

SYNERGIE Group

Permanent and temporary *recruitment solutions*



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www.synergie.eu



SYNERGIE Overview



▶ 6th largest recruiter in Europe

- ▶ 13 countries
- ▶ 556 branches
- ▶ 2,000 permanent staff
- ▶ 41,000 temporary workers daily placed
- ▶ 75,000 clients

▶ A multi-specialist HR provider

- ▶ Temporary labour
- ▶ Permanent recruitment
- ▶ InHouse services
- ▶ Outplacement
- ▶ Outsourcing
- ▶ HR consulting
- ▶ Training

▶ Public Limited Company with a capital of €76,292,250

- ▶ Group listed on Eurolist Compartment B of Euronext Paris
- ▶ Group included in the CAC Small 90, CAC Mid and Small 190, SBF 250, CAC Sup.Services and CAC Industrials indices



SYNERGIE Key figures



- ▶ Turnover 2009 € 948 million
- ▶ Turnover 2010 € 1 200 million
=> +27%

- ▶ Currently **40%** of the Group revenue achieved in **international operations**
Objective 2011 : **50%** of the Group revenue achieved abroad.
=> Network expansion via acquisitions

▶ Market position

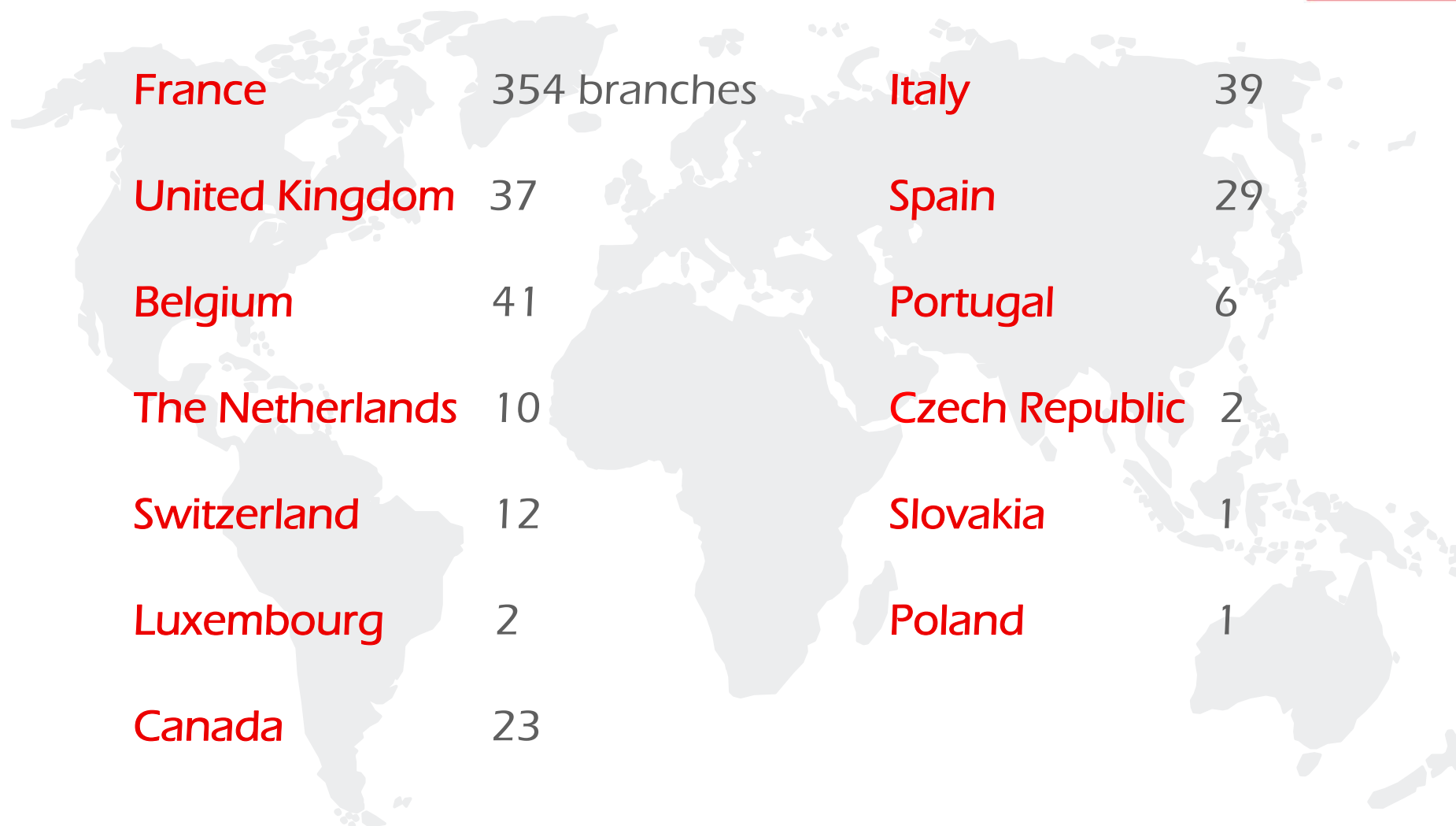
- ▶ Industry 38%
- ▶ Construction & civil engineering 25%
- ▶ Services 23%
- ▶ Transportation & logistics 14%

