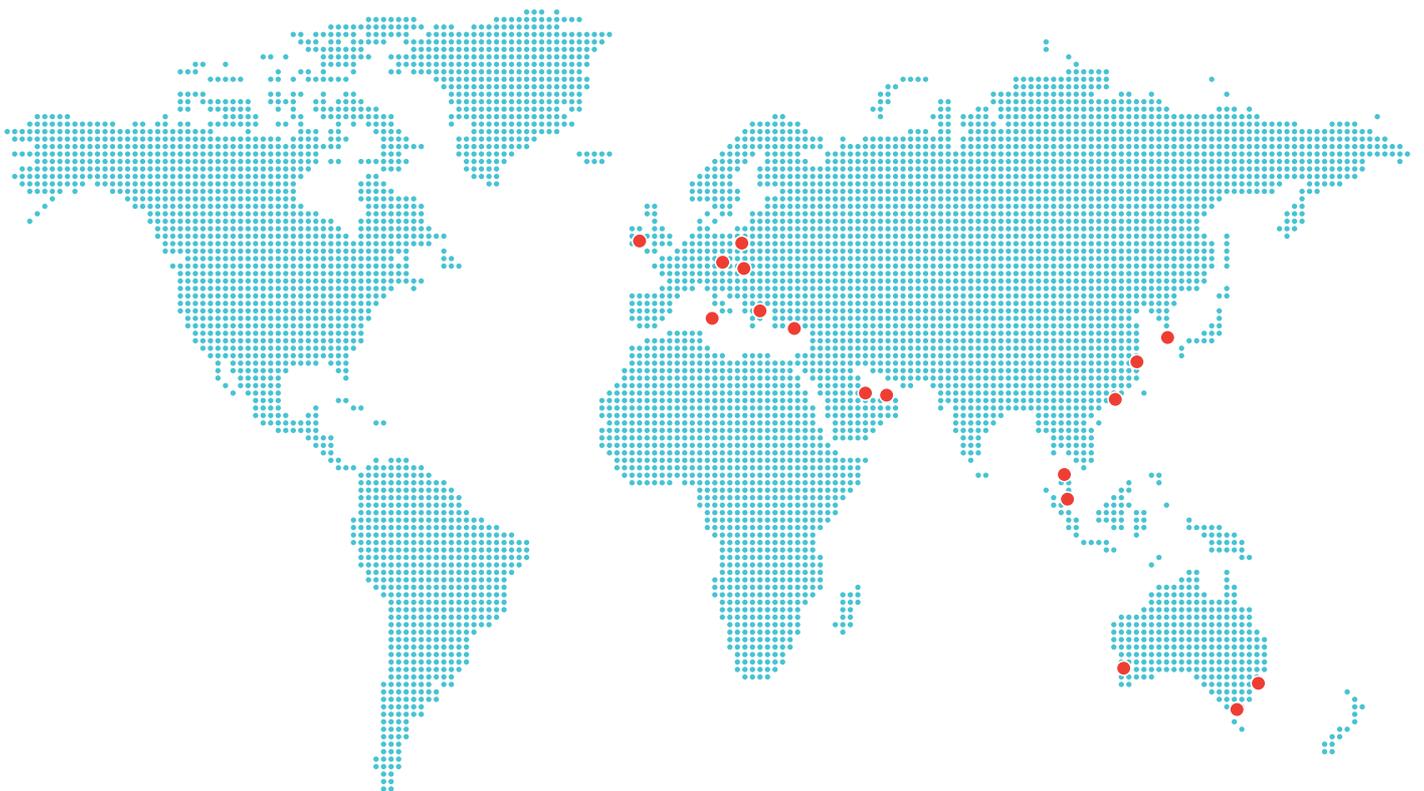




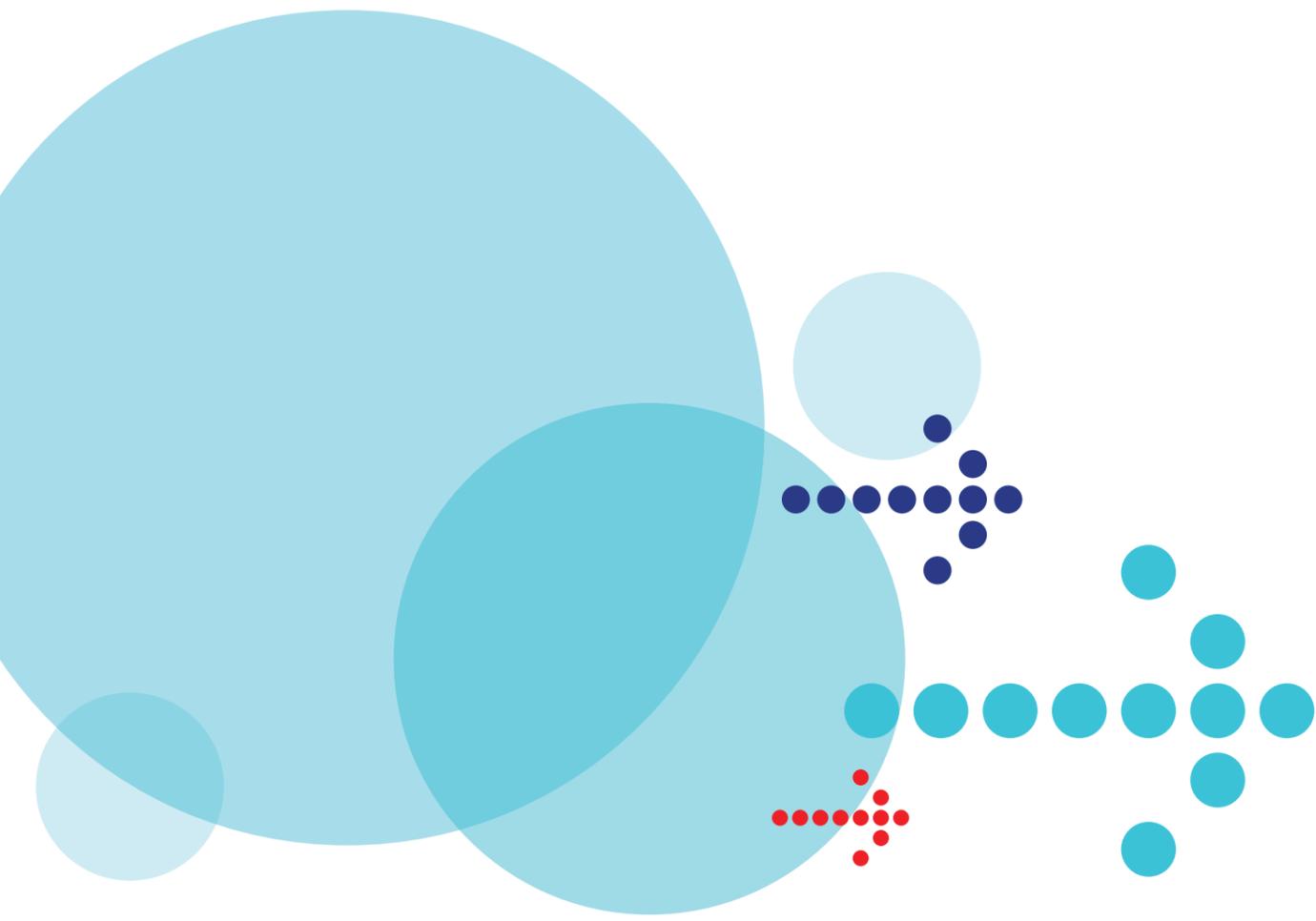
REED

Reed Specialist Recruitment

Who We Are: Our Global Business



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About Us

Our Vision:
To be the world's favourite recruiter through continuous innovation and service excellence.

The REED family of companies turned 50 in 2010 and is one of the largest private recruitment and HR services companies in the world, incorporating over 30 specialist recruitment divisions, a dedicated vendor managed service, end-to-end recruitment process outsourcing services and HR consulting across the entire working life cycle.

Reed Specialist Recruitment was established on the 7th May 1960 when Alec Reed opened the first REED branch in Hounslow, West London - with an initial investment of just £75. During the 1960s REED expanded rapidly with a clear strategy to secure prominent, prime site locations to ensure attraction of the best candidates for its clients.

