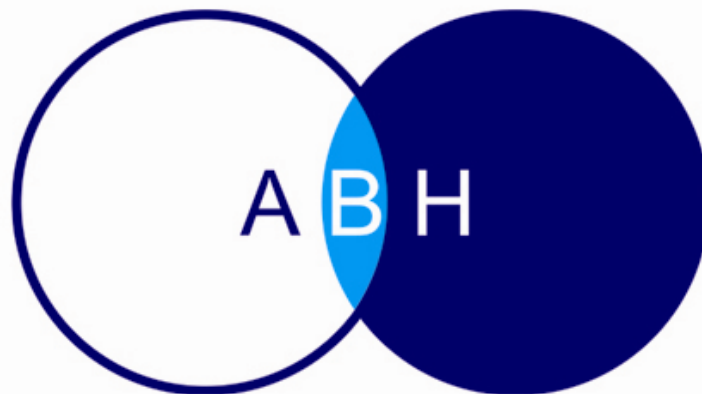


Capability Statement

March 2010

ABH Services Plc.



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Addis Ababa, Ethiopia

Who are we?

ABH Services Plc is a legally registered company in Ethiopia to provide technical and logistic services for short term trainings, consultancy works, operational researches, and project & program implementations. ABH grew out of the capacity building fields of clinical training, education, research and development. Our core staff worked as independent consultants and trainers and together in a consortium of trainers and educators in the three old medical schools at both clinical and public health departments, federal ministry of health, regional health bureaus and in many other local and international NGOs. In addition, they have served as key resource persons in design and roll out of HIV/AIDS prevention, care and treatment programs under the HIV/AIDS prevention and control office (HAPCO) at national and regional level.

ABH staffs maintain close ties with governmental and nongovernmental organizations, teaching and research institutions and such combination of extensive training experience with substantial expertise in training services making it one of our core strengths. This enables us to offer a wide range of services to suit a diverse set of clients working on national health priorities.

What are our aims?

ABH is committed to using the existing bona fide efforts to salvage the people of Ethiopia from the calamity of a number of diseases. To that end ABH is prepared to provide technical, logistic and programmatic support to the Ministry of Health and Regional Health Bureaus by working closely with international and national governmental and non governmental organizations.

- Contribute in using the existing local knowledge and skill through competency based trainings for capacity development
- Develop a locally appropriate and innovative ways of implementing prevention, care and treatment services
- Advocates for the use of contracting out services for private providers to develop a mutually beneficial approach of providing services such as referrals, trainings, and actual health services.

In which areas do we work?

We work to improve health service delivery, institutional technical capacity and quality management in all regions of Ethiopia. We provide considerable attention on the development of effective use of knowledge transfer to work place and appropriate training frameworks. We support our clients during the processes of situational analysis/ needs assessment, instructional and curriculum design, planning, development, implementation, monitoring and evaluation of Health service programs and projects. Furthermore we provide capacity building and technical assistance to our partners/clients during all stages of the project cycle.

What services do we offer?

We work to improve health service delivery, institutional technical capacity and quality improvement in all regions of Ethiopia. We provide considerable attention on the development of effective use of knowledge transfer to work place and appropriate training frameworks. We support our clients during the processes of situational analysis/ needs assessment, instructional and curriculum design, planning, development, implementation, monitoring and evaluation of health service programs and projects. Furthermore we provide capacity building and technical assistance to our partners/clients during all stages of the project cycle.

What specific services do we offer?

Technical: ABH offers professional training, consultancy, and applied research in the health system with focus on country's priorities: survey, needs assessment, training, program monitoring and evaluation. We have considerable expertise in mobilizing of experienced trainers and high profile consultants for different health program needs and service providers. The combination of our training and research experience provides innovative and effective solutions for our clients. We see the efficient integration of quality improvement approaches and specialised expert knowledge as our key asset, enabling processes with sustainable results.

