

Microsoft discriminated against women in pay: lawsuit

REUTERS
Microsoft Corp on Wednesday was hit with a proposed class action lawsuit in US court claiming its policy of ranking employees to determine pay and promotions led to discrimination against women.

The lawsuit was filed in federal court in Seattle, Washington by former technician Katherine Moussouris, who claims she was passed over for promotions given to less-qualified men and was told supervisors did not like her "manner or style."

Redmond, Washington-based Microsoft gives employees numerical rankings based on performance evaluations, according to the lawsuit, and routinely gave female workers lower ratings based on subjective criteria.

"Microsoft systematically undervalues the efforts and achievements of its female technical employees," said Adam Klein of well-known employment law firm Outten & Golden in New York, one of the firms representing Moussouris.

The company did not immediately respond to a request for comment.

Microsoft CEO Satya Nadella last year was criticized for suggesting at an industry conference that women in technology jobs should not ask for pay raises and should have faith that their companies will compensate them fairly.

Alibaba's hot deals leave investors cold



Guards stand near an entrance to Alibaba's headquarters in China.

REUTERS, Beijing/Shanghai
A year since it went public in the biggest stock listing ever, China's Alibaba Group Holding Ltd has spent more than \$6 billion on everything from an electronics store chain to a robot maker. As shares hover below their debut price, investors in the e-commerce giant wonder just when it will all pay off.

The seemingly scattershot approach to deals has left shareholders asking how Jack Ma's baby, once the darling of bourses, analysts and investors alike, will pull new businesses together to manage a vital transition.

From dominance of a surging China, it must cope with saturation in a slowing economy where shoppers are beginning to tighten their belts. At the same time, smaller rival JD.com Inc's growing market share is cause for concern - especially as it's backed by Alibaba nemesis Tencent Holdings Ltd.

"They are trying to do too many

things at once," said John Ettinger, a co-portfolio manager of the \$5.6 billion Federated Kaufmann fund, which has owned Alibaba shares since the fanfare of the initial public offering.

Close to \$140 billion has been wiped off the company's market value since last November's peak. The shares have fallen 28 percent since the end of their September 19 opening day surge, versus a 0.8 percent fall in the S&P 500.

Alibaba Executive Vice Chairman Joe Tsai painted the acquisitions strategy as a coordinated game of chess in an interview with Reuters last week.

Still, Alibaba's transition to mobile shopping from more-lucrative PCs has been slower than expected and in August it reported its worst recorded quarterly growth in revenue and transaction volume. With the latter expected to fall further, a flurry of brokerages have cut targets; one lone analyst recommends selling.

The \$6 billion-plus in M&A activity

since the IPO has highlighted an expansion strategy that's nothing if not diverse. Since 2013, investments by Alibaba and affiliates stack up to more than \$16 billion, by Reuters' calculations, in sectors such as taxi hailing, pharmaceuticals, financial media, postal services and half a football club. Publicly available data suggests an underwhelming performance so far by several investments.

Shares in microblog platform Weibo Corp, retailer Haier Electronics Group Co Ltd, online video firm Youku Tudou Inc and mobile dating firm Momo Inc have underperformed the broader markets since Alibaba pumped cash into them.

Even those whose shares have gained have struggled to make profit. Alibaba Pictures Group Ltd has lost money for the past 18 months, while Alibaba Health Information Technology Ltd hasn't been profitable since early 2012; its losses have only increased.

An Alibaba spokesman said the firm was optimistic about these companies' prospects and had communicated there would be losses early on, but declined to comment on other investments.

Some of these deals do tie into broader strategies to improve the e-commerce firm's logistics, and expand into new areas like digital entertainment and Internet finance.

But some say Alibaba - cash-rich from years of wildfire growth - is spending big and wide in search of success beyond its central business as the threats of shrinking margins, slowing growth and dangerous rivals loom.

"They're trying to hedge their bets in several directions," said Richard Kramer, the London-based founder of Arete Research. "I think they realise that there's going to be natural limits to their core business."



