

# IHRDC

A Worldwide Leader in Oil and Gas Training – Since 1969



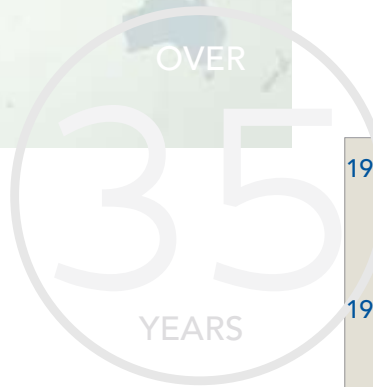
# Better Prepared for the Challenges Ahead

Making sure your employees have the knowledge and skills they need to safely and effectively do their jobs is an ongoing process that takes commitment, careful planning, and access to in-depth learning opportunities. For the oil and gas industry – a sector where there are often no second chances – it has always been important to invest wisely in training and competency development. But these days, a shrinking workforce, competition for recruits, talent retention issues, advances in technology, and the unique challenges of workforce nationalization make access to proven and innovative learning solutions even more critical.

For over 35 years, International Human Resources Development Corporation (IHRDC) has been a worldwide leader in training and competency development for the oil and gas industry. Our commitment to offering the best **Instructional Programs**, **e-Learning Solutions**, and **Training Services** available stems from a core belief that people who work in the oil and gas industry provide critical services to society. Not only are they responsible for managing and operating projects that require large capital investments, they also share in the collective responsibility to satisfy the world's daily energy needs. Because your employees play such important roles, they need and deserve the best training and support they can get.

In the end we, at IHRDC, understand that the better our industry's workforce is prepared for the challenges that lie ahead, the brighter the future looks for the rest of us.





**1969**

IHRDC's founder, Dr. David A. T. Donohue, with a carefully selected group of Instructional Associates, plans, develops, markets and begins teaching short courses in all areas of Upstream Technology for clients all over the world.

**1976**

IHRDC begins self-publishing the first of 76 influential books on E&P Technology, many of which are adopted as textbooks for undergraduate and graduate studies.

**1976**

In cooperation with Phillips Petroleum, IHRDC develops the industry's first video courses. They are soon used all over the world.

**1976**

Petroleum Operations and Maintenance (O&M) Training Services are offered to clients, complemented by a 42-module, video-based training series for operations personnel.

**1979**

The Video Library for Exploration and Production Specialists, consisting of over 115 modules, is designed. Mobil Oil supports the initial pilot program. Then, in 1981, production of this ambitious undertaking begins with the support of 10 international companies. Each module consists of a book written by a recognized specialist and a carefully scripted and produced video program. The library receives 18 major awards for excellence (Telly Awards) during its twelve years of development.

"IHRDC's mission has always been to develop training programs and resources that are driven by excellence and innovation. Our objective is to deliver programs and products in ways that are sure to enhance individual and organizational performance for our clients."

— Dr. David A. T. Donohue  
Founder and President, IHRDC



A major company asked us to teach our International Gas Business Workshop in 1996 for its international managers. Since then, we have been invited back twice each year to teach it for them, with consistently high ratings from participants.

## Instructional Programs

An integrated understanding of business fundamentals is critical to management success in the oil and gas industry. To provide this important learning opportunity, IHRDC offers comprehensive management programs tailored to the oil, gas, and power businesses. These programs are offered in Boston and other key international cities on an open-enrollment basis.

We also tailor our programs to the specific needs of individual companies and teach them in private in-house programs and regional multi-company offerings. These 2- or 5-day workshops are intensive explorations into all areas of the oil, gas, and power industries. (Many of our clients continue to schedule our in-house programs year after year.)

Each program combines lectures by experienced energy business specialists with a classic IHRDC business workshop that allow participants working in teams to develop and manage an energy business over a simulated 20-year period. The business game is computerized so that each team's decisions can be captured and its overall performance measured. This form of learning is ideal for experienced managers, because it allows them to interact and learn from each other in the context of a realistic and challenging case study.