We provide specific services in the following areas:

Technical and Training Curriculum Development:

- Anti Retroviral Treatment (ART)/IMAI
- HIV Counselling and Testing: *Provider Initiated Counselling and Testing PIHCT, Voluntary HIV Counselling and Testing*
- Prevention of Mother to Child Transmission of HIV (PMTCT)
- Mother Support Groups Program (MSG/M2M)
- TB/HIV
- Basic Life Support/First Aid
- Sexually Transmitted Infections
- Palliative Care
- Clinical Nutrition Care for Adults and Children with HIV
- Community Based Nutrition
- Clinical Mentorship
- Infection Prevention
- Injection Safety
- Malaria prevention and control
- Training needs assessment
- Performance and quality Improvement
- Monitoring and Evaluation
- Clinical Mentorship
- Paediatric HIV Care and Treatment

We have had key roles in Development of National Training package and as Review and task force members for:

- ART/IMAI
- PMTCT
- Mother Support Group (MSG/M2M)
- HIV Counselling and Testing (VCT and PIHCT)
- TB/HIV
- Palliative Care
- Infection Prevention
- Syndromic Management of STIs
- Lab monitoring of HIV
- Paediatric HIV/AIDS
- Monitoring and Evaluation of HIV/AIDS programs
- Basic Life Support/First Aid
- Case Management of HIV/AIDS
- Clinical Nutrition Care for Adults and Children Living with HIV
- Community Based Nutrition Care
- Clinical Mentorship

Logistic support: In addition to its high quality technical support, the following are some of the services we offer to support trainings and related events in any part of Ethiopia:

- Book training venues in all parts of Ethiopia.
- Arrange accommodation upon the request of the organizers.
- Arrange air and ground transportation as required.
- Reproduce training documents in a manner suitable for the various trainings.
- Assign conference coordinators to all training venues to ascertain that all the required arrangements had been fulfilled
- Arrange meals and coffee breaks for the trainees
- Provide stationeries as may be required.
- Provide training equipment including lap tops, LCD projectors, overhead projectors, flip chart stands, white board and all the supplemental things
- Pay participant per diems and other payments as per order of clients

Contribution of ABH Core team staff and associates to the national HIV/AIDS Prevention and Control

ABH technical teams and its associate members have had immense contribution and technical input to the national endeavors in the control of HIV/AIDS pandemic in Ethiopia. Their technical inputs includes range of activities such as development of national guidelines and curriculums, capacity building, program support, clinical mentorship, service expansion, quality improvement, institutional strategic development, program design monitoring and evaluation, research and development, representation in the national task forces and technical working groups as well as international conferences. Their knowledge of the national health sector development and MDGs goal and its objectives and their involvement towards this end is also quite remarkable.

With respect to training facilitation, all the technical teams and its associates have facilitated quite large number of trainings in areas of ART for multidisciplinary teams, PMTCT, TB/HIV, HCT, STIs, Infection Prevention/Injection Safety, Clinical Nutrition Care for PLHIV, Clinical Mentorship etc. Almost all ABH staff and associates were involved either in the planning, coordination or actual facilitation of trainings on various thematic areas organized by MOH, RHBs, USG agencies etc. Their professional competence and dedication in undertaking such technical inputs is also well acknowledged by the respective training organizers and trainees.

Organization Capacity Statement

Financial capacity

As can be seen from its official Business Licence, ABH has started its operation with initial investment of 2.5 million Ethiopian Birr specifically for technical and logistic support of trainings. Because of the ever increasing demand in the market; the management has doubled the capital in less than one year period. ABH Services Plc, through the Overdraft Agreement with Abyssinia Bank, has also the potential to mobilize as much as 3 million more ETB to execute the orders/contracts of its clients making the total working capital amount up to 8 million ETB.

ABH follows globally accepted standard accounting system and also accommodates the requirements set by all US Government and other donors funded programs/projects. ABH's Financial, Procurement, Supply, Personnel and Travel manuals ensure accountable and transparent running of its operation.

Human Resource

Founded and led by experts in technical and logistic support for short term trainings, consultancy works, operational researches and project/program implementations, ABH has very diversified team member staff working with different capacities including on technical and administrative leadership, finance, operation and conference/training assistants and other administrative works. ABH has the biggest and most diversified pool of trainers and consultants who have official working relationship with the company.

