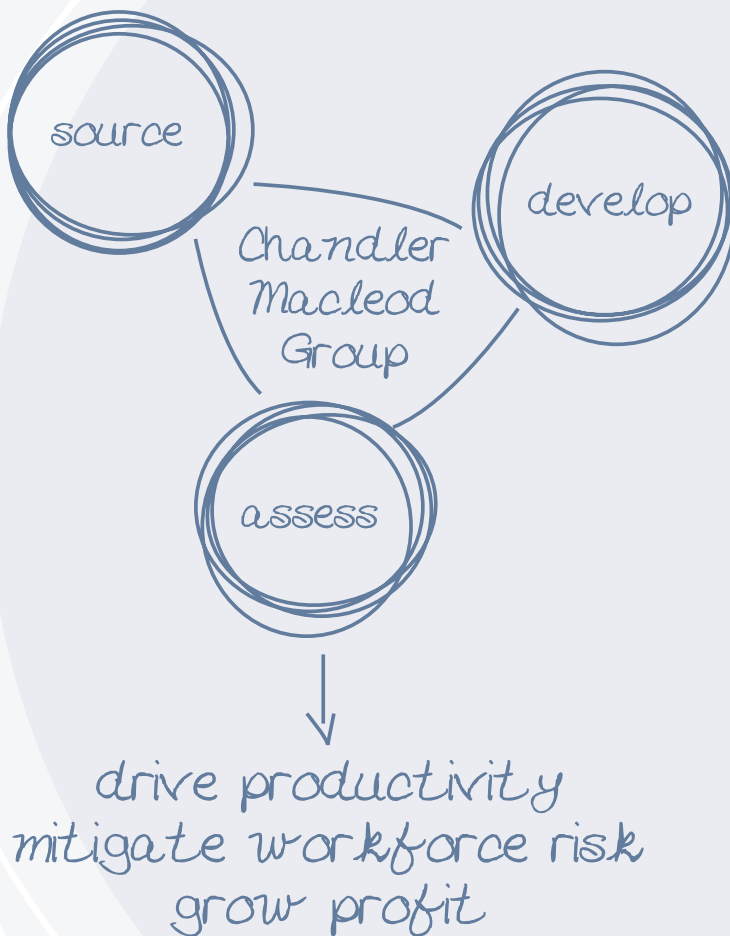


## Our People Solutions Model



### Our Delivery Model

We are one of Australia's largest ASX listed human resource service organizations and employ over 700 branch and head office personnel with over fourteen thousand on-hired employees.

#### Four key principles define how we deliver value:

##### Client Centric:

We have built our business to continually meet and exceed the expectations of our corporate and individual clients.

Our unique blend of multiple recruitment brands, consulting capabilities and managed workforce services, allow us to create the most innovative and complete suite of solutions for our clients.

Each of our brands exists to provide dedicated expertise to our corporate & individual clients.

##### Local Touch:

We operate in over 50 locations around the nation. Our ability to access international and national networks, allows us to bring the best available opportunities to the local level.

##### Innovation:

We look at innovation in two ways:

- We innovate as a business to provide the best solutions to our clients and
- We recognise our clients need to innovate

This understanding and approach to innovation means that we become innovation partners with you. Innovation is one of our core business philosophies in terms of technology, business practice, and service capability.

##### Expertise:

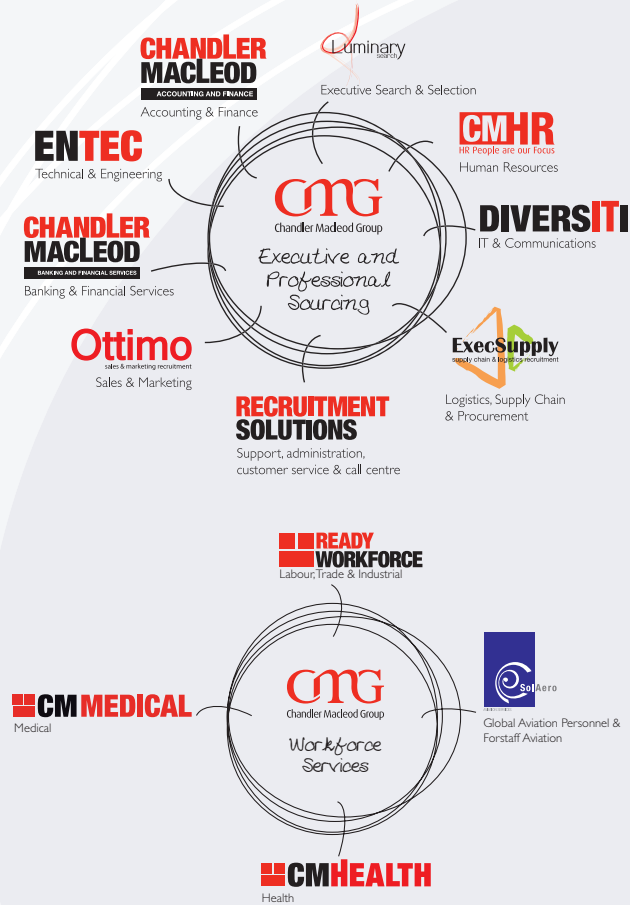
The cornerstone of our success derives from over 50 years experience in the recruitment and consulting industry.

We are known and respected for our psychological assessments and HR consulting solutions. Our consulting expertise has recently expanded into the specialist streams of culture, leadership and organisational dynamics.

### We partner with you to:

- Source the right talent
- Assess your organisation and your people; and
- Develop and manage your workforce

These services help you to drive productivity, mitigate workforce risk and grow profit.



## Talent Sourcing Capability

*'From the Boardroom to Professional to Trades & Industrial'*

Our approach to sourcing the best quality candidates is achieved through our specialist candidate businesses which have been developed to speak directly to specific candidate expertise, professions and markets:

### a) Executive and Professional

Our Executive and Professional Sourcing businesses provide a specialist national search and sourcing capability, across a number of professional industries, as illustrated in the adjacent diagram.

### b) Workforce

Our Workforce Sourcing businesses provide a national sourcing capability across trade, industrial, office and professional support, illustrated in the diagram adjacent.

## Best-Fit® Sourcing Methodology

*'50 years of research in every placement'*

A significant differentiator of CMG's sourcing capability is our Best-Fit® Methodology which is our proprietary psychometric capability and competency assessment tool. These assessment practices ensure that candidates are the best-fit in terms of capability, competency and the culture of your business.

## Our People and Organisation Development Capability

CMG's enterprise offering incorporates a highly experienced and comprehensive consulting practice, CMG Consulting comprising of 3 specialist practice streams:

Our solutions include management and organisational development, organisational design and structure, culture and leadership strategy alignment, executive coaching, learning and development, and organisational diagnostics. In addition CMG Consulting provides comprehensive human resource management services including outplacement, career transition, talent management, human resource process, online human resource solutions, development, vocational assessment and recruitment process outsourcing.

CMG Consulting has partnered with our clients for 50 years. During this time our research-based people and organisation development solutions have achieved significant client business objectives.

