

annual report 22-23



mission, vision, and values

Mission

To help immigrants and refugees successfully integrate into Quebec society, enabling them to meaningfully participate in its development..

Vision

Over the next 5 years, we aim to become the leader in immigrant integration services and to be recognized throughout Quebec as the best in our field.

Values

Excellence

To us, excellence must be reflected in the quality of the services we provide to our clients and the professionalism we extend towards each one. It represents our commitment to delivering rigorous service and drawing inspiration from best practices to enable continuous improvement.

Innovation

To us, innovation means encouraging each other to question traditional approaches, explore different avenues while searching for creative solutions, and find flexible and adaptable solutions, all while respecting professional and organizational standards.

Respect

To us, respect represents consideration for another person, both as a feeling and a set of actions. So, in order to treat others with respect, it's important to behave accordingly.

Commitment

To us, commitment is exemplified by helping immigrants integrate into Quebec society. PROMIS is committed to providing the best possible support and setting itself apart through customer care.

We also express our commitment through transparency, integrity, and the responsibility with which we treat our clients.

Inclusion

To us, inclusion means anticipating, valuing, and supporting each individual's diversity. It means being open-minded, acting with respect, and fostering conditions that protect their dignity and humanity, so they can make informed choices and participate in improving their surrounding environment.



summary of results



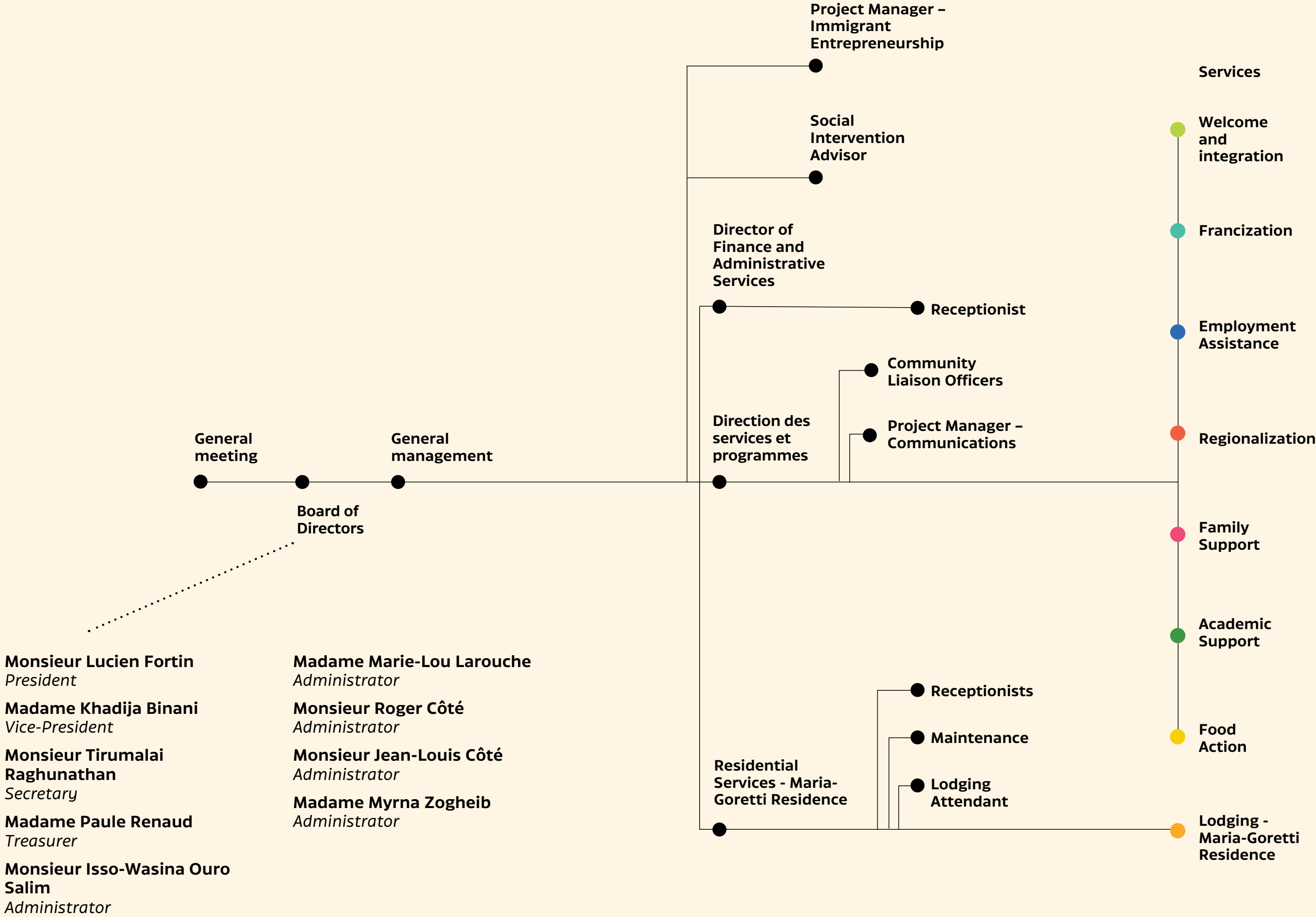
7,218 clients who received help	135 countries of origin	258 community activities	53 employees (full-time, part- time, contractors, and replacements)	19 groups and consultative bodies that we belong to
31,232 actions taken		2,916 participants in community activities		50 partners (other than donors)



