

# AIUB GRADUATE TRACER STUDY

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## Prepared By:

Office of Placement and Alumni  
In Collaboration with the

Institutional Quality Assurance Cell (IQAC)

# American International University-Bangladesh

## MESSAGE

Tracking where the graduates or alumni of AIUB is a strategy that generate vital information useful for management, faculty, students and employers. The use of a survey questionnaire to gather essential information about the graduates is an effective tool in analyzing higher education and work, employment and career, the character of work and the required competencies. One of the questions asked of the graduates is whether they have gained the knowledge and skills necessary for fulfilling their personal objectives. The attempt of AIUB to undertake this activity through an open cohort because of the difficulty to cluster the graduates by academic year could still provide data and information which can be utilized for the purpose of curriculum development and reform or actions to address the areas identified in the survey for improvement. The findings are indicative of taking appropriate measures so that the linkage between the university and the employment sector can be made closer. On the other hand the employer can be informed of what the graduates can do in terms of the cognitive knowledge and psychomotor skills so that there will be harmonious consistency in meeting both needs and requirements. Aware of the situation, the university like AIUB can restructure its curriculum to make it responsive and relevant to benefit both the graduates and the employers avoiding the degree of mismatch currently existing in the world of work. The number of graduates who left the portals of AIUB is within accountable although it is revealed in the study that some of them have left the country for better and greener opportunities. This is the reason why the study did not set any timeline but rather continuing until a good number of them again can be captured for the survey.

It is the intention, therefore, of this report after a continuous tracking of the graduates through an electronic survey to inform the concerned stakeholders to enable each interested party to take appropriate action. The pioneering effort of the Office of Placement and Alumni (OPA) in collaboration with the IQAC both of this university hopefully will go a long way to create new dimensions in improving, expanding and enriching academic programs, policies and interventions by way also of anticipating development taking place in the industry brought about by the emerging advancement of technology.

**Dr. Carmen Z. Lamagna**

Vice Chancellor

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## 1. Introduction

One vital source of information for planning and development of the curriculum and improvement of services of the universities is the tracer study. The study provides relevant data and information to the university management particularly to the Deans and Department Heads responding to the emerging areas for improvement. This is a tool to analyze the relationship between the university and the present work of the graduate in terms of matching the supply and the demands of job providers. The end is to find out whether the graduates have gained knowledge and skills necessary for fulfilling their personal objectives. The essential question is where are the graduates now? From this general question, basic data and information about the graduate can be asked in the tracer study questionnaire such as: level of graduation, year of graduation, degree earned or completed, major area of specialization, employment status, type of employer, sector, mode of getting the job, employer's preference, suggestions/recommendations and others. It is qualitatively important to know how the knowledge and skills acquired are being utilized by the graduates in their work or elsewhere. The study can also identify priority areas for improvement or enrichment in the essential components of the university such as curriculum and instruction, faculty development, student services, research, support service, facilities and management so that appropriate funding and resources can be allocated by the management. The study also provides rich information about the whereabouts of the graduates which might help to broaden perspectives among management, faculty, students, the employers and other interested stakeholders. It enables to gain an insight into the course of studies and the connections between studying and the graduates' career status. While there is difficulty in locating the graduates, the convenience of having it posted in the website of the university allows the graduates to spend some-time to fill-in the questionnaire and send or submit it also through the system. The findings can be

turned into basis for more viable reforms initiated by the curriculum planners and development managers addressing primarily the gaps between what it is and what should be. Positive outcomes and success stories can serve as marketing tools about the university to be able to admit more students and build stronger trust from the stakeholders.

## 2. Objectives

This tracer study is aimed at keeping track the status of graduates of the American International University-Bangladesh (AIUB) after they have graduated from their respective programs. Specifically, it endeavours to:

- Assess how the education process have influenced the present career of the graduates
- Determine the relevance of the learning experiences of the graduates in the performance of their employment tasks
- Identify gaps between the educational process and the requirements of the employers/corporate/organizations in terms of knowledge, skills or competencies, attitudes, technology trends and other job related demands or requirements
- Find out job priorities of the graduates and the employers
- Generate suggestions on how to strengthen university-industry partnership
- Derive empirical basis for reforms of the curriculum and instruction, management process, career development, services and facilities improvements, and many other relevant courses of action.

## 3. AIUB Alumni and Employment

Established linkages between universities and the country's corporate sector are essential to ensure jobs and placements for the students and alumni. Such linkages are common, thus that all major universities establish ongoing connections with leading corporate houses.

This is the third in a series of articles written jointly by the Faculty of Business Administration (FBA) and the Office of Placement & Alumni (OPA), narrating how the AIUB, has over the years evolved into a major resource base for companies to hire from. Most of the data presented here have been collected from the "Tracer Study" questionnaire posted on the web for the alumni to complete. The tracer study is aimed at keeping track of the status of AIUB graduates after they have graduated from their respective programs. This is a retrospective analysis of samples in-order to evaluate long term impact of intervention program on employment and other related effects on the graduates. This helps to identify areas of improvement of academic programs the university is offering, to match the employers' requirements.

In order to take the process of bridge building between AIUB and the country's corporate sector, as well as to liaise with its alumni, the university established the OPA in 1999. In the early days, it was mostly a handful of students, mainly from the Faculty of Business Administration who started looking for internships in different companies of the country. Remaining faithful to the values, the university continued to build and strengthen the relationship with the corporate sector. Since then, over the past decade and a half, students from the different academic faculties and departments of AIUB have been working across the corporate spectrum of the country. Starting off as interns, many of them have now progressed to full time employment in these companies. Today, many in turn, ensure jobs and placements for the new graduates.

The University has created wide reaching linkages with the major employers in Bangladesh. Signing of Memoranda of Understanding (MOU) with some of the major employers, holding corporate sessions, job fairs etc. have all provided a platform for developing the meaningful network that AIUB now enjoys. AIUB now has its students and alumni in full time employment in about 700 companies.

## 4. Statistical Research

Since 2012, AIUB had undergone some transformative changes for a better understanding through a process called "The Tracer Study" that helped to trace the status of our Alumni and the corporate sectors. The study further assists in getting feedback regarding the type of work, further study and other activities the students are involved in after they graduate. It can be classified as a non-intimidating survey environment that best suits the privacy needs of the survey respondent. Respondents are more likely to provide open and honest feedback in a more private survey method. It is seen that the University strategy works best at its simple list of key priorities.

### 4.1 Distribution of respondents

This survey is open to all graduates who have attended convocation, which can be analyzed to create data that assist to uncover the answers and develop sensible decisions based on the analyzed results. This valuable feedback is the baseline to measure and establish a benchmark to compare results over time. The data below pertains to draw conclusions of the number of respondents and responses from the alumni.

#### I. Academic Program covered by the study

Evaluating the recent Tracer Study (Date: 06/07/2017), the figure below shows the percentage of the number of respondents by academic program as of Summer 2016-2017.

Table 1: Percentage of Academic Program covered by the study

Academic Program	Percentage
Faculty of Business Administration	60.96
Faculty of Arts and Social Sciences	3.97
Faculty of Engineering	24.9
Faculty of Science & Information Technology	10.17

#### II. Respondents by level

The university comprises of under-graduate degrees such as Bachelors of Business Administration, Electrical and Electronic Engineering, BA English and many more. Graduate degrees include Master of Business Administration, Master of Public Health,



Master of Engineering in Electrical Engineering and others. The Tracer study has further been evaluated in terms of distribution of respondents by undergraduate and graduate level. It is seen that majority of the respondents are under Faculty of Business Administration for undergraduate and graduate level. The figure below shows the percentage of respondents for the departments by levels.

