

06 August 2008

**REFERENCE LETTER FOR**  
**DR. KHALED ABDELAZIM ABBAS SAYED - SMEC AUSTRALIA**

**TO WHOM IT MAY CONCERN**

This is to confirm that Dr. Khaled A. Abbas Sayed joined Snowy Mountains Engineering Cooperation – Canberra Office in Australia in November 2005. Dr. Khaled was initially employed as a Principal Transport Planner (Full Time Basis) from November 2005 and up to December 2006. In that time his professionalism, expertise, and enthusiasm has impressed me greatly. His academic background gained throughout his previous position has been of particular benefit to SMEC as he mentored young graduate Australian Engineers to establish a strong transport planning and traffic engineering group in the SMEC – Canberra office.


SMEC highly values Dr. Khaled efforts in establishing a technical arm for SMEC in transportation planning and traffic engineering. In this context, SMEC has offered him a promotion accompanied by a recognition letter. In December 2006, Dr. Khaled was promoted to become the Manager of the Transport and Traffic Group in the Canberra office. He was employed as the Manager of the Transport and Traffic Group in the Canberra office (Full Time Basis) from December 2006 and up to July 2008.

SMEC recognises Dr. Khaled high capability and skill in technically managing the transport planning & traffic engineering group. The group has been successful in providing direct consultancy services to external clients. In addition the group supports the road & highway design work won by SMEC Canberra. The group also acts as a service arm for other SMEC Australia offices as well as for SMEC international.

Dr. Khaled dedicated and diligent efforts in preparing a high number of sound technical proposals that are well priced and thought of is appreciated by SMEC. These have led to SMEC winning several prestigious projects with new clients. His excellent quality of conducting projects and reporting has a tremendous add in value for SMEC work and reputation. His contribution to SMEC planning and design activities has exceeded expectations, and I believe that he is an outstanding consultant.

Dr. Khaled vision for his group has been to become a reputable centre of excellence for tackling traditional and non traditional transport and traffic problems in an innovative, comprehensive and methodological manner. I believe that while with SMEC he has achieved this vision.

Signature

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Dr. Khaled is an excellent communicator. He instigates harmony, cooperation and team work spirit into his team members. He maintains staff satisfaction and self esteem while meeting clients expectations and beyond by providing value for money ethical advice and products.

Dr. Khaled distinctive capabilities include ability to prepare proposals with due diligence, ability to engage into a broad spectrum of projects, ability to conduct detailed reporting that is beyond client expectations, and ability to understand, communicate and lead clients.

Dr. Khaled established a set of team and client values including providing ethical and honest advice to clients, being understanding, accommodating, responsive, approachable, educating, friendly and social. He possesses very strong network relations with several clients, consultants, academics and engineering graduates who are currently holding different positions. In the course of his service to clients, he was selected as an Expert witness as well as acted as a Hansard witness for Australian Parliamentary Standing Committee on Public Works.

Dr. Khaled is a well known international academic, professional and trainer in the field of transport planning and traffic engineering. He has prepared and delivered a training course on transport planning and modelling both for SMEC clients as well as for SMEC staff.

While with SMEC Dr. Khaled was elected as a Fellow of Institute of Engineers Australia (FIEAust). He was also nominated and elected to chair the Transport Branch of the Institute of Engineers – Canberra Division - Australia. He also became a member of the Advisory Forum for the Canberra Division Committee – Institute of Engineers – Australia.

In the course of his full time employment with SMEC, Dr. Khaled was responsible for preparing more than 50 proposals, and managing and delivering more than 40 projects in Australia. His technical work covered areas such as transport planning, traffic modelling, traffic engineering, traffic impact assessment, master plan reviews, parking studies, road hierarchy studies, economic feasibility studies, etc. The following presents a list of projects that Dr. Khaled was directly responsible for or has contributed to:

Signature

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Name	Client
Gateway Upgrade Project: Assessment of Level of Service	Main Roads, Queensland Australia
Lidcombe Town Centre Studies Project	Auburn Council – Sydney – Australia
Review of Proposed DFO Shopping Centre Development Consistency with Preliminary Assessment & Traffic Impact Study by Irwin Consult	Canberra International Airport
Traffic Feasibility Study: Airport Northern Access	Canberra International Airport
Traffic Impacts on Newcastle Street Due to Local Developments	Canberra International Airport
Crace Infrastructure Forward Design: Task concerned with Intersection Analysis using aaSidra	ACT Procurement Solutions
ACT Drageway: Traffic Impact Assessment	ACT Procurement Solutions
Review of Traffic Impact Assessment Section 48 Traffic Review Stage 1A - Ratio Report	Canberra International Airport
Port Macquarie Outer Link Options – Traffic Assessment	Port Macquarie – Hastings Council
Kings Highway Improvement Study	ACT Procurement Solutions
Pialligo Avenue Pre-design Study – Feasibility Study	ACT Procurement Solutions
National travel behaviour change for Australian Capital Territory (ACT) project: Phase C independent evaluation of phase B intervention program	Australian Capital Territory (ACT) Planning and Land Authority
West Belconnen Regional School/Design Superintendent Consultancy: Access Study Component	Subcontracted to gmb Architects – Main client Australian Capital Territory Procurement Solutions
Traffic Study in Parliamentary Zone	Australian National Capital Authority
West Belconnen Regional School Master Plan: Traffic Impact Assessment	Subcontracted to gmb Architects – Main client Australian Capital Territory Procurement Solutions
Area 13 & Sancrox Traffic Study	Port Macquarie – Hastings Council
Traffic Impact Assessment for Southern Distribution Business Park (SDBP) south of the Goulburn along Hume Highway connecting Sydney to Melbourne.	BG & E Consulting Engineers - Sydney
Institutional Development Study for Highway Department.	Government of Tamil Nadu, India
Batemans Bay Bypass	Eurobodalla Shire Council
Mass Rapid Transit System Traffic Study	Hyderabad - India
Hobart Travel Demand Model	Department of Infrastructure, Energy and Resources (DIER) - Tasmania
Traffic Study for Humanities and Science Campus, Canberra. Version 2 – Design Development Phase	Spackman & Mossop Architectures to National Capital Authority (main client)
Traffic Impacts on Newcastle Street Due to Section 48 – Stage 1A Development - Expert Witness	Mallesons Stephen Jaques
Traffic Impacts on Pialligo Road Network Due to Section 48 – Stage 1A Development - Expert Witness	Mallesons Stephen Jaques
Intersection Analysis for Harbour Boulevard	Australand Holdings
Parliamentary Zone Road Access Arrangements	National Capital Authority
Road Access Arrangements – Albert Hall Precinct	National Capital Authority
Wooden East Traffic Impact Assessment	Hindmarsh
Traffic Impact Assessment for Callam Street Development	Hindmarsh