Over 4500 graduates of our management programs have rated them as “outstanding” for their excellent faculty, timely and realistic content, innovative business games, and attentive staff.

### **BOSTON PROGRAM TOPICS TYPICALLY INCLUDE:**

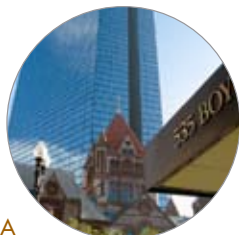
- International Petroleum Business Program
- International Gas Business Management Certificate Program
- Foundations of Law, Accounting, and Economics for the Oil and Gas Manager
- Management Skills and Practices for the Oil and Gas Manager
- International Petroleum Management Certificate Program
- E&P Project Development Workshop



#### INTERNATIONAL PROGRAM TOPICS TYPICALLY INCLUDE:

(OFFERED IN SUCH DIVERSE LOCATIONS AS COLOMBIA,  
EGYPT, NIGERIA, MALAYSIA, AND INDONESIA.)

- International Gas Business Workshop
- International Petroleum Business Workshop
- International Power Business Workshop
- Petrochemicals, Refining and Gas Processing Workshop
- Petroleum Project Economics and Risk Analysis
- Effective Negotiating Skills Workshop
- Project Management of Oil & Gas Projects
- Upstream Petroleum Agreements: Legal and Economic Aspects



BOSTON, MASSACHUSETTS, USA

BOSTON'S ATTRACTIVE BACK BAY SECTION HAS BEEN HOME TO MANY IHRDC MANAGEMENT PROGRAMS. THIS FRIENDLY AND ATTRACTIVE CITY BOASTS COUNTLESS CULTURAL AND HISTORIC ATTRACTIONS, WORLD-RENOWNED ACADEMIC INSTITUTIONS, EXCITING SPORTING VENUES, EXCELLENT RESTAURANTS AND HOTELS, AND A WIDE VARIETY OF SHOPPING OPPORTUNITIES.

#### 1979

IHRDC develops its first set of "Career Development Plans" for Mobil Oil. (Since then, many companies worldwide have asked IHRDC to assist in preparing similar "roadmaps" for the competency development of their workforces – from entry-level technical specialists to senior management personnel.)

#### 1988

As corporations are being transformed from functional "silos" to more horizontal organizations, IHRDC creates its classic energy management "Certificate" programs to meet the need for an integrated understanding of business fundamentals. These highly-regarded 2- to 4-week programs, dedicated to the integrated value chains of the energy business (oil, gas and power), consist of lectures by recognized specialists, visits to regional energy sites, and team participation in specially-designed business games.

#### 1992

Responding to company requests, IHRDC packages an abbreviated form of its management programs into one-week workshop sessions and begins offering them on an in-house basis.

GO TO [WWW.IHRDC.COM](http://WWW.IHRDC.COM) TO LEARN MORE ABOUT  
OUR CURRENT INSTRUCTIONAL PROGRAM OFFERINGS.



## e-Learning Solutions

IHRDC is the industry leader in developing and publishing innovative and effective e-Learning solutions for the international oil and gas industry. We offer a wide range of e-Learning solutions to answer the diverse needs of our worldwide customers.

### **IPIMS.ep**

Our award-winning International Petroleum Industry Multimedia System (IPIMS.ep) is a comprehensive learning resource. It covers all areas of E&P Technology and Operations and has been written by industry specialists to meet the learning needs of practicing professionals. With integrated state-of-the-art delivery tools, from competency models to challenging hands-on E&P assignments, the IPIMS.ep system provides companies with the flexibility to create custom learning solutions that meet the specific needs of their workforce.

