

5 WAYS TO WORK BETTER AND FASTER THIS RAMADAN

BAYT.COM WEEKLY REPORT

We know how hard Ramadan can be while you're at work. But because Ramadan is a month of giving and good deeds, we want you to be as productive and motivated as possible, at all times. Here, the career experts at Bayt.com, the Middle East's leading job site, give you some tips for a stress-free, productive Ramadan:

1. Get organized: Use apps

As repeated as this may sound, organizing your tasks can be the most time-consuming task. In fact, according to the Bayt.com 'Distractions at Work in the MENA' poll, December 2013, 94% of professionals in the Middle East and North Africa (MENA) region use to-do lists to organize their day. As you handle more and more responsibilities, it is very likely that you start feeling lost in your job! We all experienced a time where we absolutely had no idea where to begin when assigned new projects, and then so suddenly there is this monthly performance review you have to submit, or an impor-

tant survey that needs to be turned in ASAP.

If you're looking to boost your workday productivity during Ramadan, that smartphone in your pocket can help. The mobile app revolution has produced hundreds of apps to help ease the stress of everyday life. These applications perform both simple tasks, such as managing your to-do list, and complex ones, such as allowing you remote access to your computer. If you're looking for a job, the Bayt.com app will help you apply to thousands of jobs and get instant notifications when jobs that match your preferences are posted on the Bayt.com website.

2. Exercise and stay healthy

If you do an online search for the most successful and influential people, you will surely notice that these people give their bodies as much attention as they do their job. Being healthy and taking care of your body does not only make you look nice, but also boosts your alertness and energy at work. More exercise means

more blood flow to your brain, which reflects on your work performance. When you improve your alertness and awareness, you are likely to be more ready to tackle your next big project. According to the Bayt.com 'MENA Professionals' Health and Eating Habits' poll, March 2012, almost four in 10 respondents exercise frequently.

3. Strengthen your relationship with your boss

The exchange of feedback with your boss should not only be during the yearly performance review. On the contrary, a department is best productive when there is an open line of communication, and readiness to accept ideas and feedback. Always push for weekly or bi-monthly meetings with your manager to discuss progress, address issues, and acknowledge accomplishments. A feedback culture is the best culture for growth.

4. Take on new challenges

During Ramadan, make sure to seize new opportu-

nities and take on tasks that are not usual for you. This will tremendously improve your capacity, your knowledge, and will help you expand your network in the office through dealing with different functional departments. Also, being courageous and proactively taking on new challenges will put you in a favorable and more trustworthy place with your superiors, and everyone will look at you as a valuable asset.

5. Get enough rest

Overworking yourself and sleep deprivation will not help you be better at your job. In fact, they can make you less focused and generally fatigued, which will ultimately affect your work performance. Always prioritize your day to make sure all the urgent tasks are being handled before 5pm - or whenever you are supposed to leave. Do not make it a habit to take your work home, this can work out for a few times when you have very important deadlines, but doing this frequently will ultimately drain your energy.



FAYETTEVILLE: Doug McMillon, chief executive officer and president, talks on stage during the annual Wal-Mart Shareholders Meeting. — AP

WAL-MART'S CEO URGES EMPLOYEES TO RE-IMAGINE COMPANY'S FUTURE

COMPANY AT CROSSROADS IN FAST-SHIFTING LANDSCAPE

FAYETTEVILLE: Wal-Mart's CEO urged employees on Friday to re-imagine its future in a fast-shifting retail landscape. The company is at a crossroads, as its long-held dominance in pricing and convenience has been chipped away at by Amazon and dollar stores. But it's fighting back on multiple fronts, growing more aggressive with prices and going after Amazon, both online and on the doorstep, by expanding delivery services to cater to shoppers who want to buy anywhere, anytime.

"We want to make every day easier for busy families. We're connecting all the parts of Wal-Mart into one seamless shopping experience with great stores, easy pickup, fast delivery and apps and websites that are simple to use," Chief Executive Doug McMillon said at the annual shareholders' meeting.

The event was packed with 14,000 people including nearly 6,000 Wal-Mart workers as well as shareholders, analysts and several Walton family members. The legacy of the company's late founder Sam Walton still resonates, with executives paying homage to his philosophy of low prices and customer service. Part business meeting, part pep rally, the meeting was hosted by comedian James Corden and featured musicians Katy Perry, Nick Jonas, Maxwell and Andy Grammer.

More nimble

Entertainment aside, Wal-Mart emphasized ways in which it's working to be more nimble. The company is spending money on its stores and its staff. It's in the second year of a \$2.7 billion investment in training and higher wages, with the goal of making Wal-Mart a place people want to be.

Changes have been painful at times. The company announced this year it would shutter 269 stores worldwide, about half of them in the US. That's a tiny fraction of its locations worldwide, but was a rare

pruning for Wal-Mart, particularly on its home turf.

Yet those maneuvers to spruce up stores and increase wages appear to be paying off. The company posted its seventh consecutive quarter of rising comparable-store sales at US Wal-Mart locations, which account for 62 percent of annual revenue. It expects sales to grow again this quarter.

