



ALPINA

PERSONALCONSULTING GMBH

TAKE THE LEAD
WITH THE ALPINA
PERFORMANCE PACKAGE



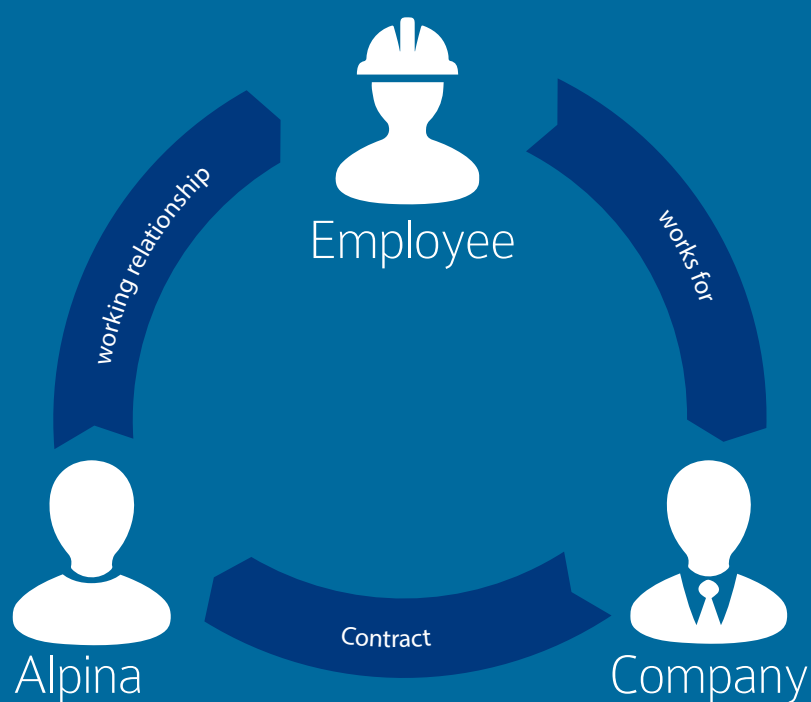
THE WORLD OF WORK IS MOVING AT AN EVER FASTER PACE.

WINNING THIS RACE IS NOT ABOUT SIZE
AND IT'S NOT ABOUT POWER.
IT'S ABOUT SPEED.

ALPINA PERSONALCONSULTING GMBH

ALPINA Personal Consulting is a dynamic, future-oriented company. Our aim is to create trusted, lasting relationships with our clients and employees by establishing and maintaining quality personal contact.

In order to be able to offer optimal solutions today, it is essential to put the wishes and concerns of the customer first. That's why we at ALPINA emphasize the interpersonal aspect of doing business, and relatedly the chemistry between our clients and our employees has to be spot on.