▶ SME/SMI & Key accounts allocation

- ▶ SME/SMI 61%
- ▶ Key accounts 39%



SYNERGIE Network





- ▶ 354 branches - national coverage
- ▶ 4th largest recruiter in France
- ▶ TO 2009 : €625 million
- ▶ TO 2009 end Q3 : €460 million
- ▶ TO 2010 end Q3 : €535 million => +16%
- ▶ 750 000 temporary workers registered
- ▶ Over 115 000 Temporary workers placed in 2009
- ▶ 4 brands
 - ▶ Synergie
 - ▶ Aile Médicale
 - ▶ Eurydice Partners
 - ▶ Intersearch
- ▶ A multi-specialist HR provider
 - ▶ Temporary Labour
 - ▶ Permanent placement
 - ▶ InHouse services
 - ▶ Outplacement
 - ▶ Senior & disabled programs



Key Accounts France

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Alba
Asti
Bergamo
Bologna
Brescia
Busto Arsizio
Casale
Monferrato
Chieri
Cirie
Cuneo
Firenze
Ivrea
Jesi
Mantova
Milano
Milano Corsico
Modena
Moncalieri
Monza
Monza Seregno
None
Novara
Omegna
Osimo
Parma
Pescara
Poggibonsi
Reggio Emilia
Rivarolo
Roma
Roseto degli Abruzzi
Saluzzo
Settimo
Torino
Vercelli
Verona
Vignola
Vimercate
Volpiano

▶ 39 branches

▶ 9th largest recruiter in Italy

▶ TO 2009 : €69 million

▶ TO 2009 end Q3 : €50 million

▶ TO 2010 end Q3 : €75 million => +50%

▶ 2 brands

- ▶ Synergie Italia
- ▶ Synergie Medical

▶ A multi-specialist HR provider

- ▶ Temporary Labour
- ▶ Permanent Placement
- ▶ Training
- ▶ Outsourcing
- ▶ Outplacement

SYNERGIE Spain



Alcala de Henares
Barcelona x2
Badalona
Bilbao
El Prat
Fuenlabrada
Getafe
Gijon
Girona
Granollers
Hostalric
Igualada
L'Hospitalet
Madrid x2
Manresa
Martorell
Mollet
Pamplona
Rubi
Sabadell
San Adrian
Sevilla
Tarragona
Tarrega
Valencia
Vic
Vitoria-Gasteiz
Zaragoza



