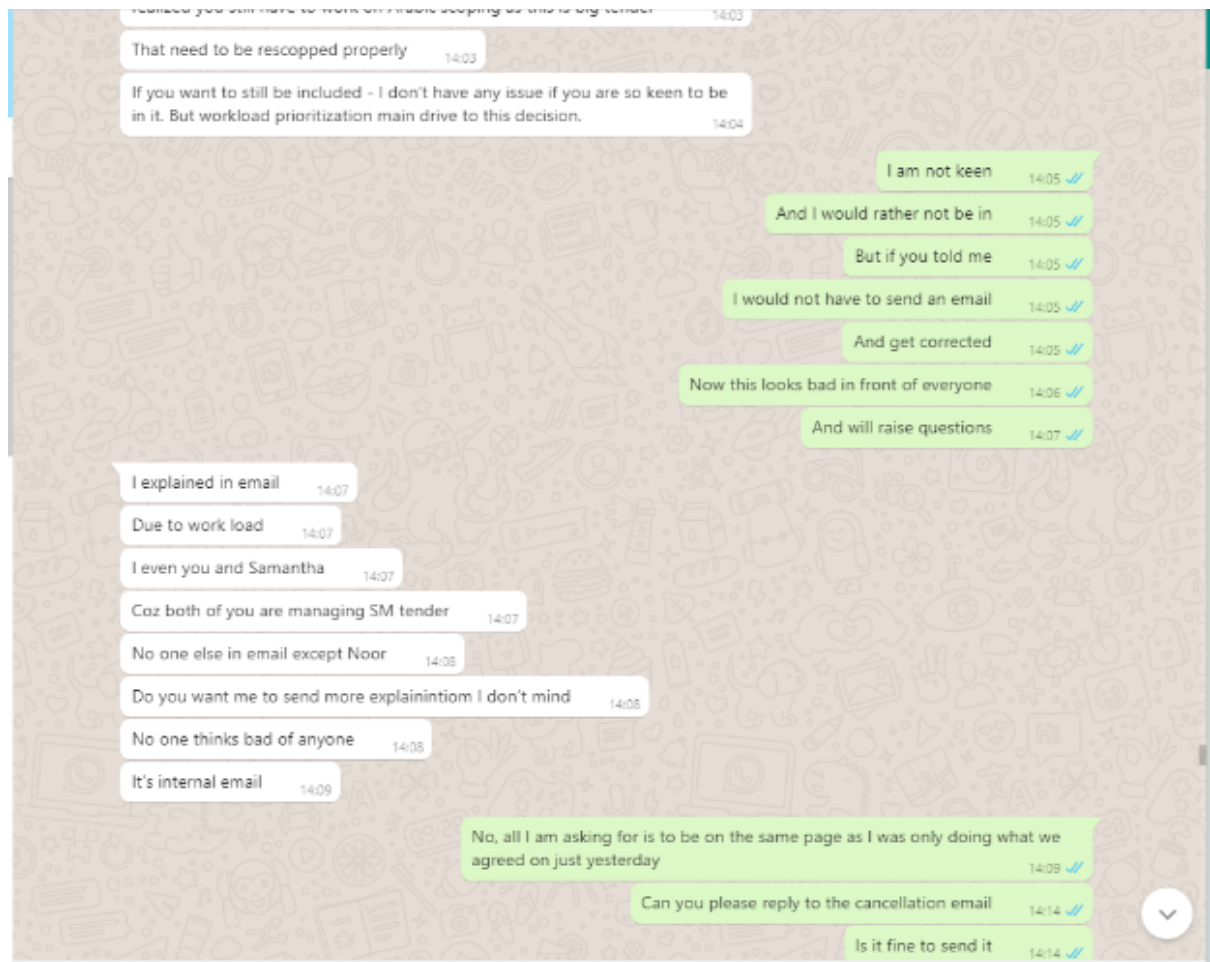
17:58 ✓✓

How does this come across as an argument?