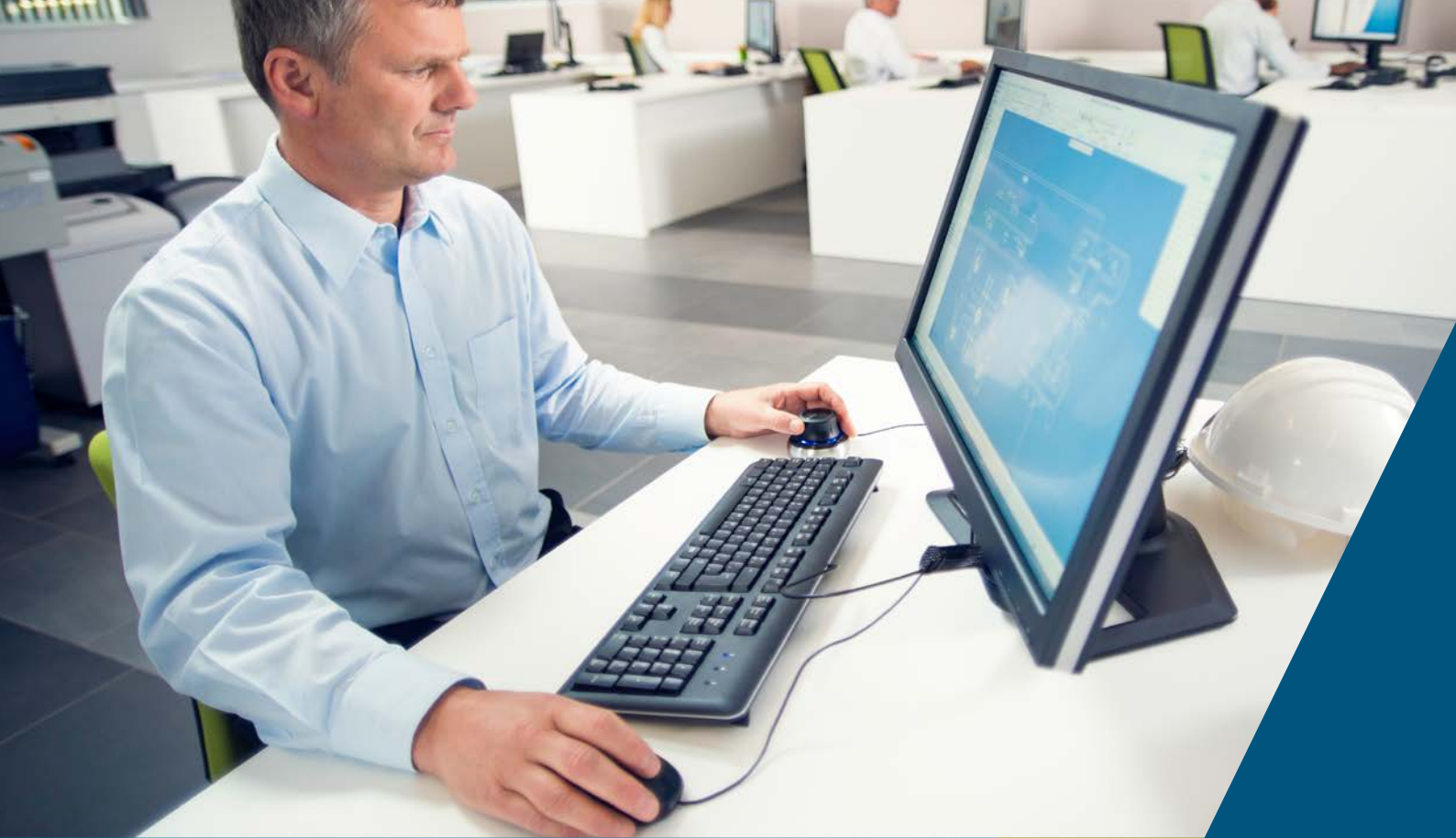
YOUR ADVANTAGE

The system of temporary staffing is the solution for the massive changes occurring in the labour market today. It's based on a three-sided relationship.

A relation is established between the service provider (employee), the professional employer organization (ALPINA) and the employer (company).

HOW YOU BENEFIT

- We take care of incidental wage costs and wage coverage for vacations and sick leave
- You only pay the agreed hourly rate for the actual working time of the employee
- Contracting is always based on the collective agreement that is part of the Austrian temporary work act



TAKE THE LEAD
WITH THE ALPINA
PERFORMANCE
PACKAGE

Employee Leasing

If your permanent staff are overloaded and you're in need of additional personnel, then partnering with ALPINA is the right thing for you. We make staff available for temporary employment, ranging from periods of weeks to years. Together we can establish the terms that are right for you.

Our employees are under contract with us; they are fully covered by social insurance. ALPINA personnel are compensated for their work according to the Austrian temporary work act and the collective contract that covers employee hiring. We handle the payment of taxes and related fees.

The Advantages of ALPINA Personnel Consulting

- _ Our employees are carefully selected, with an emphasis on in-depth expertise
- _ No minimum employment duration for personnel provided by ALPINA
- _ We can quickly replace any employees who do not meet your expectations
- _ Uncomplicated employment periods allow you to schedule personnel efficiently
- _ You are only billed for actual working hours provided

Saving You Time

- _ We find the personnel and handle scheduling
- _ Decrease the pressure of pending deadlines
- _ Avoid personnel bottlenecks
- _ Freedom from disruptions like illness, vacations, military service, etc.
- _ More flexibility in terms of termination periods
- _ No incidental wage costs

What You Gain

- _ Saving of fixed costs
- _ Offset fixed costs
- _ Offset vacation or sick leave
- _ Trained and qualified employees
- _ Ensure your productivity
- _ Precision personnel scheduling



THE ALPINA PERFORMANCE PACKAGE

Integrated Leasing

Minimize the risk of bad hires in your company by employing applicants as temporary staff before you take them onboard for the long-term. We think it's important to never change a winning team – you can take over temporary staff from us after six months.

Recruiting without Borders

We go beyond the borders of Austria in our search for quality specialist personnel for our partners and clients.

Benefits:

- You have more time and capacity to concentrate on your core business
- You can simply leave the recruiting to us

Payroll

With employee leasing, a flat monthly payment is replaced by payment for actual time worked.

Benefits:

- _ Meet personnel requirements without filling positions permanently
- _ Cover parental leave
- _ Assistance in completing specific projects

Master Vendor

In order to be able to always cover your personnel needs without gaps, in some cases we enter into partnerships with other personnel service providers. In doing so, ALPINA remains your sole point of contact.

As your master vendor, we take over all the responsibility in terms of the full service offered:

- _ We search out and select the suitable candidate using your job profile
- _ We set up and maintain the employment relationship (scheduling, orientation, training and continuing education, payroll)
- _ Better coordination within the company

Job Placement

We put the time in to finding the right employees for you, freeing up your time for the things you need to do. Today, hiring has become very cost intensive, both in terms of time and money.

Your Benefits:

- _ No need to pay for advertisements or job postings
- _ Applicants are selected according to your specifications
- _ You can focus on the important activities in your company
- _ You can fill vacancies more quickly and cost-effectively

Your Benefits:

- _ One central contact partner
- _ More efficient communication and decision-making
- _ Greater flexibility and optimal employment level
- _ Invoicing on request



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