▶ 29 branches

▶ 6th largest recruiter in Spain

▶ 2 brands

- ▶ Synergie Trabajo Temporal
- ▶ Skill Search

▶ TO 2009 : €23 million

▶ TO 2009 end Q3 : €17 million

▶ TO 2010 end Q3 : €48 million => +182%

▶ A multi-specialist HR provider

- ▶ Temporary Labour
- ▶ Permanent Recruitment
- ▶ Call Center
- ▶ Outplacement
- ▶ InHouse services
- ▶ Training



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SYNERGIE Portugal



Aveiro
Lisboa
Porto
Vila Franca de Xira
Sao Joa da Madeira
Setubal

▶ 6 branches

▶ 6th largest recruiter in Portugal

▶ TO 2009 : €10,8 million

▶ TO 2009 end Q3 : €7 million

▶ TO 2010 end Q3 : €13 million => +85%

▶ 4 brands

- ▶ Synergie Trabalho Temporario
- ▶ Synergie Seleçao
- ▶ Synergie Outsourcing
- ▶ Synergie Export

▶ A multi-specialist HR provider

- ▶ Temporary Labour
- ▶ Permanent recruitment
- ▶ International Recruitment
- ▶ Outsourcing
- ▶ InHouse services



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SYNERGIE Switzerland



Avenches
Bulle
Fribourg
Geneve
La Chaux-de-Fonds
Lausanne
Moudon
Neuchâtel
Romont
Sion
Vevey
Yverdon-les-Bains

▶ 12 branches

▶ TO 2009 : €10,6 million

▶ TO 2009 end Q3 : €8 million

▶ TO 2010 end Q3 : €14 million => +90%

▶ A multi-specialist HR provider

▶ Temporary Labor

▶ Permanent Recruitment

▶ HR Consulting



SYNERGIE Switzerland
En Chamard
1440 Montagny/Chamard

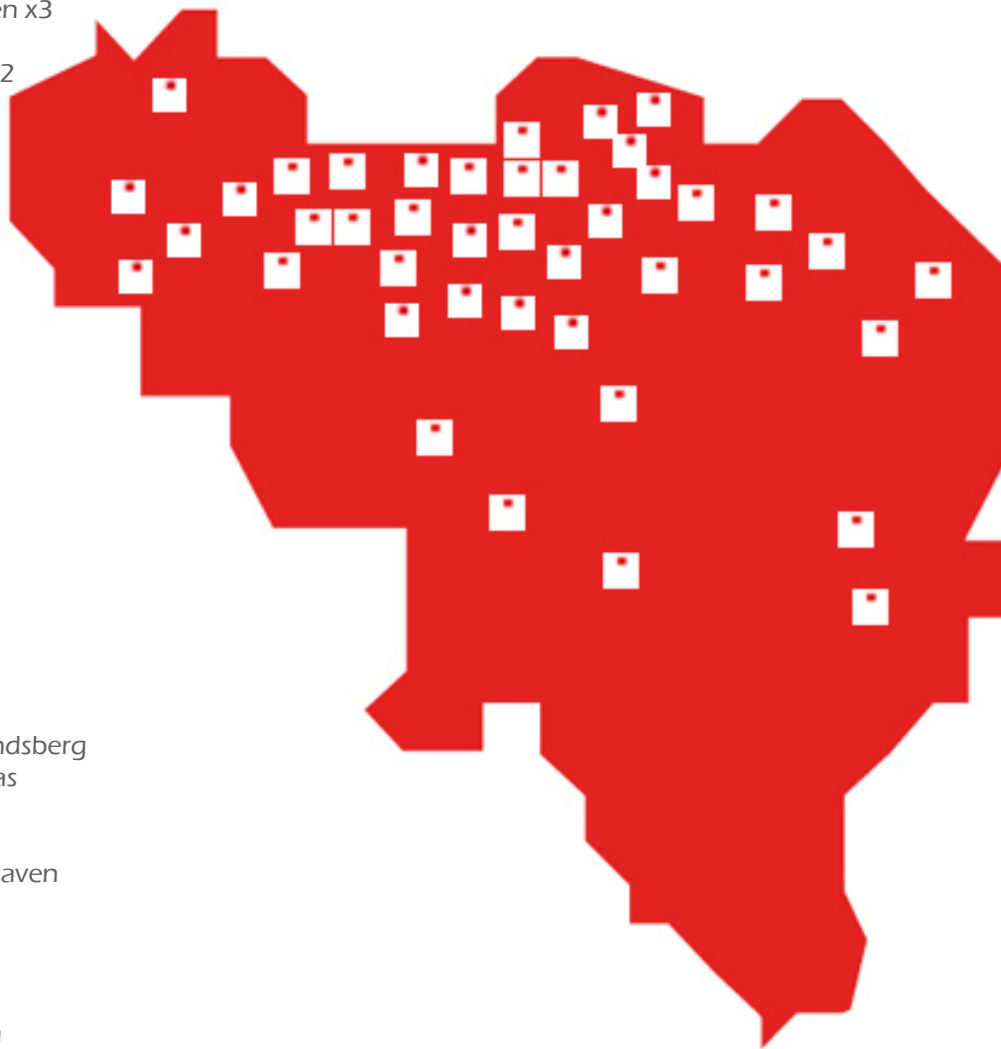
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www.synergiesuisse.ch