Signature



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Review of Master Plan for Wooden East Development: Traffic and Road Issues	Hindmarsh
West Bonython Infrastructure (Athllon Dr Duplication)	ACT Procurement Solutions
Gungahlin Drive/Well Station Drive Intersection Analysis	ACT Procurement Solutions
Molonglo Road Feasibility Study	ACT Procurement Solutions
Sunshine Airport Intersection Analysis	Queensland Department of Main Roads
Impact of Athllon Dr Closure	ACT Procurement Solutions
Park & Ride Strategy for Australian Capital Territory	ACT Procurement Solutions
Development of Structural Plan for Cooma CBD	Cooma Council - NSW
Modelling & Feasibility of North Weston Intersections	ACT Procurement Solutions
Modelling Road Network Options Along Parkesway in Light of Russell Office Expansion	National Capital Authority
Modelling and Analysis of Parkes Way – Constitution Avenue Road Network in Light Kings Avenue Intersection Options	National Capital Authority
Traffic Modelling and Analysis for Parkes Way – Kings Avenue Intersection Options	National Capital Authority
Eastern Broadacre Traffic Modelling Study	Macroplan for ACT Planning and Land Authority
Modelling and Traffic Analysis of Proposed East-West Link	Port Macquarie – Hastings Council
Traffic Demand Modelling for Goulburn Southern Distribution Business Park (SDBP) Development	Mariner (as sub consultant to BG&E Consulting Engineers - Sydney)
Traffic Impacts on Newcastle Street Due to Section 48 – Stage 1A Development – Updated Study – Expert Witness	Canberra Airport Group/Mallesons Stephen Jaques
Traffic Impacts on Pialligo Road Network Due to Section 48 – Stage 1A Development – Updated Study – Expert Witness	Canberra Airport Group/Mallesons Stephen Jaques
Traffic Modelling and Analysis for Parkes Way – Kings Avenue Intersection Options – Hansard witness for Australian Parliamentary Standing Committee on Public Works.	National Capital Authority

SMEC has always considered Dr. Khaled as a key member of its consultancy team and appreciates all his efforts. As of August 2008 Dr. Khaled is promoted to become a SME Technical Principal (Part Time) in Transport Planning and Traffic Engineering.

For further information regarding Dr. Khaled Abbas, please feel free to contact me

Yours sincerely,



Tim Hahn  
 Regional Manager  
 Snowy Mountains Engineering Corporation – Canberra Office  
 Australia  
 Tel: +61 2 61261904  
 Mobile: + 61 421055837  
 Email: [Tim.hahn@smec.com.au](mailto:Tim.hahn@smec.com.au)

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12 August 2008

Telephone Enquiries  
Denis Minehan  
(02) 6452 0240

**TO WHOM IT MAY CONCERN**

This is to confirm that Dr. Khaled A. Abbas Sayed joined the Snowy Mountains Engineering Corporation (SMEC) – Canberra Office in Australia in November 2005.

Dr. Abbas was initially employed as a Principal Transport Planner (Full Time Basis) from November 2005 and up to December 2006.

In December 2006 Dr. Abbas was promoted to become the Manager of the Transport and Traffic Group in the Canberra office. Dr. Abbas was employed as the Manager of the Transport and Traffic Group in the Canberra office (Full Time Basis) from December 2006 and up to July 2008.

As of August 2008 Dr. Abbas is employed as a Technical Principal (Part Time) in Transport Planning and Traffic Engineering.

Yours sincerely

Denis Minehan  
Manager Personnel

**SMEC SERVICES PTY LTD**

220-226 Sharp Street PO Box 356 Cooma NSW 2630 Australia

Tel: ISD +61 2 6452 0240 STD (02) 6452 0240 Fax: ISD + 61 2 6452 0240 STD (02) 6452 0228

**SMEC HOLDINGS LIMITED** ABN 84 057 274 049 **SNOWY MOUNTAINS ENGINEERING CORPORATION LIMITED** ABN 98 008 654 224

**SMEC AUSTRALIA PTY LIMITED** ABN 47 065 475 149 **SMEC INTERNATIONAL PTY LIMITED** ABN 32 065 440 619 **SMEC OPERATIONS PTY LIMITED** ABN 68 065 474 428

**SMEC SERVICES PTY LIMITED** ABN 79 066 504 792 **SMEC VICTORIA PTY LIMITED** ABN 64 069 699 467



ASSOCIATION OF CONSULTING  
ENGINEERS AUSTRALIA

MEMBER



Quality  
Endorsed  
Company

ISO 9001:2000  
Lic. OEC0655  
SAI Global

Your Reference:

Our Reference:

Date: 24 July 2002

To Whom It May Concern:

Dear Sirs,

Richard Di Bona

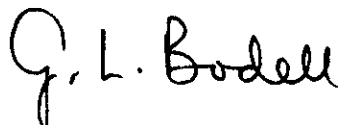
This is to confirm that Richard Di Bona was employed by Scott Wilson (Hong Kong) Ltd. from 8 January 1995 to 29 July 2002. He was employed first as a Transport Planner, then since July 2000 as a Senior Transport Planner.

