




# Company overview

# OVERVIEW

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- Company was established in 2001
- It is a part of  Group, which provides **complex professional services** in the field of human resources management:
  - Recruitment
  - Management Selection
  - Graduate Recruitment
  - Employer-branding / advertising campaign on the labour market
  - Online recruitment
  - Leasing and outstaffing
  - Personnel assessment services
  - Labour market analysis

# BUSINESS APPROACH:

## Efficiency achievement

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- **Expertise**

Expertise of s2b is in everyday ability to complete various tasks in accordance with expectations and objective requirements of our Clients and Candidates

- **Technology**

Our advantage is clear and efficient business process together with strict adherence to the time standards

- **Loyalty**

Modern world is based on relations. Development and strengthening of ties with each Client and reaching for confidence in s2b as a trusted HR partner is our passion

- **Result oriented work**

Our main task is to find out the best possible solution for our Clients

# CLIENT'S BENEFITS

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- We extend **additional opportunities** to find new employees for our Clients
- We provide **resource and time saving** in difficult and complex projects
- We ensure the **confidentiality of research**
- We offer **full HR support on your issue** - extensive in depth and convenient in use

# RECRUITMENT, MANAGEMENT SELECTION:

## Profession-oriented fields

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- Marketing and sales
- Engineering and production, construction and real estate
- Information technologies, Media and Telecommunications
- Finance (including banking, investment business and corporate finance)
- Accounting, audit and taxation
- Administrative personnel
- Legal
- Pharmaceuticals and medicine
- Logistics and warehousing
- Human resources management

# RECRUITMENT, MANAGEMENT SELECTION: Technology

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Applications processing takes **24 hours**.

Project completion, as a rule, takes **from 2 to 6 weeks**.

The Company undertakes all the organizational maintenance of the selection process of an efficient Candidate.

During telephone and personal interview with Candidates we represent the Client as a **preferable employer on the labour market**. That ensures the quality of the Candidates recommended to the Client

We provide guarantee on our services for **3 months** from the date of actual employment of the Candidate delivered to the Client.

The share of our Candidates who passed probation period **in 2010 amounts to 97%**. All replacements were performed in time and successful.

# OUTSTAFFING, LEASING, PERSONNEL APPRAISAL: Technology

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- **We enroll the Client's employees on our staff**  
In this case s2b undertakes all legal obligations according to the Russian Federation Labour Code.
- **We provide our Client with temporary staff**  
That ensures the execution of seasonal, casual or design work or the temporary substitution of employee.  
**This service is provided according to the following scheme:**  
we enroll the Candidate on our staff and he is working at the Client's Company according to its needs.
- **We ensure the professional and psychological assessment of the Candidates and of our Client's employees**  
Appraisal is made by professional psychologists according to effective conventional texts and methodic, also on the basis of unique s2b solutions.

# LABOUR MARKET ANALYTICS: Technology

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s2b performs **labour market analysis** upon the Client's request.

Analytics may include information about:

- Level of compensation at this position/department
- Structure and contents of compensatory package
- Typical requirements to employees and so on

On the basis of our Client's requirement we determine:

- analyzing positions and industry sectors
- information source channels
- target results of the research
- performance time
- cost of work

# FutureToday: Anchor company in the area of Graduate-recruitment and employer branding

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We have experience in realization of different projects in Moscow, St. Petersburg, Kiev, Novosibirsk and other cities, such as:

- Seminars, competitions and business games in universities, interuniversity events in conference halls, open days and academic competitions for our Clients
- Advertising campaign with targeted results - up to **thousands of applicants**
- Media planning and purchasing of the banners and emails and disposition from all leading providers with big **discounts**
- Selection of the best graduates
- Projects of the Candidate's **evaluation/selection** according to the Client's requirement
- Organization and holding the career fair
- Employer-branding and consulting
- Analysis of the youth market, salary expectations, **preferable employers**, influence of different channels, types of advertising.

## Fut.ru: Leading website about job for graduates

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Every day our website [www.fut.ru](http://www.fut.ru) is visited by 10 000 people.

Recent graduates, young professionals and students in higher training of the leading Moscow universities are the basis of the site's auditory.

By January 2011, more than 105 000 students and graduates placed the resume on the site, 90% of them answer the vacancies placed on the site.

On [www.fut.ru](http://www.fut.ru) you may:

- Place **vacancies**, look for CVs and communicate with the Candidates at **no charge**
- Place **banner ads** of your vacancies, events, recruiting programs or HR-brand
- Make **mail distribution** to target users
- Place and support **your Company's representation** on the site [www.fut.ru](http://www.fut.ru)
- Keep a **blog** on the site

## CLIENTS IN VARIOUS FIELDS:

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### **Banks and Finance**

Bank «Avantgarde»

Bank«TRUST»

Business Alliance

Kazimir Partners

The Bank of Moscow

Uralsib Financial Corporation

### **Food production**

MACCOFFEE

Rollton

Roust Incorporated

UniMilk

Vkusnoteevo

### **Industry**

ALFLETH Engineering AG

AREVA (Alstom Grid)

BASF

Bobst Group

Broen

EurasHolding

Halliburton

NIRO A/S (Tuchenhagen GmbH)

RHI Refractories

Trelleborg

### **Engineering producers**

Epson

Samsung

Sony

## CLIENTS IN VARIOUS FIELDS:

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### Construction, realty

Brack Capital  
Capital Group  
Häfele  
Q-tec

### Retail chains

Eldorado  
Home Center  
McDonald's  
M.Video

### Marketing

ACNielsen  
GfK RUS

### Legal

Allen & Overy  
Baker & McKenzie  
Chadbourne & Parke  
Debevoise & Plimpton  
EPA&P  
HOGAN & HARTSON  
Linklaters  
NÖRR STIEFENHOFER LUTZ  
Skadden  
Dechert Russia LLC

### Perfumery and cosmetics

Avon  
Douglas Rivoli  
Mary Kay

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## CLIENTS IN VARIOUS FIELDS:

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### IT Communications

Allied Telesys

IBS Platformix

IDS Scheer

IskraUralTel

Consultant +

Megafon

### Media

Komsomolskaya Pravda

SK Press

### Pharmacy

“36,6” Chemist's shops

Astellas

OJSC «Medicine»

PROTEK

TEVA

### Consulting

Colliers International

GEP

InterComp

Molten

Roland Berger Strategy Consultants

The Boston Consulting Group

Nomura Research Institute

### Trade and distribution

AutoMir

LAKRA

Novocor

Ruscan (Royal Canin)

# HONESTY, CONFIDENTIALITY & OPENNESS

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## Principles of our Work:

- To provide our Clients with authoritative information concerning the project technology.
- To keep the Client aware of the current results of the project and all the arising issues leading to delays or cancellations.
- To duly inform our Clients on any concerns about Candidates that might appear during the assessment.
- To eliminate purposeful recruitment of the candidates employed by the Client or any other Client's employees whose names have been revealed in previous projects.
- Keep confidential all the information about the Client's company which has been obtained during the project.

# CONTACT INFORMATION

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## Client Relations Department

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We hope that our expertise will help you in  
creating more value to your stakeholders

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