Breakdown by immigration status

37% permanent residents	8% asylum seekers	16% foreign students
8% Canadian citizens	5% landed refugees	1% other
1% students applying for residence	24% temporary foreign students	

organizational chart and board of directors



strategic orientations 21-26

We established a strategic plan for the next 5 years during a one-day meeting involving board members and employees (based on a questionnaire). Here are the results:

1 PROMIS in 5 years

Continue to pursue our goal of achieving leadership status as a top provider of support services for immigrants and refugees in Montreal and throughout Quebec.

2 Service offering

Focus on innovating, integrating, and continuously improving our programs and services based on immigrants' diverse statuses and needs, as well as those of Quebec society.

3 Organizational structure

Expand our capacity to provide in-person and online support, while adjusting our services for immigrants and refugees to reflect the full range of immigration challenges in Quebec.

4 Board governance and composition

Ensure sound governance that is open and responsive to societal shifts and changes by fostering a diverse team of directors with expertise in immigration issues



results of 22-23 goals

1 Increase the number of clients registered for all of our services, particularly individual support services for immigrants and refugees:

The number of PROMIS clients increased by 22% compared to last year, mainly due to a larger influx of people using our francisation and tutoring services, as well as a higher number of asylum seekers.

2 Sharpen our digital advertising strategy's focus on acquiring eligible clients in the Montreal metropolitan area:

We maintained our digital marketing strategy's focus on current and potential users throughout the year. We will undertake a review of this strategy next year.

3 Follow up on the key recommendations determined during the internal Customer Service innovation Workshop:

We have retained the workshop's key recommendations and implemented the most important ones

4 Improve the processes that govern staffing, integration, and professional development:

We implemented a more efficient staffing process by partnering with external human resources firm Flexia, and we completed a new staff integration guide that will be distributed internally.

5 In collaboration with our partners Collectif des femmes immigrantes du Québec and Accueil Liaison pour arrivants (ALPA), we successfully deployed the Emplois en régions program and produced the 2nd Forum national sur la régionalisation de l'immigration au Québec.

Throughout the year, we continued to roll out the Emplois en régions program and hosted the 2nd Forum in Trois-Rivières on September 29 and 30, 2022. There were 305 participants in attendance, representing 15 administrative regions being targeted by the initiative.



Snapshot: The second Forum national sur la régionalisation de l'immigration au Québec

● management

Delfino Campanile
General Manager

Aïda Berberovic
*Director of Programs
and Services*

Naïma Sedraty
*Director of Finance and
Administrative Services*

Diane Hébert
Director of Housing Services

My Huong Pham
*Senior Social Integration
Advisor*

Maryam Azimzadehirani
*Community Liaison Officer
for the Iranian community
until June 30, 2022*

Islem Benjaballah
*Community Liaison Officer
since February 20, 2023*

Mélodie Chouinard
*Community Liaison Officer
until July 24, 2022*

Jennifer Giguère
*Project Manager,
Communications since May
2, 2022*

Éric Lachapelle
*Community Liaison Officer
until July 10, 2022*

Joëlle Léveillé
Receptionist

Princesse Makam
*Administrative Clerk since
October 3, 2022*

Luc Osmani
*Project Manager,
Immigrant
Entrepreneurship since
December 5, 2022*

Maria Marcela Vega
*Project Manager,
Communications
since July 25, 2022*

Main priorities for the management team in 2022-23

Evaluation process

Maintained and finalized an evaluation process for PROMIS services and activities with Naïma Bentayeb from the École Nationale d'Administration publique (ÉNAP).