Table 2: Distribution of Respondents by level (Undergraduate and graduate)

Undergraduate	Percentage	Graduate	Percentage
BA English/MMC	0.98	MDS	0.17
BSS Economics	3.16	MPH	3.37
LL.B	0	MBA	78.95
BBA	50.98	EMBA	5.89
EEE	32	MTEL	5.05
COE	0.28	MEEE	0.67
BArch	0.63	MSCS	5.89
BSc - CIS / CS / CSE / CSSE / SE	11.95		

### III. Respondents by Area of Specialization

The data below shows the percentage of the distribution of respondents by Area of Specialization.

Table 3: Distribution of Respondents by Major/ Area of Specialization

Major	Percentage
English	1.09
Mass Communication & Media Arts	0.15
Advertising	0.2
Public Health	0.79
Accounting & Finance	30.1
Marketing	13
Management	0.4
Operations Management	3.42
International Business	0.99
Investment Management	0.05
Tourism and Hospitality Management	0.4
Human Resource Management	9.52
Management Information System	1.09
Agribusiness	0
Economics	0.5
Others (Information Security, Networking etc)	38.2

### IV. Marital Status of the Respondents

The study can further be used to evaluate the Marital Status of the respondents:

Table 4: Marital Status of the Respondents

Marital Status	Percentage
Married	23.7
Single	73.86
Legally Separated	0.2
Divorced	0.1
Widower	0.14
Others	1.98

### V. Job with respect to the courses taken in AIUB

The job market is fierce, competition has never been greater and it's important to grab every opportunity for competitive advantage and stay one step ahead. Completing a degree course is a significant undertaking. The study helps to identify priority areas for

Table 6: Job Related to Course taken in AIUB

Response	Percentage
Yes	53.27
No	16.12
Others (No Response)	30.61

such as the course curriculum. On evaluating the responses, it is seen that over half of the respondents agree to the courses being in line

Table 7: Courses relevant to present job

Course	Percentage
Accounting	15.8
Finance	4.82
English	7.09
Management	4.17
Human Resource Management	4.51
Marketing	5.9
Operations Management	2.38
Management Information System	1.14
Tourism and Hospitality Management	0
Law	0
Arts & Social Science	0.35
Economics	0.25
Web Designing/Programming	3.13
Computer Science related course	6.55
Architecture & Engineering	4.27
Others (EEE, AUTOCAD, CCNA etc)	39.6

with their respective job. This is further evaluated to identify the percentage of respondents who find the specific courses taken in AIUB to be relevant and useful to their present job.

## VI. Skills Preferred by Employers

While each employer is looking for a unique set of skills from jobseekers for each job opening, certain skills and values are nearly universally sought by hiring managers. While technical skills will always be important, soft skills have become equally important with technical skills in employment today. The data below shows the percentage of respondents in response to the skills preferred by the employer.

Table 8: Skills Preferred by Employers

Skills	Percentage
Computer	42.1
Accounting	4.02
Finance	1.84
Marketing	5.65
Human Resource Management	2.68
Oral and Written English	1.69
Conduct Research	1.09
Design and Conduct Training Program	0.79
Business Planning	1.44
Others ( CCNA, power station etc)	38.7

## VII. Job Obtained by Alumni

Networking is the process of connecting with people in various jobs and career fields of interest to the alumni. It is an opportunity to gain information to help focus on career plans, and make contacts to aid one in job search. Networking is considered as a tremendous resource for students. The

figures below represent the mode of job obtained by the alumni.

Table 9: Mode of Job obtained by alumni

Mode of Job Obtained	Percentage
Personal application	41.1
By referral of OPA	1.64
By referral of alumni	1.24
By referral of a friend/ relative	12.4
Walk in applicant	5.16
Others	38.4

## 4.2 Alumni Status

Looking into the facts and figures over the years, the university had initiated with 28 Business students employed in 20 companies. Today, the university looks at 698 employers, i.e. companies where our alumni are employed. Names of the companies are given at the end of this write up as Annexure. Given below is the data pertaining to the alumni employment position. Since this is an on-going process, data can change from time to time. It appears that 28% of the graduates are still unemployed. This scenario is much better compared to the national norm of about 50% unemployment as reported in the national media. These figures bear testament to the fact that the University's academic curricula in particular and its service delivery in general, have indeed gained wide spread acceptability amongst the top companies of the country.

Table 5: Alumni Status

Employed	59%
On Higher Study	8%
Self-Employed	5%
Unemployed	28%

The reasons for un-employment has further been analyzed from the tracer study, shown below

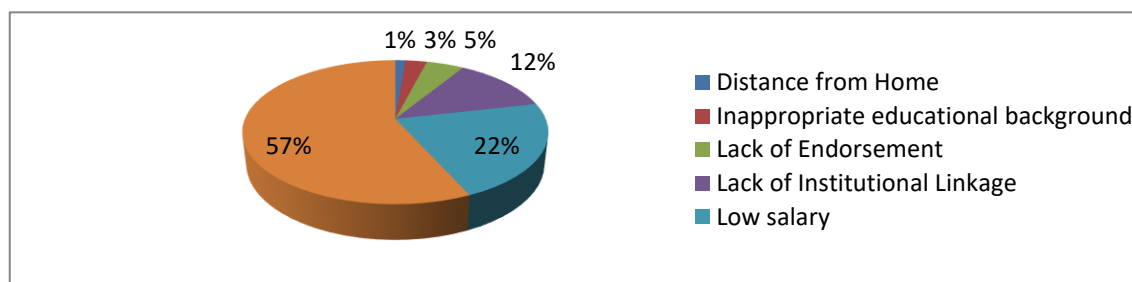


Figure 1

### 4.3. Employment by Sector

The study further shows that the highest percentage of our alumni have been traced working in the IT and Telecommunication sectors; with the lowest percentage working for airlines and sports. The bar chart below shows the sectors where the graduates are presently employed, at the time of the preparation of this report.

