

Corporate Press Kit

Worldwide leaders in specialist recruitment



PageExecutive

Michael Page

PagePersonnel

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We also have teams dedicated to specific regions, where we have a proven track record of helping local companies to attract top talent.

 **Eastern Europe**
Contact: Austria

 **Latin America**
Contact: Brazil

 **Rest of Africa**
Contact: South Africa

 **Rest of Nordics**
Contact: Sweden

 **South East Asia**
Contact: Singapore

Company background

PageGroup is a world-leading specialist recruitment consultancy with four decades of expertise. It has more than 150 offices in 35 countries worldwide, comprising of three core brands; Michael Page, Page Executive and Page Personnel.

Rebranded to 'PageGroup' from Michael Page International in late 2012, its comprehensive network can make relocating a reality – placing candidates with some of the world's most prestigious companies, all over the world.

The company's consultative approach to professional recruitment combines local knowledge with international expertise, to find the best fit between client and candidate.

Founded in 1976, PageGroup has grown organically to become a FTSE 250 company employing more than 5,680 employees globally.

(Information valid April 2015)



Core values

Our five values are key to our success. They form a platform for our methods, approach to business and staff motivation. More than mere words, we believe our values are the essence of our brand and influence the way we work, day in, day out.

Take pride

We take pride in what we do, in who we are and what we stand for. We are proud of our brand, our colleagues and our achievements.

Be passionate

Our passion to provide the best service for our clients and candidates drives us to triumph over our competition.

Never give up

We welcome a challenge; we show strength of character and resilience in our approach. We see difficulty as an opportunity to demonstrate ability.

Work as a team

Working as one team makes us stronger, more efficient and adds value to the business and our brand.

Make it fun

We recognise that fun is a key factor within our working environment; we're sociable and enjoy celebrating our successes.

Financial information

PageGroup

Full year results for the year ending 31 December 2014

Financial summary	2014	2013	Change	Change CER*
Revenue	£1,046.9m	£1,005.5m	4.1%	9.9%
Gross profit	£532.8m	£513.9m	3.7%	10.0%
Operating profit before exceptional items **	£78.5m	£68.2m	15.1%	23.8%
Profit before tax before exceptional items	£78.4m	£67.1m		
Basic earnings per share before exceptional items	18.4p	15.1p	21.9%	
Diluted earnings per share before exceptional items	18.2p	14.9p	22.1%	
Operating profit after exceptional items	£80.1m	£65.7m		
Profit before tax after exceptional items	£80.4m	£64.1m		
Basic earnings per share	19.3p	13.8p		
Diluted earnings per share	19.1p	13.7p		
Total dividend per share	11.0p	10.5p		

*Constant Exchange Rates (CER)

** Exceptional charge in 2013 of £2.5m as a result of a transfer pricing audit in France, resulting in increased payment of profit share to employees. Confirmation was received from the French tax authorities in 2014 that no adjustments were required from 2010, so the related part of the provision of £1.6m was released (Note 5).

See the full report and quarterly updates
at www.page.com/investors

Steve Ingham, Chief Executive Officer of PageGroup, commented:

"At PageGroup we have a clear strategic vision: to be the leading specialist recruiter in the markets in which we operate. We have sought to achieve this by developing a significant market presence in major global economies, as well as targeting new markets where we see the greatest potential for long-term growth in gross profit at attractive conversion rates. We offer our services across a broad set of disciplines and specialisations, solely within the professional recruitment market. Our origins are in permanent recruitment but nearly 25% of the business is now temporary placements where local culture and market conditions make this attractive. We focus in particular on opportunities where our industry and market expertise can set us apart from the competition. That enables us to offer a premium service which is valued by clients and attracts the highest calibre of candidates.

"PageGroup is focused on delivering against three key strategic objectives to achieve its strategic vision and sustainable financial returns. These are: 1) to look for organic and diversified growth; 2) for this to position the business to be efficiently scalable and highly flexible to reflect market conditions; and 3) as a people oriented and organically-driven business, the nurturing and development of talent and skills is fundamental to achieving long-term and sustainable growth. Our consistent business model has organic growth as its cornerstone. Key elements of our business model are derived from our team-led approach, with great value placed on clear career development and the value that experienced management brings to the business."

PageGroup – our story

2013

- 20 out of 34 countries achieved year-on-year gross profit growth in 2013
- 2 new offices opened in the Americas, Los Angeles and Monterrey (Mexico)
- Continued investment in high potential markets of China, South East Asia, Germany, LatAm and USA
- Continued recognition in The Sunday Times '100 Best Companies to Work for' in the UK
- Appointed Recruitment International's 'Best Recruitment Company to Work for' in the £100 million+ category

2011

- Michael Page International operations launched in three new countries in Q1 – Malaysia, Qatar and India
- Eleventh office opened in Brazil
- Second office opens in Porto, Portugal
- Page Personnel Logistics launched in the UK
- Michael Page Life Sciences and Oil & Gas begin operating in the UK
- Michael Page International recognised in The Sunday Times '100 Best Companies to Work for' in the UK

2009

- Page Personnel launched in Germany and Australia
- New offices opened in: Bologna, Italy; Abu Dhabi, United Arab Emirates; and Monaco, Monaco
- The Group maintains network of 28 countries through challenging operating conditions
- Michael Page International remains profitable through the global recession

