

ALGHANIM INDUSTRIES NAMED A “BEST EMPLOYER” IN MIDDLE EAST HEWITT ASSOCIATES PRESENTS AWARD IN DUBAI



May 5, 2009 - Hewitt Associates, the world's foremost provider of HR outsourcing and consulting services, announced the results of its recent *Best Employer in Middle East 2009* study, proclaiming Kuwait's own Alghanim Industries as one of the top ten best employers in the region. The awards ceremony, held at the Grand Hyatt in Dubai on April 29th, was attended by Chief HR Officer Jim Batchler, who accepted the “Best Employer” award on behalf of Alghanim Industries.

The 2009 Hewitt Associates study examined the people management practices in leading organizations across the region. The company has conducted its *Best Employer* study in a number of markets, including Eastern Europe, Canada, Latin America and Asia, and has recently expanded to include the Middle East.

Throughout the study, data was collected using three proprietary tools developed by Hewitt: the Employee Opinion Survey gauged the level of employee engagement and gathered information on employee perceptions of their work environment; the People Practices Inventory™ gathered information about philosophies, practices, and policies that influence the management of people; and finally, the CEO Questionnaire explored the alignment between business strategy and people policies. The *Best Employers* were then selected by an independent judging panel including representatives of academia, government organizations, the human resources profession and the business community. The panel evaluated information on a ‘blind’ basis whereby the judges were unaware of the identity of participating organizations until after the decisions were made.

More than 250 organizations registered to participate in the Hewitt “Best Employer in Middle East 2009” study. With over 150,000 employee opinions submitted across 12 different industry classifications, the Hewitt study was officially the largest and most comprehensive employee-based study ever to be conducted in the Middle East.

Alghanim Industries has long been committed to its vision to become the most successful and admired company in the region. Recognition as one of the top ten best employers in the region is certainly evidence of the feasibility of achieving this vision, and is an honor that top management at Alghanim Industries considers a momentous milestone in Alghanim Industries’ history. Alghanim Industries’ CEO Omar Kutayba Alghanim commented on the occasion, stating, “We are extremely honored to be recognized as one of the best employers in the Middle East. At Alghanim Industries, we have always believed that our employees are our core assets and key drivers of our success. As a result, we work hard to instill a culture of meritocracy, empowerment, team work, diversity and respect throughout the company. Receiving this award is a testament to our ongoing efforts in this regard.”

Omar Alghanim's vision and commitment have made it possible for Alghanim Industries to develop its employee-focused, performance-based corporate values system and assemble a management team that ensures these values are established as an intrinsic part of the company's culture.

The prestige of the "Best Employer" award, however, does not indicate the finish line for the company's efforts. Chief HR Officer Jim Batchler confirms, "Being named as a best employer in the region validates our efforts to develop and implement world-class people management practices, and serves as a motivator to continue toward that goal. We are extremely proud of what this award signifies, and plan to build on this success in the coming years."

Other companies recognized by Hewitt Associates as best employers include: Deloitte & Touche ME; Microsoft (Gulf FZ LLC., and Microsoft Egypt); Proctor & Gamble ME; Marriott International (UAE); First Gulf Bank (Abu Dhabi); Bank Muscat; Jones Lang LaSalle, MENA; Ritz Carlton (Dubai); and Fine Hygienic Paper Fze (Dubai).