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Young Russian professionals gain international business experience in Russia

MBA Graduates and HR industry experts Point to Best Practice at Citibank



Moscow, January 30, 2008. Business rotation, combined theory and practical training and senior access, these are the key elements to attract and grow highly professional bankers. Job applicants-users of the most popular HR web-sites in Russia and HR industry experts, named Citibank Russia the HR brand of the year in the banking sector for its unique Management Associates (MA) program and achievements in building company brand as employer and development of corporate culture values.

The awarded MA program aims to accelerate professional development of high-potential MBA graduates with several years of working experience. The MA program lasts 24 months and includes 4 rotations in the business areas of Credit & Risk, Finance, Sales & Marketing and Operations & Technology. The rotations in various business areas help the MA to develop a strong understanding of Citibank's businesses, markets, products, services and culture. The program offers a combination of classroom and on the job training, as well as exposure to top leadership within the organization. After graduating from the program, Management Associates typically takes on a challenging position based on their strengths and interests and is aligned with business interests.

Anouk De Blicck, HR Director, Citibank Russia, commented on the receiving the award: "When developing our MA program, we were studying our international experience and listening to MBA graduates trying to understand their professional needs and career ambitions. Russian graduates always name among their goals the opportunity for further professional growth and personal development and Citibank provides them with the solution. After 24 months of real work in different business areas our MA's gain in-depth knowledge of banking business and can decide themselves in which area they can apply their talent and expertise with maximum output for the company as well as for their own career".

About the "HR-Brand of Year" Award

The HR-Brand of the Year Awards are being adjudged to the leading companies in Russia in more than 20 nominations, covering almost all major industries sectors, for their achievements in building their image and reputation as an employer. The HR-Brand of the Year Awards assess HR projects implemented on Russian market in compliance with the requirements for effective HR strategies accepted all over the world.

The winners in the nominations "HR Brand" were assessed in 2 stages: Stage 1 was a comprehensive internet poll among thousands of job applicants, results of the poll were verified and monitored by supervisory board consisted of professional sociologists and research specialists; during the stage 2 stage jury of 10 avowed HR experts in Russian market considering applications from the nominees, results of the internet poll and own assessment of each nominee - voted for the winners in the categories. More information about the Awards at www.hrbrand.ru.