Traffic counts are up for the sixth straight quarter. Amid a disastrous quarter for many retailers as a whole, Wal-Mart excelled. But red flags have appeared as Wal-Mart digs in to fend off Amazon.com. Overall revenue in the fiscal year ended in January declined slightly to \$478.6 billion, excluding revenue from membership fees and other income. That's the first annual drop since the company went public 45 years ago.

Wal-Mart's e-commerce growth has slowed dramatically even as it escalates investment there. Global e-commerce sales growth slowed to 7 percent during the first quarter, a notable downturn from nearly 30 percent two years ago. "Domestically, Wal-Mart's challenge remains unchanged as it attempts to adapt to a changing retail environment in which stores are only 'part' of the environment and not 'only' the environment," wrote Credit Suisse analyst Michael Exstein.

Still, Wall Street appears optimistic. Wal-Mart shares are up 16 percent this year, while the Standard & Poor's index for multiline retail is up only 2.5 percent. McMillon said afterward that Wal-Mart has past practice on its side. "We've got the history of studying competition," he said. "We can see what's happening with customers." He added that Wal-Mart is picking up the pace of change and doing plenty of experimentation.

Details on steps

REPRIORITIZING PRICES: Wal-Mart is cutting prices on an array of products over the next few years,

though it's not releasing specifics. Executives said that in the past few years, it hadn't been as aggressive on prices as it should have been. The company is also bringing back the smiley face in stores and TV ads after a decade, saying nearly 70 percent of customers still equate the image with savings.

EXPANDING ONLINE: Wal-Mart is increasing its online options, including groceries. It's rapidly expanding into new markets for its online grocery pickup; it will be in over 200 stores in about 55 markets by the end of the month. It also plans to test grocery deliveries in Denver and Phoenix using ride-hailing companies Uber and Lyft. That joins a pilot program making the online delivery service Deliv available to Sam's Club customers in Miami.

Wal-Mart trimmed the delivery time for its free-shipping pilot program to two days from three, and it's cutting a dollar off the membership price to \$49 a year. Amazon membership costs \$99, but it comes with many other perks. Wal-Mart is also rolling out its own mobile payment system at every store nationwide by the end of this month.

SPRUCING UP STORES: Wal-Mart is focusing on improving its fresh produce offerings at its US name-sake stores, which drives frequent traffic. It's also refining its baked goods area and lowering store sight lines to help shoppers navigate. Wal-Mart has said customer scores on satisfaction have improved.

IMPROVING DISTRIBUTION: Wal-Mart ships goods directly to customers from 80 stores and uses 4,500 stores as pickup points. But it's also trying to fulfill orders more quickly at distribution centers. It offered a peek at a drone it's testing that skitters around, taking 30 pictures per second and flagging misplaced items. Wal-Mart says drones let it confirm inventory in about a day or less, rather than taking a month. The technology could be rolled out in the next six to nine months. — AP

BIG BANKS, WAITED YEARS FOR A RATE HIKE, GET PUMMELED

NEW YORK: With oddsmakers all but pulling a summer rate hike off the table after a terrible US jobs report and a wash of other disheartening economic data, the nation's biggest banks took pummeling from investors Friday. The financial sector has been waiting seven years for the Federal Reserve to increase the short-term interest rates substantially, which allows banks to follow with higher rates for borrowing. The Fed raised rates at the end of last year, but just barely.

The report from the Labor Department on Friday, showing that there was a drastic slowdown in hiring by US employers in May, rewrote the story many had expected to unfold later this month and in July when the Fed meets. Financials were the biggest decliner by far of the 10 Standard & Poor's sectors

Friday, with the biggest banks leading the way down. Bank of America Corp took the biggest tumble in midday trading, down 4.2 percent. Shares of Citigroup Inc. also traded down more than 4 percent as CEO Mike Corbat suggested second-quarter earnings would drop 25 percent from the same period last year. JPMorgan Chase & Co and Wells Fargo & Co both tumbled more than 2 percent on the heels of the dismal jobs report.

Just a couple of weeks ago, bank stocks surged as Fed officials hinted that an increase in June was likely. However, the US added just 38,000 jobs in May, the fewest in more than 5 years. The Institute for Supply Management followed with a report showing that US services firms grew at the slowest pace in more than two years last month. — AP



NEW YORK: American flags fly in front of the New York Stock Exchange. — AP

ITALIAN OIL COMPANY ENI'S CEO MEETS WITH LIBYAN PREMIER

MILAN: The CEO of Italian oil giant Eni has traveled to Tripoli for the first time since July 2014 to meet with the new head of Libya's UN-backed government. Eni said in a statement that the meeting yesterday between CEO Claudio Descalzi and Libya's new prime minister, Fayed Serraj, underlines Eni's commitment to continuing operations in Libya and to support the National Oil Corporation's

efforts to increase production. Eni was the first international oil company to resume operations in Libya in 2011 after months of civil war and currently produces 300,000 barrels of oil equivalent a day. Eni has maintained operations in the country, continuing both its exploration activities offshore as well as helping supply gas for local power plants for domestic consumption. — AP



TRIPOLI: Italian oil giant Eni CEO Claudio Descalzi, left, and Libya's new prime minister, Fayed Al-Serraj shake hands. — AP

EXCHANGE RATES

AL-MUZAINI EXCHANGE CO.