Welcoming clients

As a follow-up to our innovation program focused on welcoming clients, we implemented the most effective improvements and solutions as identified by the innovation committee, which is composed of representatives from various departments. To create the best possible customer experience, we simplified the appointment booking platform and improved our response times by hiring an employee. We also invested in our office's ambience by purchasing work desks, plants, paintings, etc. We are continuing to develop an organizational system based on continuously improving the user experience.

Communications

Develop and maintain all communication, promotion, and platform management efforts with the help of digital marketing agency Hamak.

Digital platforms

Maintain and continuously improve our suite of digital platforms and fully integrate an online booking platform.

Community liaisons

Maintain and expand our community liaison work with local organizations serving immigrant communities in Montreal, as well as organizations working with international students at Montreal's universities and colleges.

Main priorities for the management team in 2022-23

Coaching - Direct services for immigrants

To support our employees' continuous professional development, they have access to coaching sessions hosted by Ms. Huong Pham, a social intervention manager and counselor at PROMIS. She has been a professional social worker and intercultural trainer in the healthcare system. She also provides clinical support through individual and group coaching, as well as training in social and intra-service intervention (Welcome and Integration, Family Support, Academic Support, Francisation, etc.), to ensure that our services are adapted to our clients' needs and that they are referred to external resources if necessary.

Renovations

Continue with our building renovation and repair plan. We installed exterior metal doors for fire safety and initiated a plan to replace the exterior windows for the residence section. We've also added French-language classrooms and revamped them with new furniture to create a learning-friendly environment.

Iranian community

Continue the community liaison project with the Iranian community to create new partnerships that facilitate the use of our services among members of the community and its associated organizations.

Canadian citizenship information sessions and practice exams

PROMIS is continuing to offer 2-part information sessions to help clients prepare for the Canadian citizenship exam. In the form of online meetings, participants receive important information regarding the steps involved in obtaining Canadian citizenship. They can then participate in a mock exam session.

External representation

- General Manager Delfino Campanile has been appointed to UQAM's Community Services Committee. As an external member, his practical insights and expertise will complement internal members' academic savvy. The goal of the committee is to democratize the university's knowledge and the collective knowledge around current social debates for the benefit of Quebec society.
- Delfino Campanile is also the Vice President of the Board of Directors for the Table de concertation des organismes au service des personnes réfugiées et immigrantes (TCRI).
- Director of Programs and Services Aida Berberovic contributed to an article that was published in the McGill Science Undergraduate Research Journal: Encountering the other: the pedagogical contributions of one-off intercultural twinning in a community program during teacher training. This article posits that intercultural twinning between university students and students from immigrant backgrounds creates familiarity with the complementary role of community organizations in an academic environment.

- Aida Berberovic also participated in the 3rd edition of the Immigration Summit in Drummondville. This gathering of professionals stimulates research and explores possible avenues for addressing issues related to immigration. She attended conferences, workshops, and networking sessions to keep up-to-date with best practices in the field.
- For the 4th year in a row, Aida Berberovic is a member of the Governing Board for the Centre Pauline-Julien. In September 2022, she was named President of the Board.



Main priorities for the management team in 2022-23

Collective Impact Project (CIP)

Maintain the job placement initiative as part of Centraide's Collective Impact Project (CIP) program to implement and test a new job placement service in Côte-des-Neiges. PROMIS is the trustee and agent for this project.

Research project

Collaboration with UQAM, begin a research project which aims to document the community action efforts, constraints, and needs of autonomous monoethnic organizations in Montreal. The goal of this project, among others, is to facilitate dialogue between different organizations in order to facilitate exchanges and lay the foundations for a community of practice.

PROMIS Awards

For the second year in a row, PROMIS presented one of our volunteers with an award to recognize their outstanding contributions to the organization. This year, the PROMIS Award was given to Hiba Saji Eddine for her involvement with our Academic Support service.



Donation from Collège Notre-Dame students

PROMIS has received a donation of 3,465\$ from the Collège Notre-Dame student's. They selected our organization to donate the money raised through their thrift store.

Donation from Collège Jean-de-Brébeuf

For several years, PROMIS has received a generous donation of over 200 Christmas gifts for children from Collège Jean-de-Brébeuf, as well as 50 gifts from Projet Carolyn's Toy Drive.