SYNERGIE Belgium



Aarschot
Antwerpen x3
Beringen
Beveren x2
Boom
Bornem
Brugge
Charleroi
Deinze
Evergem
Geel
Genk
Gent x3
Hasselt
Herentals
Kortrijk
Liège
Lokeren
Mechelen
Merksem
Namur
Nivelles
Roeselare
Schoten
Sint-Amandsberg
Sint-Niklaas
Turnhout
Verviers
Waaslandhaven
Waregem
Wavre
Wetteren
Wilrijk
Zaventem
Zwijndrecht



▶ 41 branches and InHouse locations

▶ 5th largest recruiter in Belgium

▶ Leader in Flanders

▶ Logistics expert

▶ TO 2009 : €85,6 million

▶ TO 2009 end Q3 : €62 million

▶ TO 2010 end Q3 : €89 million => +44%

▶ 5 brands

▶ Synergie Interim

▶ Synergie Careers

▶ Synergie Interim Office

▶ Synergie Interim Security

▶ Synergie Training / LOGAN

▶ A multi-specialist HR provider

▶ Temporary Labour

▶ Permanent Recruitment

▶ Training

▶ InHouse services

▶ Master Vendor solutions

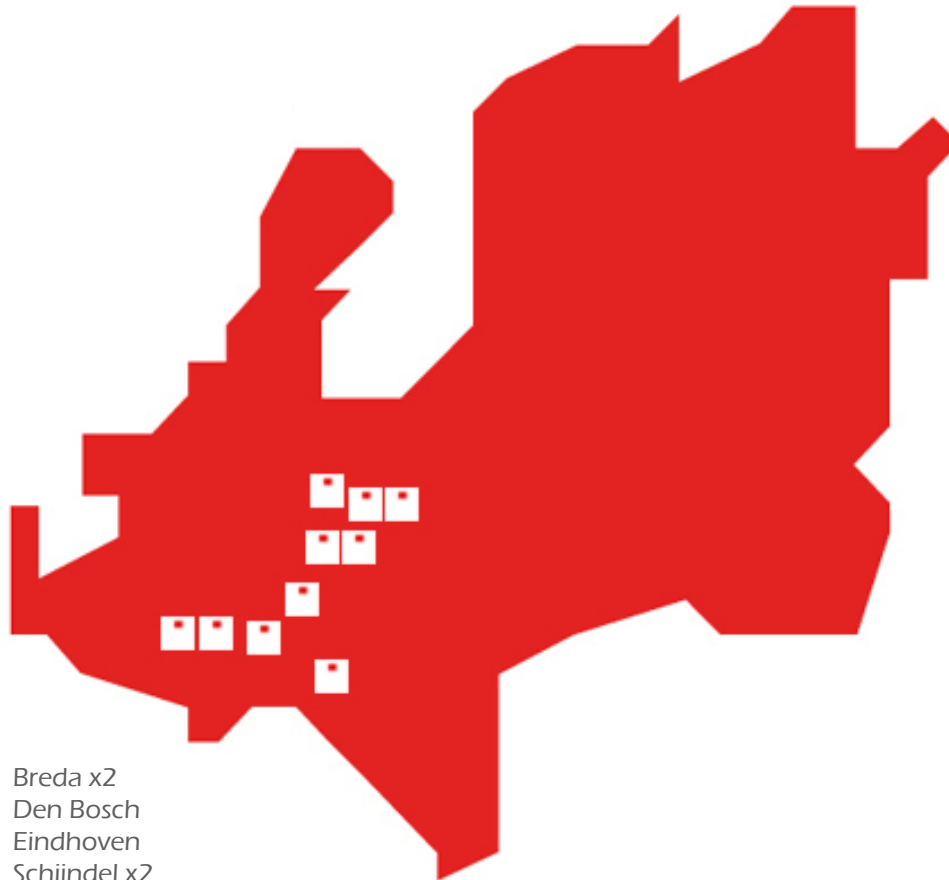


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www.synergie-belgium.be

SYNERGIE in the Netherlands



Breda x2
Den Bosch
Eindhoven
Schijndel x2
Uden x2
Tilburg
Wijchen

- ▶ 10 branches
- ▶ SYNERGIE operates under the Brand **ADR**
- ▶ TO 2009 : €19,8 million
- ▶ TO 2009 end Q3 : €15 million
- ▶ TO 2010 end Q3 : €18 million => +20%
- ▶ 2 brands
 - ▶ ADR Transportdiensten : **specialized HR supplier**
Specialist of transportation HR solutions
 - ▶ ADR Ultzendbureau : **generalist HR supplier**
EU recruitment
- ▶ A **multi-specialist** HR provider