During this time he worked as Transport Demand Modeller for Scott Wilson in Asia-Pacific, in a number of capacities, including:

- Undertaking traffic and toll revenue forecasts for a number of high profile Stock Market Listing projects for Chinese Expressway operators, and for highways and tunnels in Malaysia and Australia
- Undertaking passenger and fare revenue to transport infrastructure operators and financiers for the MRTA Blue Line in Bangkok
- Technical review and internal audit of work undertaken by other Scott Wilson offices on projects in Australia, China, Indonesia, Malaysia, Korea and Thailand
- Deputy Project Manager on the Review of Public Transport Fares Structure Policy Study for Singapore Land Transport Authority
- New town transport master planning in China, Hong Kong and Malaysia

Throughout this time Richard has multi-tasked very well to tight deadlines and stringent client requirements and has trained and developed Scott Wilson staff in Australia, China, Hong Kong, Malaysia and Singapore. In addition he has self-financed and studied for an MBA through Henley Management College by Distance Learning. Richard has shown technical and managerial excellence in the work he has done and a willingness to pursue business opportunities in fields outside of transport planning. In addition, he has been recently involved in business development efforts to expand our services into other commercial sectors, such as logistics, and has played a key role in the technical support that has enabled us to establish and maintain a new office in Singapore. I have absolutely no hesitation in recommending Richard to any future employer.

Yours sincerely  
SCOTT WILSON LTD



Graham Bodell  
Director



**EXPERIENCE CERTIFICATE**  
To Whom It May Concern

**Katahira & Engineers International (KEI)**  
Tokyo – Japan

Certified That:

**Dr. Eng. Ahmed Sabry El Hakim**

Have been working with KEI:

From 1999 to 2001 as Deputy Director on Urban Development Dept. 2 and  
From 2001 to 2005 as Director on Urban Development Dept 2 and  
From 2005 to 2009 as KEI Cairo Office General Manger and  
From 2009 till now he is working on part time base with KEI.

Dr. Hakim since he officially joined KEI has always assignment mainly on Japan International Cooperation Agency (JICA) Studies as an expert on fields of Transport Studies including Traffic and Transportation, Highways, Bridges, Environmental and Economical Studies. On those studies he managed different tasks including Detail Design (DD), Master Plan (MP), Feasibility Studies (FS), Public Private Partnership schemes (PPP) and Construction Supervision (CS) Also; he shared on the preparation of several Technical and Financial Proposal. Dr. Hakim attended so many Seminars, workshops and supervises several training of overseas trainers came to Japan under JICA Technical Programs. He always jointed the KEI Biweekly Meetings where all technical engineering problems of all projects and studies are assessed and right solutions are considered.

Hereafter is the summary of main projects and studies Dr. Hakim shared on them as one of KEI Study Team Expert Member.

**TRAINING RECORD**

- (1) Seminar on “ Feasibility Study on High Priority Urban Toll Expressways in Cairo”, General Authority for Roads, Bridges and Land Transport (GRABLT), Cairo, Egypt, Japan International Cooperation Agency (JICA), (Sept. 4, 2008).
- (2) Seminar on “ Feasibility Study on High Priority Urban Toll Expressways in Cairo”, General Authority for Roads, Bridges and Land Transport (GRABLT), Cairo, Egypt, Japan International Cooperation Agency (JICA), (June. 23, 2008).
- (3) Seminar on “ Feasibility Study on High Priority Urban Toll Expressways in Cairo”, General Authority for Roads, Bridges and Land Transport (GRABLT), Cairo, Egypt, Japan International Cooperation Agency (JICA), (Mar. 16, 2008).