Perhaps our greatest achievement is that from modest beginnings the company has grown organically and not by acquisition, into a business with over 3,500 Co-Members (staff) and over 400 recruitment branches globally. REED was the first recruitment company to offer specialist recruitment services in the UK, a move which fundamentally changed the recruitment market, and it was this early combination of presence, innovation and specialisation that made the brand instantly recognisable to a wide audience

Reed Specialist Recruitment's success has been a result of giving customers what they want, whether it's the right people or the best job; we have an established winning reputation with a growing number of clients for continually innovating and improving the services we offer.

Richard Frodin
Chief Operating Officer
Reed Specialist Recruitment



Why REED?

Reed Specialist Recruitment is a leading global recruitment organisation that specialises in the placement of candidates in permanent, contract and interim positions with clients across the world.

As an established international brand with a heritage of over 50 years, we have a leading presence in many key markets that offer the potential for future growth, as well those with a current need for professional recruitment requirements.

Our historic track record of managing successful

international recruitment drives, both on a permanent and temporary basis, throughout a number of different sectors and across many geographical regions demonstrates our expertise in the industry.

Our expertise as well as our position in the global recruitment landscape means we are in an ideal position to work with a variety of different clients, sourcing the best candidates from our global talent pool.

Our areas of expertise can be defined into three key areas:

Our Team

Our specialist recruitment experts work collaboratively as a dedicated global team. This means that our teams can provide a number of managed recruitment packages, sourcing talent from UK and Europe, USA, Australia and the Asia Pacific regions, South Africa and the Middle East. All of which see through the full recruitment life cycle, from candidate attraction to relocation management and post-placement support. Projects are bespoke to the individual client, utilising a deep knowledge of both the client and candidate needs to achieve a successful placement.

Further to the collaborative approach our consultants take to support the wider international business, our experts in each market are supported by a dedicated team of resourcers who network across the recruitment landscape, enabling us to recognise and identify the best talent for the requirements of our clients, no matter how complex or detailed this need may be.

Specialist Areas

Our consultants are hand picked to work as specialists in their field of expertise. This means a dedicated focus on your business, your sector and your needs. This also allows for an in-depth knowledge of suitable candidates that we can access from our global network, sourcing either local or international talent with the right skills to best meet your specific requirements.

Without this specialist focus, our consultants would not have the level of detail needed to step inside our clients shoes and understand the business area and what is trying to achieve in order to find the best candidate for you. At REED, we think it is critical to be as close your business as you are in order to be your partner in your recruitment needs. Focussing on specialist area means that we dedicate all of our resources into a particular market area and with our consultants working solely in that

areas, we feel creates an advantage to the way our competitors operate.

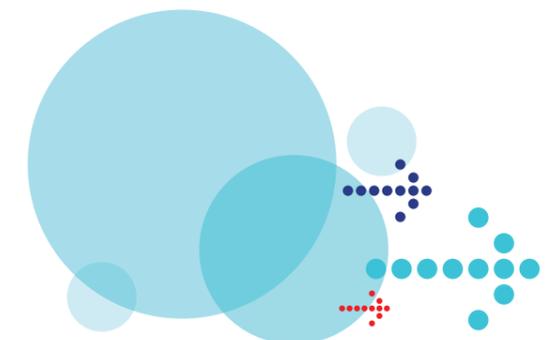
Global Database

Our USP is our global database that we have spent years cultivating and developing giving us unrivalled access to the very best talent across the globe. We understand the importance of delivering the right talent to our clients, and having access to candidates from the widest range of backgrounds and experience as possible is the most effective way to do this.

Our specialist experts know the value of not only working together to support the needs of each international location and client but also the importance of working with candidates that are seeking longer term opportunities rather than just a career move.

REED prides itself on taking the time and resource to understand our clients' needs and business objectives to work with them as effectively as we can, placing the right candidates in the right roles. By understanding our key areas of expertise and how we differentiate ourselves in the market place means we can do this more effectively than our competitors, which is why we have ongoing success and longevity in the market place.

At REED we are confident we can work with you to achieve your goals over and above other recruitment providers. Please read on to learn more about our business expertise, our global locations and to see how we can work with you today.



