



SINCE **1980** CHOOSING THE RIGHT PEOPLE TO HELP YOU GROW.



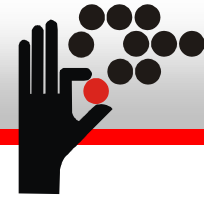
STUDIO VITTORIO ANFOSSI

Management Consulting
Recruitment and selection of sales and marketing executives,
managers, staff and sales representatives.

Authorized for recruitment and selection by the Ministry of Labour and
Welfare (Prot. 648 of Jan. 08, 2007)

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Who we are



Mission

Since 1980 we contribute to develop sales of our clients through search and selection of commercials at all levels, consistent with the Clients objectives and strategies.

- Commercial Director
- Sales Manager
- Middle Manager (Area Managers, Inspectors)
- Salesmen
- Single or multiple agents
- Customer Service (responsible and operative) and other support facilities.

We operate all over Italy

Multiarea

We search and select managerial and operative profiles in other sectors than sales: administration, finance and control, production and logistic, buyers, ICT, human resources, environment and security, quality.

International activities

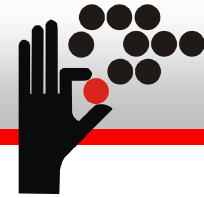
Through qualified local partners we assure the same standard service in main European countries.

Ministerial authorization

- Authorization by the Ministry of Labour and Welfare with Prot. 648 of Jan. 08, 2007.



How we operate



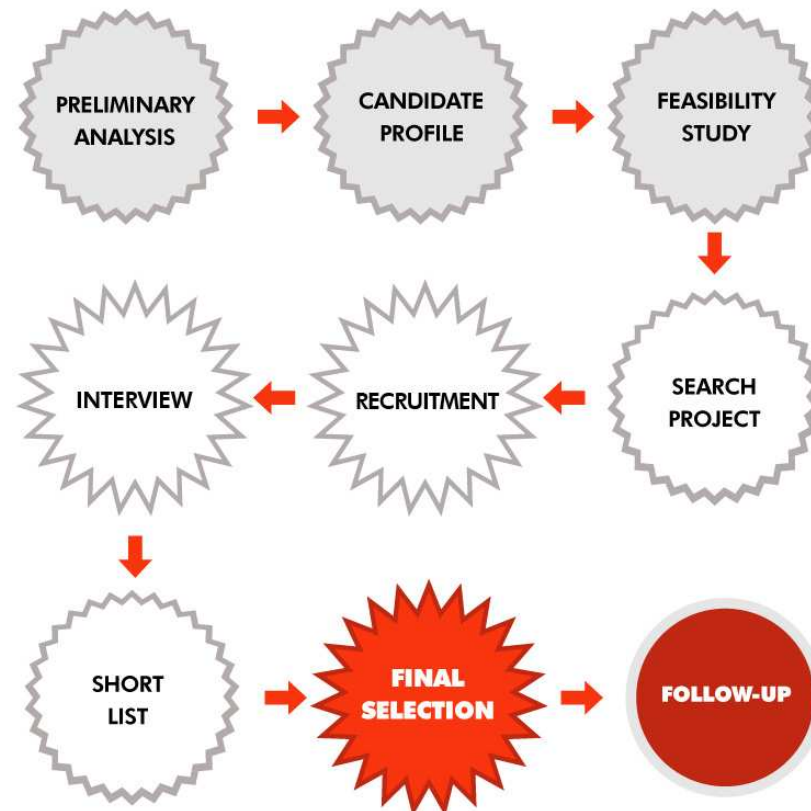
Work methods

Together with the customer in developing all critical aspects of the search and selection; we provide, if necessary, consultancy on different organization solutions and on practicable compensations and incentives.

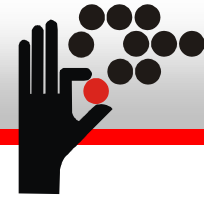
The process is articulated as follows:

- Identification of the client's "real" needs;
- Preparation of job description and identification of role within the company;
- Candidate profiling;
- Analysis of recruitment feasibility;
- Identification of recruitment method;
- Fine-tuning of candidate evaluation tools.
- Interviews (behavioural methods)
- Short list of final candidates (with relative planning of interviews with the Customers)
- Support in the candidate choice
- Occurs over time (follow up)

Procedure



How we work



Recruitment methods

Head Hunting

We work with the client to identify and select a group of reference companies, we launch networking activities for the specific sector, and we look into our database to find the right candidates.

