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From the organisers of 

15th Annual Compensation & Benefits Forum

20-21 June 2011 | Dusit Thani Hotel, Dubai, UAE

Transforming Business Performance With Competitive & Innovative Total Reward Initiatives

Meet your speakers



Julia Miller
Director of Remuneration
Jumeirah Group, UAE



Charles Cotton
Advisor, Performance & Reward
CIPD, UK



Robert Mosley,
Former SVP Human Resources,
Emirates Group, UAE



Tim Knight
SVP Human Resources
National Bank Of Abu Dhabi, UAE



Khaled Helaly
Director Strategy & Business Planning
Qatar Foundation, Qatar

Key Topics

- ✓ Attracting & Retaining Employees With Competitive, Customised Holistic Rewards
- ✓ Obtaining A Comprehensive Outlook Of Compensation & Benefits Trends In The Region
- ✓ Effectively Utilising Variable Pay Schemes To Improve Employee & Business Performance
- ✓ Raising ROI On Total Rewards: Effectively Implementing Tangible & Intangible Benefits
- ✓ Assessing & Mitigating Risks Associated With Your Compensation & Benefits Policies

Plus don't miss key contributions from:

- **Tom Rafferty**, VP Human Resources, International Division, **Arc International**, UAE
- **Sandrine Bardot**, Head of Compensation & Benefits, **Mubadala Development Company**, UAE
- **Haani R. Nowilaty**, Head Policies & Practices, **Bank Al Jazira**, KSA
- **C. Maitreya**, Head of Strategic HR Business Partnership, **Emirates NBD Group**, UAE
- **Marius Van Rensburg**, Group HR Director, **Royal Group**, UAE

And many more!

Enhance your learning experience by attending our power-packed pre and post Forum workshops.

Turn to pages 6 & 7 for more information.

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Dear HR Professional,

According to a recent study, 29% of employees in the Middle East say that salary is the main motivator that influences their loyalty to employers. With the economy on course towards recovery, employee retention is a critical concern as businesses in the region begin planning for long term growth.

At this time your compensation and benefits practices will play a major role in influencing employee retention and performance. It is essential that your total reward strategies are not only aligned with your business goals but also with your employee needs and expectations.

The **15th Annual Compensation & Benefits Forum** will provide a platform to explore total reward innovations and solutions that will enable you to:

- **Build employee engagement** with customised, tailored employee benefits
- **Drive business performance** and promote employee motivation through pay for performance
- **Direct achievement of short term business goals** with the implementation of incentive schemes
- **Generate long term growth** with employer brought about by attractive rewards
- **Increase ROI on total rewards** by effectively implementing tangible & intangible benefits

Join pioneering experts from across different industries as they share revolutionary case studies that you can adapt in your own reward systems. Be a part of interactive discussions with peers and industry leaders as they help you lay to rest the compensation and benefit issues that plague your business.

Leave this Forum enriched and empowered with innovations, knowledge and case studies that will set you on course to ***transforming business performance with competitive & innovative total reward initiatives.***

I look forward to welcoming you to the **15th Annual Compensation & Benefits Forum** in June.

Kind Regards,



Genelee Mazarello
Conference Director
15th Annual Compensation & Benefits Forum-IIR ME

*P.S. Be an Early Bird! Register before the 25th April 2011 and take advantage of the discounted rates!
P.P.S. Enrich your learning experience with comprehensive, interactive workshops lead by industry leaders. See page 6 & 7 for more information*

It essential that you update yourself with innovative reward strategies to reflect changing trends:

- **3% of employees are highly satisfied with their remuneration packages, 52 % are averagely satisfied and 48% have low satisfaction**
- **Markets with higher expatriate labour (UAE, Qatar, Bahrain) show a greater acceptance to fixed pay structure**
- **Performance based incentives are the preferred incentive option for 56% of employees**
- **45% of employees desire training and development courses within their job roles**
- **Salary increases do not match the rise in cost of living: with salaries increasing by 7.6% and cost of living increasing by 24.6%**

2011 Middle East Salary Survey, Bayt.com

Who will you meet?