ASIAN COUNTRIES

Japanese Yen	2.843
Indian Rupees	4.501
Pakistani Rupees	2.890
Sri Lankan Rupees	2.055
Nepali Rupees	2.818
Singapore Dollar	224.840
Hongkong Dollar	38.978
Bangladesh Taka	3.860
Philippine Peso	6.518
Thai Baht	8.534

GCC COUNTRIES

Saudi Riyal	80.776
Qatari Riyal	83.207
ani Riyal	786.772
Bahraini Dinar	804.440
UAE Dirham	82.471

ARAB COUNTRIES

Egyptian Pound - Cash	32.600
Egyptian Pound - Transfer	34.484
Yemen Riyal/for 1000	1.216
Tunisian Dinar	142.670
Jordanian Dinar	426.740
Lebanese Lira/for 1000	2.018
Syrian Lira	2.159
Morocco Dirham	31.868

EUROPEAN & AMERICAN COUNTRIES

US Dollar Transfer	302.750
Euro	345.890
Sterling Pound	442.770

Canadian dollar	235.970
Turkish lira	104.940
Swiss Franc	313.570
Australian Dollar	225.850
US Dollar Buying	301.550

GOLD

20 Gram	251.850
10 Gram	128.850
5 Gram	65.270

DOLLARCO EXCHANGE CO. LTD

Rate for Transfer	Selling Rate
US Dollar	303.000
Canadian Dollar	234.405
Sterling Pound	440.385
Euro	345.255
Swiss Frank	296.765
Bahrain Dinar	801.595
UAE Dirhams	82.735
Qatari Riyals	83.950
Saudi Riyals	81.480
Jordanian Dinar	426.835
Egyptian Pound	34.024
Sri Lankan Rupees	2.057
Indian Rupees	4.498
Pakistani Rupees	2.889
Bangladesh Taka	3.855
Philippines Peso	6.508
Cyprus pound	577.120
Japanese Yen	3.835
Syrian Pound	2.375
Nepalese Rupees	3.805

Malaysian Ringgit	75.020
Chinese Yuan Renminbi	46.470
Thai Bhat	9.540
Turkish Lira	104.640

BAHRAIN EXCHANGE COMPANY

CURRENCY	BUY	SELL
Europe		
British Pound	0.433936	0.443936
Czech Korune	0.004723	0.016723
Danish Krone	0.042177	0.047177
Euro	0.0338552	0.0347552
Norwegian Krone	0.033018	0.038218
Romanian Leu	0.086846	0.086846
Slovakia	0.009023	0.019023
Swedish Krona	0.033146	0.038146
Swiss Franc	0.304272	0.315272
Turkish Lira	0.098716	0.109016
Australasia		
Australian Dollar	0.215366	0.227366
New Zealand Dollar	0.204982	0.214482
America		
Canadian Dollar	0.228966	0.237966
US Dollars	0.298650	0.303350
US Dollars Mint	0.299150	0.303350
Asia		
Bangladesh Taka	0.003412	0.003996
Chinese Yuan	0.044544	0.048044
Hong Kong Dollar	0.036962	0.039712

Indian Rupee	0.004185	0.004595
Indonesian Rupiah	0.000018	0.000024
Japanese Yen	0.002757	0.002937
Kenyan Shilling	0.003114	0.003114
Korean Won	0.000250	0.000265
Malaysian Ringgit	0.069491	0.075491
Nepalese Rupee	0.002885	0.003055
Pakistan Rupee	0.002692	0.002982
Philippine Peso	0.006377	0.006677
Sierra Leone	0.000067	0.000073
Singapore Dollar	0.217833	0.227833
South African Rand	0.014074	0.022574
Sri Lankan Rupee	0.001673	0.002253
Taiwan	0.009223	0.009403
Thai Baht	0.008224	0.008774

Arab

Bahraini Dinar	0.796481	0.804981
Egyptian Pound	0.027985	0.033103
Iranian Riyal	0.000084	0.000085
Iraqi Dinar	0.000190	0.000250
Jordanian Dinar	0.423005	0.432005
Kuwaiti Dinar	1.000000	1.000000
Lebanese Pound	0.000146	0.000246
Moroccan Dirhams	0.020832	0.044832
Nigerian Naira	0.001249	0.001884
Omani Riyal	0.779944	0.785624
Qatar Riyal	0.082347	0.083797
Saudi Riyal	0.079647	0.080947
Syrian Pound	0.001283	0.001503
Tunisian Dinar	0.139868	0.147868
Turkish Lira	0.098716	0.109016
UAE Dirhams	0.081002	0.082702
Yemeni Riyal	0.001368	0.001448