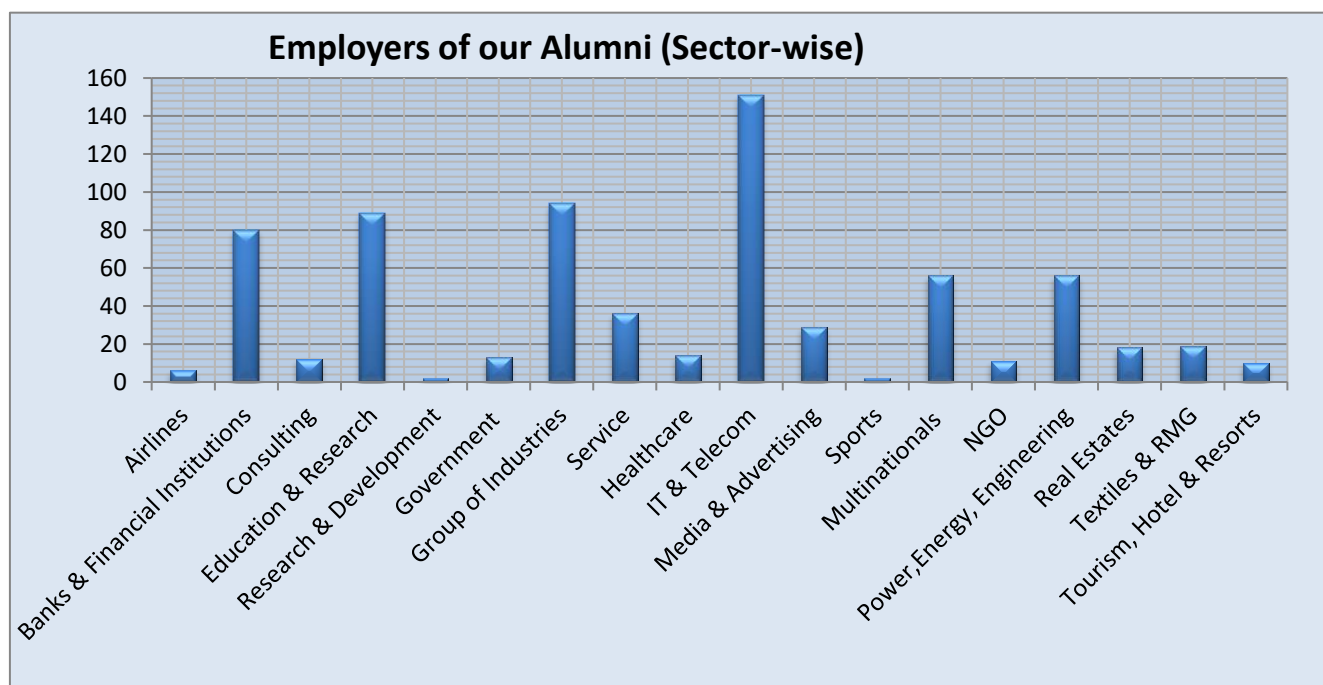


Figure 2

From this obtaining scenario, some interventions need to be done. There is a need to further orient the students on the prospect of other professionals to allow the students with wider understanding and appreciation of the jobs available in the market. There is a need to provide the students with broad landscape of the business sector and identify the preferred skills in the market. Opportunities and prospect should be made open to them.

### 4.4. Designation Category

Evaluating the recent tracer study by designation category, it is seen that 6% of our graduates are top level managers, 31% are first line managers, 21% are mid levels, 42% are non managerial. Therefore, more than 50% of the graduates are now occupying in general and managerial positions, which is a good career status indicator.

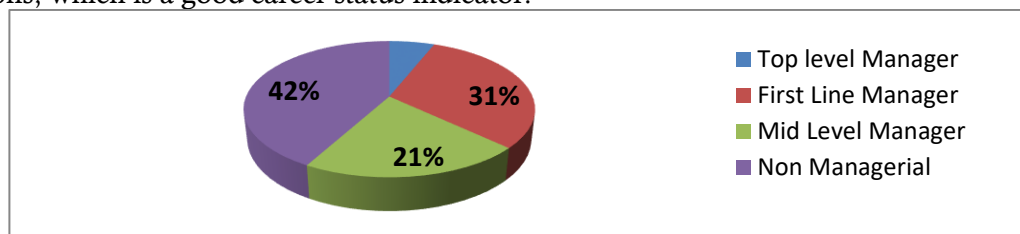


Figure 3



## 4.5 Suggestions from Alumni

With respect to the questionnaire, the respondents are open to giving feedback on the skills and knowledge that are required in their job but have not learnt in the university. Some of the common major drawbacks pointed out are addition of more practical based courses and use of updated software's. The survey is further open to suggestions from the alumni to propose for the improvement of the academic course offerings of the university. Top suggestions included international course curriculum to be in line with the corporate practice and including long-term courses with respect to engineering. Suggestions have been proposed for the improvement of internship and placement programs of the university. This included more of research based reports than affiliation reports, more sessions for facing interviews, equal priority to all departments, stronger linkage to industries and available databases for easy access to companies. Graduates suggest alumni re-union to be held every year to strengthen the relationship between alumni and AIUB.

## 5 Tracer Report Review

The tracer report is updated every semester. The bar chart below gives a pictorial overview of this and how the number of employers has progressively increased over the years.

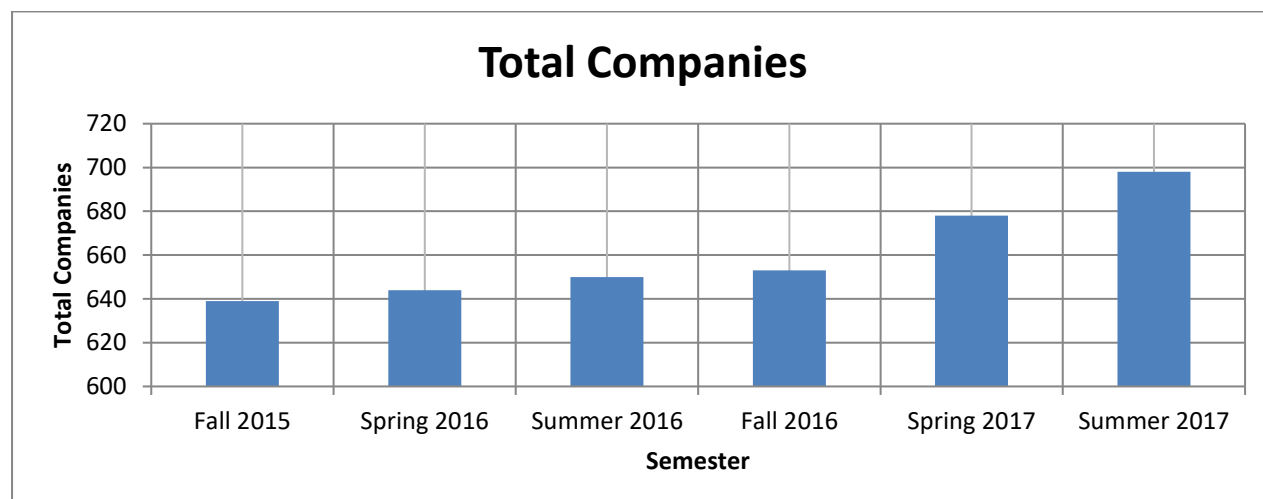


Figure 4

On merging the figures of the past 2 years (Refer to Fig 5), it is seen that the percentage of employment has remained relatively consistent over the period.