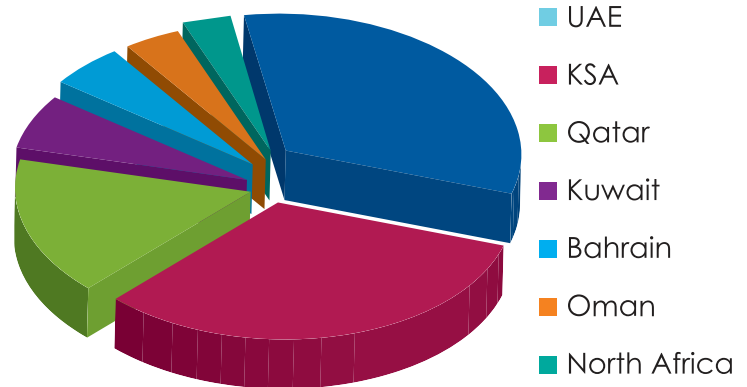
The 15th Annual Compensation & Benefits Forum provides a unique platform to interact with your industry peers and discuss your most pressing compensation & benefits related issues. Professionals you will meet include:

- ✓ **Compensation & Benefits /Manager/ Head**
- ✓ **Remuneration Manager/Head/Director**
- ✓ **Compensation & Benefits General Manager/Director**
- ✓ **Salary & Benefits Manager/Head/Director**
- ✓ **Compensation & Benefits Officer/ Analyst/ Specialist**
- ✓ **Planning & Compensation Manager/Director**
- ✓ **Performance & Rewards Manager/ Head/ Director**
- ✓ **HR Planning Officer/Manager/Head**
- ✓ **Rewards Manager/ Head/ Director**
- ✓ **Recruitment Manager/Head/Director**
- ✓ **Compensation & Policy Manager/ Head/ Director**
- ✓ **HR & Administration Manager**
- ✓ **Rewards & Systems Manger/ Head/ Director**
- ✓ **HR Advisor**
- ✓ **Salary Administration Manager/ Head/ Director**
- ✓ **Career Development Manager/ Advisor**

This event enhanced my overall knowledge of the reward system.

Tarek Al Sareli, HR Manager, Luksar Energy, KSA

Geographic Breakdown



Companies who've sent representatives to previous Compensation & Benefits Forums:

- Abu Dhabi Commercial Bank • Barclays Bank • BP • Civil Service Council • Crown Prince Court
- Deloitte & Touche ME • DHL International • Dubai Airports • Dubai Aluminium Co • Emirates NBD
- Etihad Airways • Gulf International Bank • King Faisal Specialist Hospital & Research Centre
- Kuwait Finance • Kuwait Gulf Oil • Leo Burnett • National Bank Of Abu Dhabi • Nissan Middle East
- Oman LNG • Parsons Brinckerhoff • Petroleum Development Oman • Qatar Foundation • Qatar Liquefied Petroleum Gas • Qatar Petroleum • Riyadh Bank • Roads and Transport Authority • Saudi Binladin Group
- Shell • UAE University • Weir Engineering Services • Zain • And many more...

Forum Day One

Monday, 20 June 2011

08:15	Registration & Morning Refreshments
08:45	Opening Remarks From The Chair Robert Mosley , Former SVP Human Resources, Emirates Group , UAE
09:00	Getting the best value for money: providing competitive remuneration with effective cost control
	<ul style="list-style-type: none"> Analysing benefits costs to identify potential savings without reducing employee benefits Exploring alternative benefits that are attractive to employees without increasing overhead costs Using recognition to influence employee performance and engagement Communicating effectively to improve employee perception of remuneration
	Julia Miller , Director of Remuneration, Jumeirah Group , UAE
09:45	Is Money The Main Motivator: Exploring The Role Of Monetary Compensation And Assessing Non Monetary Rewards
	<ul style="list-style-type: none"> What's the purpose of compensation and benefits? Other crucial non-cash elements in compensation and benefits What's the right mix? Why volunteers volunteer?
	Khaled Helaly , Director Strategy & Business Planning, Qatar Foundation , Qatar
10:30	Meeting Accelerator – Structured Networking Session In this structured session you will have the opportunity to meet your peers and industry leaders. Remember to bring plenty of business cards with you!
10:45	Networking & Refreshment Break
11:15	Reconciling Rewards And Expectancy - Dilemma For HR
	<ul style="list-style-type: none"> Obtaining an in depth understanding of employee expectancy in terms of rewards Tailoring your reward packages to target employee expectations Assessing the pros and cons of ensuring your reward packages meet employee expectancy
	Wg Cdr Naresh Taneja , President HR & Admin, IRB Infrastructure Developers Limited , India
12:30	Maximising Your Employee Benefits To Support Your Total Reward And Talent Management Strategy
	<ul style="list-style-type: none"> The significance of employee benefits in total reward objectives Role of employee benefits in facilitating talent management strategy Strategies to capitalise on reward and talent management strategy through employee benefits
	Georgina Farrell , Human Resources Director, Middle East Zurich International Solutions , UAE
13:15	Networking Lunch
14:15	Panel Discussion: Measuring ROI On Compensation & Benefits
	<ul style="list-style-type: none"> Identifying parameters that accurately measure the ROI of your total reward strategy Exploring viable tools and methods to measure ROI on your total reward practices Developing and assessing strategies to increase ROI on your total rewards Evaluating your strategies to present a viable value proposition for your employees and organisation