TAIKO BLDG.,4-2-16, GINZA, CHUO-KU, TOKYO  
TEL: 81-3-3563-4053  
FAX: 81-3-3563-4055

**EXPERIENCE CERTIFICATE**  
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- (4) Seminar on "The Strategic Urban Development Master Plan Study for Sustainable Development of the Greater Cairo Region, Ministry of Housing Utilities & Urban Development General Organization for Physical Planning, Greater Cairo Region Urban Planning Center, Cairo, Egypt, Japan International Cooperation Agency (JICA), (Dec. 5, 2007).
- (5) Seminar on "The Study on Multimodal Transport and Logistics System In The Arab Republic of Egypt", Ministry of Transport, Transport Planning Authority (TPA), Cairo, Egypt, Japan International Cooperation Agency (JICA), (Dec. 10, 2006).
- (6) Seminar on, "Performance Based Road Maintenance Contracts, General Authority for Roads, Bridges and Land Transport (GRABLT), World Bank Project, vic roads Australia, Cairo, Egypt. (Nov. 5th, 2006)
- (7) Seminar on, "Public-Private Partnership for Cairo Urban Toll Expressway Network Development", Cairo, Egypt, Japan International Cooperation Agency (JICA), (Mar. 8, 2006).
- (8) Seminar on, "Public-Private Partnership for Cairo Urban Toll Expressway Network Development", Cairo, Egypt, Japan International Cooperation Agency (JICA), (Dec. 26, 2005).
- (9) Workshop on "A Study into Use of Lime in Road Construction in Uganda, The Ministry's Public Works Tanning Center (PWTC) Kyambogo, Kampala. (Dec. 15, 2005)
- (10) Stakeholder Meeting on, "Public-Private Partnership for Cairo Urban Toll Expressway Network Development", Cairo, Egypt, Japan International Cooperation Agency (JICA), (Oct. 22, 2005).
- (11) JICA TRAINING PROGRAM in JAPAN for Omani counter part under the project of "The Study on Road Network Development in Sultanate of Oman", JICA (Dec. 2004).
- (12) Seminar on Road Safety on Sultanate of Oman "Health, Economic and Social Effects", State General, Sultanate of Oman, Muscat, (Oct. 2004)
- (13) JICA TRAINING PROGRAM in JAPAN for Lebanon counter part under the project of "The Study on Environmental Friendly Integrated Transport Plan for Greater Tripoli", JICA (10 DAYS IN TOTAL, 2001).
- (14) KEI Bi-Weekly Professional Enhancement Seminars (4 hrs. every 2 weeks, 1 month equivalent to 1 day, since 1999 to 2009).
- (15) Seminar on, "Transportation Planning in Tripoli", Tripoli, Lebanon, Japan International Cooperation Agency (JICA), (10 days in total, 2001).
- (16) Workshop on, "The Study on Environmental Friendly Integrated Transport Plan for Greater Tripoli", Beirut, Lebanon, Japan International Cooperation Agency (JICA), (7 days in total, 2000).

**EXPERIENCE RECORD:**

<b>Position Held / Designation</b>	<b>Duration</b>	<b>Names of Employing Organization</b>	<b>Location and Client</b>	<b>Types of Service Rendered</b>
1. Privatization	Nov. 2009 ~ on going	KEI	The Comprehensive Study on The Master Plan for Nationwide Transport System of Egypt, Cairo, MOT and JICA	MP
2. Natural Condition Surveys	Oct. 2007 ~ Dec. 2008	KEI	Feasibility Study on High Priority Urban Toll Expressways in Cairo, MOT, JICA	FS
3. Transportation Facility Design (Road)	Feb. 2007 ~ Aug. 2008	KEI	The Strategic Urban Development Master Plan Study For A Sustainable Development of The Grater Cairo Region in Arab Republic of Egypt, MOH, JICA	MP and FS
4. Logistic Infrastructure Planer II (Inland Transport)	Oct. 2006 ~ Oct. 2007	KEI	The Study on Multimodal Transport and Logistics System of The Eastern Mediterranean Region and Master Plan In The Arab Republic of Egypt, MOT, JICA	MP
5. Toll Operation, Maintenance and MEA Organization	Apr. 2005 ~ May 2006	KEI	Public-Private Partnership (PPP) Program for Cairo Urban Toll Expressway Network Development, (MOT), JICA	FS, PPP Program
6. Road Design and Road Dept. Institutional	Jan. 2004 ~ Jan. 2005	KEI	The Study on Road Network Development in the Sultanate of Oman, (MOT), JICA	MP/FS

7. Sr. Bridge Engineer	Sept. 2003 ~ Dec. 2003	KEI	Urgent Bridges Construction Project in Philippines, (DPWH), JBIC	DD
8. Sr. Bridge Engineer	April 2003 ~ Oct. 2003	KEI	Subic-Clark-Tarlac Expressway (SCTE) Project in Philippines, Basic Conversion Development Authority (BCDA), Office of the President, JBIC	DD/CS
9. Economic Specialist.	Feb. 2003 ~ Mar. 2003	KEI	Pre Feasibility Study on Dalton Pass Bypass Road Construction Project in Philippines,, (DPWH), (MOE, Japan)	FS
10. Drainage and Road Structure	Oct. 2001 ~ Dec. 2002	KEI	Pan-Philippine Highway (Plaridel, Cabanatuan and San Jose Bypasses, (DPWH), JICA Project	DD
11. Traffic Management and Institutional	Aug. 2000 ~ Aug. 2001	KEI	Master Plan Study on Urban Transport in Tripoli, Lebanon, (CDR), JICA	MP/FS/ BDD
12. Sr. Highway Engineer	May 1999 ~ Dec. 2000	KEI	Visayas, Philippine, (DPWH), JIBC	DD/CS
<p>NOTES: FS: Feasibility Study MP: Master Plan DD: Detail Design  BDD: Basic Detail Design JICA: Japan International Cooperation Agency  JBIC: Japan Bank for International Cooperation KEI: Katahira &amp; Engineers International  DPWH: Department of Public Works and Highways, Philippines MOT: Ministry of Transportation MOE: Ministry of Economic MOH: Ministry of Housing, MEA: Metropolitan Expressway Association</p>				

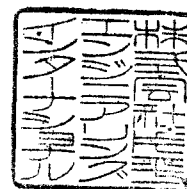
**Certified By**  
**KATAHIRA & ENGINEERS INTERNATIONAL**  
Taiko Bldg., 4-2-16 Ginza  
Chuo-Ku, Tokyo, Japan  
Phone: 81-3-3563-4053 Fax: 81-3-3563-4055

Date 4<sup>th</sup> Jan. 2010

**President (Katahira & Engineers International)**

  
**Masakazu ISHIGORU**

**KEI Stamp**







3 December 2008

Dr Khaled Abbas  
19 Sakhawi St  
Manchiat Al Bakry  
Heliopolis  
**CAIRO EGYPT**

Dear Khaled

**Re: LETTER OF CASUAL EMPLOYMENT**

The purpose of this letter is to confirm your employment as a casual employee with SMEC Services Pty Limited (ABN 79 089 504 792) ("**the Company**") as Technical Principal Transport Planning and Traffic Engineer .