ABH has organized its human resource into organizational structure that enables efficient delivery of its services.

Capacity to Mobilize Resourceful Professionals

ABH, through its strong link and an extensive network with professionals of diversified disciplines, can mobilize as many trainers as required. One of ABH's guiding principles in ensuring quality of trainings is adherence to the national curriculum and standardization. With this regard we are

committed to identify trainers who are nationally accepted by the MOH and partner organizations working in the area of HIV/AIDS prevention care and treatment.

ABH has a much facilitated way of accepting and head hunting proficient trainers in different thematic areas/programs.

Equipments/Facilities/Office

ABH has a professional permanent working environment at its head office in Addis Ababa, on TK International Building, Bole Road around Bole International Air Port. It is conveniently located in the business district of the city where many stake holders and partners are also located. The regional offices of ABH located in Bahir Dar (North Western), Southern (Hawassa) and Adama (Central) provide closer technical and administrative support to projects and programs ABH implements. Those regional offices are led by Regional Directors who liaise with respective local authorities and oversee high standard and efficient provision of ABH's services.

The head office is equipped with classic & contemporary communication systems and equipments such as broad band internet connection (512kb/s), emails, telephone and fax. Each regional office is also equipped with the above basic communication system/equipments.

ABH recognizes that organizing training and related events is demanding in terms of material resources too especially when such events are organized for different groups at different locations simultaneously. ABH is, therefore, equipped with appropriate equipments and facilities that would enable to organize up to 25 events at a time in any part of the country.

ABH Services has its own model training auditorium located in Bole Sub city, fully equipped with relevant meeting facilities, for those who want to use the full board services of ABH. The duplication/printing unit of ABH Services Plc equipped with state of the art printing and duplicating materials that have the capacity to print up to 200,000 pages and copy up to 750, 000 pages per day. The heavy duty binding machines bind the materials printed/photocopied in the printing and duplication section of our office.

The following table shows some of training and event related materials needed for organizing and providing logistic support in kind, type and quantity. Moreover, ABH has the access/system of renting more materials of any kind and quantity if need be.

| S.No | Name of Equipment | Type/Model | Quantity | Remark |
|------|-------------------------------|----------------------------|----------|-------------------------------|
| 1 | Heavy duty printer | HP 9000dn | 5 | |
| 2 | Heavy duty photo copier | Canon/Xerox | 4 | |
| 3 | Scanner | HP 2115 | 5 | |
| 4 | Heavy duty Colour Printer | HP 4650 and HP 4600 | 2 | |
| 5 | LCD Projector | SONY | 12 | |
| 6 | Laptops | TOSHIBA,DELL, ACER, HP, | 12 | All with updated antivirus |
| 7 | Binding machine | | 3 | Heavy duty |
| 8 | Flip chart holder | | 15 | |
| 9 | Overhead projectors | | 14 | |
| 10 | Overhead projectors Screen | | 13 | |
| 11 | Laminating machine | | 3 | Heavy duty |
| | | | | |
| | | | | |

Vehicles

Recognizing the need for transport of participants, trainers, delegates, speakers of events, ABH has leased and acquired 6 field vehicles and 4 vans. The vehicles serve for transport of trainees, materials to and from venues of trainings and other events throughout Ethiopia. It is worth mentioning our ability to provide as many more vehicles that our clients request/needed for their events at a very reasonable cost.

Experience/ Past Performance

For the last years, ABH has been undertaking provision of logistic and technical support for various governmental, local & international non governmental and private organizations on training and related events in Addis Ababa and all regional states. Such service constitutes the typical services ABH to select nationally approved trainers, adopt/adapt training materials, book venues and accommodation for participants and trainers, provide training aids (laptops, LCD projectors, flip chart holders, stationeries), duplicate and distribute various training materials, pay per diem, trainers fee and other payments according to the approval/request of the organizers/clients, book air and land transportation for participants/trainers, provide conference assistants and other staffs.