Companies can link 750 courses from IPIMS.ep into their competency models and thereby have an easily-implemented, proprietary system for developing their worldwide personnel. And because IPIMS.ep courses are SCORM Certified, they can be integrated seamlessly into a company's Learning Management System. IPIMS.ep is a powerful and cost-effective learning system that is now a core resource for over 60 leading international oil and gas companies, including super majors, national oil companies, service companies and independents.

IPIMS.ep also serves as the foundation for all IHRDC Blended Learning Programs. IHRDC believes that blended learning, a combination of traditional and e-Learning methods, leads to more effective and longer-lasting competency building. We offer a series of very effective blended learning programs in petroleum technology that develops advanced levels of competency. Each program integrates lectures, workshops, mentor guidance, IPIMS.ep, and specially designed e-Learning assignments (Action Learning) to build life-long, job-required skills.

### **PETROLEUM ONLINE: AN IN-DEPTH INTRODUCTION TO THE INTERNATIONAL OIL AND GAS INDUSTRY**

As the global demand for energy increases and the experienced energy workforce edges closer to retirement age, there is a rapidly growing need for new personnel in the worldwide oil and gas industry. New workers need a comprehensive industry orientation program that is challenging enough to prepare them for the rigors of the job and accessible enough to get them up and running quickly.

Petroleum Online, the latest e-Learning series from IHRDC, is designed for anyone who wants to know how the international oil and gas industry "works." This includes

After completing a successful pilot test, a major international company launched IPIMS.ep on a global basis and is now using this innovative e-Learning system to train over 2500 E&P specialists worldwide.



both new and established oil and gas company employees, from board members to operators, as well as the many individuals and organizations that provide services to the industry. The series consists of 12 challenging e-Learning modules that cover all key sectors of the industry, from exploration to marketing, and illustrates how they all fit together.

#### **BUSINESS AND MANAGEMENT ESSENTIALS FOR INTERNATIONAL OIL AND GAS INDUSTRY PERSONNEL**

Part of being an effective employee in the petroleum industry includes understanding its key business fundamentals. To meet this need, IHRDC is now developing and publishing a highly-regarded series of general business e-Learning programs in the “MBA Essentials” areas of corporate finance, leadership, communications, human resource management, and project management. All courses are self-paced, flexible, relevant, based on real-world experience, and cost-effective.

#### **1994**

Understanding the power of information technology to transform the learning process, IHRDC begins digitizing its E&P Video Library into a multimedia knowledge database, including more than 100 hours of video, 17,000 graphics and 10,000 pages of text.

#### **1995**

IHRDC packages its multimedia knowledge database into a CD-ROM delivery system and calls it “the International Petroleum Industry Multimedia System (IPIMS).”

#### **1997**

As technology advances, a Local Area Network (LAN) version of IPIMS is made available for client servers.

#### **1998**

With the advent of streaming video, the Internet/Intranet version of IPIMS is developed, beta tested, and issued. (It remains unique to the industry. No competitor has challenged this comprehensive offering.)

#### **1998**

In alliance with Petroleos de Venezuela, IHRDC begins building the Action Learning component of IPIMS (a comprehensive set of practical assignments that encourage “Learning by Doing”). It is devoted to the important E&P Technology area of Integrated Reservoir Management.

#### **1998**

IHRDC Training Services Group is engaged by Al Furat Petroleum, the affiliate of Shell in Syria, to undertake a three-year assignment to train local nationals to become competent O&M specialists. This assignment stimulates IHRDC to formalize its Competency Assurance Process (“CAP”).

#### **GO TO [WWW.IHRDC.COM](http://WWW.IHRDC.COM) TO LEARN MORE ABOUT:**

- [IPIMS.ep](http://IPIMS.ep)
- [PETROLEUM ONLINE](#)
- [BUSINESS ESSENTIALS FOR OIL AND GAS PERSONNEL](#)
- [ONLINE CERTIFICATE AND DIPLOMA PROGRAMS](#)
- [BLENDED LEARNING PROGRAMS](#)

We are making excellent progress in a major assignment to evaluate the competencies and enhance the skills of 1000 O&M personnel who work at large oil production and gas processing facilities in Africa. This engagement builds on the success of our other projects in the Middle East, North Africa, and Asia.