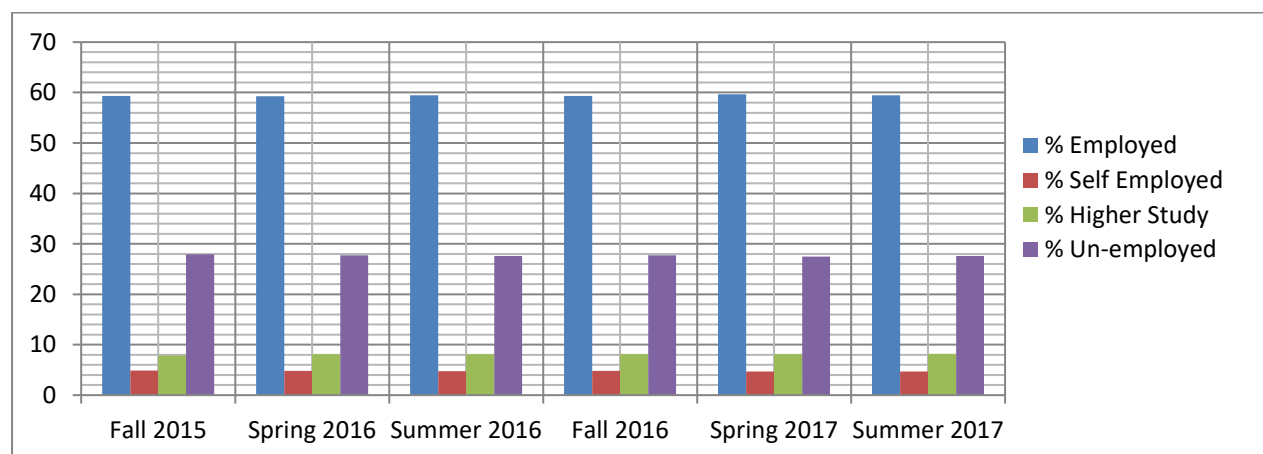


Figure 5

AIUB has been successful in bridging the gap between employers and the graduates. To aid the recruitment, application, and networking process, the university organizes internship clinic and different corporate presentations over the semesters. AIUB further organizes Job Fairs at the end of every year providing students and alumni a unique opportunity to meet with the country's leading companies thus, gaining access to a large number of choices in a one-stop shop environment. AIUB has been successful in bringing together over 90 companies in the past few annual job fairs thus, leading to a significant increase in the number of employers and employment each year. Moreover, the frequent visits to companies and establishments provided the students first hand developments and access to job market.

## 6 What do our graduates say?

Alumni are ambassadors of their alma mater and they are vital for the process of developing ties with the corporate sector. Both in the tracer study as well as in different conversations/ discussions with the University, the graduates have shared their most rewarding experiences. They have spoken highly of the one-on-one personal attention received in AIUB, giving them a sense of security. They further mentioned about the University's culture of working hand-in-hand with the students, thereby preparing them for the professional world. They also talked about various career grooming sessions that are held regularly at AIUB.

Some also added that the quality of education they received at AIUB and the atmosphere for learning has been of great assistance in their professional career. Small student-to-teacher ratio allowed for more personalized learning based on the needs of the student, showing interest in each student's potential career path and helped direct them in the way they should go, both professionally and academically.

The graduates further added that the academic or curricular program of the university afforded the students to widen its knowledge not only in the specific course they are taking but also in other related

development activities like cultural, sports, social or community engagement activities. The conduct of seminars, workshops and talk-shows has been a great source of valuable knowledge as these come from practitioners and authorities in the private business sectors.

## 7 What do our employers say?

Evaluations go both ways. Just as students are welcome to suggest on improvements within the University, AIUB also encourages the employers of its alumni to comment on its academic as well as the non-academic aspects. Feedback received have mostly been very encouraging of the various steps taken by the University in attaining international accreditation, regular revision of its curricula to include suggestions from the employers and the way AIUB has developed meaningful linkages with the corporate sector. They have also given high marks to AIUB alumni's professionalism and adaptability.

## 8 So, how has this corporate networking helped in the University's student enrolment?

As a spin off from this networking between AIUB and the employers, we now have a good number of students from the corporate sector, especially in our Executive MBA (EMBA) program. Number of registered students in EMBA over the past 3 semesters is given below:

Table 9: Number of EMBA registered students

Summer 2016-2017	118
Spring 2016-2017	105
Fall 2016-2017	104

To conclude, AIUB and the corporate sector of Bangladesh are playing a vital role for providing students of this university, with a firm footing in today's business world. All this has been possible because of the various improvement interventions carried out by the University. International and national accreditation of the different academic programs has all taken the university's curriculum to internationally recognized standards. This in-turn has increased the total number of students enrolled. AIUB has

progressed by leaps and bounds both as an institution and the programs it delivers to the students. It upholds its high standards and inculcates the same in its students, so that when they graduate they gain recognition and acclaim in the academia, society and industry. The list of different companies with whom the graduates have made affiliations in terms of employment and placement is herewith included. It is interesting to note that these companies/organizations represent the various sectors of business and industry in Bangladesh.

## ANNEXURE

### Names of Companies employing AIUB alumni

#### AIRLINES

- BEST AVIATION LIMITED
- BIMAN BANGLADESH AIRLINES
- NOVOAIR LIMITED
- SINGAPORE AIRLINES
- UNITED AIRWAYS BD LTD
- US-BANGLA AIRLINES

#### BANK & FINANCIAL INSTITUTIONS

- AL ARAFAH ISLAMI BANK LTD.
- BANGLADESH BANK
- BANK ASIA
- BASIC BANK LIMITED
- BANK OF MONTREAL
- BRAC BANK LIMITED
- CITIBANK N.A.
- COMMERCIAL BANK OF CEYLON PLC
- DHAKA BANK LIMITED
- DUTCH BANGLA BANK LIMITED
- EASTERN BANK LIMITED
- FIRST SECURITY ISLAMI BANK LTD,
- H&B DEVELOPMENT BANK
- HABIB BANK LIMITED
- HSBC
- ICB ISLAMIC BANK LIMITED
- IFIC BANK LTD.
- INSTITUTE OF CHARTERED ACCOUNTANTS BANGLADESH
- JAMUNA BANK LTD.
- JANATA BANK LIMITED
- MEGHNA BANK LIMITED
- MUTUAL TRUST BANK LTD
- NATIONAL BANK LIMITED
- NCC BANK SECURITIES AND FINANCIAL SERVICES LTD.
- NRB BANK LIMITED
- NRB GLOBAL BANK LIMITED
- PRIME BANK INVESTMENT LTD.
- PRIME BANK LIMITED
- PROBASHI KALLYAN BANK
- PUBALI BANK LTD.
- RABOBANK INTERNATIONAL
- RBC ROYAL BANK
- SHAHJALAL ISLAMI BANK LIMITED
- SOCIAL ISLAMI BANK LIMITED
- SONALI BANK LIMITED
- SOUTHEAST BANK LIMITED
- STANDARD CHARTERED BANK
- STATE BANK OF INDIA
- THE CITY BANK LTD.
- THE DHAKA MERCANTILE CO-OPERATIVE BANK LTD.
- THE FARMERS BANK LTD
- THE PREMIER BANK LIMITED
- TRUST BANK LTD
- UNION BANK LIMITED
- UNITED COMMERCIAL BANK LIMITED
- WOORI BANK