17:58 ✓✓

Do you think it matters to me who calls the shots, absolutely not, if you think Michail style works better by all means let us do it. I have no problems at all





وفيما يلي أورد النقاش الذي كان يدور في الإدارة حول مناقصة شركة إنتاج الأفلام، والتي تُدعى Ultra وفيها نص للبريد الإلكتروني الذي أرسل حول تحفظات عدة حول هذه الشركة، وهذه التحفظات لم تكن وليدة اللحظة كما سيظهر من التسلسل الزمني وهي السبب الذي كان يدفعني كما غيري

من أعضاء الإدارة لتفضيل عدم المشاركة في أي مناقصة عامة في اللجنة العليا، وطبعاً هذه الملفات المتبقية لدي علماً بعد مصادرة أجهزتي خلال التحقيق:

فيما يلي وثيقة لمشاركة شركة Ultramarine في مناقصة لإنتاج أفلام للجنة العليا وذلك خلال مدة سريان عقدها الأصلي كشركة إنتاج للجنة العليا للمشاريع والإرث ووجود طاقم عملها embedded ضمن فريق اللجنة العليا، وهذه لم تكن المرة الأولى حيث منحت مناقصة لتصوير أنشطة اللجنة العليا في روسيا في يونيو 2018 أيضاً خلال فترة سريان عقدها كشركة مسؤولة عن إنتاج الأفلام للجنة العليا:

اللجنة العليا
للمشاريع والإرث
Supreme Committee
for Delivery & Legacy



Attachment B – FORM OF TENDER AND UNDERTAKING LETTER

For the Attention of:

Procurement & Contracts Director
Supreme Committee for Delivery & Legacy
31st Floor, Al Bidda Tower, Al Corniche Street
P.O. Box 62022
Doha, Qatar

Tender No: 40001685

Tender Title: Provision of short films for Challenge 22 Cycle 2

Dear Sirs,

We have examined the documents provided to us under Tender No: 40001685 for Provision of short films for Challenge 22 Cycle 2 (the Tender documents) including the form of agreement as set out at Attachment F of the Tender documents (the Agreement) and the Scope of Services/Works. We hereby offer you; Supreme Committee for Delivery & Legacy (SC), to provide the Services/Works in accordance with the Tender documents for the sum as set out in our Commercial Tender or such other sum as may be ascertained in accordance with the Agreement (the Tender Price). We undertake to comply with all the terms of this Tender document.

We acknowledge receipt of the following correspondence issued by you and confirm that we have taken account of these in this Tender.

Ref of email/letter/fax	Name of Sender	Date
RFP No: 40001685 for Provision of short films for Challenge 22 Cycle 2	Pasitla Fortes Sanchez	Thursday, February 21, 2019
Tender Bulletin No. 02- RFP No: 40001685 for Provision of short films for Challenge 22 Cycle 2	Rajitha Shenores	Wednesday, February 27, 2019
Tender Bulletin No. 01- RFP No: 40001685 for Provision of short films for Challenge 22 Cycle 2	Rajitha Shenores	Wednesday, February 27, 2019

We undertake if our Tender is accepted to provide the Services/Works in accordance with the Tender Documents within the required timescale.

We agree to hold this Tender as valid for a period of one hundred and twenty (120) calendar days from the Tender Closing Date and it shall remain open for acceptance at any time during that period.

We understand that the SC is not bound to accept the lowest or any Tender it may receive.

We attach to this letter the Corporate Information as required under clause 7 of the Tender document. If we are successful with this Tender we will provide all such further information and/or



documentation as required by SC to show that the person purporting to execute the Agreement on behalf of the Tenderer is fully authorized to do so and has the power to bind the Tenderer under the Agreement.

We confirm the prices submitted in this Tender are the lowest and best prices offered by the Tenderer. If we are the successful Tenderer, the prices tendered shall not be altered during the course of any subsequently executed contract, except by mutual agreement of the Tenderer and SC. We confirm this is a bona fide tender independently determined.

We confirm that if successful with this Tender we can mobilise as required in the Tender Documents within the required timescale.

All information submitted as part of this Tender is accurate, correct and complete.

Signed: _____

Name (print): Tamer Alzebak

Title: _____

Company: _____

Date: _____

Director

Ultramarine Films

6/3/2019



NOTE: All documents must be completed and signed by an authorized signatory of the Tenderer.

وفيما يلي صورة من محادثة مع السيد مرداد مسعودي المسؤول عن خدمات الإنتاج التلفزيوني لدى إدارة الاتصال والإعلام بشكل منفصل عن إدارة التسويق وذلك في تقييمه للعرض الذي تقدمت به شركة Ultramarine لإنتاج الأفلام في مناقصة مدتها 4 سنوات حتى عام 2022 وكانت تُنافس فيه شبكة :beIN Sports



Merdad



08/10/2019

Hi Abdullah,
Below is an email I have prepared to send to Fatma and Noor, with a Khalid and Afrah in copy.
The pints are not just mine, but collectively we are making these points.
Please feel free to amend or add anything that you feel should be there.