## Training Services

The IHRDC Training Services Group provides a variety of training services for clients worldwide. Our many years of experience within the oil and gas industry, as well as the comprehensive resources we have developed, enable us to provide a very thorough and highly-regarded approach to training and competency building.

In recent years, our work has focused on the building of competent workforces in the critical areas of Exploration and Production (E&P) and Operations and Maintenance (O&M). In the latter area, our assignments have included the development of specialists in oil and gas production, drilling, gas processing, LNG, power and refining projects in the Middle East, North and West Africa, Asia, U.S. and South America.

A typical objective for our clients is to ensure that each member of their workforce is competent to perform his job. Often the goal is to train local nationals so that each employee develops the skills necessary to perform his job to international standards of competency. Achieving this goal permanently lowers operating costs and makes sustainable, long-term contributions to the growth of the host country. To successfully help our clients meet these goals, we employ our proprietary Competency Assurance Process, leverage the vast resources of our Competency Resource Center, and utilize our teams of committed specialists to bring each engagement to a successful conclusion.

### THE COMPETENCY ASSURANCE PROCESS

Our proprietary Competency Assurance Process, which has evolved since our first publication on the subject in 1982 (*Manpower Planning and Development: The Developing World*), is a rational and time-tested approach for building competent workforces. First, our specialists work with clients to prepare their training and recruitment strategy. Then we build competency models for each job title in the facility or specialty area and identify the training (lecture, e-Learning, or on-the-job) required to achieve competency objectives.

Using the competency models, we then assess employees against specified job competencies and identify gaps in order to deliver custom training programs for each individual. As a result, competency gaps are soon closed across the organization and clients are assured that each employee is competent to meet the O&M or E&P job requirements.



#### **THE COMPETENCY RESOURCE CENTER**

Our numerous assignments over the past 15 years have helped us build an extensive Competency Resource Center. It includes competency models for all types of oil and gas industry-specific jobs, a variety of training resources (including our e-Learning systems), and all of the software systems required to implement the training and assessment services we provide. These resources serve as a crucial starting point for each new engagement, so that our clients have a solid base on which to build their training strategies.

#### **OUR TEAM OF SPECIALISTS**

Our clients benefit from our certified subject-matter specialists who build competency models (some work in several languages), provide training, assess competencies, and verify the work of others. We also employ a very capable group of software and Web-based specialists who build the electronic assessment and reporting systems that are fundamental to this type of work. And, of course, both our instructors and our extensive database of training resources (lecture, e-Learning, on-the-job) work to deliver the training necessary to make sure competency gaps are closed.

**2000**

IHRDC formalizes its vision of IPIMS as an integrated Web-based Knowledge, Learning, and Communication system dedicated to the oil, gas, and power sectors.

**2000**

IHRDC publishes its e-commerce learning system [oilandgastraining.com](http://oilandgastraining.com).

**2001**

IHRDC announces four Certificate Programs in Petroleum Technology Management and a post-graduate Diploma Program in Upstream Oil and Gas Asset Management. Programs are designed around three learning formats: Distance Learning, Action Assignments, and Shared Learning Workshops.

**2002**

For clients in the Middle East and North Africa, IHRDC designs its Competency Assurance Process as the foundation for training local nationals to become competent O&M specialists in such areas as oil and gas production, processing, drilling, LNG and refining.

**2003**

IHRDC receives the Distance Learning Award for Excellence in Distance Learning Programming for the Business/Corporate Sector from the U.S. Distance Learning Association.