#### EDUCATION & RESEARCH

- DHAKA UNIVERSITY
- AALBORG UNIVERSITY

- AALTO UNIVERSITY
- ACADEMIES AUSTRALASIA
- ACHARYA INSTITUTES
- ACADEMIA
- AMERICAN INTERNATIONAL UNIVERSITY - BANGLADESH
- ASA UNIVERSITY BANGLADESH
- ATISH DIPANKAR UNIVERSITY OF SCIENCE AND TECHNOLOGY
- BANGLADESH INTERNATIONAL SCHOOL AND COLLEGE
- BANGLADESH INTERNATIONAL TUTORIAL
- BANGLADESH TECHNICAL EDUCATION BOARD, DHAKA
- BANGLADESH UNIVERSITY
- BARIDHARA SCHOLARS' INSTITUTION
- BGMEA UNIVERSITY OF FASHION AND TECHNOLOGY
- BRAC UNIVERSITY
- BRITISH COUNCIL
- CARL VON OSSIEZKY UNIVERSITY
- CHALMERS UNIVERSITY OF TECHNOLOGY
- CHARTERED INSTITUTE OF MANAGEMENT ACCOUNTANTS
- CURTIN UNIVERSITY OF TECHNOLOGY
- DAFFODIL INTERNATIONAL UNIVERSITY
- DHAKA INTERNATIONAL UNIVERSITY
- DHAKA UNIVERSITY
- DREXEL UNIVERSITY
- EAST WEST UNIVERSITY
- FLORIDA INSTITUTE OF TECHNOLOGY
- GREEN UNIVERSITY OF BANGLADESH
- GUJARAT TECHNOLOGICAL UNIVERSITY - AHMEDABAD
- HAJI ASHRAF ALI HIGH SCHOOL
- ICMAB- THE INSTITUTE OF COST AND MANAGEMENT ACCOUNTANTS OF BANGLADESH
- INSTITUTE OF BUSINESS ADMINISTRATION
- INTERNATIONAL ISLAMIC UNIVERSITY MALAYSIA
- INTERNATIONAL TURKISH HOPE SCHOOL
- INTERNATIONAL UNIVERSITY OF BUSINESS AGRICULTURE AND TECHNOLOGY
- IWATE UNIVERSITY
- JACOBS UNIVERSITY BREMEN
- JAGANNATH UNIVERSITY
- JAHANGIRNAGAR UNIVERSITY
- JOHNS HOPKINS UNIVERSITY - BANGLADESH
- JUVENILE ENGLISH MEDIUM SCHOOL
- LEARNING FOR LIFE
- MAPLE LEAF INTERNATIONAL SCHOOL
- MARIE-CURIE INITIAL TRAINING NETWORK
- MASTERMIND SCHOOL
- METROPOLITAN UNIVERSITY
- NEW BLOWN, AN INT'L SCHOOL
- NORTH SOUTH UNIVERSITY
- NORTHERN UNIVERSITY BANGLADESH
- RITSUMEIKAN ASIA PACIFIC UNIVERSITY

- RMIT UNIVERSITY
- ROYAL UNIVERSITY OF DHAKA
- SAINT MARY'S UNIVERSITY
- SAMSUNG R&D INSTITUTE BANGLADESH LTD. (SRBD)
- SCHOLARS' SCHOOL AND COLLEGE
- EUROPEAN STANDARD SCHOOL
- SCHOLASTICA SCHOOL
- SHAHJALAL UNIVERSITY OF SCIENCE & TECHNOLOGY
- SHANTO MARIAM UNIVERSITY OF CREATIVE TECHNOLOGY
- SHIRONAMHIN & THE PEOPLE'S UNIVERSITY OF BANGLADESH
- SINGAPORE-MIT ALLIANCE FOR RESEARCH AND TECHNOLOGY CENTRE
- SIR JOHN WILSON SCHOOL
- SOUTHEAST UNIVERSITY
- STAMFORD COLLEGE
- SUNBEAMS
- SYDNEY INTERNATIONAL SCHOOL
- TAYLOR'S UNIVERSITY
- TECHNICAL UNIVERSITY DARMSTADT
- THE INSTITUTE OF CHARTERED ACCOUNTANTS OF BANGLADESH.
- THE PEOPLES UNIVERSITY OF BANGLADESH
- THE PETROLEUM INSTITUTE
- TU-CHEMNITZ
- UNITED INTERNATIONAL UNIVERSITY (UIU)
- UNIVERSITY OF ALBERTA
- UNIVERSITY OF CALGARY
- UNIVERSITY OF MALAYA
- UNIVERSITY OF SCIENCE AND TECHNOLOGY CHITTAGONG
- UNIVERSITY OF SOUTH ASIA
- UODA- UNIVERSITY OF DEVELOPMENT ALTERNATIVE
- SAIFURS
- UTTARA UNIVERSITY
- WORLD UNIVERSITY OF BANGLADESH (WUB)
- IIM- INDIAN INSTITUTE OF MANAGEMENT
- CENTRAL WOMEN'S UNIVERSITY

#### **GOVERNMENT**

- BANGLADESH ARMY
- BANGLADESH POWER DEVELOPMENT BOARD
- BANGLADESH SECURITIES AND EXCHANGE COMMISSION
- CSD, MINISTRY OF DEFENSE
- DIFE, MINISTRY OF LABOUR AND EMPLOYMENT
- GOVERNMENT SERVICES
- GOVT.OF PEOPLE REPUBLICAN BANGLADEDH
- HEALTH MINISTRY SRILANKA
- MINISTRY OF FINANCE
- MINISTRY OF HEALTH & FAMILY WELFARE, BANGLADESH
- PRIME MINISTER'S OFFICE
- SAIDABAD WATER TREATMENT PLANT PHASE2
- THE CO-OPERATIVE CREDIT UNION LEAGUE OF BANGLADESH (CCULB)

- UGC-UNIVERSITY GRANTS COMMISSION
- NATIONAL SECURITY INTELLIGENCE (NSI)

#### **LOCAL AND GROUP OF COMPANIES/INDUSTRIES**

- SRIZON ENTERPRISE
- ABDUL MONEM LTD.
- ACI LIMITED
- ACI LOGISTICS LTD.
- ADITYA BIRLA GROUP
- AG AGRO INDUSTRIES LTD
- ANANTA GROUP
- ARMANA GROUP
- ASROTEX GROUP
- BASHUNDHARA FOOD & BEVERAGE INDUSTRIES LTD.
- BEXIMCO
- BSRM GROUP
- CONCORD GROUP
- CONFIDENCE GROUP
- CORONA GROUP
- DBL GROUP
- DEKKO GROUP
- DIRD GROUP
- DK GROUP
- DOMINAGE GROUP
- ENA GROUP
- EURO FOODS GROUP BD
- FU-WANG CERAMIC INDUSTRY LIMITED
- GEMCON GROUP
- GOLDEN HARVEST AGRO INDUSTRY LIMITED
- IFAD GROUP
- JMI GROUP
- KALLOL GROUP
- KARNAPHULI GROUP OF COMPANIES
- M&J GROUP
- M.M. ISPAHANI LTD.
- MATADOR GROUP.
- MD. R.K. SAHA AGRO BASIS IND.
- MEGHNA GROUP OF INDUSTIRES
- MGH GROUP
- MIR GROUP
- MOHAMMADI PIPE INDUSTRY LTD.
- MOUSUMI INDUSTRIES LTD.
- MY FOODS LIMITED
- NAHEE ALUMINUM COMPOSITE PANEL LTD.
- NATURAL GROUP
- NEW ASIA GROUP
- NITOL MOTORS LTD
- NITOL NILOY GROUP
- NORWEST INDUSTRIES LIMITED
- OMICON GROUP
- PADMA GROUP OF CONVERTERS LTD
- PALMAL GROUP
- PARTEX FURNITURE INDUSTRIES LIMITED
- PARTEX STAR GROUP
- PLUTINUM GROUP
- PME GROUP
- PRAN-RFL GROUP
- PRINCE GROUP
- R.K. SAHA AGRO BASIS IND.
- RAHIMAFROOZ BD, LTD.
- RANGS MOTORS LTD.
- RMM GROUP OF INDUSTRIES
- RUPAYAN GROUP



- SAFIZ GROUP
- SECUREX (PVT.) LTD.
- SHARP GROUP
- SHAWNIRVAR GROUP
- SHUN SHING EDIBLE OIL LTD.
- SHUN SHING GROUP
- SIGMA GROUP
- SIKDER GROUP
- SINHA LIMITED
- SINHA-MEDLAR GROUP.
- SQUARE CONSUMER PRODUCTS LTD.
- STAR CERAMICS LTD
- STARPOINT GROUP
- SUPER STAR GROUP
- SUPERSTAR ELECTRONICS LTD.
- THE RANI RE-ROLLING MILLS LTD
- TRANSCOM LTD
- TRIANGLES GROUP
- C.P. BANGLADESH CO., LTD.
- URMI GROUP
- UTAH GROUP
- VENTURE GROUP (TECHNO VENTURE LTD.)
- VIYELLATEX GROUP
- PROBASHI PALLI GROUP
- FERNAS CONSTRUCTION COMPANY INC.
- BAY RUBBER LTD.
- BSRM STEELS LIMITED
- M.N. MALLICK & COMPANY