We wish to draw your attention to some specific aspects of your casual employment:

1. Your employment will commence with the Company, on a mutually convenient date subject to the Terms and conditions hereof.
2. You are employed on a day-to-day basis reporting to SMEC's Canberra Office. In the event you are assigned to a SMEC project outside of Australia it is your responsibility to ensure that Personnel Branch, Cooma is advised via an approved CA16 (notice of overseas assignment form. This form is available in SMEC's Corporate management Manual (CMM).
3. Your position entitles you to coverage under the SMEC Award 2000. The provisions of the Award regulate your terms and conditions of employment in addition to the provisions of this letter. In certain circumstances, some of the provisions of the Award may not apply. You will be notified if this applies to you.
4. Your duties will include those that are set out in your job description annexed to this letter as Annexure "A" together with other duties, within your capabilities, that may be required by the Company from time to time.



SMEC SERVICES PTY LIMITED  
220-226 Sharp Street PO Box 356 COOMA NSW 2630  
Tel: (612) STD (02) 64520222 Fax: ISD (612) STD (02) 64522028

SMEC HOLDINGS LIMITED ACN 057 274 049 SNOWY MOUNTAINS ENGINEERING CORPORATION LIMITED ACN 008 654 224 SMEC AUSTRALIA PTY LIMITED ACN 065 475 149  
SMEC INTERNATIONAL PTY LIMITED ACN 065 440 619 SMEC OPERATIONS PTY LIMITED ACN 065 474 428 SMEC SERVICES PTY LIMITED ACN 066 504 792  
SMEC VICTORIA PTY LTD ACN 069 699 467 SMEC WEST PTY LTD ACN 070 269 260



AS 3901 Lic 0555  
Standards Australia



5. The hours we require you to work (if any) will be notified to you in advance and if you are unable to work at these times please advise us as soon as possible.
6. You will be paid at the hourly rate of \$63.77 per hour pursuant with the award. Casual loading and holiday loading is included in this hourly rate. The company will also contribute 9% superannuation in accordance with the Superannuation Guarantee (Administration) Act 1992 (Commonwealth).
7. You are encouraged to join the SMEC Superannuation Plan administered by Asgard Employee Super, SMEC's default fund. Asgard will forward you an information package on Asgard Employee Super following commencement of membership, which is done online by SMEC.

Should you wish to choose an alternative superannuation fund please complete the attached Choice of Superannuation fund standard choice form and return it, along with the required documentation to the undersigned.

8. Our Payroll Department utilises a SMECnet report for payment of casual salaries. This report is automatically generated by SMEC Net at 3am on Wednesday mornings. All hours worked by casual employees must be input into SMECNet and approved by the relevant manager by close of business Tuesdays. Hours not approved by close of business Tuesdays will not be paid so it is imperative that Project Managers ensure all casual time is promptly approved. A paper timesheet will no longer be required by our Payroll Dept.
9. You should be aware that as a casual employee this arrangement can be terminated by you or by us without notice. You should have no expectations of continuing employment with the company.
10. As this is a casual position there are no entitlements to sick leave, annual leave or public holidays.
11. All drawings, designs, documents, computer software, and patents produced by you for the Company or its clients while in paid employment and during the performance of normal duties are copyright in the name of the company unless special arrangements are made to the contrary.
12. You are required to maintain confidentiality at all times about the affairs of the Company and its clients during your period of employment and after termination of your employment. Confidential information is, and at all times remains, the property of the Company. You should be aware that the confidential information:

SMEC SERVICES PTY LIMITED  
220-226 Sharp Street PO Box 356 COOMA NSW 2630  
Tel: (612) STD (02) 64520222 Fax: ISD (612) STD (02) 645220228

SMEC HOLDINGS LIMITED ACN 057 274 049 SNOWY MOUNTAINS ENGINEERING CORPORATION LIMITED ACN 008 654 224 SMEC AUSTRALIA PTY LIMITED ACN 065 475 149  
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SMEC VICTORIA PTY LTD ACN 069 699 467 SMEC WEST PTY LTD ACN 070 269 260





- A. May only be used by you solely for the purpose of performing your employment duties for the Company;
  - B. Must be kept confidential; and
  - C. May be disclosed only to personnel of the Company who have a need to know (and only to the extent that such persons have a need to know).
13. The Company has a number of policies, which are required for effective operation of the business, and these will be relevant to all employees. These policies will be varied from time to time as legislation and operational needs require. When changes are made to these policies the Company will take all reasonable steps to ensure you are informed about them. You agree to become and remain familiar with Company policies including updates/changes to them and to be bound by these policies.
14. You hereby agree that all information supplied to the Company in respect to your employment is accurate in all respects and that you have not misled or deceived the Company in any way in relation to the information supplied. Further, you have not omitted or failed to disclose any information which may reasonably be considered to be relevant to your employment with the Company.

**ACCEPTANCE**

Please sign the attached copy of this letter acknowledging your agreement to the terms and conditions of your casual employment.

Yours faithfully

Denis Minehan  
 Manager Personnel and Administration  
**SMEC Services Pty Limited**

I acknowledge that I have read and understood the contents of this letter.

.....