Zunaid Ahmed Palak, state minister for ICT; Nazneen Sultana, deputy governor of Bangladesh Bank; Shamim Ahsan, president of Bangladesh Association of Software and Information Services (BASIS), and Selim RF Hussain, managing director of IDLC Finance, pose at the launch of IDLC Udhhabon, a bundle service with finance plus other services for ICT entrepreneurs jointly offered by IDLC and BASIS.



Muklesur Rahman, managing director of NRB Bank, opens a branch of the bank in Panchdona Bazar, Narsingdi. Rahat Shams, head of retail banking, was also present.



Ali Reza Iftekhar, managing director of Eastern Bank, and Inessa Tolokonnikova, industry manager of FIG, South Asia region of International Finance Corporation (IFC), exchange documents of a short term rollover foreign currency loan agreement in Dhaka. The bank has obtained foreign currency funds from IFC.

Government of the People's Republic of Bangladesh
Local Government Engineering Department
Office of the Upazila Engineer
Sarishabari, Jamalpur

Memo No: LGED/UE/Sari/2015/665 Dated: 16-09-2015

Invitation for Tenders (IFT for Goods)

Tender Notice No: 01/2015-2016

Sealed tenders are hereby invited from the eligible tenderers as defined in the tender documents for the under listed goods as per terms and conditions stated below & PPR-2008, PPR-2009

1	Project name	Government Primary School Reconstruction & Renovation Project (2 nd Phase).				
2	Source of funds	GOB.				
3	Method	LTM				
4	List of goods:					
	Sl No.	Package No.	Name of school	Amount of tender security (Tk)	Price of tender document (Tk)	Time for completion
	1	GPSRRP/201 4WD 10.171	Re-construction of Binnafair GPS	1,35,000.00	2000.00	180 days
	2	GPSRRP/201 4WD 9.768	Ver. Ext. of Kawamara GPS	80,000.00	1000.00	150 days
5	Date, time and place of pre-tender meeting	Date: 22-09-2015 Time: 11.00am Place: Office of the undersigned.				
6	Last date, time and place of selling tender document	Date: 11-10-2015 Time: Up to 5.00pm Places: a) Office of the undersigned. b) The Executive Engineer, LGED, District: Jamalpur. c) The Upazila Engineer, Upazila: Jamalpur Sadar, Dist: Jamalpur.				
7	Last date, time and place of receiving tender document	Date: 12-10-2015 Time: Up to 1.00pm Places: a) Office of the undersigned. b) The Upazila Engineer, Upazila: Jamalpur Sadar, Dist: Jamalpur.				
8	Date, time and place of opening of tender	Date: 12-10-2015 Time: 3.00pm Place: Office of the undersigned.				

Tender shall be valid for a period of 120 days after tender opening and must be accompanied by the tender security specified above. The authority reserves the right to accept or reject any or all the tenders without assigning any reason whatsoever. Interested tenderers may obtain further information from the undersigned and purchase the tender documents in Cash/Treasury Chalan/Bank Draft/PO at the places mentioned above. The tenderer or their authorized representatives are allowed to attend the opening of tenders.

Md Fazlul Haque
Upazila Engineer
Sarishabari, Jamalpur

GD-3033

Japan trade slowdown highlights growth challenge for Abe

AFP, Tokyo
Japanese exports slowed further in August, data showed Thursday, offering yet more evidence of global difficulties spurred by China's stumbling economy.

The figures also highlight the challenge facing Prime Minister Shinzo Abe as he struggles to reignite growth and come a day after Standard & Poor's cut Japan's credit rating, saying the government had little chance of fixing underlying problems.

They will add to pressure on the country's central bank to add more stimulus, despite the bank's upbeat assessment this week.

The finance ministry said Thursday that exports rose 3.1 percent year-on-year to 5.88 billion yen (\$49 billion) thanks to a rise in "automobiles and ships". That was slower than the previous month and included a 4.6 percent tumble in shipments to China.

But Junko Nishioka, chief economist at Sumitomo Mitsui Bank, told AFP: "The weakness (in Japan's exports) is not only coming from China, but also from the US and Europe."