#### **IT & TELECOM**

- 3S NETWORK BD
- K. KHAN TELECOM LTD.
- PBTL- PACIFIC BANGLADESH TELECOM LTD
- AAMRA NETWORK LIMITED
- AAMRA TECHNOLOGIES
- ACCENTURE
- ADN TELECOM
- ADVANCE ERP
- AIRTEL BANGLADESH LIMITED
- ALACATEL-LUCENT BANGLADESH
- ALTERNATE ACCESS BD LTD
- APLOMBTECH BD
- APURBA TECHNOLOGIES INC.
- ASBD SOFT
- AUGERE WIRELESS BROADBAND BANGLADESH LTD. (QUBEE)
- AVATAR SYSTEMS LTD.
- G. INTARECTIVE LTD.
- BANGLADESH ASSOCIATION OF SOFTWARE & INFORMATION SERVICES
- BANGLADESH INTERNET PRESS LTD. (BIPL)
- BANGLALINK
- BANGLALION COMMUNICATION LTD
- BANGLALION WIMAX
- BD TECHNOLOGY LIMITED
- BDCOM ONLINE LIMITED
- BENGAL COMMUNICATIONS LIMITED
- BRAC IT SERVICES LTD
- BRACNET LIMITED
- BROTECS TECHNOLOGY LIMITED
- BSSIT
- CEL TELECOM LTD.
- CIMSOLUTIONS BANGLADESH LTD.

- CITYCELL
- CODENOVO PRIVATE LIMITED
- COMPUTER SOURCE LIMITED
- CONIO INNOVATIONS PTY
- CONTROLNETWORK
- CREATIVE IT LTD.
- CRYSTAL FUTURE VENTURE LTD.
- DATA EDGE LIMITED
- DATAPATH LTD.
- DCASTALIA
- DESME BANGLADESH
- DHAKACOM LIMITED
- DIGICON TECHNOLOGIES LTD.
- DIVINE IT LIMITED
- DNS SOFTWARE LTD.
- DREAMS COME TRUE IT LTD.
- EASTCOMPEACE SMARTCARD (BD) LTD.
- EDOTCO BANGLADESH COMPANY LIMITED  
A SUBSIDIARY OF ROBI AXIATA
- ERICSSON BANGLADESH LTD
- ESCENIC ASIA LIMITED
- EVOLYSIS LTD
- FAIR&APPROPRIATE TECHNOLOGY
- FAST REACT SYSTEMS LTD
- FIBER@HOME LTD.
- FRANCE TELECOM - ORANGE
- FRENCLUB MOBILE LIMITED
- GLOBAL SOFTWARE ARCHITECTS
- GLOBAL VOICE TELECOM LIMITED
- GRAMEEN INTEL SOCIAL BUSINESS LTD.
- GRAMEEN PHONE LIMITED
- GRAMEENPHONE IT LIMITED
- GRAPHICPEOPLE|SOFTWAREPEOPLE
- GREENTECH CARBON SOLUTIONS LTD.
- HRC TECHNOLOGIES LTD.
- HUAWEI TECHNOLOGIES LTD
- IBCS-PRIMAX (SOFTWARE)LTD.
- IBM
- IMAM NETWORK LTD
- IMPULSE(BD) LTD.
- INFO LINK
- INFORMATION AND COMMUNICATIONS TECHNOLOGY
- INFORMATION SOLUTIONS LIMITED (ISL)
- INFORMATION TECHNOLOGY CONSULTANTS LIMITED
- IXORA SOLUTION LTD.
- JIJOTY (BD) INC.
- KAY TELECOMMUNICATIONS LTD.
- KAZI IT
- LEADS CORPORATION LIMITED
- LEVEL3 CARRIER LIMITED
- LINK 3 TECHNOLOGIES LTD.
- LM ERICSSON BANGLADESH LIMITED
- MAXIS MOBILE LTD
- MESH TECHNOLOGIES LTD.
- METAFOR ASIA
- METRONET BANGLADESH LTD
- MICROTECH
- MIR TECHNOLOGIES
- MIR TELECOM GROUP (THE FIRST IGW OF BANGLADESH)
- TIGERIT BANGLADESH LTD.
- MOBIOAPP LIMITED
- NASCENIA LIMITED

- NETWORK HARDWARE SOLUTIONS LIMITED
- NEXT IT LTD.
- NEXTDOT
- NHQ DISTRIBUTIONS LTD.
- NICHE TECHNOLOGIES LLC.
- NOCHALLENGE.NET
- NOKIA SOLUTIONS AND NETWORKS
- OLLO WIRELESS INTERNET
- ONEWORLD INFOTECH
- ONS TELECOM
- OPPO
- ORANGE NETWORKS LTD ( A SISTER CONCERN OF PARADISE GROUP)
- ORASCOM TELECOM BANGLADESH LIMITED (BANGLALINK)
- ORBIT INFORMATICS
- PACIFIC BANGLADESH TELECOM LIMITED
- PRADESHTA LIMITED
- PRIME TECH SOLUTIONS LTD.
- QUBEE
- ROBI AXIATA LTD.
- SAMSUNG BANGLADESH R&D CENTER
- SERVICES AND SOLUTIONS INTERNATIONAL LTD. (SSIL)
- SHEBAICX
- SSD-TECH
- SSL WIRELESS
- SUBRA SYSTEMS LIMITED
- SUMMIT COMMUNICATIONS LIMITED
- SWITCH COM LIMITED
- SYNCHRONOUS ICT
- SYSTEMS & SERVICES LTD
- TECH BD INTERNATIONAL
- TECH VALLEY NETWORKS LIMITED
- TECH VALLEY SOLUTIONS LTD.
- TELEPHONE SHILPA SANGSTHA LTD
- TELEVERSANT, LLC
- THAKRAL INFORMATION SYSTEMS PVT. LTD.
- THERAP (BD) LTD.
- UBIN AG
- ULKASEMI PVT. LIMITED
- VU MOBILE LTD.
- WALTON HI-TECH INDUSTRIES LIMITED
- WAVELET SOLUTION
- WORKSPACE INFOTECH
- X-NET LTD.
- UTC ASSOCIATES, INC.
- SUPERBNEXUS
- UGI GROUP

#### **MEDIA & ADVERTISING**

- ADCOMM
- APPLE COMMUNICATION LTD
- ASIATIC MINDSHARE LIMITED
- BANGLADESH BRAND FORUM
- BIOSCOPE
- BITOPI ADVERTISING LTD.
- BRAIN STATION-23
- CHANNEL 9
- DHAKA TRIBUNE
- EKUSAY TELEVISION
- ASIATIC JWT
- GAKK MEDIA LTD
- GAZI NETWORK LTD

- GAZI TV
- MOHONA TV
- JAMUNA TELEVISION LIMITED
- MARKET ACCESS LTD.
- MARKET INNOVATION & IDEAS LIMITED
- MAXUS BANGLADESH
- MEDIACOM LIMITED - MEMBER OF SQUARE
- PROTHOM ALO
- RAY STUDIO
- SHOW MOTION LIMITED
- THE DAILY STAR
- TOP OF MIND
- VIRGO MEDIA LIMITED (CHANNEL 9)

