

**Press Release**

**For Immediate Release**

**25<sup>th</sup> June 2018**



**FHL Redesigns its Graduate Trainee Program**

The FHL Graduate Trainee Program is a rigorous development program for young people with very high performance capabilities and leadership potential. The graduate trainees are earmarked to be trained at FHL and its Subsidiaries Companies.

FHL recently completed its first program under the Redesigned Graduate Trainee scheme. It's a unique approach to recruit graduates to FHL Group work force which exceeds 1900 as at 31 March 2018.

Based on more than 100 applications, 12 trainees were selected for the first batch of new GT Program. These trainees under-went a 6-week long aggressive training program covering most of the group companies. At the conclusion of the program, 7 employees were selected for various group companies.

The original Graduate Trainee (GT) Program was adopted in early 1990s and continued till 2017, through which more than 350 has been absorbed into the FHL Family. Some of these trainees have become General Managers and even one Chief Executive officer of a Subsidiary.

"We are proud of what we do, but we need to change with time. We cannot treat Millennials in the same way we used to treat last generation. Entry of Millennial to workforce requires changes in recruitment policies" says Nouzab Fareed, Group Chief Executive for FHL.

"It's a learning curve for us and we will continue the learn for each program. We are planning to have the new GT program every six-months. Objective is to recruit at least 10 to 20 new graduates every year" says Mereti Cokanasiga, Head of Human Capital at FHL, who herself is a millennial.

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**Authorized Signatories**

Director



**Authorized Signatories**

Company Secretary

For further information, please contact Mr. Sitiveni Koya on 3305017 or email [Sitiveni.Koya@fijianholdings.com.fj](mailto:Sitiveni.Koya@fijianholdings.com.fj)

