



PRESS RELEASE

For Immediate Release

24 GRADUATES CONFIRMED INTO PROFESSIONAL PROFILES

Dar es Salaam, April 6 2011: Zantel graduate trainees that joined the organization in its First Graduate Program in 2009 were confirmed and received their employment letters in a short ceremony held recently. The aim of the graduate program is to recruit young, talented and ambitious Tanzanians to join the expanding Zantel family at the same time develop their skills in their areas of specialization.

36 graduates out of 200 applicants succeeded in joining Zantel's first graduate program and were attached to the IT, Technical and commercial departments out of which 24 completed the 2 year training, 15 in Technical department and 9 in Commercial Department.

Hussain Kunju Zantel Chief Human Resource Officer says the program was designed to deliver diverse intensive on the job and formal professional development. *"We are proud of our Graduate Training Program as it has surpassed our expectations and this can be attributed hard work put in by the trainees. We are keen to continue with this program to ensure we give young Tanzanians opportunities to learn, gain experience and to contribute to the development of Tanzania's telecom industry."*

Six months after their date of hire, an interim review was done that gave the Graduate Trainees an opportunity to get a salary increment based on their outstanding performance. Their line Managers were also instructed to propose positions the Graduate Trainees attached to them will be able to hold after completion of the Development period.

"We selected the best of the graduates who have evidently taken over very crucial responsibilities and have contributed a lot Zantel. This is drawn from the feedback received from their Managers and colleagues." Concluded Mr. Kunju.

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About ZANTEL:

The Z story is one of investment, one of innovation, one of potential award-winning customer service. But, above all, it is one of growth and the ability to deliver the tremendous benefits of mobile communications in Tanzania. With roots going back to 1999, Zanzibar Telecom Ltd. became a joint venture between The Government of Zanzibar – 18% Emirates Telecommunications Corporation (ETISALAT) – 65% and Meeco International 17%.