ABH is very proud to name the following list of USG (US Government) and other donors funded/supported organizations with which it has worked very closely:

- Federal Ministry of Health
- Oromia Regional State Health Bureau
- SNNPR Health Bureau
- Tigray Regional State Health Bureau
- Amhara Regional State Health Bureau
- Addis Ababa City Administration Health Bureau
- Somali Regional State Health Bureau
- USAID| AED/Food and Nutrition Technical Assistance Program
- USAID| Abt Associates/Private Sector Partnership on TB and HIV
- USAID| JSI/AIDSTAR-One Project
- US CDC| Johns Hopkins University/ Technical Assistance for Ethiopian HIV/AIDS ART Initiative
- US CDC| University of Washington/International Training and Education Centre on HIV (ITECH-Ethiopia)
- US CDC| Columbia University/International Centre for AIDS Care and Treatment Programs

- Agency for Refugees and Returnees Affairs (ARRA), UNHCR counter part of the Ethiopian Government
- World Bank| African Regional Capacity Network ON HIV/AIDS/ African Institute of Disaster Management and Development
- SOS Sahel International/SOS Children's Village
- DXN-Ethiopia
- AMBA Pharmaceuticals

The very large number of trainings, consultancy works, researches/surveys and events organized and supported by ABH over the last years is a clear indicator that ABH is a very competent and efficient organization to provide technical and logistic support on trainings and related events.

The core team members and associates of ABH have also a very extensive experience of organizing and conducting short term trainings at various levels for decades. The contribution and input of its members and associates to the HRH development in the context of HIV/AIDS in the country is worth mentioning.

Sample Performance of ABH Services PLC (Jan.08 – Nov. 2009)

Client: USAID/Academy for Educational Development |Food and Nutrition Technical Assistance II (USAID/AED | FANTA-2 Project)

Project: Conducting Training on Clinical Nutrition Care for Adults and Children Living with HIV for Chronic HIV Health Care Providers

Under sub contractual agreement from AED/FANTA-2 Project ABH has provided technical and logistic support using nationally recognized trainers. ABH has so far trained a total number of 420 health care providers working at health centres and regional health bureaus in Amhara, SNNPR and Oromia Regional States. The service requires identification of trainers for simultaneous and decentralized trainings, manage all logistics of the training, assign training admin assistants, organize, implement and oversee the training events produce technical reports. ABH has been very much acknowledged for the very well organized and efficient services provided.

Client: USAID/Academy for Educational Development |Food and Nutrition Technical Assistance II (USAID/AED | FANTA-2 Project)

Project: Conducting Training of Trainers (TOT) on Clinical Mentorship for HIV/AIDS and Clinical Nutrition Care for Adults and Children Living with HIV

Under sub contractual agreement from AED/FANTA-2 Project ABH has provided technical and logistic support for the TOT Program organized by Federal Ministry of Health, USAID, AED/FANTA-2 and WHO-Ethiopia Country Office. ABH provided the technical and logistic support for the training event that included both technical and logistic support. The service requires identification of high calibre trainers that train the very experienced service providers, program advisors and instructors drawn from FMOH, RHB, University Hospitals and USG Partner organizations.

Client: US CDC/International Training and Education Centre on HIV (ITECH-Ethiopia)

Project: Curriculum Review and Development of National Training Package of Case Management of HIV/AIDS and Palliative Care

Under a contractual agreement with the nation's technical lead supporting international NGO to the FMOH, ITECH-Ethiopia, ABH has reviewed and developed the training package and curriculum for training of case management and palliative care. ITECH-Ethiopia, the FMOH/FHAPCO and its partners have been very grateful for the quality of work ABH contributed.

Client: USAID/Abt Associates Inc/Private Sector Partnership on TB and HIV Program (Abt/PSP-Ethiopia Program)

Project: Provide training on Basic ART for physicians, nurses, pharmacy technicians, health officers; and Monitoring & Evaluation of ART program for health care workers and data clerks in rounds

ABH Services Plc has conducted six parallel trainings on basic ART to Physicians, Nurses, Pharmacy Technicians; Monitoring and Evaluation of National ART Program for health care workers and data clerks for staff working in private higher clinics in Addis Ababa city. The services provided in to Abt Associates Inc include both technical and logistic support.