Opening Keynote

15:00	Developing Incentive Programmes That Engage And Motivate Employee Performance And Drive The Achievement Of Short Term Business Goals
	<ul style="list-style-type: none"> Obtaining information from employees and line managers to identify relevant employee incentives that will drive employee performance and growth Developing incentive programmes that motivate employees and drive business performance encouraging growth Regularly updating incentives to ensure that employees continue to remain motivated and committed to growth
	Marius Van Rensburg , Group HR Director, Royal Group , UAE
15:45	Networking & Refreshment Break
16:00	How Are Organisations Aligning Employer Branding And Total Reward?
	<ul style="list-style-type: none"> The recommended approach to aligning employer branding and total reward The challenges of aligning employer branding and total reward Case Study: <ul style="list-style-type: none"> An overview of employer branding at Etisalat Misr and how getting employees total rewards positioning right may enhance the brand How aligning rewards with the employer brand can help in attracting, retaining and motivating staff How alignment can demonstrate the employer's financial commitment to the employer proposition, which in turn assists in fostering a positive employee experience
	Nivine Rushdy , Head of Talent Management, Etisalat , Egypt

Case Study

16:45	Managing Compensation & Benefits In A Cultural Diverse Workplace: Challenging The Challenges
	<ul style="list-style-type: none"> Managing cultural diversity Variable compensation and benefits structures across different emirates of UAE Salary trends of different emirates Managing multi cultural aspects of an organisation How to retain your best performers? Is it only money which holds your employees? Engaging your employees to attain the organisational success Challenges faced by a UAE organisation in drafting an effective compensation scheme
	Minal Parekh , Human Resources Manager, Bahman Enterprises , UAE
17:30	Closing Remarks From The Chair
17:40	End of Forum Day One

MUST ATTEND!

Make the most of your experience at the Forum:
register for Workshops

Turn to page 6 & 7 for more details

Well organised event, rich with evidence based practice. Thank you!

Amer Zureikat, Regional Manager, **Bayt.com**, UAE

Forum Day Two

Tuesday, 21 June, 2011

08:30 **Morning Refreshments**

08:50 **Opening Remarks From The Chair**

Robert Mosley, Former SVP Human Resources, **Emirates Group**, UAE

09:00 **Understanding The Changing Compensation And Benefits Expectations And Motivations Of Your Employees In A Transient Economy: Exploring Innovative Tools To Obtain Reliable And Relevant Information**

- Assessing innovative tools and methods of obtaining an in depth understanding of employee expectations and motivation in relation to compensation and benefits
- Administering tools to ensure you obtain the most relevant, reliable and unbiased information on employee expectations and motivation
- Adapting current compensation and benefits initiatives to reflect changing expectations and motivation

Tim Knight, SVP Human Resources, **National Bank of Abu Dhabi**, UAE

09:45 **Using Bonus Schemes To Be More Competitive In The Market And How To Get The Best Out Of Your Bonus Scheme**

- Developing a competitive bonus scheme that ensures the attraction and retention of your best talent
- Ensuring that your bonus scheme drives employee and business performance
- Revising your bonus schemes based on changing employee expectations and market trends

Tom Rafferty, VP Human Resources, International Division, **Arc International**, UAE

10:30 **Networking & Refreshment Break**

11:00 **Career Development An Attractive Employee Benefit: Driving Engagement And Organisational Growth**

- Liaising with line managers to position employee career development as an attractive non- monetary benefit
- Aligning career development with compensation and benefits strategy
- Defining individual career development plans to reflect compensation and benefits for individual employees
- Reviewing and revising career development plans at regular intervals to ensure that they continue to motivate employees and drive performance

Cora Koppe-Stahrenberg, Chief Human Resources Officer, **Emirates Investment Authority**, UAE

11:45 **Utilising Effective Communication Channels With Employees To Ensure Transparency And Consistency In Compensation And Benefit Strategies**

