

OI Global Partners' Meeting Miami April, 2018

Our business today



Profile of our business

Service	(%) of Revenue
Outplacement	66.5
Executive outplacement	15.0
Career management	5.0
Executive coaching & assessment	10.0
Change management	3.0
Financial planning (via 3 rd parties)	0.5
TOTAL	100%

Profile of our business

Headcount

- 2 BD's (incl. myself)
- 7 Consultants (payroll)
- 4 Operations / Admin
- Approx 20 consultants / coaches (external – freelances)

Turnover

- \$ 2.8 M FY 2017

Coverage

- French Part of Switzerland

Our clients today

Industry

- Luxury goods (watches)
- Telecom
- FMCG
- Electricity distributors
- Banks and Insurances
- Chemical and Perfumery manufacturers
- Services
- IT manufacturers
- International organisations
- etc

Swiss market review

Market situation:

- The economic cycle is still in favour Outplacement
- Economical situation is much better (4% national - unemployment rate, but more than 50% of those 4% are over 50 y.o.)
- Strong cost pressure
- Consumer and business confidence recovering

Products:

- Development of 'Talent Mgmt' services to manage economic cycle

Clients / Candidates:

- Strong 'awareness' marketing campaign

Challenges / Opportunities:

- Development of new services
- Leveraging OIGP relationship

How do we run the business ?

Major change in Oasys 2018

- Carine Dilitz takes over the General Management
- J. Bussy acts as a Senior Consultant and President of the Board

Business model

- Experienced senior team with juniors as understudy
- Consultant delivery model
- Trying to use lower cost structures for low value tasks

Competition

- Global Co's: Right and LHH
- Nationals of importance: VonRohr (Arbora), VonRundsted (Career Star), PDP, Grass & Partners...
- Multiple local players (boutiques – one man show..)