 - ▶ Temporary Labour
 - ▶ Permanent Recruitment
- ▶ An **International sourcing** specialist



ADR
Madame Curieweg 8
5482 TL SCHIJNDEL

Tel. (0031) 073-5470579
e-mail : info@baanaanbod.nl



www.baanaanbod.com



Esch-sur-Alzette
Wasserbillig

- ▶ 2 Branches
- ▶ TO 2009 : €2.9 million
- ▶ TO 2009 end Q3 : €1,9 million
- ▶ TO 2010 end Q3 : €3 million => +57%
- ▶ A **multi-specialist** HR provider
- ▶ An expert in **construction HR solution**



SYNERGIE in the United Kingdom



Barnstaple
Bideford
Blackwood
Bristol x2
Cardiff
Chippenham
Crewe
Derby
Exeter
Flint
Gloucester
London
Morecambe
Newport
Newton Abbot
Plymouth
Pontypridd
Preston
Runcorn
Stoke-On-Trent
Swansea
Taunton
Tiverton
Truro
Woking
Wrexham
Yeovil



- ▶ 37 branches and InHouse locations
- ▶ SYNERGIE operates under 3 brands :
 - ▶ ACORN - 1st Temporary agency in Wales
 - ▶ CONCEPT STAFFING - Largest recruitment company in the South West of England
 - ▶ EXXELL
- ▶ TO 2009 : €77,3 million
- ▶ TO 2009 end Q3 : €53 million
- ▶ TO 2010 end Q3 : €81 million => +53%
- ▶ A multi-specialist HR provider
 - ▶ Temporary & permanent recruitment
 - ▶ Training (over 3,000 people trained per year)
 - ▶ InHouse services
 - ▶ Master vendor solutions
- ▶ 300 consultants at your service
- ▶ Up to 6000 temporary workers placed weekly
- ▶ Over 15 000 Temporary workers placed in 2009
- ▶ 1700 permanent placements achieved yearly

