



PHILIP MORRIS ČR

In Kutná Hora, February 10, 2016

PRESS RELEASE

## Philip Morris ČR a.s. certified as one of the Top Employers Czech Republic 2016

**Philip Morris ČR a.s. has been awarded for the second consecutive year a prestigious international certification from the Top Employers Institute (TEI) for its exceptional offerings. This certification is granted exclusively to companies that have fulfilled a strict set of criteria set by the TEI in HR management and development and undergone an international audit.**

"Needs and expectations of our talented employees are evolving, especially for new generation. We are a leading employer offering very attractive developmental opportunities and career prospects with a global perspective. Continuous improvement of our offer and outstanding working conditions aimed at developing our engaged employees to their full potential belong to our top priorities. The Top Employers certificate for the second consecutive year is a proof that Philip Morris ČR a.s. provides such environment," said **Metin Ozer, HR Director of Philip Morris ČR a.s.**

Companies certified with the prestigious Top Employers seal must undergo a rigorous international certification process. The Top Employers Institute assessed employee offerings of the Philip Morris ČR a.s. on the following criteria:

- Talent Strategy
- Workforce Planning
- On-Boarding
- Learning and Development
- Performance Management
- Leadership Development
- Career and Succession Management
- Compensation and Benefits
- Culture

In order to achieve the highest standards of the entire certification process, the data provided by the certified company are also subject to an independent audit. Hence, the certificate provides an accurate depiction of the corporate culture in the area of employee care.

*"Optimal employee conditions ensure that people can develop themselves personally and professionally. Our comprehensive research concluded that Philip Morris ČR a.s. provides an outstanding employment environment and offers a wide range of creative initiatives, from secondary benefits and working conditions, to performance-management programmes that are well thought out and truly aligned with the culture of their company,"* said **Dennis Utter, Global Business Director for the Top Employers Institute.**

**Philip Morris ČR a.s.**  
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### **Philip Morris ČR a.s.**

Philip Morris ČR a.s., an affiliate of Philip Morris International Inc., is the largest manufacturer and distributor of tobacco products in the Czech Republic and is listed on the Prague Stock Exchange (Burza cenných papírů Praha a.s.). The company, which has been present in the country since 1992, employs approximately 1100 people across the Czech Republic and its portfolio comprised eight cigarette brands in 2014. Philip Morris ČR a.s. has a 99% interest in Philip Morris Slovakia s.r.o. registered in the Slovak Republic. Over the past 24 years, Philip Morris ČR a.s. has supported numerous charitable projects, including the development of social programmes aimed at improving living conditions in local communities. For more information, see [www.philipmorris.cz](http://www.philipmorris.cz).

### **Philip Morris International Inc. (PMI)**

Philip Morris International Inc. is the leading international tobacco company, with seven of the world's top 15 international brands, including Marlboro, the number one cigarette brand worldwide. PMI's products are sold in more than 180 markets. In 2013, the company held an estimated 15.7% share of the international cigarette market outside of the U.S. or 28.3% excluding the People's Republic of China and the U.S. For more information, see [www.philipmorris.cz](http://www.philipmorris.cz).

### **Top Employers Institute**

The Top Employers Institute is a company active since 1991 globally certifying the quality of conditions that employers create for their people. The Top Employer certificate helps the certified companies to distinguish themselves from other employers and attract talented prospective employees. The certificate enables the certified companies to boast of their achievements in HR and emphasize the role of working environment in business.