#### **MULTINATIONALS**

- COROFIN PTE LTD.
- DEMCO SHIPPING CORPORATION
- ACME LABORATORIES LTD.
- ASIAN PAINTS BANGLADESH LTD.
- ASPIRE DESIGNS LIMITED
- AVERY DENNISON BANGLADESH CORPORATION
- BERGER PAINTS BANGLADESH LIMITED
- BJIT LTD
- BRITISH AMERICAN TOBACCO BANGLADESH (BATB)
- CAVINKARE BANGLADESH PRIVATE LIMITED
- CHEVRON
- COCA-COLA INTERNATIONAL BEVERAGES PRIVATE LIMITED
- COLES GROUP LIMITED
- CORPORATE MESSENGER WORLDWIDE LIMITED
- DAMCO
- DEUTSCHE GESELLSCHAFT F&A¼R INTERNATIONALE ZUSAMMENARBEIT (GIZ) GMBH
- ECLECTIC LIMITED
- ECO-TAN LEATHERS
- EXPEDITORS (BANGLADESH) LTD.
- APM GLOBAL LOGISTIC BANGLADESH LIMITED
- G4S SECURE SOLUTIONS BANGLADESH(P) LTD.
- GLAXOSMITHKLINE BANGLADESH LTD.
- GREAT CHINA EMPIRE LTD
- HOLCIM CEMENT BD LTD.
- ICDDR,B
- DHAKA TOBACCO INDUSTRIES
- J SAINSBURYS PLC
- JAPAN TOBACCO INTERNATIONAL -
- L M ERICSSON BANGLADESH LIMITED
- LINDE CANADA
- COFFEELINK
- SOCIALCUBE LIMITED
- MARKET MOVERSUK LIMITED
- METROCEM CEMENT LTD.
- MIRPUR CERAMIC WORKS LTD.
- MITSUI & CO.
- NESTLE BANGLADESH LIMITED
- NOVARTIS(BANGLADESH)LIMITED
- OXYLANE GROUP
- PHILIP MORRIS INTERNATIONAL
- SALMAT AUSTRALIA

- SG LOGISTICS PVT. LTD.
- SGS BANGLADESH LTD.
- SIEMENS BANGLADESH LIMITED
- SINGER BANGLADESH LTD.
- MOTION AUTOMOBILES LIMITED
- EASTERN STEELS CORPORATION
- TERRAPINN INC
- UNILEVER BANGLADESH LTD.
- UNITED NATIONS DEVELOPMENT PROGRAMME
- USAID
- VFS GLOBAL
- WALMART
- YKK
- YOUNGONE
- VISTA

#### **POWER, ENERGY, ENGINEERING**

- ABRAR BUILDERS & DEVELOPERS LTD.
- ACE CONTROLS LIMITED
- ADEX CORPORATION LTD.
- AGGREKO INTERNATIONAL POWER PROJECTS LTD.
- EERT LTD.
- ATLAS COPCO BANGLADESH LIMITED
- BANGLA TRAC COMMUNICATIONS
- BANGLADESH EDIBLE OIL LIMITED
- CHINA NATIONAL ELECTRIC WIRE & CABLE IMP/EXP CORPORATION
- CMEC- CHINA MACHINERY ENGINEERING CORPORATION
- DANA ENGINEERS INTERNATIONAL LTD.
- DOREEN POWER GENERATION & SYSTEM LTD.
- E&A CONSTRUCTION
- ABB AB, VASTERAS, SWEDEN
- ELTEK POWER PTE LTD
- EMBEDDED ENGINEERING AND ROBOTICS TECHNOLOGY
- ENERGYPAC ELECTRONICS LTD
- ENERGYPAC POWER GENERATION LTD
- ENGINEERS ASSOCIATES LIMITED
- FASTRACK ANONTEX LIMITED
- FASTRACK DESIGN, INC
- EZZY COMMUNICATION LTD
- GAS TRANSMISSION COMPANY LIMITED
- GBB POWER LTD.
- GREEN POWER ELECTRICAL & ELECTRONICS
- HONEYCOM AUTOMATION
- HYUNDAI ENGINEERING AND CONSTRUCTION
- KALTIMEX ENERGY BANGLADESH (PVT.) LTD.
- KEC INTERNATIONAL LIMITED
- MAX GROUP BANGLADESH
- MAX POWER LTD.
- ME SOLSHARE
- MOHAMMED AL OJAIMI CONTRACTING EST.
- ORIENTAL OIL CO. LTD.
- PEGHNAGHAT POWER LTD.
- POWERPAC 100MW KERANIGANJ POWER PLANT LTD.
- RAHIMAFROOZ SOLAR
- REVERIE POWER AND AUTOMATION ENGINEERING LTD.

- ROLLS-ROYCE ENGINE CONTROL SYSTEM
- RR-IMPERIAL ELECTRICAL LIMITED
- RUNNER MOTORS LTD
- SAJ ENGINEERING & TRADING COMPANY
- SAKURA POWER LTD.
- SERVICENGINE LTD.
- SHANGHAI ELECTRIC POWER GENERATION GROUP
- SINHA POWER GENERATION COMPANY LTD.
- SMEC INTERNATIONAL PTY LTD. (SOUTH ASIA REGIONAL OFFICE )
- SOLAR EYE LIMITED BANGLADESH
- SPECTRUM ENGINEERING CONSORTIUM LIMITED.
- SUMMIT CORPORATION LIMITED
- SUMMIT POWER LIMITED
- WARTSILA BANGLADESH LTD.
- THE FIRST NORTHEAST ELECTRIC POWER ENGINEERING CORPORATION
- TOKAI POWER PRODUCTS LTD.
- TOTALGAZ BANGLADESH
- TURAG COMPOSITE INDUSTRIES
- SNOWY MOUNTAIN ENGINEERING COOPERATION
- NDE READYMIX CONCRETE LIMITED.

#### **REAL ESTATES**

- AMIN MOHAMMAD GROUP
- BESTWAY LAND PROPERTIES LTD
- BUILDING TECHNOLOGY & IDEAS LTD (BTI)
- CAPITALAND DEVELOPMENT LIMITED
- INNOVATIVE PROPERTIES LTD.
- LAKE SHORE SERVICE APARTMENT (PVT) LTD.
- LOTUS VALLEY DESIGN & DEVELOPMENTS LIMITED.
- MEDONA DEVELOPMENT LTD
- NAGAR DESIGN & DEVELOPMENTS LTD.
- NATIONAL HOUSING AUTHORITY
- NOMAN PROPERTIES LTD. (REBA GROUP)
- OKM BUILDERS LTD.
- PUTUL PROPERTIES LTD.
- STEELMARK BUILDINGS LTD
- TURIN HOUSING LTD.
- VENTURA PROPERTIES LIMITED
- DIW REALESTATE HOLDING CORPORATION

#### **SERVICE**

- SABIR TRADERS LIMITED
- ACNABIN CHARTERED ACCOUNTANTS
- AIR CHINA CARGO CO. LTD.
- ALIF INTERNATIONAL AGENCY
- ALLPORT CARGO SERVICES (OCEAN) LTD
- ANFORDS BANGLADESH LTD.
- AQCSS
- AVANCE CORPORATION
- BENGAL OVERSEAS CORPORATION LIMITED
- BHUIYAN TRADERS
- BKASH LIMITED
- BRAC EPL INVESTMENTS LTD.
- BRAC EPL STOCK BROKERAGE LTD.
- BRAC MICROFINANCE