**GO TO [WWW.IHRDC.COM](http://WWW.IHRDC.COM) TO LEARN MORE ABOUT OUR CURRENT TRAINING SERVICES PROJECTS.**



## IHRDC Client List

**THIS IS A SAMPLING OF OUR FULL CLIENT ROSTER, WHICH INCLUDES 450 COMPANIES WHO HAVE SENT EMPLOYEES TO OUR INSTRUCTIONAL PROGRAMS, 80 E-LEARNING LICENSEES, AND OVER 25 TRAINING SERVICES CLIENTS.**

### Instructional Programs

ADCO  
 ADNOC  
 AGIBA Petroleum Company  
 AGIP  
 Al Furat Petroleum Company  
 American Petroleum Institute  
 Anadarko  
 Arabian Oil Company  
 Arab Petroleum Pipeline Company  
 Arco China  
 Arco Indonesia  
 Arco Oriente, Inc.  
 Asamera Ltd.  
 Ashland Exploration  
 Astra Capsa  
 Basic Resources International  
 Bharat Petroleum Corporation, Ltd.  
 BHP Billiton Petroleum  
 Bongaigaon Refinery & Petrochemicals  
 BP Trinidad and Tobago  
 Caltex Hong Kong Ltd.  
 Central Bank of Kenya  
 Centurion Petroleum  
 Chevron  
 Clyde Expro PLC Yemen  
 Coflexip S.A.  
 ConocoPhillips  
 Coopers & Lybrand  
 Cyprus Petroleum Refinery

Delta Drilling and Engineering Services Ltd.  
 Deminex  
 Department of Mineral Resources – Thailand  
 Department of Mining and Petroleum – Papua New Guinea  
 Department of Petroleum Resources – Nigeria  
 Dubai Petroleum Company  
 Ecopetrol  
 EGPC  
 Egyptian Petrochemical Company  
 Elf Petroleum Nigeria Ltd.  
 Emir Enterprises Sdn Bhd  
 ENPPI  
 ESSA  
 ETAP  
 ExxonMobil  
 Gas Authority of India  
 Gasprom  
 Ghana National Petroleum Corporation  
 Global Petroleum Ltd.  
 Gulf of Suez Petroleum Company  
 Hamilton Oil Company  
 Honam Oil Refinery Co. Ltd.  
 Hyundai Oil Refinery  
 INA-Naftaplin Croatia  
 Japan National Oil Company  
 Jebco Seismic Ltd.  
 JTO Operating Company

Khalda Petroleum  
 Kondur Petroleum S.A.  
 Kuwait Oil Company  
 Liberia Petroleum Refining Co.  
 Malaysia-Thailand Joint Authority  
 Maraven S.A.  
 MGT – Mongolia  
 Ministry of Energy and Minerals – Tanzania  
 Ministry of Energy – Trinidad & Tobago  
 Ministry of Mines & Energy – Ethiopia  
 Ministry of Oil & Mineral Resources – Yemen  
 Ministry of Oil – Iraq  
 Ministry of Petroleum Resources – Nigeria  
 Mitsubishi Development Company  
 Mobil Oil Indonesia  
 Mobil Producing Nigeria  
 MOL Hungarian Oil & Gas Co.  
 Mongolian Geological and Geophysical  
 Mongolian Petroleum Company  
 National Oil Corporation Kenya  
 New Zealand Refining Co.  
 Nigerian Agip Oil Company Ltd.  
 Nigerian LNG Ltd.  
 Nigerian Gas Company Ltd.  
 Nigerian National Petroleum Corporation/NAPIMS  
 Nikko Petrochemicals Co, Ltd.  
 NIS Rafinerija Nafte  
 Norsk Hydro A/S

