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### High competence interim : Offensive in the Interim Management Market

06/09/2004

Expectra, a subsidiary of Vedior France Group and the leader of the French Interim management market with focus on high competence management decided to build an alliance with CEO Europe to jointly attack the interim management market. The objective of the partnership is to establish the two companies, expectra and CEO Europe, as the number 1 solution for interim management (Management on demand<sup>TM</sup>) in France. Also they will increase the pool of experts (middle and top management) by a systematic and reciprocal redirection of candidates that do not match the target group of one of the two partner companies.

Interim management with its high reactivity, flexibility, and cost efficiency is particularly well adapted to the present economic needs and enjoys a growing success with companies. It enables companies to react quickly to the constant need of growth without having to revert to the definitive and heavy process of permanent recruitment.

Interim Management, a source of added value

Philippe Salle, President of the Group Vedior France says that «Interim management is an important HR tool and source of added value. Interim management means to give a temporary task to a highly qualified manager, who is experienced in change management. An Interim manager is highly flexible and very efficient, he can quickly adapt and integrate, he can prioritise and works results oriented.

Within this partnership, expectra can offer its expert Interim managers (CFO, HRM, accountants, etc.) more missions, particularly in High Tech companies that are in a phase of growth in the French and European Market. These companies have a large demand, covering most areas: Finance, legal, HR, marketing and sales, production and project management.

Every day, expectra delegates around 3000 experts, of which 30% are managers, to its 4000 client companies. Two agencies in Paris and Lyon are exclusively dedicated to transition management and handle about 100 missions per year.

A partnership for an unique solution on the French market

CEO Europe, specialised in Management on demand<sup>TM</sup> possess a unique experience regarding the international placement of local top managers to support the development of companies or to restructure

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their operations beyond their original set up. CEO Europe offers a fast access to rigorously certified managerial competencies (certified « iCEO ») of clearly defined areas for 38 countries.

For Patrick Mataix, founder and CEO of CEO Europe Management on demandTM offers companies an international pool of highly qualified managers for temporary positions that can be turned into permanent contracts. This flexible, highly reactive and immediately operational solution enables also expectra's clients to access a pool of over 1000 certified iCEOs with an entrepreneurial track record in Europe, North America and Asia. This partnership with expectra enlarges our choice of profiles and enables our clients to complete their management team or to meet their selective need of qualified workers.

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