- Improving interaction with employees to ensure that they understand pay structures and progression
- Raising the level of communication with your employees to better understand their needs and expectations
- Increasing awareness of compensation and benefits policies and strategies among employees, encouraging them to buy into the organisations initiatives

Sandrine Bardot, Head of Compensation & Benefits, **Mubadala Development Company**, UAE

12:30 **Structuring And Implementing An Effective Pay Review Structure**

- Aligning pay review policies and practices with HR policies and supporting business goals
- Liaising with line managers and those responsible for employer costs to plan effectively
- Collating and interpreting data on inflation and market trends

Charles Cotton, Performance & Reward Advisor, **CIPD**, UK

13:15 **Speaker Hosted Round Tables**

14:15 **C&B Clinic: Blanket Bonuses Vs Pay For Performance**

- Assessing the pros and cons of blanket bonuses vs pay for performance
- Understanding the implications to the business and employees
- Which is the more profitable option?

Sandrine Bardot, Head of Compensation & Benefits, **Mubadala Development Company**, UAE

C. Maitreya, Head of Strategic HR Business Partnership, **Emirates NBD Group**, UAE

15:00 **Establishing A Grading Structure To Fit Your Organisational Requirements**

- Understanding the definition and different types of basic pay structures
- Selecting a grade and salary structure to meet your needs
- Identifying and overcoming the challenges of grading and salary structures for a multinational workforce
- Changing existing grading, salary structures and transition methods to better fit your organisation's requirements
- Assessing the importance of job evaluation in grading structure design

Ahmed Farghaly, Compensation & Benefits, Strategy & Support, **Burooge**, UAE

15:45 **Networking & Refreshment Break**

16:00 **Aligning Employee And Employer Goals: Exploring Profit Share And Equity Based Pay As Profitable Compensation Options**

- Liaising with line managers and management to establish the factors that determine one's profit share
- Devising a formula to determine profit share based on level of responsibility, contribution and other factors
- Discussing the pros and cons of profit share and equity as employee compensation

Mohammed Jawad Qazi, Director-Shared Services, **Mazrui Holdings**, UAE

16:45 **Strategic Compensation: Promoting The Company's Competitive Advantage**

- Understanding strategic compensation
- Linking the compensation plan to the strategic organizational business objectives
- The role of strategic compensation in attaining high performance

Dr. Mourad Mansour, Assistant Professor of Management, **King Fahd University of Petroleum and Minerals**, KSA

17:30 **Closing Remarks From The Chair**

17:40 **End of Forum**

This is a unique opportunity to network, share experience and develop new ideas based on input from other companies.

Rana Kilani, Director of Human Resources, **King's Academy**, Jordan

Workshops At The 15th Annual Compensation & Benefits Forum

Workshop registration begins at 08:00 with the workshop commencing at 08:30 and concluding at 13:30 with lunch.

There will be two refreshment breaks, timings decided by the workshop leader.

Pre-Forum Workshop A

Sunday, 19 June, 2011

Developing And Implementing Cost Effective Pay-For-Performance Compensation Plans That Motivate And Retain High Potential, Critical Skills And Top Performing Employees

Robert Mosley, Former SVP Human Resources, Emirates Group, UAE

Rationale:

In the current economic market when only limited funds are available for compensation reviews, many employers are facing a post-recession challenge as they strive to contain costs, carefully balancing their payroll budget whilst seeing the labour market gradually start to recover. This conflict now requires many organisations to seek new ways to motivate and retain their top talent and best performers on a limited compensation and benefits budget, requiring new approaches for highly selective pay-for-performance plans. Organisations must balance the short-term need to manage costs with the long-term imperative to retain key performers and grow potential talent, so for the year ahead highly selective pay-for-performance compensation plans are going to be the key weapon of choice in this looming renewed war for talent. This workshop will enable you to develop cost-effective pay-for-performance plans that drive employee performance and retention, whilst ensuring that you don't go over your payroll budget.

Learning Objectives:

- Learn how to balance short-term financial constraints with long-term retention imperatives.
- Learn how to identifying key talent: high potential, critical skills and top performers.
- Learn how to adopt your traditional pay review plans to be more selective when funds are constrained.

- Explore the various compensation tools that can be used to retain and motivate top-performers.
- Design effective selective pay-for-performance plans to retain key employee within budget constraints.