Donation from COGIR

For the second year in a row, PROMIS was fortunate enough to receive a donation of 90 mattresses from the COGIR foundation for Ukrainian citizens. To ensure the mattresses were distributed successfully, PROMIS partnered with the Ukrainian Canadian Congress to organize the delivery of mattresses to those in need.

Madame Lucille La Salle and Hiba Saji Eddine, recipients of the PROMIS Award in 2021 and 2022.

Social committee

The goal of the social committee is to create a more vibrant work environment for employees. Members have implemented a number of initiatives, including weekly snack distribution, a Halloween costume contest, Christmas dinner, a Valentine's Day celebration, weekly yoga sessions, karaoke, birthday celebrations for employees, and themed happy hour events.

Christmas video

As we do every year, we created a video "Christmas card" that was sent to all of our members and partners.

Podcast

We launched a ten-episode podcast that explores PROMIS' various services and special projects. The episodes are hosted on Buzzsprout and available on Spotify.

Christmas party

We held our Christmas party for PROMIS clients on Saturday, December 17, 2022. We hosted 160 children and 144 adults for a total of 304 people during the day. Surrounded by his elves, a jolly Santa Claus gave gifts to all of the children onsite. The elves were also a fun sight for children and parents throughout the day. We served Christmas buns with food cooked onsite by our Food Action Service.

Volunteer week

PROMIS celebrated its volunteers' indispensable contributions. As a token of thanks for their continued involvement throughout the school year, the School Support department organized its traditional brunch on Saturday, April 23, 2022. The 42 volunteers present received a reusable bag featuring the PROMIS logo and brand colors.

● management

Main priorities for the management team in 2022-23

Special project

Immigrant entrepreneurship

This program is designed to support immigrant entrepreneurs who want to start their own business by offering training, personalized support, and referral services based on Montreal's socio-economic and administrative characteristics. Last year, the City of Montreal's *Entreprendre Ensemble* project enabled two cohorts of PROMIS participants to benefit from training workshops offered by the *École des Entrepreneurs du Québec*. Focusing on pre-startup businesses, the workshops took place between March and September and were offered to immigrants interested in developing their business project. In December 2022, the idea of developing a more comprehensive in-house service took shape. In January 2023, the PROMIS Immigrant Entrepreneurship project was created, solidifying our support for people from ethnocultural backgrounds who want to advance their business plan. The service offering is divided into three distinct sections: training, support, and referrals. In taking on the role of entre-preneurial trainer, PROMIS is offering a series of 5 onsite workshops, focusing on the main themes of the business world: the entrepreneur, the business concept and target clientele, company structure, writing a business plan, and professional networking. The workshops also encourage participants to discuss topics with one another, thereby creating an initial networking opportunity, and provide them with relevant knowledge about Montreal's business landscape and Quebec's regulations. Once the workshop series is completed, the 25 participants in each cohort will have access to personalized follow-ups as they develop their business processes, in the form of individual meetings. Once their plan is considered viable and complete, the torch will be passed on to one of our business development partners – typically PME MTL, the city of Montreal's entrepreneurial organization.



Montreal Museum of Contemporary Art (MAC)

For the first time, PROMIS and the MAC have entered into a partnership to offer a 7-part art workshop series for our clients, surrounding the theme “What Needs to be Said.” Guided by different special-ists at the MAC, participants enjoyed a unique opportunity to express them-selves and their artistic talents, practice their French, and receive a free annual membership to the MAC. The next step will be to integrate a permanent art series onsite at PROMIS.



Project Emplois en régions (EER)

Emplois en régions is a large-scale project run by PROMIS in partnership with the Collectif des femmes immigrantes du Québec and Accueil Liaison pour Arrivants (ALPA). Its mission is to help immigrants integrate into the job market across every region of Quebec. To facilitate this process, the 3 organizations work closely with over 54 partners from 15 regions across the province.

Administrative coordination for Emplois en régions

For the final year of our three-year agreement with ALPA, PROMIS' general management team will maintain and coordinate the REE.

Regionalization coaching

For several years now, Ilia Essopos, a doctoral student and professor at UQAM in professional development, has been supporting our Regionalization team to provide PROMIS customers with quality support throughout their job search and career development. She ensures that the three Emplois en régions teams (PROMIS, Collectif, and ALPA) are collaborating effectively to align their approaches and facilitate the use of shared tools.