Client: US CDC/Johns Hopkins University/Technical Support for the Ethiopian HIV/AIDS ART Initiative, JHU-TSEHAI Project

Project: Provide training TOT training on Clinical Training Skills to JHU-TSEHAI Project staff

ABH Services Plc has conducted a Clinical Training Skills Course for key staff of JHU (March 16-31, 2009). JHU and its staff in particular have highly appreciated ABH Services for the outstanding services they were offered

Client: US CDC/Johns Hopkins University/Technical Support for the Ethiopian HIV/AIDS ART Initiative, JHU-TSEHAI Project

Project: Provide onsite training on Palliative Care, Clinical Nutrition Care for PLHIV, Syndromic Management of STI and PEP at JHU-TSEHAI Project supported health facilities in Addis Ababa, Gambella and Benshangul Gumuz

ABH Services Plc has been awarded a sub contract to provide onsite training on Palliative Care, Clinical Nutrition Care for PLHIV, Syndromic Management of STI and PEP at JHU-TSEHAI Project supported health facilities in Addis Ababa, Gambella and Benshangul Gumuz. The total number of the onsite trainings is about 87.

Client: Federal Ministry of Health (HAPCO)/ World Bank/African Regional Capacity Network on HIV/AIDS/African Disaster Management and Development

Project: Conduct National HIV/AIDS Related Training Needs Assessment in Ethiopia

ABH Services Plc provided technical and logistic support of the nationwide HIV/AIDS related Training Needs Assessment that targeted public and private health facilities, federal and regional health authorities, NGO's involved in delivery of HIV/AIDS related capacity building and other relevant stakeholders in May 2009. ABH received an official letter of acknowledgment from ADMD for its outstanding performance.

Client: UNHCR/ARRA

Project: Provide training on PIHCT (Provider Initiated HIV Counselling and Testing)

ABH Services Plc conducted offsite training at its own training venue in Addis Ababa for health care workers of UNHCR/ARRA (March 25-27, 2008). The service includes both technical and logistic support. ABH has received appreciation from the client, UNHCR/ARRA, for the outstanding services offered.

Client: UNHCR/ARRA

Project: Provide training on Infection Prevention

ABH Services conducted offsite training at its own training venue in Addis Ababa for health care workers of UNHCR/ARRA (March 25-April 1, 2008). The service includes both technical and logistic support. ABH has received appreciation from the client, UNHCR/ARRA, for the outstanding services offered.

Client: UNHCR/ARRA

Project: Provide training on Palliative Care

ABH Services conducted offsite training at its own training venue in Addis Ababa for health care workers of UNHCR/ARRA (May 26-30, 2008). The service includes both technical and logistic support. ABH has received a letter of acknowledgment from the client, UNHCR/ARRA, for the outstanding services offered.

Client: DXN-Ethiopia

Project: Provide logistic and other administrative support for trainings and related events

ABH Services has been providing logistic and other meeting/conference facility services for DXN-Ethiopia, a global leader of Ganoderma based food supplements, since January 2008 to date. ABH was able to efficiently execute assignments given by its DXN. The services included booking arranging venues in Addis Ababa, Awasssa, Mekelle, Bahir Dar, Jimma and Adama. We provided DXN with training aids, reproduced training related materials, arranged transport and accommodation of both international and local participants/trainers, effect payment of trainees and trainers per diems and other payments. DXN has awarded a certificate of acknowledgement for the best service it obtained from ABH Services PLC.

Client: AMBA Pharmaceuticals Plc

Project: Provide logistic support to meeting and related events

The drug and medical equipment importing giant in Ethiopia, AMBA Pharmaceuticals PLC, is one of the clients of ABH Services PLC. ABH has been providing all kinds of logistic support needed to organize Continuing Medical Education (CME), Treatment Updates and other trainings/meeting in nearly all part of Ethiopia.

