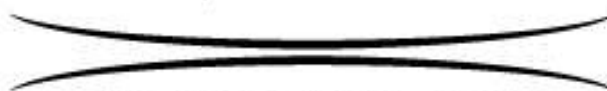




SEELIGER Y CONDE



THE AMROP HEVER GROUP
GLOBAL EXECUTIVE SEARCH



Corporate Presentation

2008



ABOUT SEELIGER Y CONDE

SEELIGER Y CONDE

THE AMROP HEVER GROUP
GLOBAL EXECUTIVE SEARCH

INTRODUCTION

Seeliger y Conde has successfully proved its task in the Executive Search business, providing **insightful and high calibre solutions to the benefit of our clients.**

Our **commitment and high quality standards** have consolidated our firm as **the Spanish leader** in Executive Search and complementary value-added Human Resource services.

MISSION STATEMENT

In **Seeliger y Conde** we seek **excellence** in the search of the best professional talent for each specific managerial context. We **excel in consultancy, advising our clients in aligning the best and most adequate** government with strategy.





ABOUT SEELIGER Y CONDE

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THE AMROP HEVER GROUP
GLOBAL EXECUTIVE SEARCH

Seeliger y Conde

Group's flagship, specialized in the search of the best senior executives in the marketplace as well as other value-added human capital services.

SyC Consultoría

Seeliger y Conde's Group company that provide consultancy and advisory services in the definition of management and talent strategies.

Euromanager

Seeliger y Conde's sister company, centered in the search and selection of qualified professionals at a middle management level.

Seeliger y Conde International

International branch of Seeliger y Conde, offering a large geographical coverage and our local expertise to clients based in the American market (USA and Latin America) and France.

The Amrop Hever Group

International alliance that operates as a tight-knit global partnership of individually owned firms that produces client advantage from unsurpassed local market knowledge.

Workpoint

Non-profit organization founded in the year 2002 between Seeliger y Conde and ONCE Foundation, dedicated to the promotion and involvement of the handicapped in the professional labor market.



ABOUT SEELIGER Y CONDE : COMPETITIVE ADVANTAGE

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PARTNERS AND ENTREPRENEURS

- We understand the increasing needs, constant challenges and the **importance of human capital** to achieve sustainable growth.
- We are an **independent company**, providing more **flexibility**, a solid **cultural understanding** and **local knowledge** to adapt to the specific market needs.
- We are the **leading local company** with a strong international presence, providing **proven reliability** to our clients.

CODE OF ETHICS

- Our priority is to **respect and protect our client's interests** at all times.
- We also pay special care to our **candidate's interests**, providing a bilateral first-class service.
- We offer **accuracy, integrity and discretion**.
- We have a **professional and independent** stance.
- We safeguard the **confidentiality** of both our clients and candidates.
- We **respect**, at all times, our client's "off limits" status.

We Build Trust



ABOUT SEELIGER Y CONDE : WHY CHOOSE SYC GROUP

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VALUES

- Quality
- Commitment
- Discretion
- Ethics
- Innovation
- Social Responsibility
- Experience
- Track Record

determines

RESULTS

- Ranked 1st in Spain
- Statistics:
 - ✓ Clients: 1480
 - ✓ Searches: more than de 4000
 - ✓ Average searches per year: SyC -180 and Euromanager - 230
 - ✓ Success rate: 92%

We Build Trust



SEELIGER Y CONDE SERVICE OFFERING



**Performance
Management Consulting**

Organization Surveys

**Organization Advisory
Services**

Board Member Search

Executive Search

**Compensation & Benefits
Policies**

Management Audits

Salary Surveys

Management Coaching



EXECUTIVE SEARCH

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Specific Focus

The search for the most distinguished professionals in the marketplace, with a top-tier academic background and a proven track record of professional success.

Clients and sector specialization

We have a wide experience in diverse industries within the economic activity, not only in Spain but Internationally as well.

