

# Stone & Webster

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December 31, 1997

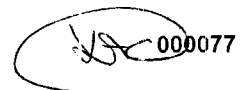
To Whom It May Concern

This reference letter is being provided to document the engineering performance of Mr. Mohamed A. Attiah. Mr. Attiah has demonstrated in his 1997 assignments for Stone & Webster Engineering Corporation technical versatility, enthusiasm, and a sense of teamwork. He has extensive engineering experience which he is able to apply to analytical tasks as well as practical knowledge which is an asset at jobsite assignments. His cooperative attitude and willingness to undertake any task make him an asset to any project team. It has been a positive personal and professional experience to have worked with him.



Robert A. Bain, P.E.  
Senior Principal Mechanical Engineer  
Supervisor - Mechanical and Structural Analysis

**Stone & Webster Engineering Corporation**  
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**MECCA ELECTRIC CO.**  
CONSULTING ENGINEERS & ELECTRICAL CONTRACTOR

November 17, 2000

To Whom it May Concern

Mr. Mohamed A. Attiah demonstrated outstanding knowledge and expertise in preparing a high quality work in his assignments with MECCA ELECTRIC CO. for the period OCT 1998 – NOV 24 2000.

For a small company like Mecca Electric Co., which in need for very productive and reliable persons, he is an asset with his knowledge and versatility and expertise in preparing high quality work for the Mechanical Systems specially HVAC work. He involved with many projects from inception, site survey, drawing/design, project management and final inspection.

He is dependable, self-starter, well organized, and cooperative as teamplayer. I wish him good luck in his endeavors.



SALAH E. AMER, P. E.  
President- Mecca Electric Co.

20-24 BRANFORD PL. NEWARK - NJ  
TEL. (973)639-9300 FAX (973)639-9677

 000075

# University of Waterloo



Waterloo, Ontario, Canada  
N2L 3G1

Faculty of Engineering  
Department of Management Sciences  
519/885-1211

Telex Number      Fax Number  
069-55259        519/888-6197

May 5, 1990

To whom it may concern:

Mr. Attiah completed his master's project on "Conceptual Models of Safety Analysis" under my supervision in 1988.

Mr. Attiah's work demonstrated a good understanding of the issues related to industrial safety. He was flexible enough to modify the scope and the objectives of the project once he became aware of the limitations and constraints involved with collecting reliable data for the original objectives.

Mr. Attiah's approach to study was characterized by patience, persistence and willingness to work hard.

Sincerely,

A handwritten signature in black ink, appearing to read 'F. Safayeni'.

F. Safayeni  
(Associate Professor)

Transfer of Know-How Through Expatriate Nationals Project

Academy of Scientific Research and Technology -- UN Development Program

Mr. E.L. Gilbert - Personnel Manager  
Ontario Hydro  
700 University Ave.,  
Toronto, Ontario M5G 1X6  
CANADA

Cairo, February 12, 1985

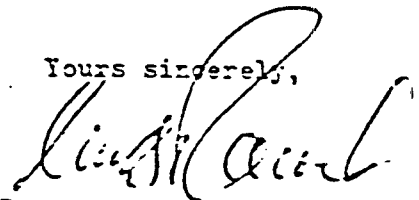
Dear Mr. Gilbert:

The purpose of this letter is to express to you our deep appreciation for the work of Eng. Mohamed Abdel Aziz Attiah who visited Egypt, his country of origin, during the period Jan. 13 - Feb. 7, 1985 as a TOKTEN Project Consultant. The work performed during this mission was rendered to Engineering for the Petroleum and Process Industries (EMPTI) on a special request from that establishment. The consultant was selected on the basis of his professional competence and ability, which I am sure you will agree is profoundly demonstrated.

For your information I would like to send you, enclosed herewith, a small note on the Project that was prepared by the United Nations Development Programme in Egypt, which co-sponsors the Project.

I wish to thank you in particular for giving permission to Eng. Attiah to serve in Egypt as a TOKTEN Consultant, and take this opportunity to request you to give your continued personal support to the spirit and purpose of the Project. I would like to ask you, furthermore, to consider this consultancy as one aspect of the cooperation which deserves to be initiated between our two establishments, as I hope you will agree.

Yours sincerely,



Professor M.B.E. Fayed  
Director, National Research Centre  
and National TOKTEN Coordinator in Egypt

cc. Eng. Mohamed Abdel Aziz Attiah  
1828-70 Cambridge Av.,  
Toronto, Ontario, M4K2L5  
CANADA

144/3/12/85

A.M.

UNITED NATIONS  
DEVELOPMENT PROGRAMME



PROGRAMME DES NATIONS UNIES  
POUR LE DEVELOPPEMENT

45

ONE UNITED NATIONS PLAZA  
NEW YORK, N.Y. 10017

TELEPHONE: 906-8000

CABLE ADDRESS: UNDEVPRO • NEW YORK

REFERENCE: INT/79/017

31 October 1984

Dear Mr. Attia,

Further to your telephone conversation with Ms. Keilany today, I would like to confirm your availability to attend the Cairo Workshop during your TOKTEN assignment to Cairo in January, 1985.