Client: Handicap International and Dire Dawa Regional Health Bureau

Project: Provide training on VCT (Voluntary HIV Counselling Testing)

ABH Services jointly conducted training on VCT (Voluntary HIV Counselling Testing) with Bethzatha Health Services PLC in Dire Dawa City (February 25-March 18, 2008). Participants were drawn from health facilities in Dire Dawa, Afar, and Somali Regional States. The service includes both technical and logistic support. ABH received a certificate of acknowledgement for the successful coordination and conduct of this training

Client: UNHCR/ARRA

Project: Provide training on PMTCT

ABH Services conducted offsite training at Ayu International Hotel in Adama town for health care workers of UNHCR/ARRA (September 22-27, 2008). The service includes both technical and logistic support. The training was offered along with practical site visit at Adama Hospital ABH has received a letter of acknowledgment from the client, UNHCR/ARRA, for the outstanding services offered.

Client: SOS Children's Village-Ethiopia

Project: Evaluation of SOS Maternity and Paediatric Medical Centre in Gode, Somali Regional State

In October 2008, ABH Services Plc conducted the evaluation of SOS Maternity and Pediatric Medical Center in Gode Town, Somali Regional State to evaluate the suitability of SOS MC Gode interventions in meeting its operational objective taking into account the time and cost of the operation and to suggest ways for improving the effectiveness in future operations of the MC.

Client: SOS Children's Village-Ethiopia

Project: Rapid Nutritional Assessment in Gode, Somali Regional State

In July 2009, ABH Services Plc conducted the evaluation of SOS Maternity and Pediatric Medical Center in Gode Town, Somali Regional State to evaluate the suitability of SOS MC Gode interventions in meeting its operational objective taking into account the time and cost of the operation and to suggest ways for improving the effectiveness in future operations of the MC.

Client: Lundin Petroleum

Project: Provide training on Basic Life Support/First Aid

ABH Services conducted two parallel trainings on first aid and basic life support to office and field staff of Lundin Petroleum, a global company engaged in exploration of petroleum here in Ogaden region of Ethiopia. The service provided in October 2008 includes both technical and logistic support.

Client: USAID |JSI/AIDSTAR-One Project

Project: Provide trainings and supportive supervision on injection safety

ABH Services Plc has won a big bid to provide onsite and offsite trainings on injection safety in Oromia and Harari Regional States of Ethiopia and Dire Dawa City Administration. The task includes providing all technical and logistic supports needed to roll out training of health workers on basic and TOT on injection safety and supportive supervision.

Core management and technical staff members

Markos Feleke Haile, (MD, MPH): Co founder and Executive Director of ABH Services Plc obtained his first degree in Medicine (MD) from Jimma University and his Masters in Public Health (MPH) from Haramaya University. Dr. Markos has ample experience in designing, coordinating, implementing, and Monitoring & Evaluation of all HIV/AIDS training programs in Ethiopia. He has served governmental, private and nongovernmental organization at different capacities ranging from service provision to overall management. He has a wide range of training and facilitation skills that has enabled him to transfer his knowledge and skills to relevant trainees aimed at improved service quality in areas of HIV/AIDS prevention, care and treatment services. Working at Merlin-Ethiopia, he has spearheaded the malaria prevention and control effort Arsi and Bale Zones of Oromia Regional State while working as Public Health Programs Coordinator. Dr. Markos has served as a program and training consultant for various organizations like Save Your Generation – Ethiopia (a partner of FHI/USAID) and JHPIEGO (A partner of US CDC) on HIV/AIDS related trainings such as Infection Prevention, PMTCT, PIHCT, SBM-R and HCT. He was actively engaged in the preparation of various national training packages related to HIV/AIDS Prevention, Care and Treatment. Dr. Markos is been one of the key resource persons for training of health professionals on Infection Prevention and PMTCT/MNCH. Dr. Markos has been supervising the national roll out of onsite infection prevention trainings when working with Jhpiego in 2006-2007. He also has been working with AED/Linkages project as consultant trainer on ENA/BCC. Dr. Markos worked at Columbia University, ICAP-Ethiopia, with a capacity of PMTCT and Pediatric HIV Program Advisor for Oromia, Somali and Harari Regional States and Dire Dawa City Administration. Dr. Markos' professional experience in the past years have given him the opportunity to know the overall health system of almost all regional states in particular and that of the country in general. His capability in networking and leadership in terms of efficient coordination of resources of all kinds is commendable. Working with many USG funded programs as program advisor and lead, he has been able to have the necessary experience of the requirements and compliance needed by USG funded programs and projects both on grant basis and performance based subcontract basis. He has been actively involved in the roll out of comprehensive HIV/AIDS programs in Ethiopia supported by PEPFAR and the Global Fund working with governmental and nongovernmental organizations.