Who We Are

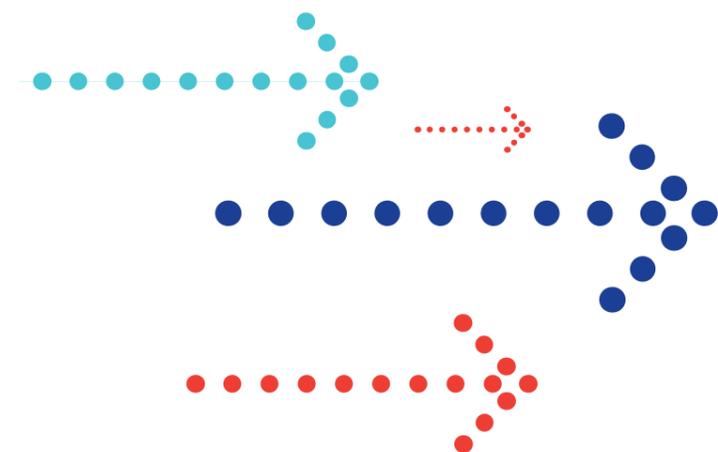
With a dynamic spirit and entrepreneurial culture, Reed Specialist Recruitment has grown into much more than a recruitment business over the last 50+ years.

We deliver a full range of HR solutions, encompassing the full employee lifecycle. From attraction and recruitment by Reed Specialist Recruitment, to induction and ongoing training by Reed Learning, through to back-office payroll, employee services and a full range of HR consultancy including reward analysis, retention and release by Reed Managed Services. With established offices in the UK, Europe, the Middle East and Asia Pacific, REED is continually expanding its operations internationally to meet the needs of both local and global businesses. We operate out of several key brands in our portfolio, including Reed Specialist Recruitment, Reed Learning, reed.co.uk and Reed in Partnership, as well as additional brands throughout our international locations.

The following are our main operating divisions:

Reed Specialist Recruitment

RSR is a specialist provider of permanent, contract and outsourced recruitment solutions, IT and HR consulting. Assisting jobseekers and employers since 1960, RSR's global expertise spans Europe, the Middle East and Asia Pacific. RSR is independent, has over 400 offices worldwide, employs over 3,500 people and delivers world-class solutions across more than 30 specialisms.



Reed Learning

Our training division provides learning and training opportunities, with services which currently include: postgraduate study programmes, business training and personal development courses. Since it was founded in 1995, Reed Learning has grown into one of the foremost learning organisations in the UK through its continued and passionate commitment to delivering results that make a real difference across its three core areas of business; learning, learning recruitment and learning managed services. Reed Learning delivers over 50,000 days' training a year across the country and our exam pass rates are some of the best in the world.

Reed in Partnership

Since 1998, Reed in Partnership has specialised in welfare to work programmes designed to break down the barriers to employment. We have a proven ability to create flexible solutions to local issues, creating a multitude of routes to employment and social inclusion. We have a strong employer network, drawing on Reed Specialist Recruitment's more than 50 years' experience. Since our launch in 1998, we have helped over 120,000 people into employment and worked with more than 25,000 employers, ranging from local businesses to large international corporations.

reed.co.uk

Our online division manages and develops our online presence through the UK's biggest jobsite, reed.co.uk. Offering all businesses innovative and cost effective recruitment solutions, reed.co.uk has been pioneering online recruitment since 1995 and now regularly receives over 2.9 million job applications per month. The start of 2103 has been our busiest year to date with more than 20 million visitors in less than two months. More than 850,000 job seekers have updated their reed.co.uk account and we have had more than 6 million job applications. A record year that we hope continues into the future.



Our Expertise

REED was the originator of specialist recruitment. Our businesses are focused on specific candidate professions and skill sets, enabling us to provide a specialist service to employers and jobseekers alike through an in-depth understanding of their particular marketplace.

Our specialist divisions include:

Accounting & Finance

Our highly experienced Accounting & Finance teams specialise in recruiting across a variety of sectors from accounts staff including part qualified through to senior level qualified accountants. This also includes roles in Executive, Fund Services, Public Practice & Taxation.

Banking

With an in-depth knowledge of what our clients require and the industry, Reed Banking specialises in the recruitment of high calibre staff, mid to senior level within Banking, Investment Banking, Private banking, Asset Management, Investment Management, Brokerage and Custody.

Energy & Resources

With a focus on Energy & Resources in the Middle East, AsiaPac and Canada, we specialise in the supply of engineering roles within the Energy/Power market including mining and metals, nuclear, oil and gas, petrochemical, renewables and electricity.

