
News and Information

For Immediate Release

September 12, 2008

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Hewitt Recognises *Best Employers in Australia and New Zealand 2008*

**Study results validate universal truths and reveal new insights
into what keeps employees engaged**

SYDNEY, September 12, 2008 - The 2008 Hewitt *Best Employers in Australia and New Zealand (ANZ)* were announced at a ceremony in Sydney last night, with nine organisations recognised in this year's study. The Hewitt *Best Employers* study is conducted annually by Hewitt Associates, a global human resources consulting and outsourcing company.

In congratulating the 2008 Hewitt *Best Employers*, David Brown, market manager of Hewitt Australia and New Zealand, said: "Bain & Company has earned the commitment and loyalty of their employees by fostering a productive work environment that encourages employees to bring out their best and, as a result, they achieve better business performance."

The other organisations honoured at the event included:

Category	Organisation Name
Hewitt <i>Best Employer</i>	Bain & Company
Hewitt <i>Best Employer—Runner Up</i>	SEEK Limited

Hewitt <i>Best Employer</i>—Highly Commended	Federal Express Pacific Inc. (FedEx Express New Zealand)
	Inside Mobile
	Medtronic Australasia
	NSW Teachers Credit Union
	The GPT Group
	Vedior Asia Pacific
	Westaff

The 2008 Hewitt ***Best Employers*** were selected by an independent judging panel chaired by Professor Roger Collins of the Macquarie Graduate School of Management (MGSM) and including business leaders Andrew Mohl, Ann Sherry, Diane Grady, and Helen Lynch.

The study is used by organisations in Australia and New Zealand as an opportunity to measure employee engagement and align people practices to business strategy. Study insights show a clear link between levels of employee engagement and virtually every measure of company performance. Hewitt ***Best Employers***, for example, generate an average of one and a half times more revenue and two and a half times more profit per employee than the lower ranked organisations.

According to Brown: “The factors that drive employee engagement are a direct reflection on our changing social landscape. There are some universal factors that we see coming up again and again from year to year, such as career opportunities, recognition for work successes, and feeling that one’s work makes a contribution. However this year, three new factors have emerged: building a company culture that fosters productivity by ‘walking the talk’ and having company values that align with employees’ personal values; having middle managers who understand and support business strategies; and building a diverse workforce.”

"This year's study included what we believe to be the largest ever survey of the values of Australian employees, looking at how organisations are meeting the challenges arising from talent scarcity, how companies are managing diversity, best practices in reward, and insights into the experiences of the fastest growing segments of the Australian workforce: contractors and part-timers."

A total of 199 registered participants were involved in the study, with over 40,000 employees contributing to the employee opinion surveys.

The 2008 Hewitt **Best Employer** study was undertaken by Hewitt in conjunction with Macquarie Graduate School of Management and *AFR BOSS* magazine.

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About Hewitt Associates

For more than 65 years, Hewitt Associates (NYSE: HEW) has provided clients with best-in-class human resources consulting and outsourcing services. Hewitt consults with more than 3,000 large and mid-size companies around the globe to develop and implement HR business strategies covering retirement, financial and health management; compensation and total rewards; and performance, talent, and change management. As a market leader in benefits administration, Hewitt delivers health care and retirement programs to millions of participants and retirees, on behalf of more than 300 organizations worldwide. In addition, more than 30 clients rely on Hewitt to provide a broader range of human resources business process outsourcing services to nearly a million client employees. Located in 33 countries, Hewitt employs approximately 23,000 associates. For more information, please visit www.hewittasia.com.

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