Dr. Markos' diversified technical and leadership qualification & experience would enable him to efficiently lead the operation of the company there by achieving the tasks to be subcontracted to ABH in a way that exceeds expectation.

Samuel Tilahun Gebeyehu (MD, MPH), Technical Director of ABH Services Plc,

obtained his degree of doctor of medicine from Addis Ababa University and his MPH from University of Gondar. Besides, he has taken different trainings and has attended national, regional and international scientific as well as programmatic conferences. Dr Samuel has considerable experience as a result of working in public, private and faith-based organizations as expert as well as manager for more than 16 years. His extensive experience in managing development, capacity building and intervention programs and projects funded by USAID and other partners makes Dr. Samuel an all-rounded and exceptional technical person in the area of public health. In his current role, as Technical Director for ABH Services Plc, Dr. Samuel provides technical and programmatic leadership to a portfolio of training and capacity development on major public health problems of the country. Before joining ABH Services Plc, Dr Samuel has worked as Program Service Manager at Bethzatha Health Service Plc, Technical Service for Monitoring Support Project of USAID. While working with this project at almost all health centers in Ethiopia providing HIV/AIDS prevention, care and treatment services, Dr. Samuel has been able to get a very good experience of working with Health Centers in the country. His role has also enabled him to further expand his professional network with all concerned authorities at Federal Ministry of Health and respective regional health bureaus. Dr. Samuel also worked as Global Fund/National HIV/AIDS Program Officer at National HIV/AIDS Prevention and Control Office of Ethiopia; Health and Nutrition Desk Officer for USAID supported Integrated Food Security Project at Ethiopian Orthodox Church-Development and Inter-Church Aid Commission (EOC-DICAC); and in many other reputable organizations.

Girma Seifu Maru (BA, MA), the Administration and Finance Director of ABH Services Plc

is a graduate of Economic Policy Analysis from Addis Ababa University. Girma primary duty and responsibility at ABH is to guide, plan, manage and review the implementation and effectiveness of all financial and administrative strategies, processes, systems and procedures of ABH Services Plc that aid in meeting its overall organizational objectives. He also works as a member of senior management team of ABH Services Plc. Mr. Girma has over 20 years of field-based experience in

project implementation and grant making related to government and USAID funded project in wide variety of sectors including HIV/AIDS in particular and Health in general. He has been actively involved in implementation of extensive field work involving research, analysis, design and assessments of organizations and programs. With a solid academic grounding in Economic Policy Analysis and practice, Girma has worked on health issues both at the community and donor level. At the local level, Mr. Seifu has liaised with diverse NGOs and GO constituencies for the purposes of collaboration and the development of capacity building activities. At the national and regional levels, he has worked in Federal HAPCO as key person in the development of National HIV/AIDS Monitoring and Evaluation Framework. His sensitivity toward donor requirements and planning needs is complemented by his experience in Pact Ethiopia (USAID Funded Program) as Grant Manager. Excellent written and oral communications skills complement Mr. Girma direct, hands-on approach. Girma has an M. Sc. in Economic Policy Analysis from Addis Ababa University, and ACCA – Certificate Level from London. He has served at different capacity in Office of the Federal Auditor General, Ethiopian Social Rehabilitation Fund, Self Help Development International, Pact Ethiopia, etc. to cite the few.