Bangladesh Chemical Industries Corporation
BCIC Bhaban, 30-31, Dilkusha C/A, Dhaka

International Open Tendering Notice

Bangladesh Chemical Industries Corporation (BCIC) hereby invites sealed tender(s) for import of 100,000 MT. ±5% Prilled Urea in bag (in 04 (four) shipments) on CFR/CFR (C), Harbaria, Mongla Port on liner terms basis in accordance with the terms & conditions set out hereinafter.

Government of the People's Republic of Bangladesh						
1	Ministry/Division	Ministry of Industries.				
2	Agency	Not applicable				
3	Procuring entity name	Bangladesh Chemical Industries Corporation (BCIC).				
4	Procuring entity code	Not applicable				
5	Procuring entity district	Dhaka				
6	Invitation for	Procurement of 100,000 MT ±5% Prilled Urea in bag {in 04 (four) shipments}.				
7	Invitation Ref No.	Tender No. PUR-3.2710/2015-2016.				
8	Date	16-09-2015				
KEY INFORMATION						
9	Procuring method	International Open Tendering Method (IOTM).				
FUNDING INFORMATION						
10	Budget and source of fund	BCIC's own source.				
11	Development partners (if applicable)	Not applicable.				
PARTICULAR INFORMATION						
12	Project/programme code (if applicable)	Not applicable.				
13	Project/programme name (if applicable)	Not applicable.				
14	Package No.	Not applicable.				
15	Package name	Not applicable.				
16	Notice publication date	17-09-2015				
17	Document last selling date	Date: 01-11-2015				
18	Closing date and time of submission of quotation	Date: 02-11-2015 Time: 11:00am (BST).				
19	Quotation opening date and time	Date: 02-11-2015 Time: 11.10am (BST).				
20	Name and address of the office(s)					
	Selling quotation documents (principal)	Controller of Accounts, BCIC, BCIC Bhaban (2nd Floor), 30-31, Dilkusha C/A., Dhaka.				
	Selling quotation documents (others)	General Manager, BCIC Branch Office, 6, Agrabad C/A, Chittagong.				
	Receiving place of quotation	In-charge, Purchase Division (12th Floor), BCIC Bhaban, 30-31, Dilkusha C/A., Dhaka.				
	Opening place of quotation	In-charge, Purchase Division (12th Floor), BCIC Bhaban, 30-31, Dilkusha C/A., Dhaka (in presence of the bidders or their authorized agents who would wish to be present).				
21	Place/date/time of pre-tender meeting (optional)	Not applicable.				
INFORMATION FOR TENDERER						
22	Eligibility of quotation	Necessary papers to be submitted complying the conditions mentioned in the tender document.				
23	Brief description of goods or works	Procurement of 100,000 MT ±5% Prilled Urea in bag {in 04 (four) shipments}.				
24	Brief description of related services	Not applicable.				
25	Price of tender document (Tk)	Tk. 5000.00 (five thousand) only per set (non-refundable).				
	Lot No.	Identification of lot/shipment	Location	Tender security amount (Tk)	Completion time in weeks/months	
	26	1	25,000 MT ± 5% Prilled Urea in bag.	Harbaria, Mongla Port, Bangladesh	US\$ 150,000.00 or Euvt. Euro for 25,000 MT ±5% Prilled Urea in bag	Shipment must be made within 30 (thirty) days from the opening date of L/C
	27	2	25,000 MT ± 5% Prilled Urea in bag.	Do	Do	Do
	28	3	25,000 MT ±5% Prilled Urea in bag.	Do	Do	Do
	29	4	25,000 MT ± 5% Prilled Urea in bag.	Do	Do	Do
PROCURING ENTITY DETAILS						
30	Name of official inviting quotation	Md. Shahidul Islam.				
31	Designation of official inviting quotation	In-charge, Purchase Division, BCIC.				
32	Address of official inviting quotation	In-charge, Purchase Division (12th Floor), BCIC Bhaban, 30-31, Dilkusha C/A, Dhaka.				
33	Contact details of official inviting quotation	Phone: + 88 02-9567091, 9561627, Fax: + 88-02-9552642 E-mail: pur@bcic.gov.bd Website: www.bcic.gov.bd				
34	The procuring entity reserves the right to accept or reject all tenders.					

BCIC-127-16/9/15
GD-3039

Md. Shahidul Islam
In-charge
Purchase Division, BCIC