By the end of the workshop you will be able to:

- Understand the factors that influence employee performance and motivation and incorporate those factors into your pay-for-performance plans.
- Design pay-for-performance compensation plans that meet employee needs and expectations and achieve your organisation's goals within constrained compensation budgets.
- Facilitate and support long-term growth by retaining key talent and driving employee performance.

About your workshop leader

Robert Mosley is widely recognised as a leading global expert on compensation and benefits. He worked as a Principal Consultant with the HAY Group in the UK and the UAE for 6 years. After which he joined the Emirates Group where he was for 13 years, eventually becoming the SVP Human Resources. He later went on to Qatar Airways in the same role. Now he spends most of his time in the Middle East offering an expert range of services and solutions on all HR and compensation and benefits issues..

Post Forum Workshop B:

Wednesday, 22 June, 2011

Developing And Implementing A Comprehensive Pay Review Process: Taking Into Account Business Needs, Employee Aspirations And Organisational Culture Creating A Resilient And Agile Organisation

Charles Cotton, Performance and Reward Advisor, CIPD, UK

Rationale:

The amount of money spent on pay and employee benefits can account of the largest part of total organisational expenditure. Yet given the significance of the reward bill, it is surprising that there has not been much research around the actual pay review process. If you get it wrong, your organisation may find it challenging to retain and engage the talent it needs to be successful. While the pay review process is a business procedure designed to help each organisation achieve its objectives, the role of HR/Reward is critical in managing and supporting this process. This workshop will help reward and HR practitioners review and evaluate procedures for handling the process in their own organisation

Learning Objectives:

- Review your organisation's reward philosophy and how it influences the pay review process.
- Linking pay review policies and practices with HR processes to support business needs
- Effective planning: developing a liaison between the reward/HR function and departments that are impacted by the process, such as finance or marketing

- Collating and interpreting data on issues such as inflationary pressures and market pay rates
- Ensuring clarity and simplicity in the salary review process, without compromising the effectiveness of the review
- Utilising management tools and technical back-up to help support the decision making process

By the end of the workshop you will be able to:

- Liaise with line managers, matrix managers, remuneration committees and HR/reward to develop and implement a comprehensive and effective pay review
- Align pay rewards with business requirements in the context of the wider HR/reward strategy and organisational culture
- Develop procedures and frameworks that operate in a timely and effective manner
- Implement reward systems and practices that reflect employee aspirations, organisational culture and market trends ensuring employee engagement and retention

About your workshop leader

Charles Cotton is the CIPD's reward expert. He has worked with some of the UK's leading private, public and voluntary sector organisations to create a range of best practice reward products and diagnostic tools for HR practitioners. He manages the CIPD's Annual Reward Survey which shows the current trends and developments in UK pay and benefit practice. Charles has a degree in Economics from Aberystwyth University and a masters degree in HR from the London School of Economics. He is a Chartered Fellow of the CIPD. You can follow Charles through LinkedIn (<http://uk.linkedin.com/pub/charles-cotton/3/604/450>) or Twitter (<http://twitter.com/CharlesMCotton>).

Charles is one of the best trainers I've ever worked with.

Alaa Alswaha, HR Analyst,
King Faisal Specialist Hospital & Research Centre, KSA

Post Forum Workshop C

Thursday, 23 June, 2011

Driving Sustainable Long Term Growth By Ensuring Employee Retention: Designing And Implementing Attractive Long Term Incentives

Sandrine Bardot, Head of Compensation & Benefits, Mubadala Development Company, UAE

Rationale:

With the economy showing positive signs of recovery coupled with increased flexibility due to changing labour laws, there is a shift in power from the employer to the employee. In this transient economy, employee retention is a major concern of employers. As compensation and benefits is a significant factor that influences employee retention, it is critical that you understand and are able to establish practices to improve engagement and retention with long term incentives. This workshop will explore monetary, non-monetary, tangible and intangible benefits as well as equity based pay as long term incentives. It will enable you to develop long term incentives that meet employee aspirations for their future and ensure retention. Thus allowing employees to facilitate and sustain long term organisational development.