Obragas Holding N.V.  
 Oil and Gas Development Corporation – Pakistan  
 Oil and Natural Gas Commission – India  
 Oil Search Ltd.  
 OMV AG  
 PanCanadian Petroleum Ltd.  
 Petroleos de Venezuela S.A.  
 PEMEX  
 Pertamina  
 Petrobel  
 Petrobras  
 PetroEcuador  
 Petronas  
 Petroperu S.A.  
 Petroleum Authority of Mongolia  
 Petroleum Authority of Thailand  
 Petromer Trend Corporation  
 Petrosen  
 Petrotrin  
 PetroVietnam  
 Petro S.A.  
 Philippine National Oil Company  
 Polish Oil and Gas  
 PlusPetrol  
 PT Arun NGL Company  
 PT Caltex Pacific Indonesia  
 Qatar General Petroleum Corporation  
 Repsol YPF  
 Russian Offshore Development Company

Saudi Aramco  
 Santa Fe Energy Resources Ltd.  
 Santos Ltd.  
 Shell  
 Sichuan Petroleum  
 Administration  
 Sipepetrol S.A.  
 SOCAR  
 Societe Nationale des  
 Hydrocarbures – Cameroon  
 Soekor E&P Ltd.  
 Sonangol  
 Sonatrach  
 Statoil  
 Suez Oil Company  
 Summit Oil International Ltd.  
 Tanzanian Petroleum  
 Development Company  
 Tecpetrol S.A.  
 TECNIA Petroleum Consultants  
 Teikoku Oil Company  
 The National Gas Company of  
 Trinidad & Tobago Ltd.  
 Thrace Basin Natural Gas  
 Transocean Sedo Forex  
 Trinidad & Tobago Oil  
 Company Ltd.  
 Unocal  
 US Department of Energy  
 VICO Indonesia  
 Vietnam Petroleum Institute  
 Well Completion Technology  
 Western Australia Petroleum  
 Pty. Ltd.  
 Woodside Energy Ltd.  
 World Bank  
 YPF S.A.  
 Yukong  
 Zaafarana Oil Company  
 Zakum Development Company

Halliburton  
 (Landmark Graphics)  
 HOCOL SA  
 Husky Energy  
 Kerr McGee  
 Khalda Petroleum Company  
 Kondur Petroleum Company  
 Korean National Oil  
 Corporation  
 Kuwait Petroleum Corporation  
 Landmark Pakistan  
 Maxus Exploration Company  
 MOL Hungary  
 National Drilling  
 Company – UAE  
 Nations Energy  
 Oildata Wireline Services  
 Limited  
 Oil India  
 OMV  
 ONGC  
 Pan American Energy  
 Petroleos de Venezuela S.A.  
 Perenco Guatemala  
 Perenco Venezuela  
 Petroleum Agency S.A.  
 Petronas Carigali Sdn.Bhd  
 Petro S.A.  
 Petrotrin – Trinidad  
 PITC – Kazakstan  
 PowerWell Services  
 P.T. Medco – Indonesia  
 PTT Exploration & Production  
 Company  
 Rashid Petroleum Company  
 Reliance Industries Ltd.  
 Roc Oil Company Ltd.  
 Sasol  
 Saudi Aramco  
 Schlumberger (SIS/  
 WesternGeco/DCS)  
 Schlumberger Drilling Services  
 SPDC Nigeria (Shell)  
 Sonahess  
 Sonatrach  
 Talisman Energy  
 TFE Angola  
 Thrace Basin Natural Gas  
 TOTAL  
 Transocean  
 University of Rio de Janeiro  
 Unocal BPN  
 Unocal Thailand  
 Unocal Vietnam  
 VICO Indonesia  
 VSFusion  
 Wintershall  
 ZADCO

## Training Services

Abu Dhabi Marine Operating  
 Company  
 Al Furat Petroleum Company  
 BP Colombia  
 Brown & Root Ltd.  
 Burullus Gas Company  
 Chevron Escravos Project  
 – Nigeria  
 Chevron Global Power  
 Chevron Pacific Indonesia  
 DER EZ ZOR Petroleum  
 Company  
 Dubai Natural Gas Company  
 Egyptian LNG  
 Foster Wheeler Corporation  
 – Egypt  
 Kuwait Foreign Petroleum  
 Exploration Company  
 National Oil Company of  
 Kazakhstan  
 Mobil Oil Corporation  
 MIDOM Refinery – Egypt  
 Midwest Gas Association  
 National Drilling Company  
 – UAE  
 Occidental Petroleum  
 Corporation  
 Phillips Petroleum Corporation Asia  
 Pertamina  
 Polish Oil and Gas Company  
 PT Arun NGL Company  
 SEGAS – Egypt  
 SONAHNESS – Algeria  
 State Oil Company  
 of Azerbaijan  
 USAID