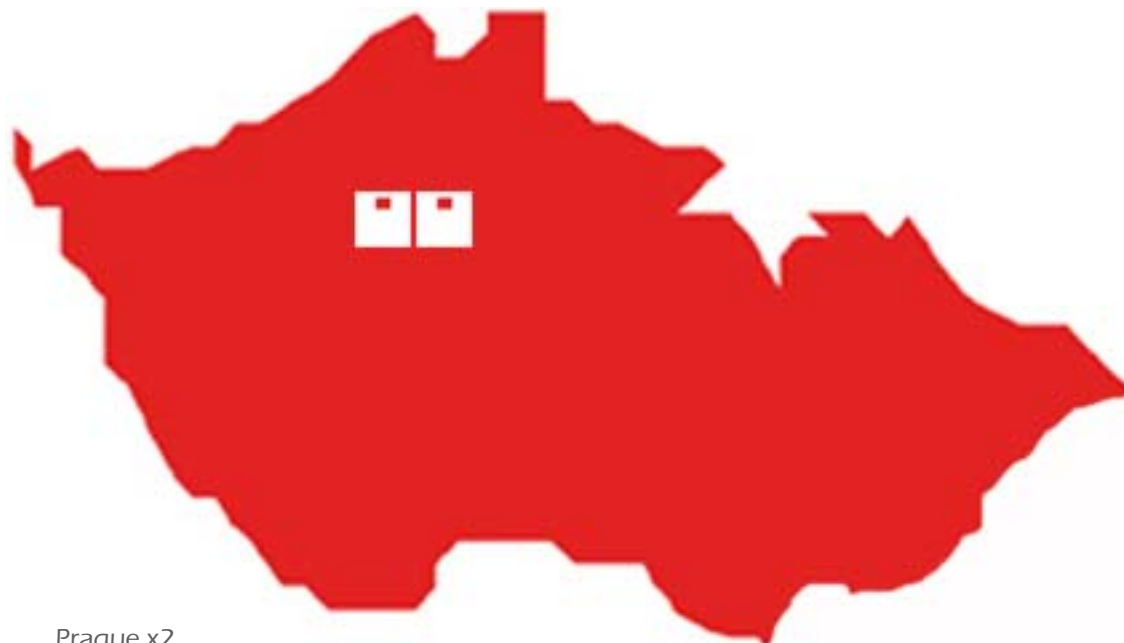


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e-mail : info@acornpeople.com

Acorn[®]
www.acornpeople.com

SYNERGIE Czech Republic



Prague x2

- ▶ **2 brands & branches**
 - ▶ Synergie Recruitment
 - ▶ Synergie Temporary Help

- ▶ **A multi-specialist HR provider**
 - ▶ Permanent Recruitment
 - ▶ Head Hunting
 - ▶ HR Consulting
 - ▶ Temporary Labor

- ▶ **Types of profile placed**
 - ▶ Executives 30%
 - ▶ Middle Management 55%
 - ▶ White collars 15%



