

VISION IT GROUP has been busy adding new staff in 2007

Reflecting the strong growth of the group, these figures also underscore employee interest in in-house training programs.

VISION IT GROUP, a Franco-Belgian IT engineering and consultancy company, has, in the context of its numerous acquisitions, recruited more than 360 persons in 2007. The group has a real advantage in motivating the new employees: regular in-house training leading to certification via the Permanent University.

2007 has been a key year for Vision IT Group, **given that the more than 360 new employees bring total staff headcount to 1,000. Two major acquisitions** (Optium and Ezos, in early 2007) and large-scale organic growth explain this increase in staff. The group intends to continue this trend in **2008 and expects to have more than 1,200 employees at the end of the year.**

Marc Urbany, Co-Chairman of Vision IT Group, explains: "We are not seeking to reach some inordinate size. We prefer to create teams on a human scale in each of the countries where we are active. That is what our customers ask of us: to listen to them, to be near by, and to have the needed expertise. Our teams transfer know-how from one country to another and we thus bring real added value to the international projects of our largest clients."

The recruitments in 2007 are distributed over the four areas of expertise that the group offers, and, responding to the demands of the market, **the greatest increase is in consulting and software testing and validation teams:**

"Production and Infrastructures" represents 34% of staff in Europe

"Software Testing" represents 25% of the staff in Europe

"Solutions, Applications and Mobility" represents 19% of the staff in Europe

"Consulting and Training" represents 17% of the staff in Europe

With 27 nationalities present in the group, these multicultural teams are representative of the company. This reality corresponds to the group's operating mode, the "Grid Company," which is organized around an exchange of expertise that is distributed across Europe.

In-house training: an undisputed advantage of Vision IT Group

One of the motivations of these new hires to join the group is the scale and quality of the training programs. The salaried employees can take advantage of **regular in-house training**: the group also watches closely the growth of each employee in their assignments visiting customers; they are regularly **in contact with their Mission Manager*** and with executive management.

Marc Urbany comments: "When recruiting, we give priority to competencies and expertise. In fact, we recruit staff on permanent employment contracts and not just on an assignment-basis. The difference is very important; because it guarantees our consultants to get privileged treatment when choosing assignments among the clients and it is the sign of a long-term relationship. Furthermore, we strongly encourage in-house training and preparation for certification. We are well attuned to training real experts."

Training sessions called the "Permanent University" are organized very regularly: the employees participate in courses conducted by expert consultants from the group. In the context of strategic partner programs, Vision IT Group has **trained a large number of engineers, assisting them to obtain certification.** Vision IT Group is even accredited as a **center of certification by some of its partners.**



About Vision IT Group

Vision IT Group is an IT engineering and consulting company with centers of expertise distributed across Europe. The mission of the Vision IT Group is to provide client companies with IT services of superior quality. Based in Paris and in Brussels, the group is specialized in consulting and training in infrastructures and in qualification and deployment of applications of Information Systems.

Vision IT Group is a multi-specialist with a European network. It has developed a strategy of critical competences and is close to its clients, so as to bring them the best solutions under the best conditions and with a qualitative plus. By means of the concept of a "Grid Company," a team of mobile expert advisors is available to serve the network and assist large European companies to improve their results thanks to better integration of Information Systems. The group has been able to establish itself as supplier to major accounts such as BNP Paribas, Dexia, France Telecom-Orange, Generali France Assurance, Groupama, Mittal Arcelor, NATO, La Poste, Société Générale, Swisscom and Telefonica.

Founded in late 2001 by Marc Urbany and Philippe Muffat-es-Jacques, who both serve as Co-Chairmen, Vision IT Group has always been profitable. The group has nearly 1,000 employees working in six countries (Belgium, France, Luxembourg, Switzerland, Italy and Spain). Following the integration of Optium and EZOS, Vision IT Group plans to strengthen its presence in Belgium and Spain.

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* Mission Managers: are senior consultants who train several consultants per area of expertise. They encourage transfer of best practices and communication between the teams, the client and Vision IT Group as a whole. They are a real support above all during the phase of integration and at the start of each assignment.