

**Media Contact:**

Jane Zhou  
Aon Hewitt  
[jane.zhou@aonhewitt.com](mailto:jane.zhou@aonhewitt.com)

Katie Wang  
Aon Hewitt  
[katie.wang@aonhewitt.com](mailto:katie.wang@aonhewitt.com)

T: +86 21 2306 6910

T: +86 21 2306 6877

## Aon Hewitt announces 10 Best Employers in China

### Neusoft Corporation Tops the Sixth Aon Hewitt Best Employers in China 2011 Study

**SHANGHAI, CHINA June 16<sup>th</sup> 2011** – Aon Hewitt, the global human resource consulting and outsourcing business of Aon Corporation (NYSE: AON) has announced the results of its sixth Best Employers in China 2011 study. It recognized the following companies as the 10 Aon Hewitt Best Employers in China 2011 (in ranked order):

Rank	Organization Name
1	Neusoft Corporation
2	The Ritz-Carlton Hotels, China
3	Yantai Wanhua Polyurethanes Co. Ltd.
4	China Telecom Shanghai Branch
5	GD Midea Holding Co., Ltd.
6	McDonald's (China) Co., Ltd.
7	China Vanke Co., Ltd.
8	TNT Express China
9	HNA Group
10	Tianjin SmithKline & French Laboratories Ltd.

Furthermore, two companies have been identified for the *Special Award* category:

SAS Institute China Co., Ltd and EMC have been awarded **Best People Focus** and **Best Employee Development**, respectively.

Klaus Liu, CEO of Aon Hewitt Consulting Greater China, said: " 'Best Employers in China' represents organizations that have done an outstanding job of aligning people strategy with articulated business strategy and have made relentless efforts to engage and build positive, harmonious relations with their employees. 'The Best' have been able to foster a people-oriented culture in a high performing work environment that differentiates needs, expectations and drivers of different employee segments. 'The Best' value their employees as their most important asset."

The study involved three key stages:

1. Data gathering through various diagnostic tools;
2. On-site audit (for random sampled organizations); and
3. Judging of companies by a panel of independent judges.

A five-member panel of judges evaluated "masked" inputs to select the 10 Aon Hewitt Best Employers in China and the two special award winners. The company names were not shared to ensure "blind" judging. The five-member jury was chaired by Mr. Su Hainan – Director of the Labor and Wage Institute of the Ministry of Human Resources and Social Security. The other members of the judging panel were Mr. Gao Jifan – Chairman and CEO, Trina Solar; Julia Hong Chaoyang – Corporate HR Head, Novartis Country Organization; Professor Li Xiujuan – Chair Professor of Leadership and Human Resources Management, Professor of Management, and Director of Leadership Behavior Laboratory at CEIBS (China Europe International Business School); and Jack Yan Jiehua – Editor-in-Chief of Harvard Business Review China.

The judges evaluated data that provided a 360-degree view of each organization, including all employees and leaders, as well as insights into each organization's HR practices. The jury considered multiple parameters including:

1. employee engagement score, especially employees' willingness to stay with the company and to go the extra mile for the company;
2. effectiveness of the people practices, which balance employees' needs and yet align with the business strategic goals; and
3. ability to build a trusting relationship with employees.

Mary Yu, Project Manager, Best Employers in China 2011 Study and Senior Consultant at Aon Hewitt, said: "The Aon Hewitt Best Employers in China has always proven that sector or size does not matter for being a good employer. The Top 10 Best Employers include companies from various sectors, including IT Services, Chemicals, Diversified Telecommunication Services, Household Durables, Hospitality, Restaurants, Real Estate Management Development, Air Freight & Logistics and Pharmaceuticals, with workforces ranging from around 1,000 to over 52,000 employees. Four of the Top 10 Best Employers are Private-Owned Enterprises (POE) and 2 are State-Owned Enterprises (SOE). The key factor for nomination was the ability of the organization to connect between organizational direction, employee expectations and people practices."

#### **About Aon Hewitt Best Employers in China 2011**

The Aon Hewitt Best Employers in China 2011 study was based on inputs from 323 organizations. The study garnered opinions from more than 43,000 employees representing a total workforce of over 1.1 million employees — making it **the largest single source of employee and human capital research across the country**. The study was conducted in partnership with Sohu.com, Finance.chinanews.com, China Europe International Business School, Harvard Business Review China, Chief Executive China and The American Chamber of Commerce in Shanghai.

This year's study was part of the larger Aon Hewitt Best Employers in Asia Pacific study, which also covered Australia/New Zealand, China, Hong Kong, India, Indonesia, Japan, Malaysia, Middle East, Singapore, Korea and Thailand.



### **About Aon Hewitt**

Aon Hewitt is the global leader in human resource consulting and outsourcing solutions. The company partners with organizations to solve their most complex benefits, talent and related financial challenges, and improve business performance. Aon Hewitt designs, implements, communicates and administers a wide range of human capital, retirement, investment management, health care, compensation and talent management strategies. With more than 29,000 professionals in 90 countries, Aon Hewitt makes the world a better place to work for clients and their employees. For more information on Aon Hewitt, please visit [www.aonhewitt.com](http://www.aonhewitt.com).

### **About Aon**

Aon Corporation (NYSE:AON) is the leading global provider of risk management services, insurance and reinsurance brokerage, and human resources solutions and outsourcing. Through its more than 59,000 colleagues worldwide, Aon unites to deliver distinctive client value via innovative and effective risk management and workforce productivity solutions. Aon's industry-leading global resources and technical expertise are delivered locally in over 120 countries. Named the world's best broker by Euromoney magazine's 2008, 2009 and 2010 Insurance Survey, Aon also ranked highest on Business Insurance's listing of the world's insurance brokers based on commercial retail, wholesale, reinsurance and personal lines brokerage revenues in 2008 and 2009. A.M. Best deemed Aon the number one insurance broker based on revenues in 2007, 2008 and 2009, and Aon was voted best insurance intermediary 2007-2010, best reinsurance intermediary 2006-2010, best captives manager 2009-2010, and best employee benefits consulting firm 2007-2009 by the readers of Business Insurance. Visit <http://www.aon.com> for more information on Aon and <http://www.aon.com/manchesterunited> to learn about Aon's global partnership and shirt sponsorship with Manchester United.