

19th November, 2009

SMR HR SERVICES SDN BHD
Suite 2A – 23 – 1, Plaza Sentral,
Jalan Stesen Sentral 5,
KL Sentral,
50470 Kuala Lumpur

Dear SMR Team

Emirates General Petroleum Corporation (EMARAT) had a need to prepare second line leaders for leadership positions. Thirty one potential candidates were identified by their superior based on their performance and years of services with EMARAT.

We engaged SMR to help us to design, develop, and implement the succession planning processes in EMARAT. The team is involved in;

- Developing functional and behavioural competencies through interviews and benchmarking
- Established position competency profile and required proficiency level
- Brief the line managers on their importance and assessment
- Profiled their readiness to assume targeted positions and specific individual development plan
- Recommendation for successful implementation

We thank SMR's team for their effort, commitment and professionalism in advising and developing the succession planning framework for EMARAT. This is just a first step toward many more engagements.

Sincerely



Abdulla Sambaig
Human Resource, Manager
Emirates General Petroleum Corporation