Methodology

We have developed our own methodology divided in three consecutive phases: Planning
Development
Closure and Follow up

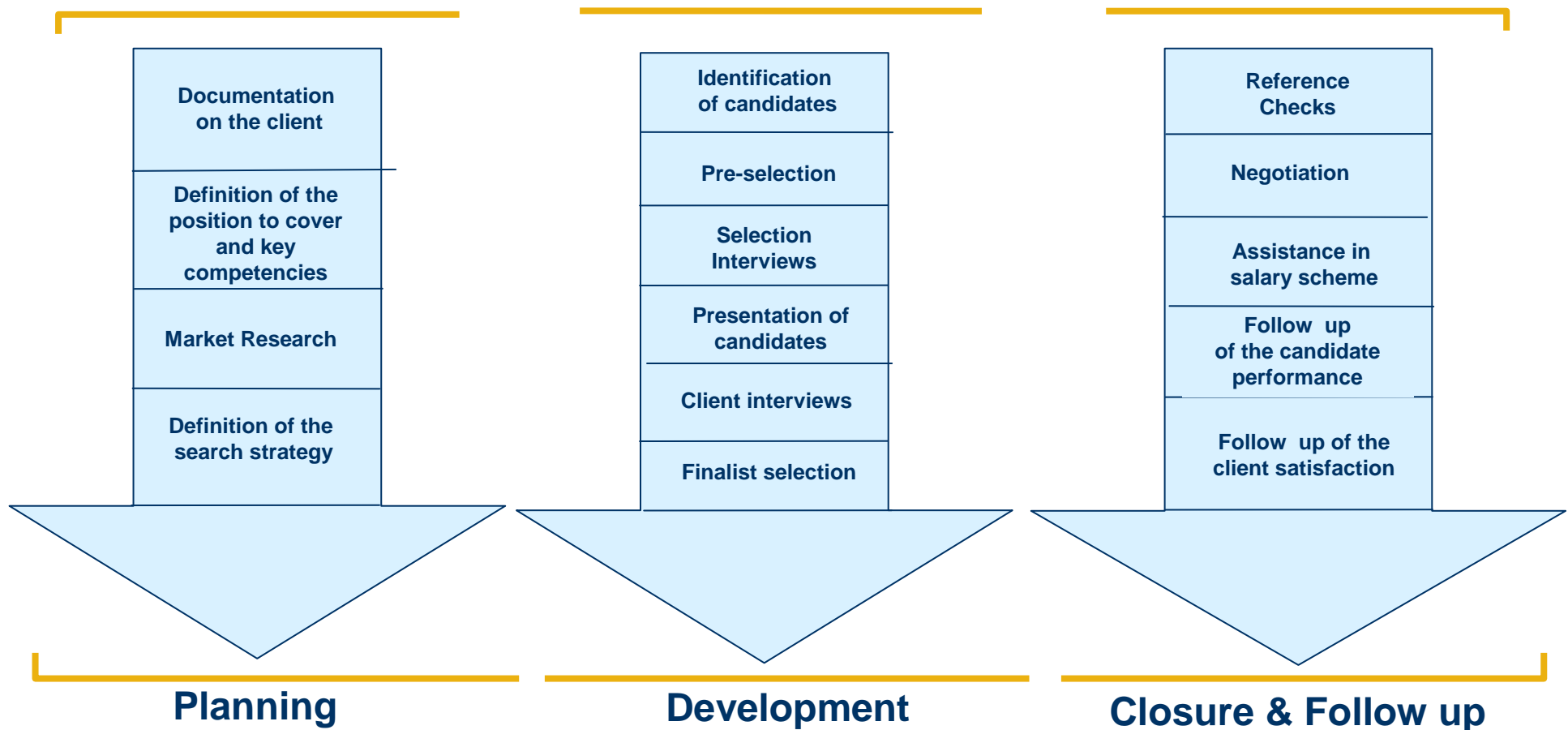


EXECUTIVE SEARCH

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SEARCH METHODOLOGY :





POSSIBLE COLLABORATIONS

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- **Executive Search / Board of Directors Practice (national and international).**
 - ✓ Identification and selection of the best specialized executives
 - ✓ Flexible, innovative solutions customized for each client
 - ✓ Outstanding ethical standards and service quality
- **Talent Management; *Management Audit***
 - ✓ Stable collaborative plan
 - ✓ Previous definition of action parameters for the client
 - ✓ Sensitiveness and information on alternative talent available in the market
- **Talent Development = *Executive Coaching***
 - ✓ Continued process. Powerful tool for the employee and the company
 - ✓ High performance and results
 - ✓ Differential value compared with standard training courses