Dr Khaled Abbas  
 Encl:



SMEC SERVICES PTY LIMITED  
 220-226 Sharp Street PO Box 356 COOMA NSW 2630  
 Tel: (612) STD (02) 64520222 Fax: ISD (612) STD (02) 645220228

SMEC HOLDINGS LIMITED ACN 057 274 049 SNOWY MOUNTAINS ENGINEERING CORPORATION LIMITED ACN 008 654 224 SMEC AUSTRALIA PTY LIMITED ACN 065 475 149  
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 SMEC VICTORIA PTY LTD ACN 069 699 467 SMEC WEST PTY LTD ACN 070 269 260







## ***Position Description***

<b>Division/Office:</b> Canberra	<b>Rev No:</b> 1	<b>Date:</b> 1/07/08	<b>Page:</b> 1
<b>Position:</b> Transport Planning Technical Principal ACT	<b>DocRef:</b> TPTP-ACT	<b>Initials:</b>	<b>Initials:</b>

### **Reports to**

ACT Manager

### **Primary Position Purpose**

Responsible for technical input into design and project management for Transport and Traffic projects as requested by the transportation team.

### **Key Responsibilities**

- Maintain key client relationships
- Input into the submission of EOIs and Proposals for the transport section and to provide input into large infrastructure projects as required.
- Ensuring that appropriate technical standards / level is achieved on projects
- Provide technical advice and input into projects
- Provide advice and input into management of client expectations
- Developing Technical aspects of Transport staff. Provide advice challenges and ideas to assist technical development
- Review as requested documentation, reporting quality,
- Mentor and Challenge graduates
- Maintaining client satisfaction
- Maintain professional development and abreast of advances in chosen technical field
- Offer clients technical innovative solutions
- Maintain content work load of 2 days per week remotely
- Promote overseas client networking and cooperation
- Assist in winning overseas transport projects that can be partially or fully conducted from Canberra office.

### **.Key Contacts**

- ACT Government
- Commonwealth agencies
- RTA
- Councils
- NCA
- Overseas clients



## ***Position Description***

<b>Division/Office:</b> Canberra	<b>Rev No:</b> 1	<b>Date:</b> 1/07/08	<b>Page:</b> 2
<b>Position:</b> Transport Planning Technical Principal ACT	<b>DocRef:</b> TPTP-ACT	<b>Initials:</b>	<b>Initials:</b>

- Technical Associations
- SMEC group managers and technical staff

### **Key Performance Indicators**

- Maintaining and Development of key Client Base
- Quality of reports and project output
- Quality of Technical solutions

### **Knowledge, Skills and Experience Required**

- Knowledge of our ACT Clients
- Expertise in transport planning
- Knowledge of relevant transport planning software and modelling tools
- Knowledge of Design Guides and best industry practice, Austroads Standards, Australian Standards and Local Government Standards. (auditing role)

### **Key Challenges**

- Develop technically acceptable solutions to client in a reasonable time
- Maintain client relationships.
- Meeting budgetary and time constraints requested by the team whilst maintaining appropriate technical standards.
- Assist SMEC in developing international key client relations and contacts
- Continued development SMECs Transport Planning team

## Smec Alliance with Leading Indian Railway Consultants

**SMEC's expertise in the railway sector has been dramatically boosted with the signing of a Global Strategic Alliance and Resource Sharing Agreement with Balaji Railroad Systems Limited (BARSYL), one of India's leading railway specialist consultancies.**

The Agreement was signed in Hyderabad on 5 December 2007 and comes into effect immediately.

BARSYL's consulting services cover the entire spectrum of railway systems – Transport Planning, Civil Engineering, Permanent Way, Signalling and Telecommunications, Overhead Electrification and Rolling Stock. BARSYL enjoys the status of Approved Consultants by Indian Railways. Over the past 20 years, the company has undertaken more than 400 projects in India, Australia, USA, UK, France, Germany, Syria, Jordan, Saudi Arabia, Iran, Iraq, Bangladesh, Burma, Malaysia, Singapore, Nigeria and Algeria.

With more than 100 full-time railway experts and a large panel of advisors, BARSYL has vast experience in the planning, design, construction, operations and management

of railway systems. Besides its head office in Secunderabad, BARSYL has regional and project offices in the Indian cities of Mumbai, Delhi, Kolkata, Vizag, Bilaspur, Chennai and Bangalore and will now have full access to SMEC's offices and resources in over 70 countries across the Pacific, Asia, Africa and the Middle East

Under the terms of the agreement, the two companies will share their knowledge and expertise in all aspects of infrastructure development for railways, as well as Business Development, Financial Management Information Systems, Project Management Information Systems, IT Systems and Software, and Human Resources Management. The Agreement also provides for the establishment of an International Design Centre and International Class Railway Training Institute in Hyderabad.

The agreement will enable BARSYL to utilize the worldwide offices of SMEC for its business development and project management services, while SMEC's global services portfolio will benefit from BARSYL's railway experience and expertise.



BARSYL's Managing Director, H.C. Shrivastava (centre) signs the Strategic Alliance and Resource Sharing Agreement with SMEC International Managing Director, Ross Hitt (left) and David Tow, Executive Director South Asia (right).

Smec Invades Melbourne's Water Supply

Deep Water Port Project in Png's Western Province

Snippets from the SCC

Natural Resources and Barramundi Life Cycles

Roseires Dam Contract Signing

Garnaut Climate Change Review

Big Matilda

Cambodia Projects by the Civil Infrastructure Group

New Role for Dr Khaled Abbas

Sharfuddin Wins National Engineering Bursary Award

Forget the yellow submarine...how about a black conning tower

HR Happenings with Pam Behncke





## New Role for Dr Khaled Abbas

Two years after joining SMEC, Dr Khaled Abbas, Principal Transport Planner and Manager of the Transport Planning and Traffic Engineering group at SMEC's Canberra Office has been elected Chair of the Canberra division of the Institute of Engineers Australia.

