



HSSE "Message"



Tips for quitting smoking:

- * Decide on a quit date and stick to it.
- * Tell your family and friends of your intention to stop smoking and ask for their support.
- * Think about prior attempts to quit and what went wrong. Plan how to avoid the same pitfalls this time.
- * Write a list of all the reasons why you want to stop smoking and refer to this list whenever you feel tempted to light up a cigarette.
- * Throw away all cigarettes, lighters and ashtrays in your home and car. If your partner smokes, suggest that they stop too, or only smoke outside the house and away from you.
- * Avoid possible weight gain by eating more fruit, vegetables and whole meal cereals, and less fat. Do some exercise you enjoy, such as walking or swimming.
- * Your body will absorb more caffeine than usual in the few weeks after quitting. Cut down on coffee and tea for the first month or so to prevent caffeine-induced anxiety and restlessness.
- * If you do have a cigarette, it's not the end of your quit attempt. It is safe to keep using quitting medications, including nicotine replacement products, and to keep trying to quit.

Eid Al-adha Mubarak

Eid Al-Adha is a festival celebrated among Muslims all over the world in remembrance of the sacrifice that Prophet Ibrahim (AS) made out of his strong faith in Allah. Ibrahim (AS) showed a willingness to sacrifice his son Ismail (AS) but his son was replaced with a lamb by Allah. Allah was so pleased with Ibrahim's (AS) submission to Him that He made this demonstration of sacrifice and faith a permanent part of a Muslim's life. Hence, every year on the **10th of Dhul Hijjah**, Muslims all over the world celebrate **Eid Al-Adha**. On this day, Muslims slaughter a lamb, sheep, goat, cow or a camel to honor the sacrifice of Ibrahim (AS). A sense of generosity and gratitude colors this festival.

This festival is meant to make a Muslim more virtuous in his or her deeds. It should not be meant only to offer sacrifices; rather it is meant to learn hidden lessons of freedom from selfish desires and to elevate a Muslim from anything that hinders his ability to fulfill his responsibilities as a Muslim.

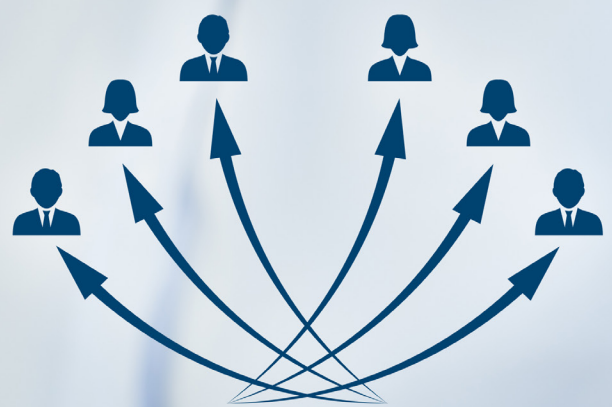
The first 10 days preceding Eid Al-Adha have great significance as they are meant to motivate and encourage Muslims for Eid. A Muslim must do maximum Ibadat in these days and then as an expression of reward, one celebrates Eid Al-Adha. This Eid is mostly celebrated the first two days and often three days in some households. People plan gatherings as a way to celebrate the occasion together with their loved ones.

On this happy occasion, KGOC Management is pleased to wish Eid Mubarak to all employees and their family members.

When your company is facing change:

- * Set the Expectation that Change is Inevitable. Be direct and honest, address all concerns head-on and provide as much information as possible.", this could be a good start in getting your team to cope with change.
- * Understand the "How Will it Affect Me?" Principle, every employee will go straight to, "How will this affect me? Does this mean I have to move my desk? Will I get paid less? Will I get a new boss? Will I have the same responsibilities?"
- * Encourage openness. Create an environment where people feel free to express their thoughts and feelings about the change. Actively ask team members about their concerns.
- * Bring people together. Once you understand their hesitations, bring people together to discuss the perceived problems. If people feel that they've been heard, they are more likely to support the final decision.
- * Embrace the Change Cycle, When it comes to change management, there's no one-size-fits-all solution, and there's no predictable timeline for when everyone will be enthusiastically on board.
- * Patience is a Virtue, as a leader, your best approach is to create a culture that embraces change. Respect everyone's right to have their own reactions, communicate the news with authenticity and empathy, and give everyone time to work through the change cycle at an individual pace.

HR "Tip of the Month"



Humor of the Month

A young boy enters a barber shop and the barber whisper to his customer, "This is the dumbest kid in the world. Watch while I prove it to you." The barber puts a dollar in one hand and two quarters in the other hand, then calls the boy over and asks, "Which do you want, son?" the boy takes the quarters and leaves. "What did I tell you?" said the barber. "That kid never learns!". Later, when the customer leaves, he sees the same young boy coming out of the ice cream store. "Hey, son! May I ask you a question? Why did you take the quarters instead of the dollar bill?" The boy licked his cone and replies, if I took the dollar bill, I won't enjoy this daily free ice cream.