ADDED VALUE

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THE AMROP HEVER GROUP
GLOBAL EXECUTIVE SEARCH

- **Segment leadership**
- **International presence with local sensitivity and know-how**
- **Practice and Industry experience**
- **Best resources available, both national and international**
- **We accompany our clients in their growth and diversification plans.**
- **We have full understanding of our clients needs**
- **Our partners hold extensive experience in several industries and sectors**
- **We are entrepreneurial and independent. We share the same interests with our clients**
- **We have a repeat-business rate of over 80%. Our effectiveness reaches 92%**



OUR EXPERIENCE

SEELIGER Y CONDE

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SOME CLIENTS

The image displays a grid of logos for various client companies. The logos are arranged in several rows and columns. The companies represented include:

- ITP
- PRICEWATERHOUSECOOPERS
- Cadbury Schweppes
- RENAULT
- Deutsche Bank
- Famosa
- Mahou
- San Miguel
- Deloitte Consulting
- FELIX SOLIS BODEGAS
- ThyssenKrupp
- GRUPO LECHE PASCUAL
- Telefonica
- El Corte Ingles
- Microsoft
- Grupo Planeta
- BBVA
- BancSabadell
- Hertz
- MUTUA MADRIENIA AUTOMOVILISTA
- HIJOS DE ANTONIO BARCELO
- Indra
- ZENA GRUPO DE RESTAURACION



OUR EXPERIENCE

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SOME CLIENTS

BARCLAYS SMITH BARNEY citigroup Sun microsystems YAHOO!
KPMG EDS McKinsey & Company
LAZARD SOCIETE GENERALE JPMorgan
MERCER Morgan Stanley SIEBEL unicef
Warner Bros. Ratiopharm TPI Páginas Amarillas
Santander Central Hispano RECOLETOS NOZAR Grupo PRISA
Banesto Save the Children LOEWE The Royal Bank of Scotland UBS PROSEGUR



ANNEXES

- **Seeliger y Conde Group Companies:**

Seeliger y Conde International

Euromanager

Workpoint

- **The Amrop Hever Group**



Seeliger y Conde Group Companies

SEELIGER Y CONDE

THE AMROP HEVER GROUP
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Euromanager specialised consultants in search and selection of intermediate level positions, forming part of Seeliger y Conde.

EUROMANAGER
SEARCH & SELECTION

We are a consolidated company with 10 years experience in the market and with an increasing rhythm of growth. 30 people form our team. We have offices in Barcelona, Madrid and Valencia.

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Tel.: 91 781 92 20

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VALENCIA

Avda. Aragón, 30 13º I-1

46021 Valencia

Tel.: 96 360 79 74

euromanager@ival.es



Seeliger y Conde Group Companies

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Workpoint non-profit organization founded in the year 2002 between Seeliger y Conde and ONCE Foundation, dedicated to the promotion and involvement of the handicapped in the professional labor market.



Fundación ONCE

WORKPOINT TARGETS:

- ✓ Contribute to the amelioration of professionalism and opportunism among the handicapped.
- ✓ Create a database of handicapped professionals that are currently professionally active or have university-level academic studies, in order to search and select well-prepared professionals.
- ✓ Promote the implantation and development of legislative orders that favour the agreements within companies and enterprises.