Khaled's vision is for his group is to become a "centre of excellence" for tackling traditional and non-traditional transport and traffic problems in an innovative, comprehensive and methodological manner.

With more than 20 years' experience in transportation consultancy, research, training and education, Khaled has a Ph.D. in Transportation Engineering and Operations from the University of Newcastle upon Tyne, UK. Before joining SMEC, he held professorial posts at the National Institute of Transport, Egypt, as well as at King Faisal University, Saudi Arabia. He was also a Fulbright visiting scholar at the University of Texas in 1995 and a Hubert Humphrey fellow at Cornell University in 2000-01.

Khaled has been involved in more than 100 transport consultancy projects with SMEC, the Egypt National Institute of Transport, the United Nations and the World Bank as well as a number of Egyptian, Saudi and UK consultants. These projects were undertaken in Australia, Egypt, Saudi Arabia, Lebanon, Turkey, Yemen, Algeria, Morocco, Dubai, Qatar and Kenya. In addition, Khaled taught more than 20 specialised transport courses as well as designed and conducted over 35 training courses to professionals and senior managers from Egypt, Saudi Arabia, Kuwait, Bahrain and countries of the former Soviet Union.

Khaled is currently a member of the editorial board of *Advances in Transportation Studies*, an international traffic safety journal published by the University of Rome, and he was also a member of the program committee for traffic and transport safety stream at the 2004, 2005 and 2006 European Transport Conferences held in Strasbourg, France.

## Sharfuddin Wins National Engineering Bursary Award

Canberra-based structural engineer, Sharfuddin (Mohammad Ahmed) has won the 2007 National Engineering Bursary Award presented by the Concrete Institute of Australia at its Concrete '07 conference in Adelaide.

He was recognized for the 'excellence' of his thesis on concrete and cement-based products and processes – 'Effects of Systematic Increase of Pozzolanic Materials on the Mechanical, Durability and Microstructural Characteristics of Concrete'.

Sharfuddin's award comprised \$2,500 cash, \$500 worth of books and his all-expenses paid attendance at the conference.



Sharfuddin (right) accepts his award from outgoing president Daksh Baweja at Concrete '07.

## A First for Eco-Tourism – Hayman Island

**The SMEC Environment team in Queensland recently won its first project in the eco-tourism sector. The success is the result of SMEC's concentrated effort to break into this sector where tourism operators are becoming increasingly focused on the impact of climate change on their businesses. More and more tourist operations are beginning to realise the cost savings and marketing advantages of becoming sustainable.**

The project client is Hayman Island Resort in the Whitsunday Islands off the north Queensland coast. It is a luxurious resort within the Great Barrier Reef Marine Park and the client is keen to make its operations as sustainable as possible without detracting from the five-star experience. The first task will be to conduct an environmental audit of the resort in late May. From this, we hope to be able to assist Hayman Island to apply for Eco-certification through Ecotourism Australia. This will give Hayman Island the 'green tick' and the right to market their resort as being an Eco-resort.

Other stages of the project will involve producing a plan which will identify further sustainability opportunities. These may include such things as stand-alone renewable energy systems on the island, innovative water efficiency, water harvesting and re-use measures, enhanced environmental awareness activities for guests and implementing initiatives that improve conditions for the local community.

We hope that this project will ultimately lead to more work within the tourism industry. There is a growing demand from tourist operators to be eco-friendly and, ideally, SMEC should be in a strong position to be able to provide sustainability planning to the tourism industry.

### **Brad Grant**

Environmental Scientist  
SMEC Australia

Eco-Tourism project

Roller Compacted Concrete Seminar

Roads in India

Kuwait stormwater project

Lake Cathie Beach

Regional trail bike site

Daru project

SMEC foundation fundraising

Northern Busway Alliance

Bob Cameron's obituary

A week in the life of Neil Evans

Hayman Island Resort in the Whitsunday Islands



## ACT Park and Ride Survey

As part of SMEC Canberra project on developing a Park & Ride Strategy for ACT, the SMEC Canberra Transport Group conducted a car travel survey on behalf of the ACT Territory and Municipal Services (TAMS). As an incentive for people to complete the survey, a \$500 prize was offered. The winner was Charles Thompson of ACT. He received a check for \$500 and a certificate of congratulations.

He is shown in the photo being presented his award by Craig Sutton (right) Acting Regional Manager of SMEC Canberra.



## Introduction to Transport Planning & Travel Demand Modelling

SMEC Canberra organized a one day training session on the 8th of May 2008 on Transport Planning and Traffic Demand Modelling. The training was conducted by Dr. Khaled Abbas, Manager of SMEC Canberra Transport group. It was attended by 13 professional staff members from SMEC offices including Canberra, Melbourne and Cooma. All participants were handed

completion certificates by Pam Behncke SMEC Human Resource Manager.

The photo shows Khaled Abbas and Pam Behncke (fifth and sixth from right) among the attending participants.





## Milestone in Bakun Dam construction

**A very important milestone in the development of the Bakun Hydroelectric Project was achieved on Thursday 31 July 2008 with the placement of the final slab of the concrete face of the 205-metre high Bakun dam in eastern Sarawak, Malaysia.**

The Bakun hydroelectric project, owned by Sarawak Hidro Sdn Bhd, is one of the most notable hydroelectric projects currently under construction in the world. Located on the Balui River, the project's main features are a 205-metre high concrete face rockfill dam, the second highest in the world, three 12 metre diameter diversion tunnels, a spillway with a capacity of 15,000m<sup>3</sup>/s, eight power tunnels with steel-lined

sections seven m diameter, and concrete-lined sections and shafts 8.5m diameter, a power intake structure and a powerhouse housing eight turbine/generators with a total capacity of 2,400MW. Bakun reservoir will have a storage area of 695 km<sup>2</sup> and a volume of 44x10<sup>9</sup> m<sup>3</sup> of water at maximum operation level.