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www.synergie-recruitment.cz



▶ A specialist in permanent recruitment

- ▶ Permanent recruitment
- ▶ Head hunting
- ▶ HR consulting



SYNERGIE in Poland



Gdansk

► A specialist in international recruitment



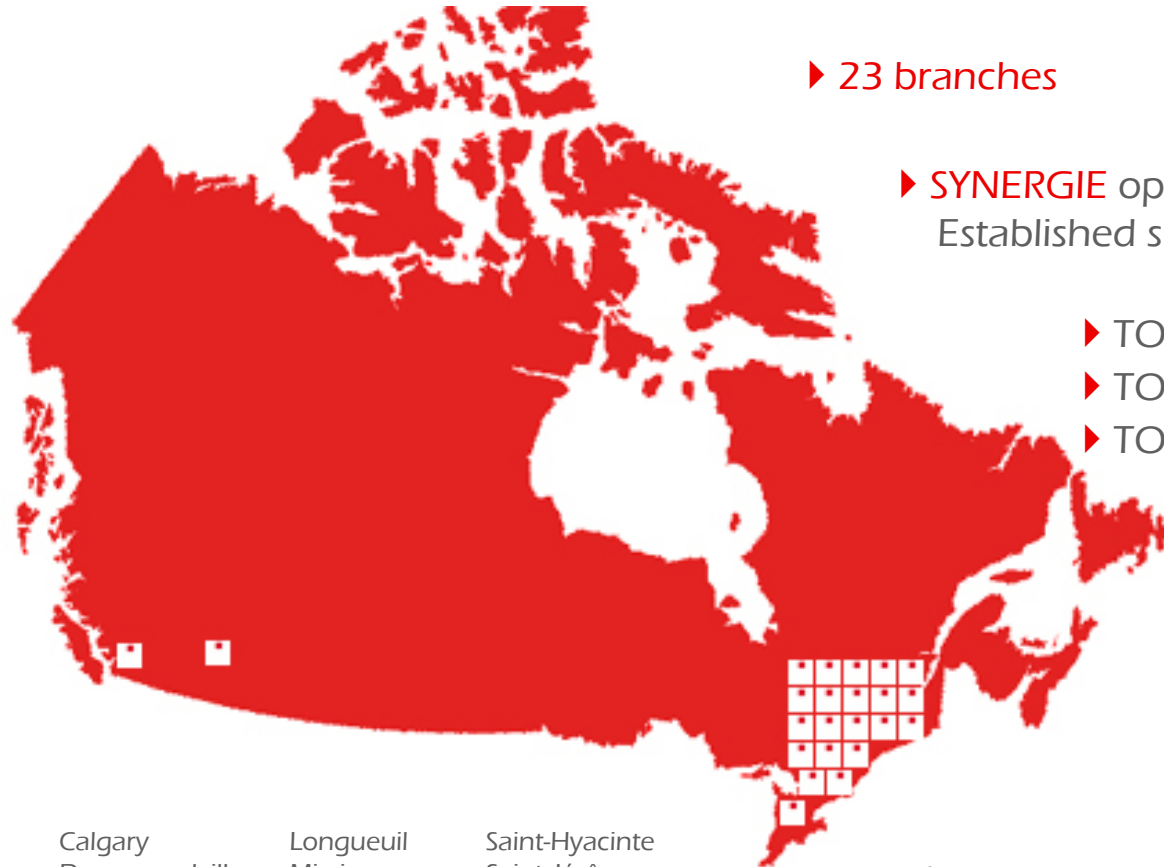
Advance Personnel

International Recruitment
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Fax: +44 (0) 1270 502699
E-mail: info@advancepersonnel.co.uk

www.advancepersonnel.co.uk

SYNERGIE in Canada



▶ 23 branches

▶ SYNERGIE operates under the brand **Hunt Personnel**
Established since **1967**

- ▶ TO 2009 : €18,5 million
- ▶ TO 2009 end Q3 : €13,7 million
- ▶ TO 2010 end Q3 : €18 million => +31%

▶ A **multi-specialist** HR provider :

- ▶ Temporary Labour
- ▶ Permanent Recruitment
- ▶ HR Consulting

Calgary
Drummondville
Gatineau
Hamilton
Laval
London

Longueuil
Mississauga
Montréal
Ottawa
Pointe-Claire
Québec

Saint-Hyacinthe
Saint-Jérôme
Saint-Jean-sur-Richelieu
Saint-Léonard
Terrebonne
Toronto

Trois Rivières
Vancouver
Vaughan
Ville Saint-Laurent
Willowdale



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Hunt Personnel

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