Our understanding from you is that you have already been sent the specifics on this assignment by Dr. Mohammed Fayez at the Academy for Scientific Research and Technology in Cairo.

We would appreciate your contributing to the Cairo Workshop with some of your experience as a TOKTEN consultant. We have therefore enclosed the Aide Memoire for this Conference which outlines the topics to be covered. Also enclosed is our latest TOKTEN brochure and newsletter for your information.

During your stay in Cairo, you will be given a per diem to cover your daily expenses. A round trip air ticket, paid by UNDP, will be issued for you.

We hope that you will be able to make the necessary arrangements with your employer to enable you to undertake this mission in January and to coincide it with the dates of the Cairo Conference on 13-17 January, 1985.

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'Rustam Lalkaka'.

Rustam Lalkaka  
Co-ordinator, TOKTEN

Mr. Mohammed Abdel Aziz Attia  
Ontario Hydro  
700 University Avenue  
Toronto, Ontario M5G 1X6  
Canada

000005



Mohamed Attiah, design engineer, Nuclear Systems Department, made a technical presentation on the CANDU reactor at an international conference in his native Egypt when he returned on a private visit.

## Engineer visits homeland

# Egypt hears CANDU story

ONTARIO HYDRO

"The Hydroscope"

March, 1983

The day before Mohamed Attiah, design engineer, Nuclear Systems Department, planned to leave for his native Egypt on personal business, he was invited to an international conference on the country's future development.

His interest was in the segment dealing with the role of energy in industrial development.

"In the limited time available to me, I was able to gather some technical information on the CANDU. Although I wasn't an official representative of Ontario Hydro or any other organization, I thought it was a good idea to make a presentation on the CANDU from a scientific point of view."

Almost 100 native Egyptians living in North America and Europe attended the conference for Egyptian scientists and other academics living outside the country.

They mixed with various government officials and many of them gave

speeches at a state dinner with Egyptian President Hosni Mubarak, as informal representatives of their adopted countries. Attiah represented Canada.

"There will be a good opportunity for Canada as the Egyptian market for nuclear reactors opens up. We were told that Egypt plans to build eight nuclear stations by the year 2000. Their generation mix is expected to include 40 per cent nuclear by then. Currently it is 55 per cent thermal, which is mostly oil, and 45 per cent hydro-electric."

Attiah said that Egypt's energy consumption has increased 600 per cent in the last 30 years. Since 1975, when the economy was opened to the West, there has been an average annual increase of 14 per cent for the last six years.

"Egypt also expects an average annual increase of 7.5 per cent until the year 2000," he said.

design and development and generation projects divisions performance appraisal

21224 rev. 7-76

note: Performance appraisal complements plan "A" job evaluation in indicating the success of the incumbent in doing the job, i.e. the quality and quantity of work performed

1982  
ATTIAH, M.A.  
Design Engineer  
MP2  
35 1/12  
1 11/12  
1 11/12  
Jan. 1/81

PICKERING ENGINEERING  
KNUCKLEAR  
circle present performance band  
N (1) B (2) S (3) AS (4) E (5) rate  
reasons: Give reasons for ratings: citing examples or typical situations; justify may be a reason for relatively low placement etc. use reverse side if necessary  
Good improvement in volume and quality of acceptable work, particularly after March, 1981

In support of the above, the individual should be rated in respect to the following criteria's only insofar as these tasks affected performance in his present position during the year under review. The stipulated in performance in each of his job duties should be the criterion used. Circle in item numbers particularly applicable. Strike out those not applicable.

1	2	3	4	5	6	7	8	9	10	11	
planning: anticipation of future; long, medium, short term; scope, breadth, depth; elimination of "fire fighting"	organizing: organizing work; follow up; control of position activities; work habits; priorities needs, schedules and dead lines.	proficiency: engineering proficiency, how he relates theory to practice; problem solving	initiative: willingness to assume greater responsibility; ideas; resourcefulness; makes most of position scope.	adaptability: ability to adapt to new situations; flexibility.	innovations: fresh approaches, new ideas	decision making: comparison of alternatives sound judgments; timely, incisive, early.	orientation: to hydro and department objectives; job enthusiasm; knows hydro organization, methods.	communication: ability to communicate; influences others; influenced by others; oral, written	self-control: calm and poised under pressure.	supervising: ability to motivate people to accomplish desired goals; develops subordinates; ability to deal effect with men's matters.	words and phrases with above factors are for forwarding thought not limiting it.
✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A	
<p>Noticeable improvements over last year. Subes his technical background to solve current problems. Good initiative. Very willing to assume greater responsibility. He can easily adapt to changing situations. Occasionally brings new approaches in. Able to compare alternatives and make good decisions. Good knowledge of hydro organization. Has made same improvements in his written communications. Tends to be excitable. Has shown some improvement.</p>											

