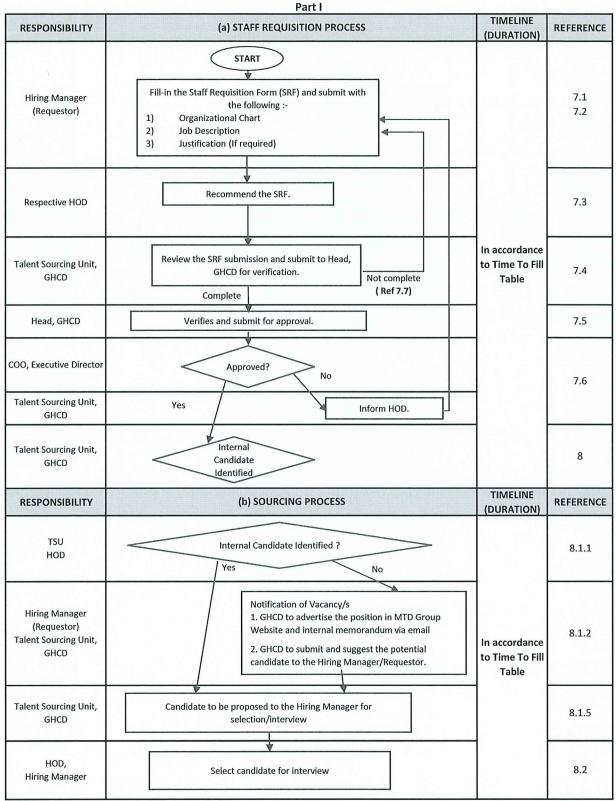
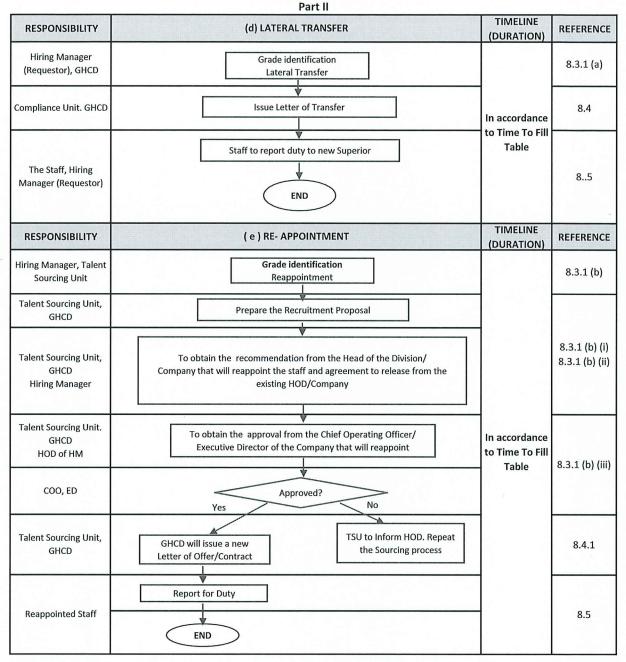
FLOWCHART A
TALENT SOURCING PROCESS - INTERNAL CANDIDATE



FLOWCHART A TALENT SOURCING PROCESS - INTERNAL CANDIDATE Part I

RESPONSIBILITY	(c) INTERVIEW	TIMELINE (DURATION)	REFERENCE
Hiring Manager	Select candidate for interview		8.2
Talent Sourcing Unit, GHCD	Arrange for Interview		8.2.1
Hiring Manager	Select and accept the Internal Candidate	In accordance to Time To Fill Table	8.2.6
Talent Sourcing Unit, GHCD	Filling in / Appointment Process / Notification to the Internal Candidate 1. Lateral Transfer [Appendix d)], ref: 8.3.1 (a) 2. Reappointment [Appendix A(II)] ref: 8.3.1 (b) 3. Promotion, ref: 8.3.1 (c)		8.3

FLOWCHART A TALENT SOURCING PROCESS - INTERNAL CANDIDATE



Note:

The time line is derived as the basis of Time to Fill as tabulated in clause 5.0; Time To Fill. No of days may differ subject to the circumstances that related to the external parties involved in the process, availability of the suitable candidate/s and respond time of each parties involve in each process.

JOB LEVEL	TIME TO FILL	REMARKS
Assistant Manager and above	110 days and above	The said period is calculated from the date the SRF is
Executive	90 days	approved to the acceptance of offer by the selected
Non- Executive	70 days	candidate.