

## Human Resource Centre

Message from CEO's Desk When you choose a career with United Finance, the No 1 Finance company in Oman and one of the largest employers in its segment, you will become a member of a committed team of people striving to deliver our shared vision: To be consistently the first choice and the best finance company for our stakeholders and the community At United Finance we aspire to:

- Have engaged, passionate people who feel valued.
  - Provide a service experience, which our customers appreciate.
  - Deliver top quartile returns to our shareholders.
  - Be respected and admired in our community"
- For me, it comes back to the basics - engaging our people so they share the organization's objectives and giving our customers the service they deserve for choosing to deal with us"Mr. Mansoor Mubarak Al AmriChief Executive Officer - United Finance Company SAOGSkilled Human Resources - An Answer to Success

For any organization to excel, it needs competent human resources. The availability of competent HR together with the motivational policies of the organization is one of the prime factors that lead to the growth of UFC. United finance company has adopted a reward concept where emphasis is laid on both monetary and career growth of the employees.

We have installed many awards and some awards are bestowed as and when the event happens, we have quarterly, half yearly and yearly awards to appreciate performers. We also have award for best suggestions. We also appreciate and reward efforts taken by employees beyond the call of their duty.

Our Omani percentage is well over the mandatory mark and we have received the green card status from the ministry of manpower for our omanisation efforts. We have embarked on a strategy of getting fresh Omani trainees from colleges and train them within our facility and provide them with opportunities to put their learning to use, afterwards we have absorbed them in the company as full time employees, this has worked for us and we have had good number of candidates in this process. Every employee in the company depending on his area of work is trained; we have certain training, which is mandatory, and training, which is functional based and soft skills. Our business goal is to provide our customers with the best of service and that's our key differentiator. To this effect we have training programs conducted by competent staff with the right mix of theory and practical knowledge. We have our own in-house training facility, which is a 75-seater modeled like an amphitheater and equipped with the latest equipment ideal for training our people. Our company focuses on retention of employees through various schemes like own -your-car, stock options and higher education. Our recruitment procedures help us to have standard methodology for evaluating candidates who come for interviews that are more objective then subjective. Thus overall our recruitment policies are in tune with the available manpower scenarios both within the country and other locations keeping the omanisation parameters in mind. Wishing all candidates an exciting and challenging career with United Finance. Sincerely, Mansoor Mubarak Al AmriChief Executive Officer, United Finance company SAOG