Web ads

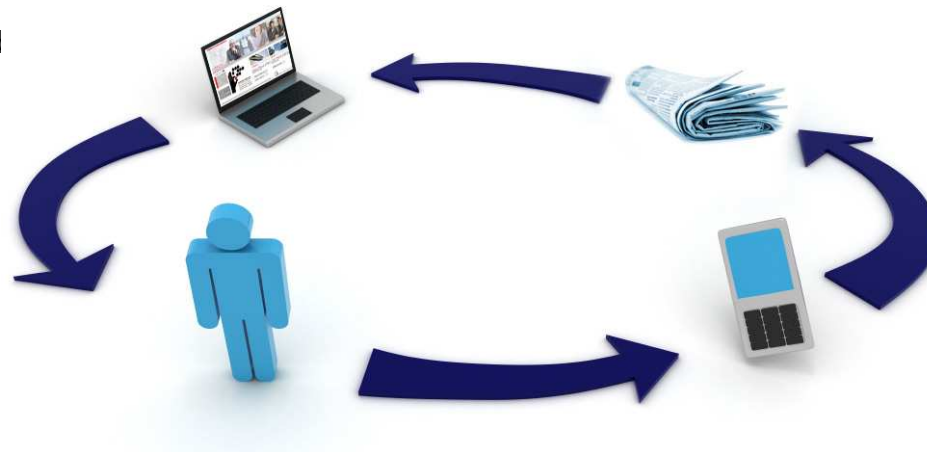
We offer a web pack at a special price that includes publication of the ad on the Monster, Talent manager, Anfossi Lombardia websites and

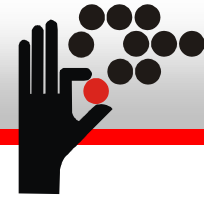
Press ads

We identify and select the most appropriate newspapers and publications, we prepare the ad text and layout (with the company logo, if desired), and we keep contacts with the press.

Combined method

We use press or web ads with head hunting activity.





Documentation

Project

This document synthesizes the specific need of the client and our proposal

Contract proposal

This document contains all the professional guarantees, the investment necessary and additional conditions.

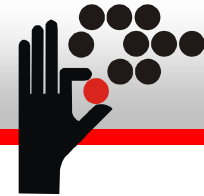
Candidate presentation

These reports of the finalist candidates include:

- Birth date and personal details
- Curriculum vitae with recent photo
- Candidate evaluation, with the plus and minus
- Motivation to change
- Salary request



Multi-area

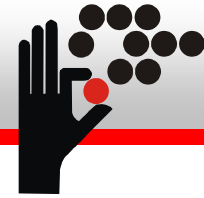


The functional approach that we have always used allows us to extend the range of our services to all areas and ensure satisfactory professional guarantees; we can provide organically consultancy and operative support in all processes of change and organization development.

The **Multi-area** service recruits and selects employees for these areas:

- Administration, finance, and auditing;
- ICT
- Human resources;
- Production, purchasing, and logistics.
- Environment and security





Our methods and the expertise of our Consultants allowed and allow us to support successfully client with different features,