Resource directory for non-metropolitan areas

We are updating and maintaining the resource directory for immigrants in non-metropolitan areas of Quebec, which contains over 4,200 resources (community, institutional, etc.) designed to support their integration. This tool was made possible thanks to the collaboration of various players in the field.

New!

Special project with Ukrainian nationals

As part of our special project supporting Ukrainian nationals, and in response to MIFI's request to promote Quebec's various regions and help them find jobs and housing, Emplois en régions (EER) collaborated with the Social Center for Immigrant Aid (CSAI), regional partners, and employers to launch this initiative in July 2022. Thanks to these joint efforts, EER succeeded in accompanying 220 people and placing 42 Ukrainian nationals in suitable jobs and housing.

EER's key reference partners

EER also pursued part-nership agreements to ensure a better continuum of services for Montreal-based immigrants who want to settle in Quebec's non-metropolitan regions.



Place aux jeunes en régions (PAJR)

We renewed the agreement to enable immigrant clientele aged 35 and under (who are using our Regionalization service) to benefit from PAJR's regional services (80 MRCs in 15 regions), and to enable Montreal immigrants in contact with local PAJs to benefit from our Regionalization service.



Fédération des chambres de commerce du Québec (FCCQ)

The aim of the agreement is to give clients using PROMIS' Regionalization service the ability to conduct exploratory stays in Quebec's non-metropolitan areas. It also provides matchmaking opportunities with employers in 8 regions across Quebec via the Un emploi en sol québécois project. The FCCQ refers a portion of its regionalization clients to PROMIS, as long as they are not registered with a regionalization service in Montreal.

Please note that the FCCQ has modified its program to include other clients who are removed from the job market.

Project Emplois en régions (EER)

2nd Forum on the Regionalization of Immigration in Quebec

The 2nd Forum on the Regionalization of Immigration in Quebec took place on September 29 and 30, 2022 in Trois-Rivières. It was a wonderful experience, with 305 participants from across Quebec discussing the future and importance of regionalization for immigrants. The forum was also an opportunity for regional professionals involved in attracting and integrating immigrants to develop their knowledge, engage in discussions with their peers, and discover the latest best practices in the field. This one-and-a-half-day event in Trois-Rivières addressed the various aspects of this process, inviting various experts from the community, institutional, private, and municipal sectors to take part in dynamic discussions. The theme of this major gathering was immigration's contribution to regional development. As an introduction, an update was shared regarding the evolution of the previous forum's courses of action. At the end of the forum, thanks to fruitful exchanges among stakeholders, we saw converging visions emerge, as well as new concrete initiatives to promote the reception and integration of immigrants in Quebec's non-metropolitan regions.



Report on the 2nd Forum on the Regionalization of Immigration in Quebec

On February 24, 2023, the report from the 2nd Forum on the regionalization of immigration to Quebec was unveiled in Granby. This hybrid event attracted more than 130 participants from across Quebec. The 5 panel discussions highlighted several topics to reflect on: new ways to collaborate, integration through employment, developing paths to access, co-creating a community, and consolidating an inclusive future. Facilitating synergy and collaboration between stakeholders was an important aspect of the discussions we held. Delfino Campanile, PROMIS' General Manager and Manager of the Emplois en régions program, said: "Whether they are located in the Montreal Metropolitan Area or abroad following their selection on behalf of Quebec, immigrants benefit from a vast network of services to facilitate their long-term integration into Quebec society. It is essential that this network meets periodically to take stock of the current situation with an eye towards consolidating successful initiatives and identifying new ones."

This invitation was deeply appreciated by Daniel Côté, President of the Union des municipalités du Québec, préfet de la MRC de La Côte-de-Gaspé and Mayor of Gaspé, who shared that "the report accurately reflects the enriching discussions and exchanges that took place during the 2nd Forum, which I had the honor of chairing. The avenues for action defined in the report are the building blocks for welcoming and inclusive communities. For the UMQ, it's important to raise the profile of Quebec and its outer regions, and to promote them beyond our borders. This was one of the Forum's key findings. That's why I'm proud to announce that the Union will soon be launching a campaign to promote our regions to people who are planning to immigrate to Quebec." The report also focused on ways for immigrants to create or take over existing businesses. For the occasion, Delfino Campanile participated in co-signing an open letter and writing an article, both of which were published in the Saturday, February 25 edition of the Journal de Montréal.

