

International Temping

Developed from over twenty years of experience
in external specialist contract management



A flexible employment



Since 1992, we have been professionally involved in managing external specialist contracts for major clients. In the beginning, the focus was solely on freelancers: the specialist remains self-employed and we handle the administrative concerns. Today, this model is still the right type of contract in many cases.

Starting in 2005, it became clear that under certain circumstances a contractual arrangement in which we employ the external specialist - allowing the client to remain flexible - is the better choice.

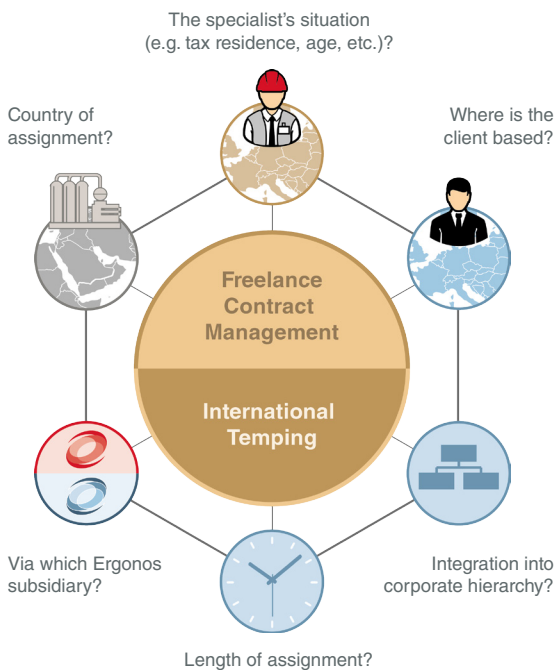
This led us to develop our own fully licensed instrument: International Temping. Our contract solution is based on aspects of the classic temporary employment model, but is designed to serve a different objective and target group (see table).

International Temping can be applied to both new employees as well as existing personnel - who for budgetary reasons or contractual limitations can no longer be directly employed by the client.

| | Classic Temping | Ergonos International Temping |
|---------------------------------|---|---|
| Target group | Employees with low or medium qualifications | Technical specialists with many years of professional experience |
| Objective | <ul style="list-style-type: none"> Satisfying peaks in demand Covering personnel shortages due to vacation or sickness Partially achieving cost benefits | <ul style="list-style-type: none"> Flexibly integrating specialist know-how into the project team Retaining experienced project staff Applicable for new as well as existing staff |
| Flexibility for clients | Client remains flexible | Client remains flexible |
| Focus | Regional | International |
| Integration into company | Employee is part of the company hierarchy (primarily subject to directives) | Specialist is part of the company hierarchy (primarily issuing directives) |
| Taxes and duties | Temp agency pays taxes and social security contributions | Ergonos pays taxes and social security contributions |



Contract consulting services



The conditions favoring the use of external specialists as freelancers or temporary employees can occur individually or in combination (see figure on left).

In providing contract consulting services, we consider these aspects on a case-by-case basis in order to best serve the interests of both your specific situation as well as that of the specialist.

An example: with each project, the question arises what kind of role the specialist will play in the organizational hierarchy.

If he is to assume an advisory role, then Freelance Contract Management is the appropriate contractual form.

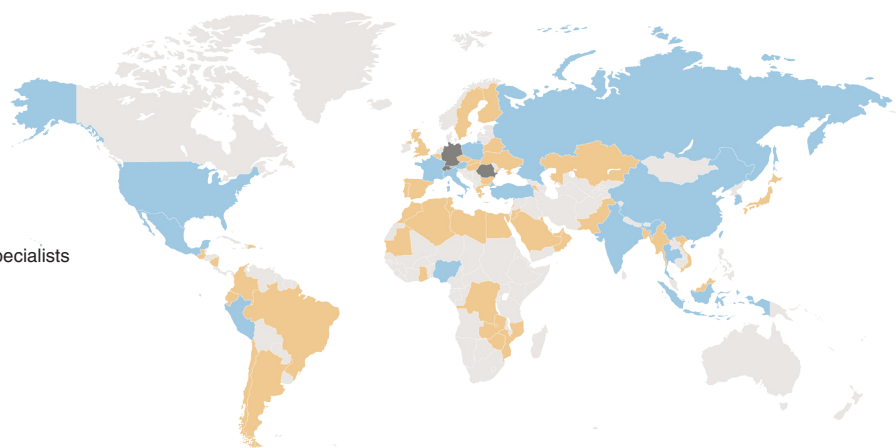
If, on the other hand, the external specialist will be responsible for issuing directives, then integrating him into the company hierarchy via International Temping is the better choice.

Figure: Variables that we take into account in our contract consulting services

Key figures

Geographical distribution of clients and external specialists (2013)

- Countries of assignment of external specialists
- Clients' countries of origin
- Clients' countries of origin and countries of assignment of external specialists



Monthly average of managed external specialists (2013) 274

Sectors Oil & Gas, Power Generation, Steel, Petrochemical, Civil Construction

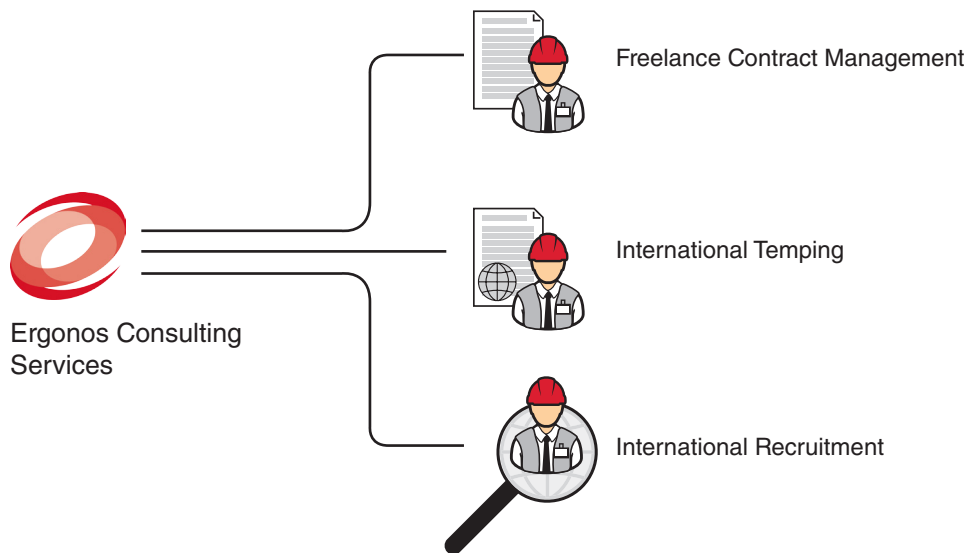
Total clients served 200

Branches Geneva, Switzerland
Berlin, Germany



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