## e-Learning Solutions

Abu Dhabi Marine Operations  
 Anadarko  
 BISS  
 BJ Services  
 British Petroleum (BP)  
 Cairn Energy  
 Centurion Petroleum  
 CEPESA E&P  
 Chaco Bolivia  
 Chevron Angola  
 Chevron Indonesia  
 Chevron Nigeria  
 Chevron Thailand  
 China Petroleum Corporation  
 – Taiwan  
 CNOOC SES Indonesia  
 ConocoPhillips  
 CPC  
 Cuu Long JV  
 Devon Energy Corporation  
 Ecopetrol  
 Energy Africa

## 2004

In cooperation with The Pennsylvania State University, IHRDC online students may submit up to 15 credit hours for acceptance by examination toward a Master of Engineering Degree in Oil and Gas Engineering Management from The Pennsylvania State University.

## 2005

In response to the widespread industry need for a comprehensive overview of the international petroleum industry, IHRDC begins the development of "Petroleum Online: An Introduction to the International Oil and Gas Industry," a 12-module series that covers all areas of the international oil and gas industry.

## 2005

IHRDC introduces 15 Blended Learning Programs, each representing one week of instruction in five different areas of Petroleum Technology. They also combine mentor-guided e-Learning sessions and full access to IPIMS for challenging and comprehensive learning opportunities.

## 2006

IPIMS, the e-Learning system, reaches a milestone of 60 worldwide licensees and forms its Advisory Group. The Advisory Group is composed of a small group of its larger licensees who help contribute, based on actual industry needs, to the expansion and development of IPIMS.

## 2006

IHRDC delivers two innovative online resources to improve its competency development efforts: Learning Plan Builder allows companies to build, with minimum effort, individualized learning plans using IPIMS, and the Competency Resource Center allows for the efficient building of competency-based models and easy self-assessment and audit by supervisors.



Our learning solutions have won numerous awards, including 18 Telly Awards and a Distance Learning Award for Excellence.



FOR MORE INFORMATION ON ANY OF OUR  
 WORLD-RENOWN LEARNING SOLUTIONS FOR  
 THE OIL AND GAS INDUSTRY, PLEASE VISIT US AT

**WWW.IHRDC.COM**

OR, CONTACT ONE OF OUR WORLDWIDE OFFICES  
 LISTED ON THE BACK COVER.

# IHRDC

## WORLDWIDE LOCATIONS

### IHRDC/CORPORATE HEADQUARTERS

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Fax: 1.617.536.4396

Email: [corporate@ihrdc.com](mailto:corporate@ihrdc.com)

### IHRDC/AMSTERDAM

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Tel: 31.299.373480

Email: [amsterdam@ihrdc.com](mailto:amsterdam@ihrdc.com)

### IHRDC/CAIRO

55, Road 206, Digla, Maadi, Cairo, Egypt

Tel: 20.2.519.7275; 20.2.519.7274

Fax: 20.2.519.7274

Email: [cairo@ihrdc.com](mailto:cairo@ihrdc.com)

### IHRDC/CARACAS

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Email: [caracas@ihrdc.com](mailto:caracas@ihrdc.com)

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Tel: 62.21.68299480

Fax: 62.21.5372392

Email: [jakarta@ihrdc.com](mailto:jakarta@ihrdc.com)

### IHRDC/LAGOS

Plot 93, Block 14, Akanbi Disu Street

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