Public conferences

234 people participated in 9 conferences organized by PROMIS this year.

In order to make participation access-ible to as many people as possible, the majority of these events were hybrid. As of February 2023, conferences were hosted exclusively in-person.

SEPTEMBER 29 2022

Placement agencies as a barrier to social integration



Manuel Salamanca Cardona

NOVEMBER 17 2022

Diversity of the collective: where do immigrants fit in?



Sébastien Arcand

MAY 12 2022

Major feminist struggles in Quebec, both past and present



Julie Pinel

MAY 26 2022

A critical look at the posture of intervention in an intercultural context



Sophie Hamisultane

DECEMBER 15 2022

When death intersects with the migration process



Yannick Boucher

JANUARY 25 2023

New immigration dynamics in Quebec



Mireille Paquet

FEBRUARY 16 2023

Young adults who have recently immigrated to Montreal



Marie-Jeanne Blain et Marianne Lezeau

MARCH 21 2023

The politicization of immigration in Quebec



Catherine Xhardez

MARCH 22 2023

The struggle and resistance of women in Quebec



Julie Pinel

● **welcome and integration**

To welcome and support new immigrants as they settle into their new lives in order to facilitate their integration, and to ensure they can quickly become independent and active members of Quebec society.

2,223 individual clients	109 countries of origin	55 % women	6 % 18 to 24 years old
			37 % 25 to 35 years old
			4 % 36 to 45 years old
15,771 interventions completed		45 % men	37 % 46 to 55 years old
			15 % 56 to 65 years old
			1 % 66+ years old



Juan-José Fernandez
*Social Integration Advisor
and Team Lead*

Ximena Moncayo
*Social Integration Advisor
on sick leave since January
2022*

Shazen Mumtaz
*Social Integration Advisor
since April 19 2022*

Elena Zlatanova
Social Integration Advisor

Myrna Zogheib
Social Integration Advisor



Helping new immigrants learn French
and understand Quebec’s cultural,
historical, and societal values.

2,313 individual clients	74 countries of origin	7,304 hours of instruction	59% women
7 community activities	248 participations in activities		41% men



Dorian Culot
*Administrative Officer for
Francisation, Night Courses*

Angeles Gongora
*Administrative Officer for
Francisation, Night Courses
since October 3, 2022*

Iryna Karabaza
*Administrative Officer for
Francisation, Night Courses
since January 25, 2023*

Hasna Lionnet
*Animator – Public Writers
project since February 3, 2023*

Jeanne Marengère
*Animator – Public Writers
project from June 7 to
December 16, 2022*

Saida Perez Cordova
*Administrative Officer for
Francisation, Day Courses
until January 21, 2023*

● **employment assistance**

**Helping newcomers to Montreal
integrate into the job market and
find employment.**

428 individual clients	62 countries of origin	7 community activities	54 % women	4 % 18 to 24 years old
5,401 interventions completed		102 participations in activities	46 % men	37 % 25 to 35 years old
				39 % 36 to 45 years old
				16 % 46 to 55 years old
				3 % 56 to 65 years old
				1 % 66 + years old

Catherine Cinq-Mars
*Employment Advisor
on unpaid leave since
September 12, 2022*

Monica Moise
Employment Advisor

Mathieu Montgrain
*Employment Advisor
until July 1, 2022*

Joyce Myers
*Employment Advisor
since July 25, 2022*

Dalia Piperni
*Employment Advisor
since March 20, 2023*

Vanessa Valderrama
*Employment Advisor
since July 25, 2022*



● settling in the regions of Quebec

Helping newcomers permanently settle in one of Quebec’s non-metropolitan regions.

This service is integrated with the Emplois en régions (EER) project, which is offered in conjunction with the organizations Collectif des femmes immigrantes and Accueil Liaison pour Arrivants (ALPA).