Typology

- Multinational
- Entrepreneurial family firms

Dimensions

- Small medium firms
- Large enterprises

Phases

- Start-up
- Development
- Consolidation

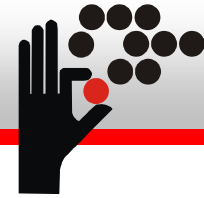
Trade Policy

- Push
- Pull

Sectors

- Consumers Goods
- Instrumental goods
- Distribution
- Medical
- Services

Client portfolio

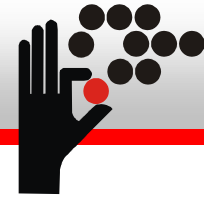


Consumer goods

- BEVERAGES
- BRAS
- COSMETICS
- FINE COSMETICS
- FLAVOURS & ESSENCES
- FROZEN AND FRESH PASTRY
- HEALTH CARE PRODUCTS
- HOUSEHOLD CLEANING PRODUCTS
- HOUSEHOLD GOODS
- ICE CREAM
- KNIVES
- LIQUEURS
- OPTICS
- OTC NON-PRESCRIPTION MEDICINES
- PERFUMES
- PERSONAL HYGIENE PRODUCTS
- PET FOOD
- SANITARY FITTINGS
- SEWING MACHINES
- TOYS
- WATER HEATERS
- WINES
- WRITING INSTRUMENTS

Consumer durable goods

- ADHESIVE TAPES
- ALUMINIUM PROFILE SYSTEMS
- ELECTRONIC INSTRUMENTATION
- FIRE/SECURITY ALARM SYSTEMS
- FOOD CONTAINERS
- GLASS CONTAINERS
- INDUSTRIAL SYSTEMS
- INFORMATION TECHNOLOGY
- NEON SIGNS
- OFFICE FURNITURE
- OFFICE PRODUCTS
- PAINTS
- PLUMBING AND HEATING
- PROMOTIONAL OBJECTS
- PROPYLENE PRODUCTS
- SLICERS
- SPRINKLER SYSTEMS
- TRACTORS & ESCAVATORS
- CONSTRUCTION MATERIALS
- TUBES



Distribution

- DISTRIBUTION SERVICES
- PRODUCTS FOR MUM AND KIDS CHAIN STORES
- WOMEN'S CLOTHING CHAIN STORES

Health care

- DIAGNOSTIC IMAGING
- ELECTRO-MEDICAL PRODUCTS
- ETHICAL DRUGS
- MEDICAL/SURGICAL AIDS
- THERAPEUTIC TREATMENTS

Services

- AIR CONDITIONING/HEATING SYSTEM ENGINEERING AND PRODUCTION
- BUSINESS INFORMATION
- CATERING
- DEBT COLLECTION SERVICES
- DESIGN AND ENGINEERING SERVICES
- FILING THROUGH OUTSOURCING
- FLEET MANAGEMENT
- FUEL CARDS
- HOLIDAY RESORTS
- INSTITUTIONAL FOOD SERVICES

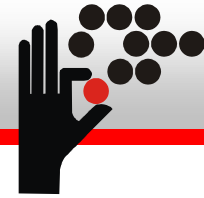


- INSURANCE (BROKERS)
- LONG-TERM CAR RENTAL
- REAL ESTATE
- RESTORATION
- TRADE FAIR STAND SYSTEMS

Textiles and accessories

- STRETCH FABRICS
- STRETCH LACE AND RIBBON
- YARNS
- ZIPPERS

Code of conduct and guarantees



Code of conduct

Studio Vittorio Anfossi is a member of Assoconsult (Federated Association of management consulting firms) and it is obliged by contract to comply with the deontological code of the association.

Client company resources are “off limits”

Studio Vittorio Anfossi is obliged by contract to keep from contacting employees of its client companies, for the purpose of offering employment, for at least one year from the last assignment.

For people hired through our services, the off-limits obligation remains valid as far as the employee works for the client company.

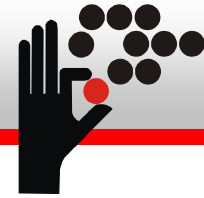
Guarantees

Remake of the recruitment phase

Studio Vittorio Anfossi commits itself to remaking the recruitment phase free of charge if:

- the client decides not to hire any of the candidates presented;
- the person hired leaves the company during the **first six months** of employment, for any reason.

Pricing policy



Criteria

- Complexity of the recruitment process;
- Role and position in company;
- Salary level;
- Recruitment method used.



Calculation method

- Our calculation is exclusively based on the annual gross salary (fixed + variable) defined during the project phase. Therefore, fees based on a percentage of the annual gross salary do not take into consideration benefits (car, mobile phone, PC, etc.).
- Our contract proposal shows exactly the final fee. Therefore, the actual salary paid to the candidate does not modify in any way the fee requested.