17:37

Hi Fatma,

Afrah, Khalid and myself have submitted our scores on the thirteen tender documents that were presented to us on Sunday, 22nd September. However, we were not able to enter any individual comments whatsoever and wish to share our concerns with you as you will be a member of the CTC.

- Our main concern was with the actual proceedings on Sunday, 22nd September. All, but one tender document, were dismissed outright. The Ultramarine tender document received the most attention and vivid support of the majority of the individuals present, apart from Afrah and myself. It was very evident that the process was in favour of the incumbent.

- The Ultramarine presentation was based on the achievements of their London office and their work with the Olympic Channel and other international projects, which their London office had undertaken. We questioned what the relation was between their Doha and London offices and what input (if any) the London office had had in the production of the embedded FPU in the last three years. Their response was very limited, which raises the question why the London office work was so heavily highlighted in their tender document book and presentation, if they will continue to have very little (and possibly no) involvement with the Ultramarine Qatar office's project(s).

- It is our understanding that Ultramarine has an office in Doha, which is not fully staffed and is used by freelance crew for ad-hoc projects. This did not eliminate our concern that the Director of the company is also listed as the FPU's Executive Producer. In addition, it seems Ultramarine Qatar's only main client is the SC and they have no proven track record in executing big projects with the expanded Scope of Work that is expected of them for the duration of the contract.

- One of the other areas of our concern was with regards to the quality of

ومرفق أيضاً نسخة من عرض لتنظيم المعرض المصاحب الذي نظّمته اللجنة العليا للمشاريع والإرث على هامش مشاركة دولة قطر في بطولة كوبا أميركا وقد أرسلته لي مديرة الشركة Dream Factory بعد لقائي بها في البرازيل، وذلك بسبب عدم فوزها بالمناقصة بحجة أن ميزانيتها تجاوزت الحد الأقصى

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One of the other areas of our concern was with regards to the quality of material, produced by FPU in their first contract. Often times, when we requested VNY style footage of Stadium Construction site or any other subject, we would receive an edited piece which were not to broadcast standards. This we were told. The lack of understanding that what our clients require when it comes to material that they can work with to their own style has always been a bone of contention. Organisations such as ours with a Film Production Unit who deal with big and small broadcasters as well as new media platforms must provide as loose of footage as possible as one size never ever fits all. Hence, while FIFA, UEFA and equivalent organisations produce scripted features and films, they will also provide rushes to their clients to ensure they can fully serve everyone.

While the footage is claimed to be owned by SC and not Ultramarine, we at the Communications Team have always had issues obtaining rushes. This concern and how it would be rectified was not dealt with in their response.

The size of the upcoming task is such that we do not feel confident Ultramarine Qatar with their existing resources will be able to fulfill the tasks. All equipment that they use were purchased by SC. Are we expected to continue to purchase any additional equipment which will be required for the expanded operation in this upcoming term?

17:37

للمناقصة وهو 10 ملايين ريال قطري، علماً أنه تم تلزيم المناقصة لشركة fischerappelt الدوحة والتي بدورها لزمت المناقصة من الباطن لشركة Dream Factory مقابل أجر أقل، ويظهر العرض أن الميزانية لم تتجاوز فعلاً الحد الأقصى للمناقصة، ويمكن التوثق من ذلك من ملفات إدارة المشتريات في اللجنة أيضاً.

والمناقصات المذكورة أعلاه كانت كلها تُلزم من قبل إدارة التسويق في اللجنة وقد كنا على خلاف دائم معهم على خلفية هذه المناقصات وأداء الشركات المختارة، وبعد توقيفي فازت شركة Ultramarine بالفعل بمناقصة لمدة 4 سنوات لتوفير خدمات الإنتاج الإعلامي في اللجنة العليا.

كما تجدون مرفقاً أيضاً صورة من الأمر الجنائي والدعوى التي أصدرت النيابة العامة فيها أمراً جنائياً ضد زوجتي، لحماية شرطي في قسم شرطة السد ارتكب خطأ أثناء التحقيق وتجدون نسخة من الحكم

برفض الدعوى بعد إطلاع المحكمة على ملف الاتهام الذي لم يكن لنا شأنٌ به، وهو الأمر الذي حدا بي
للتصرف مع النيابة بصفتها وحدةٍ حالٍ مع مركز الشرطة نتيجة لهذه التجربة.