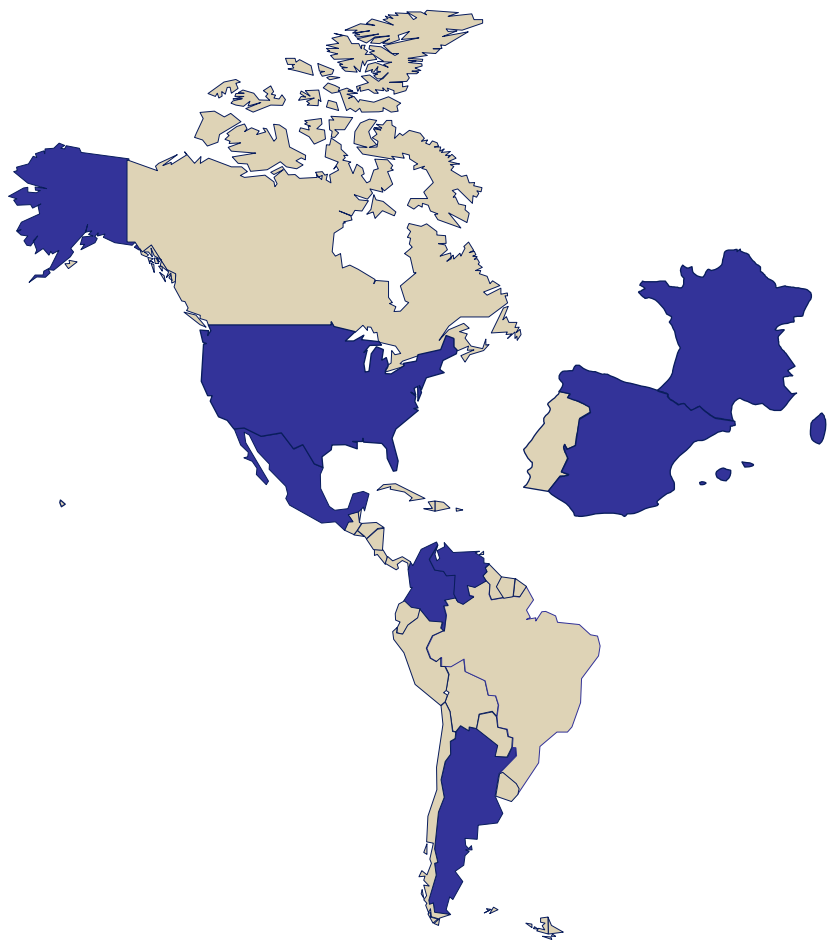
Workpoint
Provenza 267-269 Pral., Barcelona 08008
Tel: 93.215.05.05



Seeliger y Conde Group Companies

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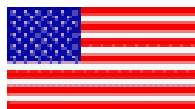
Our Offices of Seeliger y Conde Internacional



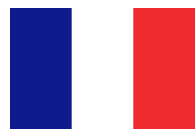
Seeliger y Conde Argentina



**Top Management International
Colombia**



**Seeliger y Conde International
(Miami)**



RT&A (Francia)



**Amrop International (Monterrey y
México DF)**



Seeliger y Conde Venezuela



THE AMROP HEVER GROUP

SEELIGER Y CONDE

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- The alliance signed in the year 2000 gives us the opportunity to offer our services to clients with international presence. Consequently, the group offers decades of Executive Search experience in the five continents.

- TAHG operates as a global association of independent leading companies in their respective countries, that offer the knowledge of the local market in any place of the world.

- Our policies, strategies and the highest quality standards are monitored centrally.

- We speak more than 100 languages but always with only one voice.
- Currently, we operate through 80 offices in 50 countries.
- We represent the biggest network in the executive search industry.

providing **leaders**
for Growth and Change ...
Around the World

The Amrop Hever Group was formed in June 2000 by member firms of Amrop International and The Hever Group. Our mission is to be the preeminent group of search professionals worldwide.

AMROP HEVER
GLOBAL EXECUTIVE SEARCH

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THE AMROP HEVER GROUP

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AMERICA

BOGOTA
BOSTON
BUENOS AIRES
CARACAS
CHICAGO
DETROIT
GUAYAQUIL
LIMA
LOS ANGELES
MEDELLIN
MEXICO DF
MIAMI
MONTERREY
NEW JERSEY
NEW YORK
QUITO
SAN FRANCISCO
SANTIAGO
SAO PAULO
SILICON VALLEY
TORONTO

EUROPE/MIDDLE EAST/ AFRICA

AMSTERDAM
ANTWERP
ATHENS
BARCELONA
BEIRUT
BERLIN
BRATISLAVA
BRUSELAS
BUCHAREST
BUDAPEST
COPENHAGEN
DRESDEN
DUBAI
DUBLIN
DUSSELDORF
FRANKFURT
GENEVA
GOTEBORG
HAMBURG
HELSINKY
ISTANBUL
JOHANNESBURG

KIEV
LISBON
LONDON
LUGANO
LYON
MADRID
MALMO
MILAN
MOSCOW
MUNICH
OSLO
PARIS
PRAGA
RIGA
ROMA
SOFIA
STOCKHOLM
TALLINN
VIENA
VILNIUS
WARSAW
ZURICH

ASIA/PACIFIC

BANGKOK
BEIJING
CHENNAI
HONG KONG
JAKARTA
MANILA
MELBOURNE
MUMBAI
NEW DELHI
OSAKA
SEOUL
SHANGHAI
SINGAPORE
SYDNEY
TOKIO
WELLINGTON

* Seeliger y Conde Offices

* The Amrop Hever Group Offices