Eyob Kifle, (MPH): Associate Technical Director of ABH is a public health expert currently providing technical support to the short term trainings, consultancy works and operational researches that ABH is engaged in. Eyob has an excellent understanding of the prevailing public health issues and all the necessary skills to contribute towards alleviating the existing problems. He was winner of the *Outstanding Student Award* upon completion of his MPH degree for his exceptional performance. Mr. Eyob has a background in educational and health professionals training institutes as instructor, teaching different courses for nurses, pharmacists and lab technicians. He has hands-on experience on organizing short term trainings, conducting rapid assessments and different types of surveys. As part of his duty, his most recent activities include coordination of a national Training Need Assessment carried out by ABH for the African Regional Capacity Building Network for HIV/AIDS Prevention, Treatment and Care (ARCAN Project), a World Bank funded project working in Tanzania, Kenya and Ethiopia. Mr. Eyob particularly trained the data collectors and coordinated the data collection teams deployed to the SNNPR, Oromia and Addis Ababa regions. He also led a team of experts to conduct a Rapid Assessment of the Humanitarian/Nutritional Situation of Gode Woreda, Gode Zone of the Somali Regional State. The rapid assessment was conducted by ABH on behalf of SOS Children's Village (National Office) and includes both

qualitative and quantitative data collection methods-which incorporates anthropometric measurements, household interviews, key informant interviews and focus group discussions. Mr. Eyob also boldly contributed towards the successful provision of trainings organized by FMOH, FHAPCO and Regional Health Bureaus in collaboration with PEPFAR, USAID, MSH/HCSP, AED/FANTA-2, and WHO and facilitated by ABH Services, on Clinical Nutrition for Children and Adults Living with HIV, clinical mentorship, basic ART, basic VCT, PMTCT, and many more trainings.

Adiam Tsega (BA), Operations Manager of ABH Services Plc, is a young, energetic and enthusiastic woman who spells success in all activities she engages in. She received her Bachelor of Arts degree from Gondar University in Business Management. Ms Adiam has an amazing ability of handling and coordinating different tasks simultaneously. She is well aware of different issues associated with her job including but not limited to office management, financial transaction, procurement and supply management, travel coordination and booking. Her time and people management and good communication skills are helping her and the company she is working for in different ways. Before assuming the position of Operations Manager at ABH, she served the same company as an Administrative Assistant. Miss Adiam also worked on the position of Junior Accountant for Jerusalem Children and Community Development Organization and also worked as Project Administrator for Ethiopian Volunteers Association for Development

Yigrem Kindie (BA), Finance Manager of ABH Services Plc, is a born accountant and financier. After receiving his Diploma from the oldest business school of the country, Addis Ababa Commercial College, he pursued his education further in the Faculty of Business and Economics of Addis Ababa University and received his Bachelor of Arts Degree in Accounting. Mr. Yigrem has unique skills in managing financial transactions specially those related to subcontract and grants. His experience of working strictly under the requirements of international funding agencies like the USAID, CDC, PEPFAR, European Union, DFID and Global Fund is considered as a great asset by his employers. Before joining ABH Services Plc as a Finance Manager, Mr. Yigrem accumulated years of experience on the position of Finance Manager in multidisciplinary organizations.

Kalkidan Nigussie (LLB), Human Resources and Contracts Officer of ABH Services Plc, is a Graduate from the Law School of Addis Ababa University. Ms. Kalkidan has a thorough knowledge and understanding of the legal system of the country and international laws pertaining to her assignment. Miss Kalkidan has served ABH as Admin Assistant previously, and worked in other organizations at different capacities. She served United Peace Federation as Secretary General and received Certificate of recognition as an *Ambassador for Peace* from the Universal Peace Federation and the Inter Religious and International Federation for the World Peace, worked in Self Help International, United Insurance Company as Legal Officer, and in many other organizations. Her charming personality, human approach to problems and an everlasting energy and perseverance made her successful at early age.

Organogram of ABH Services Plc

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Annexes: Sample letters of recommendation and copy of legal documents