Engineering

Our team of consultants focuses on the provision of skilled engineering roles and are dedicated to the recruitment of engineering professionals across all industries including roles in support, field service, maintenance, manufacturing and supply chain professionals.

Executive Support

Reed Executive Support supplies the growing demand for competent, loyal and experienced office and secretarial support and HR professionals, as well as all levels of support staff from receptionists to secretarial and general office, admin and customer services staff.

Health & Life Sciences

We focus on Medical, Regulatory, General Management, Sales & Marketing and Quality & Compliance. We also provide specialist scientific personnel ranging from laboratory and manufacturing technicians, quality assurance officers and regulatory affairs staff to development chemists and molecular biologists.

Healthcare

We provide a full range of allied health professionals to the healthcare sector. We also supply qualified nursing staff of all grades and specialisms, as well as social workers and other qualified professionals within the social care sector.

Human Resources

Our HR recruitment team combines extensive experience with dedicated resource to lead the way in this sector. Our distinctive style and outstanding reputation ensures we can source high quality candidates for clients whenever and wherever required.

Insurance

When finding the best roles in general insurance and the financial services sector, no one's better than Reed Insurance. Our consultants are specialists so that they can give you the best possible help in finding your next career move.

Multilingual Shared Services

We have a team of specialists for sourcing and placing all levels of skilled multi-linguists to support, manage or transform service centres across Central and Eastern Europe including IT sales support, customer service, project managers, accountancy and technology specialists.

Procurement & Supply Chain

We're committed to providing a comprehensive, consultative service to both clients and candidates in this highly specialised market. Our continued investment in business intelligence and market insight positions us as a respected talent management leader in this sector.

Property & Construction

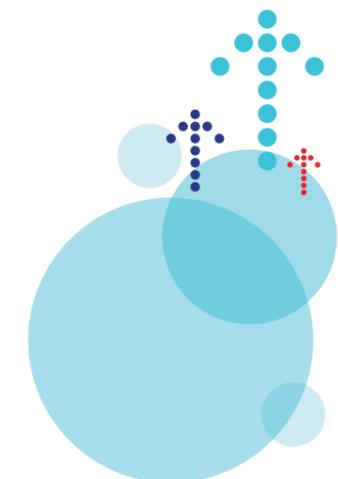
We specialise in the recruitment of professional, technical and managerial staff in the building and civil engineering industries. Within this we cover a broad range of positions and have a global database that keeps us competitive within the market.

Sales & Marketing

Our dedicated teams specialise in the recruitment of sales and marketing professionals across a wide range of industries including: Financial Services, Professional Services, Industrial, FMCG, Manufacturing, Retail, Logistics, Healthcare, Government, Technology and IT to deliver high end calibre candidates.

Technology

Reed Technology's in-depth recruitment expertise continues to grow and diversify as quickly as the markets we service, and our vertical market led consultants are fully trained experts that specialise in IT recruitment across all technologies and industry sectors.



Global Locations

Our strategy is to continue to expand internationally, taking our proven business models into fast-growing, robust economic markets. Our expansion plan encompasses the Middle East, Central Europe and Asia Pacific - within just 3 years we have developed a presence in 11 countries.



ASIA PACIFIC

AUSTRALIA

With offices in Melbourne, Perth and Sydney, REED in Australia are able to service the recruitment needs throughout the whole country with experts sourced from local and international markets. Our consultants provide recruitment services in the following specialist areas:

- Accounting & Finance
- Banking
- Energy & Resources
- Executive Support
- Healthcare

CHINA

Our Shanghai office is our first in mainland China and promises to grow quickly in this expanding economy. With local knowledge and global reach, we are able to source and place the best candidates across the region. Our specialist consultants recruit in the following key disciplines:

- Accounting & Finance
- Banking
- Energy & Resources
- Engineering
- Executive Support
- Health & Life Sciences
- Healthcare
- Human Resources
- Insurance
- Procurement & Supply China
- Property & Construction
- Sales & Marketing
- Technology

HONG KONG

Our Hong Kong branch marked our entry into the Northeast Asian market and has gone from strength to strength. Now, with the addition of our office in Shanghai, REED is able to provide tailored recruitment services throughout China and Hong Kong. We operate in the following sectors:

- Accounting & Finance
- Banking
- Energy & Resources
- Engineering
- Executive Support
- Health & Life Sciences
- Healthcare
- Human Resources
- Insurance
- Procurement & Supply China
- Property & Construction
- Sales & Marketing
- Technology

KOREA

Our office in Seoul provides a highly professional, specialised service to clients and candidates. Our global database enables us to source the best talent locally and internationally ensuring we find the best solution to your needs. We operate in the following key areas:

- Accounting & Finance
- Engineering
- Executive Support
- Healthcare

- Procurement & Supply Chain
- Property & Construction
- Sales & Marketing
- Technology

MALAYSIA

The latest addition to REED's international presence began operating in 2013. We provide specialist recruitment services built on the professional values and experience of REED internationally. Our team of consultants operate in the following sectors:

- Accounting & Finance
- Banking
- Sales & Marketing
- Technology

SINGAPORE

REED's Singapore operation commenced in June 2008 and has grown from strength to strength ever since. Located in Singapore's Business District, the business comprises a team of highly experienced specialist recruiters operating in the following markets:

- Accounting & Finance
- Energy & Resources
- Engineering
- Health & Life Sciences
- Human Resources
- Procurement & Supply Chain
- Property & Construction
- Sales & Marketing
- Technology

EUROPE

BULGARIA

Our office in Sofia operates on both a local and international level placing Bulgarian candidates in Sofia and across the Reed Specialist Recruitment international network. Our Bulgarian operation focuses on the following key market sectors:

- Accounting & Finance
- Healthcare
- Health & Life Sciences
- Technology
- Sales & Marketing

CZECH REPUBLIC

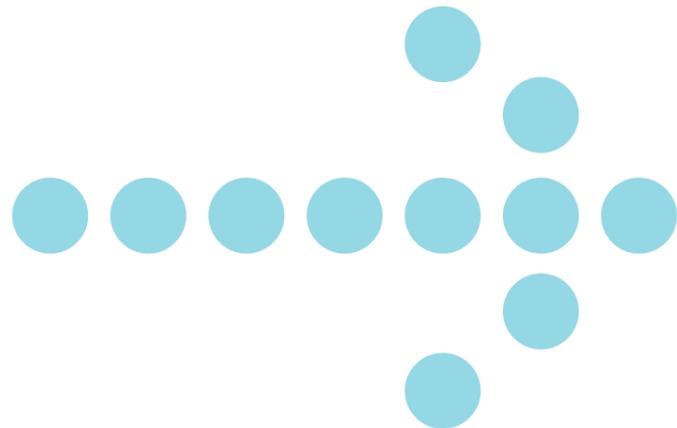
Our Czech Republic operation is based right in the centre of Prague, one of the most developed Central/Eastern European markets. We also have an operating office based in Brno. The business covers the following operating areas:

- Accounting & Finance
- Banking
- Engineering
- Executive Support
- Human Resources
- Multi-lingual Shared Services
- Procurement & Supply Chain
- Technology
- Sales & Marketing

IRELAND

Our operation in Ireland has two locations, Dublin and Cork, and with a team of highly skilled consultants we are able to source and deliver recruitment solutions across the whole of Ireland. We currently operate in the following markets:

- Accounting & Finance
- Banking
- Executive Support
- Human Resources
- Insurance
- Multi-lingual Shared Services
- Sales & Marketing
- Technology



EUROPE

HUNGARY

Our Hungarian operation is located in Budapest, where we have built a very successful business that has a focus on talent management strategies utilised by employers. The Budapest branch have already developed the following specialist recruitment teams:

- Accounting & Finance
- Banking
- Engineering
- Executive Support
- Human Resources
- Multi-Lingual Shared Services
- Procurement & Supply Chain
- Sales & Marketing
- Technology

POLAND

Poland is our longest established international venture based in Warsaw. Rapid growth and positive market drivers means we provide the recruitment process on both a local and international level. Our team offer a high level of professional services in the following specialisms:

- Accounting & Finance
- Engineering
- Multi-lingual Shared Services
- Sales & Marketing

TURKEY

Reed Specialist Recruitment in Turkey is a franchise of REED located in the busy capital of Istanbul. Here REED works with a global candidate pool to support employers, and works to develop business and growth in the following sectors:

- Accounting & Finance
- Banking
- Engineering
- Executive Support
- Health & Life Sciences
- Procurement & Supply Chain
- Property & Construction
- Sales & Marketing

UNITED KINGDOM

The UK is the hub of the REED family of businesses and over time has expanded its services to encompass training, HR outsourcing and has seen the launch of reed.co.uk. The UK specialisms cover the widest range of all our international locations, including:

- Accountancy
- Actuarial
- Administration
- Banking
- Community Care
- Contact Centre
- Customer Service
- Doctor
- Education

- Engineering
- Expro
- Finance
- Graduates
- Health
- Hospitality & Leisure
- Human Resources
- Insurance
- Legal
- Management
- Marketing & Creative
- Mortgages
- Nurse
- PA & Secretarial
- Property & Construction
- Purchasing
- Retail
- Sales
- Scientific
- Social Care
- Technology

MIDDLE EAST

QATAR

Reed Specialist Recruitment was the first global recruiter in the emirate, establishing in the market with the Qatar branch in Doha. Doha opened to act as our first hub for recruitment in the Middle East, specialising in:

- Accounting & Finance
- Banking
- Energy & Resources
- Engineering
- Human Resources
- Insurance
- Procurement & Supply Chain
- Property & Construction
- Sales & Marketing
- Technology

UAE

The UAE is another key market to our expansion plans in the Middle East and globally, and our office in Dubai is following the success of our Qatar branch with a team of experts that focus on the following specialist areas:

- Accounting & Finance
- Banking
- Energy & Resources
- Engineering
- Health & Life Sciences
- Sales & Marketing
- Technology

We Are Fair, Open and Honest, We Take Ownership and We Work Together. These are the values that make Reed Specialist Recruitment stand out from the crowd.

These values underpin everything we are and everything we are aspiring to be as a market leader.



Our Values

We Are Fair, Open and Honest

- we treat everyone with fairness and respect
- we act with integrity
- we are true to our commitments

We Take Ownership

- we respond swiftly to execute our promises
- we take responsibility for providing solutions
- we hold ourselves accountable for our actions

We Work Together

- we work in partnership and build sustainable trusted relationships
- we value a diverse workforce and respect the contributions of all
- we support our customers and colleagues in achieving their goals

We Give Back...

Despite being established for over 50 years, Reed Specialist Recruitment remains an independent, family-owned business. What's more, we continue to demonstrate our commitment to corporate and social responsibility. 18% of Reed Specialist Recruitment is owned by the Reed Foundation – a charitable organisation that donates revenue from annual dividends to a number of worldwide charities. Our founder, Sir Alec Reed, received a knighthood for his services to the charity The Big Give (www.thebiggive.org.uk), while our sister company – Reed in Partnership – delivers 'return to work' services for the long-term unemployed across Australia and the UK.

Talent without Boundaries

Contact us

Get in touch with one of our global offices to see how we can help you today:

ASIAPAC

Australia

T: (+61) 3 9223 7500

W: reedglobal.com.au

China

T: (+862) 2312 7603

W: reedglobal.com.cn

Hong Kong

T: (+85) 2 3696 5900

W: reedglobal.com.hk

Korea

T: (+82) 2 2187 2000

W: reedglobal.co.kr

Malaysia

T: (+60) 3 2615 2666

W: reedglobal.com.my

Singapore

T: (+65) 6602 9100

W: reedglobal.com.sg

EUROPE

Bulgaria

T: (+359) 2 954 9980/81

W: reedglobal.bg

Czech Republic

T: (+420) 225 985 111

W: reedglobal.cz

Hungary

T: (+36) 1 8833 500

W: reedglobal.hu

Ireland

T: (+353) 1670 4466

W: reedglobal.ie

Poland

T: (+48) 22 397 31 00

W: reedglobal.pl

Turkey

T: (+90) 216 467 8686

W: reedglobal.com.tr

United Kingdom

T: (+44) 208 9588 241

W: reedglobal.com

MIDDLE EAST

Qatar

T: (+974) 4499 9838

W: reedglobal.com.qa

UAE

T: (+971) 4 446 9700

W: reedglobal.ae



reedglobal.com