Still to be completed is construction of the vertical 7.5m high parapet wall on the crest of the dam and the filling behind this wall.



An engineer dwarfed by the massive intake structure (inset)

The final face slab concrete slipform placement nearing completion can be seen behind (left to right) Mike Fuller, Oscar Bandeira, Keith Kinsella and Uwe Rossmeier



Water and Environment workshop

Gippsland Water Factory innovation

Progress on West Seti

Canberra's traffic team

Award to Robert Goldsmith

Gold Coast office expands

Walk for Oxfam

BRW ANZ Private Business Awards

## Intersection upgrade in central Canberra

Over the past two years, the SMEC Canberra traffic team led by Dr. Khaled Abbas and including Lindsay Jacobsen, Josh Everett and Ahmed Taha with Mal Dunning in an advisory role, has served the National Capital Authority (NCA) by providing transport and traffic consultancy advice on a number of issues including:

- Conceptualising and testing access points to the Parliamentary Zone;
- Parking study;
- Road hierarchy study;
- Intersection analysis using SIDRA;
- Extensive micro-simulation modelling using Paramics; and
- Strategic transport modelling using TransCAD.

Currently, one of NCA's major projects is the planned upgrade of the Kings Avenue – Parkes Way intersection in central Canberra, situated between the Russell defence precinct and Parliament House. This will replace the existing 120 m diameter four-way roundabout intersection with a grade separated Single Point Urban Interchange. Placement of signals at the Kings Avenue level allows through traffic on Parkes Way, the major city-airport route, to pass through unimpeded.

In the course of this work, the SMEC Canberra traffic team developed two paramics models for the NCA; the first representing the Parliamentary precinct south of Lake Burley Griffin, and the second, on the northern side of the Lake, representing the northern section of the Parliamentary Triangle, including Parkes Way and Constitution Avenue.

SMEC was asked by the NCA to assist in preparing its case for presentation at an inquiry held by the Federal Parliament's Joint Standing Committee on Public Works on 6 August 2008. SMEC was represented by Dr. Khaled Abbas and Lindsay Jacobsen, the developer of the paramics models who demonstrated to the Committee the traffic operability of the various options. SMEC also contributed to this Parliamentary review through Dr Khaled's presentation at the site tour and his submission as an expert witness for the NCA proposal during the public hearing.



A team effort... (L to R) Ahmed Al-Sergany, Josh Everett, Khaled Abbas, Lindsay Jacobsen



**Schedule of agreed Presentations – Engineers Australia, Canberra  
Division Transport Branch - 2008**

<b>Month</b>	<b>Speaker</b>	<b>Title</b>
20 <sup>th</sup> March	Gordon McAllister Assistant Director (Travel Demand Management) Community Partnerships Team Department of the Environment, Water, Heritage and the Arts	Greenhouse impacts of road transport, and how we can be smarter about how we travel
17 <sup>th</sup> April	Patrick Paynter Principal Engineer, Infrastructure Planning ACT Planning and Land Authority	Transport planning for the Molonglo Valley development
15 <sup>th</sup> May	Jim Wolfe General Manager - AusLink Rail Commonwealth Department of Infrastructure, Transport, Regional Development and Local Government	Rail Freight in Australia
19 <sup>th</sup> June	To be announced	To be announced
17 <sup>th</sup> July	Kuga N Kugathas Manager, Transport Planning & Strategy Office of Transport Territory and Municipal Services	Travel Demand Management in ACT" covering both Park & Ride and Travelsmart
21 <sup>st</sup> August	Dr. Tu T. Ton Principal Research Scientist Urban Systems Program CSIRO - Sustainable Ecosystems	Bringing technological innovation to sustainable urban transport planning – Report on Latest R&D Efforts from CSIRO
18 <sup>th</sup> September (Tentative Timing)	Rifaat Shoukrallah Senior Manager Traffic Management & safety – office of Transport Department of Territory and Municipal Services	AUSTROADS Guide to Traffic Management
16 <sup>th</sup> October	Bob Nairn Bob Nairn Consultant Pty Ltd	Research on ACT Parking and Trip Generation Guidelines
20 <sup>th</sup> November	Paul Isaks Transport Specialist Transport Regulation and Planning Branch Office of Transport Department of Territory and Municipal Services	ACT Parking Strategy

Transport Branch Committee  
Dr. Khaled Abbas (Chair)  
Tom Brimson (Vice-Chair)  
Bob Nairn  
Shukry Sahhar  
Tim Rampton

## DEPARTMENT OF CIVIL & GEOLOGICAL ENGINEERING

### RESEARCH SEMINAR

**TOPIC:** The Development of a Road Management System,  
An Application of System Dynamics Methodology

**PRESENTER:** Dr Khalid A Abbas

**DATE:** Friday August 13, 1993

**TIME:** 1.30 PM - 2.20 PM

**VENUE:** BLDG 10, LEVEL 12, ROOM 29  
124 LaTrobe Street, Melbourne

Dr Abbas from the Egyptian National Institute of Transport will be talking about a road management model developed to predict the effect of alternative investment and maintenance strategies on the road network.

The road management system consists of two components, the user interface module and the road management model. The user interface module facilitates a user friendly dialogue and the latter comprises the principal structural feed back relationships of the road system. The module also simulates the effects of different investment strategies and maintenance options on the road network.

Co-ordinator:

Dr Nira Jayasuriya

Phone: 660 3795

Fax: 639 0138