Learning Objectives:

- Identifying the factors that influence long term employee engagement and retention: employee surveys
- Defining parameters that reflect the current levels of factors that influence employee engagement and retention
- Developing a reliable system to measure parameters that define long term employee engagement and retention and assessing their current levels
- Building a system of employee incentives that increase and sustain high levels of

employee engagement and retention over the long run

- Revising the system of employee incentives based on changing motivators and expectations

By the end of the workshop you will be able to:

- Identify factors that influence employee long term motivation and engagement and ensure that they are aligned with your reward strategy
- Create an attractive incentive mix: monetary and non-monetary, tangible and intangible benefits that will enable engagement
- Develop long term incentives that meet employee aspirations and are aligned with long term business strategy and plans for development
- Retain high potential employees that will facilitate and support the achievement of long term organisational goals

About your workshop leader

Sandrine Bardot is the Head of Compensation & Benefits at Mubadala Development Company. She has over 17 years of experience as compensation and benefits professional for leading organisations in Europe and the Middle East including, Philips, France Telecom, Apple, Microsoft and Majid Al Futtaim. Her areas of expertise include profit sharing, performance management, executive compensation, incentive design and variable compensation plans.

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15th Annual Compensation & Benefits Forum


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Programme At A Glance

Compensation & Benefits Forum	19.06.2011	20.06.2011	21.06.2011	22.06.2011	23.06.2011
2 Day Forum		✓	✓		
Workshop A	✓				
Workshop B				✓	
Workshop C					✓

A1140

Please (insert tick) the session/s you wish to attend:

No. Of days	Options	Price Before 25 April 2011	Price Before 30 May 2011	Price After 30 May 2011
5 <input type="checkbox"/>	Entire Event: 2 Day Forum + 3 Workshops	US\$ 4,595 Save US\$ 3,185	US\$ 4,795 Save US\$ 2,985	US\$ 4,995 Save US\$ 2,785
4 <input type="checkbox"/>	2 Day Forum + 2 Workshops	US\$ 3,995 Save US\$ 2,190	US\$ 4,195 Save US\$ 1,990	US\$ 4,395 Save US\$ 1,790
3 <input type="checkbox"/>	2 Day Forum + 1 Workshop	US\$ 3,295 Save US\$ 1,295	US\$ 3,495 Save US\$ 1,095	US\$ 3,695 Save US\$ 895
2 <input type="checkbox"/>	2 Day Forum	US\$ 2,595 Save US\$ 400	US\$ 2,795 Save US\$ 200	US\$ 2,995
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1 <input type="checkbox"/>	1 Workshop	US\$ 1,195 Save US\$ 400	US\$ 1,395 Save US\$ 200	US\$ 1,595

Please the workshops that you wish to attend: A B or C

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No. of employees on your site:
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Nature of your company's business:

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15th Annual Compensation & Benefits Forum

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Payments

A confirmation letter and invoice will be sent upon receipt of your registration. Please note that full payment must be received prior to the event. Only those delegates whose fees have been paid in full will be admitted to the event. You can pay by company cheques or bankers draft in Dirhams or US\$. Please note that all US\$ cheques and drafts should be drawn on a New York bank and an extra amount of US\$ 6 per payment should be added to cover bank clearing charges. In any event payment must be received not later than 48 hours before the Event. Entry to the Event may be refused if payment in full is not received.

Credit card payment

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Delegates requiring visas should contact the hotel they wish to stay at directly, as soon as possible. Visas for non-GCC nationals may take several weeks to process. All registrations are subject to acceptance by IIR which will be confirmed to you in writing.

Cancellation

If you are unable to attend, a substitute delegate will be welcome in your place. Registrations cancelled more than 7 days before the Event are subject to a \$200 administration charge. Registration fees for registrations cancelled 7 days or less before the Event must be paid in full. Substitutions are welcome at any time.

Due to unforeseen circumstances, the programme may change and IIR reserves the right to alter the venue and/or speakers or topics.

Event Venue:

Dusit Thani Hotel, Dubai, UAE
Tel: +971 4 343 3333

Accommodation Details

We highly recommend you secure your room reservation at the earliest to avoid last minute inconvenience. You can contact the IIR Hospitality Desk for assistance on:
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Hear from past attendees who all agree that this event is a **MUST ATTEND!!**

Good opportunity to exchange insights with peers in the compensation & benefits field and to network

Sherin Khodabacus, Compensation & Benefits Manager, **United Arab Shipping Co**, UAE

Very inspiring and delivered beyond my expectations!

Rania Khalil, Administration Manager, **Fujairah Refinery Co.Ltd**, UAE

The Compensation & Benefits Forum keeps you up to date with the latest thinking and trends

Mustafa Shawesh, Senior Compensation & Benefits Supervisor, **Qatar Gas**, Qatar

The Compensation & Benefits Forum is an interesting platform for HR professionals to increase their knowledge in this field.

Ali A. Mohammed, Compensation & Benefits Manager, **Dubai Aluminium Co.**, UAE