Sylvain Bazinet
Advisor, Settling in Outer Regions

Mélodie Chouinard
Advisor, Settling in Outer Regions since July 25, 2022

Daniela Halter
Employment Advisor, Outer Regions

David Rivera
Advisor, Settling in Outer Regions

Dorian Culot
Telephone operator until August 19, 2022

Stream N° 1 — Job integration focused on outer regions

607 individual clients	68 countries of origin	84 community activities	44 % women	2 % 18 to 24 years old 32 % 25 to 35 years old 43 % 36 to 45 years old
2,544 interventions completed		1,195 participations in activities	56 % men	16 % 46 to 55 years old 6 % 56 to 65 years old 1 % 66+ years old



Exploratory
outing in
Saguenay

Stream N° 2 — Settling in an outer region

269 individual clients	48 countries of origin	84 community activities	46 % women	1 % 18 to 24 years old 25 % 25 to 35 years old 48 % 36 to 45 years old
4,936 interventions completed		1,195 participations in activities	54 % men	19 % 46 to 55 years old 7 % 56 to 65 years old 0 % 66+ years old

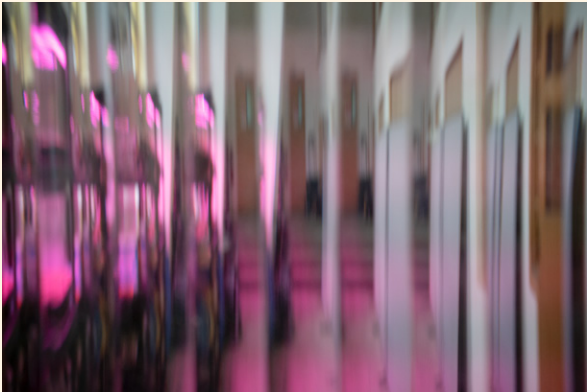
● family support

Providing personalized guidance and social support for families facing various challenges, either onsite at PROMIS or at home.

Ginette Bibeau
Social Integration Advisor and Team Lead

Alexandra Sanchez
Intern – Graduate Student, Social Work at Université de Montréal from September 6, 2022 to April 26, 2023

374 individual families	53 countries of origin	14 community activities	62 % women	2 % 18 to 24 years old
1,154 total individuals	2,580 interventions completed	327 participations in activities	38 % men	40 % 25 to 35 years old
				45 % 36 to 45 years old
				11 % 46 to 55 years old
				1 % 56 to 65 years old
				1 % 66+ years old



● academic support

Encouraging perseverance and academic success among immigrant students facing challenges at school, while helping their parents integrate successfully.

573
individual
clients

Nº 1
Saturday
school

121
individual
clients

Nº 2 Teen
services
(Projet ado)

136
individual
clients

Nº 3 School
liaison officers

198
individual
clients

Nº 4 PROMIS
spring break
camp

30
individual
clients

Nº 5 PROMIS
day camp

60
individual
clients



PROMIS
Day camp



PROMIS spring
break camp

- Sylvie Delgado,
Academic Support Advisor
- Tamara Momcilovic
School Liaison Officer
- Shazen Mumtaz
School Liaison Officer since
April 19, 2022
- Rosa Ivette Orellana Santos
Assistant Coordinator for
PROMIS Day Camp
- Émilie Tremblay,
Animator, ages 4-5

● food action

Implementing community projects that promote food security for families and provide ongoing access to sufficient quantities of healthy, high-quality food at a fair price.

77 individual families	19 countries of origin	46 community activities	56% women	77% 6 to 17 years old
		109 participations in activities	44% men	4% 18 to 24 years old
				5% 25 to 35 years old
				8% 36 to 45 years old
				6% 46 to 55 years old



Lunchbox project



Éric Lachapelle
*Food Action Advisor since
July 11, 2022*

Steve St-Louis
*Food Action Advisor until
May 12, 2022*

●lodging — Maria-Goretti Residence

Offering safe, affordable, women-only temporary lodging for new immigrants or foreign students as they settle into Quebec.

354
individual
clients

65
countries
of origin

1
community
activities

100%
women

21
participations
in activities

36% 18 to 24 years old

40% 25 to 35 years old

17% 36 to 45 years old

5% 46 to 55 years old

1% 66+ years old



Nadia Messaoudi
Lodging Attendant

Chudyanna Bazile
Receptionist

Leila Hamam
Receptionist

Hayfa Gharbi
*Receptionist since
October 11, 2022*

Hela Jemaa
*Receptionist since
January 14, 2023*

Dina Chevignac
*Receptionist until August
6, 2022*

Rana Abdallah
*Receptionist until
December 3, 2022*

Nora Rodrigue
*Receptionist until October
10, 2022*

Nouha Touihri
*Receptionist until October
12, 2022*

Ghofrane Kedhiri
*Réceptionniste jusqu'au
Receptionist until
January 22, 2023*

Hadjer Yaou
*Receptionist until
February 4, 2023*

Wilfredo Jimenez
Maintenance

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Thank you