Circle recommended performance band: D (1) B (2) S (3) AS (4) E (5) rate  
N/A  
96  
Jan 1/82  
note: where an employee is recommended for placement in the exceptional band a memo of explanation must be submitted.  
w. Papadimitriou  
Aug 12/81  
Sep 21/81

APPENDIX C PERFORMANCE APPRAISAL WORK SHEET		YEAR	NAME	
		1981	M.A. Attiah	
		DIV/REGION	JOB TITLE	
		GEN. PROJECTS	DESIGN ENGINEER	
		DEPT.	JOB RATING	
		PICK. ENGS	MP-2	
WORK PERFORMANCE FACTORS		% A PERFORMANCE	U JOB RATING WEIGHTING	(A X B) TOTAL
RESULTS FACTORS	QUALITY	97	.174	16.88
	QUANTITY	97	.174	16.88
	ORGANIZING	96	.052	4.99
	DECISION MAKING	97	.065	6.31
PERSONAL CONTRIBUTION FACTORS	PLANNING	96	.039	3.74
	PROFICIENCY	96	.123	11.81
	INITIATIVE	99	.046	4.55
	ADAPTABILITY	97	.072	6.98
	INNOVATION	97	.072	6.93
	ORIENTATION	97	.046	4.46
	COMMUNICATION	96	.065	6.24
	SELF-CONTROL	94	.033	3.10
				92.92
SUPERVISORY FACTORS	LEADERSHIP STYLE			
	STAFF DEVELOPMENT			
	SUPERVISORY RESPONSIBILITY			
	SYSTEMS ADMINISTRATION			
	SUPERVISORY FACTORS AVG %		.039	N/A
			PERFORMANCE LEVEL	96.7
$92.92 \div (1 - 0.039) = 96.7$ <p style="text-align: center;">0.961</p>				
SUPERVISOR		DATE		
W. Papailian		Aug 12/81		





21324  
rev. 7-76

### design and development and generation projects divisions performance appraisal

note: Performance appraisal complements plan "A" job  
evaluation in indicating the success of the individ-  
ual in doing the job i.e. the quality and quantity  
of work performed

OFFICIAL COPY

1981

ATTIAH, Mohamed A.

Design Engineer ✓  
MP2 ✓

01

34 11/12 ✓  
11/12 ✓

90.0 % midpoint effective date Feb. 12/80

reasons: Give reasons for ratings; citing examples or typical situations; priority may be a reason for relatively low placement etc. - use reverse side if necessary.

a. quality of work }  
b. volume of acceptable work }  
Quality and volume of acceptable work is good and improving as he becomes familiar with the kind of work we do. He spent good part of his time learning on the job.

in support of the above, the individual should be rated in respect to the following factors only insofar as these have affected performance in his present position during the year under review. The standard of performance in each of his job duties should be the criterion used. Circle item numbers particularly applicable; strike out those not applicable.

1. planning; anticipation of future; long, medium, short term; scope; breadth; depth; elimination of "fire-fighting"	2. organizing; organizing work; follow up; control of position or activities; work habits; priorities; meets schedules and dead lines.	3. proficiency; engineering proficiency; how he relates theory to practice; problem solving	4. initiative; willingness to assume greater responsibility drive; resourcefulness; makes most of position scope.	5. adaptability; ability to adapt to new situations; flexibility	6. innovation; fresh approach; new ideas better results.	7. decision making; comparison of alternatives sound judgments; timely, impetuous, tardy.	8. orientation; to hydro and department objectives; job enthusiasm; knows hydro organization, methods.	9. communication; ability to communicate; influences others; influenced by others; oral, written	10. self control; calm and poised under pressure.	11. supervising; ability to motivate people to accomplish desired goals; develop subordinates; ability to deal effectively with personnel matters.
	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Not given the opportunity.	Satisfactory. Shows potential.	Relates well theory to practice.	Willing to assume greater responsibility.	Adapts well.	Promising.	Short time on the job. Requires guidance.	Good progress.	Making an effort to improve.	Calm and pleasant.	N/A

Circle recommended performance band D (1) B (2) S (3) AS (4) E (5) rate 92 % midpoint, effective date Jan 1/81

note: signature of the functional dept. head is required for staff assigned to engineering depts.

*Handwritten signature*  
Functional department head

recommended by *Handwritten signature*  
D (1) B (2) S (3) AS (4) E (5) rate 92 % midpoint, effective date Jan 1/81

19800828  
date  
Sept 24/80

note: where an employee is recommended for placement in the exceptional band a memo of explanation must be submitted.