- BUREAU VERITAS (BANGLADESH) PRIVATE LIMITED
- CASHLINK BANGLADESH LIMITED
- CREDIT RATING INFORMATION & SERVICES LIMITED
- DELTA BRAC HOUSING FINANCE CORP. LTD.
- DHAKA STOCK EXCHANGE LTD.
- DHL EXPRESS BANGLADESH PVT.LTD
- EMERGING CREDIT RATING LIMITED
- EMIRATES SKYCARGO
- EXPRESS CORPORATION
- FAIR DISTRIBUTION LTD.
- FAREAST FINANCE & INVESTMENT LIMITED
- FIAR CONNECTION LTD.
- FOREX TRADER
- GREEN DELTA INSURANCE COMPANY LTD
- GSP FINANCE COMPANY (BANGLADESH) LIMITED
- HAQUE SHAHALAM MANSUR & CO.
- HODA VASI CHOWDHURY & CO
- HUNGRYNAKI.COM
- ICEL PRIVATE LIMITED
- IDLC FINANCE LIMITED
- IDLC SECURITIES LIMITED
- WORLD BANK GROUP
- INFRASTRUCTURE DEVELOPMENT COMPANY LIMITED (IDCOL)
- INSURANCE DEVELOPMENT & REGULATORY AUTHORITY (IDRA)
- INTERNATIONAL FINANCE CORPORATION
- ITS LABTEST BD LTD
- JAMUNA FUTURE PARK LTD.
- JANATA INSURANCE COMPANY LTD.
- LANKA BANGLA FINANCE LIMITED
- LR GLOBAL BANGLADESH
- MIN SHENG LINES (BANGLADESH) LIMITED
- MJ ABEDIN & CO.
- BUSINESS INITIATIVE LEADING DEVELOPMENT (BUILD)
- BUSINESS INNOVATION FACILITY
- GNUTT
- MEDITERRANEAN SHIPPING COMPANY
- NATIONAL EXCHANGE COMPANY SLR
- NOOR TRADE HOUSE
- ASSET DEVELOPMENTS & HOLDINGS LTD
- PACIFIC LIFE
- ROBIN PRINTING AND PACKAGE LTD
- R-PAC INTERNATIONAL.
- RR KHAN TEX
- S.F. AHMED & CO
- SALSABIL'S DENTAL CARE
- SEAF VENTURE MANAGEMENT LTD
- SENTRY METRICS
- SHAHED SECURITIES LTD.
- SHOROSH BAZAR
- SOCIAL MARKETING COMPANY (SMC)
- SUNDARBAN COURIER SERVICE (PVT.) LTD.
- TNT EXPRESS
- TRANSCOM MOBILE LIMITED
- UNION CAPITAL LIMITED
- UNICERT
- UNIVERSAL FINANCIAL SOLUTIONS LIMITED (UFS)
- WALLETMIX LIMITED

- XCMG BANGLADESH
- ZAHUR & MOSTAFIZ
- MITU PAINTING PRESS
- AMERICAN ALUMNI ASSOCIATION
- KANETIX LTD
- ARDENT LIMITED
- QASEM & CO.
- AARONG DAIRY
- AKHONI.COM
- BIPONEE.COM
- ELETTO CALL CENTER SOLUTION
- ENOSIS SOLUTIONS
- FLORA LIMITED
- INTERNATIONAL ACUMEN LTD.(IAL)
- INTERTEK
- TELE EXCHANGE LIMITED
- INTERSPEED MARKETING SOLUTIONS LIMITED (IMSL).
- MAHINDRA COMVIVA
- MULTI TRADE ENTERPRISE LIMITED
- CEGIS- CENTER FOR ENVIRONMENTAL AND GEOGRAPHIC INFORMATION SERVICES
- GRAMEEN BYABOSA BIKASH

#### **TEXTILES & RMG**

- ABANTI COLOUR TEX LTD.
- APEX ADELCHI FOOTWEAR LIMITED
- AYMAN TEXTILE AND HOSIERY LTD.
- BABYLON GROUP
- CJ INTERNATIONAL LTD
- CMC TEXTILE
- DK KNITWEAR LTD
- INTERSTOFF APPARELS LTD
- WELLTEX
- KNIT ASIA LTD.
- LI & FUNG BANGLADESH LTD.
- LIZ FASHION & TEXTILE
- MAKSONS GROUP LTD.
- MANTRA INC
- MASON APPARELS LTD
- NOMAN GROUP
- SALIM & BROTHERS LTD
- SISTER KNITWEAR LIMITED
- T & S BUTTON
- PACIFIC ASSOCIATES LTD
- BRAND INTIMITES
- TOURISM, HOTEL & RESORTS
- BENGAL VACATION CLUB
- BLUE MOON RESTAURANT AND CONVENTION CENTRE.
- HOTEL SARINA
- LE MERIDIEN DHAKA
- MARY MACOLOP PLACE
- RADISSON BLU WATER GARDEN HOTEL DHAKA
- ROBERTSON QUAY HOTEL
- RUPOSHI BANGLA HOTEL
- SEA PEARL BEACH RESORT & SPA LTD.

#### **CONSULTING**

- VERNACULAR CONSULTANTS LIMITED
- ACE CONSULTANTS LTD.
- CHARTERED ACCOUNTANCY AT S.F AHMED & COMPANY
- DEV CONSULTATION LTD.

- EMKAY ENTERPRISE LTD.
- ESHNA MANAGEMENT & CONSULTING SERVICES
- FBCCI
- FIRST SELECT BANGLADESH LTD
- IRG DEVELOPMENT SERVICES LTD. (IRGDSL)
- MAXWELL STAMP LTD.
- ORCHAD CONSULTANTS
- MONA FCS LTD.
- NIPPON EXPRESS BD. LTD.
- LYNX EYED (BD) LTD
- EZONE BANGLADESH LTD
- HEALTHCARE
- APOLLO HOSPITAL DHAKA
- ECOMHEALTH CARE SINGAPORE
- ESKAYEF BANGLADESH LIMITED
- HEALTHCARE PHAMA
- INCEPTA PHARMACEUTICALS L.T.D
- M&H INFORMATICS(BD) LTD.(AN IMS HEALTH COMPANY)
- NUVISTA PHARMA LIMITED
- OPSONIN PHARMA LTD.
- PHARMASIA LTD. (A SONY RANGS ENTERPRISE)
- RADIANT PHARMACEUTICALS LTD.
- RENATA LIMITED
- SK+F PHARMACEUTICAL
- UNIMED & UNIHEALTH MANUFACTURERS LIMITED
- UNITED HOSPITAL LIMITED

#### **NGO**

- ASA
- BANDHU SOCIAL WELFARE SOCIETY
- BANGLADESH PROTIBONDHI FOUNDATION
- BANGLADESH RED CRESCENT SOCIETY
- BRAC
- CENTRE FOR INTEGRATED URBAN DEVELOPMENT
- FINDING AFFECTED AND INFECTED TOGETHER IN HAND
- JITA BANGLADESH
- MISSION AUSTRALIA
- SAVE THE CHILDREN INTERNATIONAL
- TEACH FOR BANGLADESH

#### **RESEARCH AND DEVELOPMENT**

- NASA, USA

#### **SPORTS**

- BANGLADESH CRICKET BOARD
- DHAKA GLADIATORS LTD.