2014

- Record performances from over half our countries
- New offices opened in Canada, Colombia, Peru and Indonesia
- Continued growth and investment in high potential markets: Germany, Greater China, Latin America, United States
- Recognition in The Sunday Times '100 Best Companies to Work for' in the UK for the 10th time
- Won more than 10 national and international awards and accreditations as a diverse employer of choice

2012

- Michael Page International rebranded to PageGroup with three core brands: Page Executive, Michael Page and Page Personnel
- PageGroup launched mobile-friendly site for iPhone users across the Asia Pacific region
- Michael Page operations launched in two new countries – Colombia and Morocco
- New offices opened in Macraé, Brazil; Taipei, Taiwan; Suzhou, China; and Cape Town, South Africa
- PageGroup ranked 39th in The Sunday Times '100 Best Companies to Work for' in the UK

2010

- Michael Page International again recognised in The Sunday Times '100 Best Companies to Work for' in the UK
- Headcount up by nearly 1000 worldwide
- iPhone app launched in UK and France
- Michael Page opens first office in Chile
- Page Personnel launched in Hong Kong, Mexico, Russia, Singapore and the USA
- New offices opened in: Bilbao, Spain; Padova, Italy; Recife, Alphaville (São Paulo), Barra da Tijuca (Rio de Janeiro) and São José Dos Campos, Brazil; Santiago, Chile; Guangzhou, China; Jurong, Singapore

2007

- Michael Page International recognised in The Sunday Times '100 Best Companies to Work for' in the UK
- Accountancy Additions rebranded as Page Personnel in the UK
- Operations launched in Luxembourg and Argentina
- New offices opened in: Atlanta (GA) and Hartford (CT) USA; Hamburg, Germany; Bordeaux and Cergy Pontoise, France; Valencia, Spain; Zurich, Switzerland and Pall Mall, London, UK

2005

- Michael Page International recognised in the Guardian book 'Britain's Top Employers 2005', The Sunday Times '100 Best Companies to Work for' and as a UK Business Superbrand
- Michael Page Paralegal launched in the UK
- New offices open in: Poland, Canada and Chatswood, Sydney

2004

- New offices open in: Brisbane, Australia; Boston and Chicago, USA; and Bristol, UK for Sales, Marketing and Retail

2008

- Michael Page International voted 39th in The Sunday Times '100 Best Companies to Work for' in the UK
- Operations launched in: Turkey, Austria and New Zealand
- New offices opened in: Stuttgart, Germany; Seville, Spain; Massy, France; Breda, Netherlands; Newcastle and Cardiff, UK; Beijing, China; and Montreal, Canada

2006

- Terry Benson retires and Steve Ingham appointed as Chief Executive of Michael Page International
- Michael Page International recognised in The Sunday Times '100' Best Companies to Work for' in the UK
- Michael Page Property and Construction launched in the UK
- Operations launched in Mexico, United Arab Emirates, Russian Federation, Republic of Ireland and South Africa
- New offices opened in: Sha Tin, China; Campinas, Brazil; and Leicester, Peterborough, Sheffield and Cardiff, UK

2003

- Michaelpage.co.uk named Best Recruitment Consultancy Website by CIMA and PQ magazine
- Michael Page is recognised as a Business Superbrand
- New disciplines: Secretarial in the UK; Real Estate and Construction in France; Engineering in Australia
- New offices opened in: Connecticut, USA; Shanghai, China

2002

- Michael Page Health established in France
- Offices open in: Sweden and Belgium

2000

- Operations launched in Brazil, Portugal and Switzerland
- Michael Page Human Resources established. SRS and RRS rebranded to Michael Page Sales and Michael Page Retail

The 1980s

- Michael Page is floated on the Unlisted Securities Market (USM) (1983) and admitted to the London Stock Exchange (1988)
- Michael Page City established to provide a specialist service to the Banking and Financial Markets (1985). This is mirrored by our expansion into Legal recruitment in the UK (1986)
- First European office opened in France (1986). Netherlands (1987) and Australia (1985) to follow

2001

- Michael Page International listed on the London Stock Exchange. This coincides with a major advertising launch for our 3rd generation website. We're recognised as a Business Superbrand
- New disciplines: Michael Page Engineering
- New offices open in Tokyo

The 1990s

- Michael Page retires (1995) and Terry Benson is appointed as Chief Executive of Michael Page International (1990)
- Acquired by the Spherion Group (then Interim Services, Inc.) (1997) we establish Accountancy Additions in the UK (1992), the Public Sector Division (1992), SRS (Sales Recruitment Specialists) (1994) and RRS (Retail Recruitment Specialists) (1997)
- The first website is launched (1997) and we implement our national recruitment database (1993)
- Offices opened in: Germany (1991), Hong Kong (1995), Singapore (1996), Spain, the USA (1997) and Italy (1998)

The 1970s

- 1976 – Michael Page founded in London by Bill McGregor and Michael Page, providing selection and recruitment services for accounting and finance professionals. (Started above a launderette)
- 1979 – Operations in the UK continue to expand with offices opening in: Manchester, Birmingham, Glasgow, Leeds and Bristol
- We are quickly established as the largest advertiser in the FT

Core operations

PageGroup is a leading provider of permanent, contract and temporary recruitment for clerical professionals, qualified professionals and executives. The company is organised into three operational brands.

Page Personnel

Page Personnel, a subsidiary of PageGroup, was launched in Continental Europe in 1994 and recognises the growing market for junior professionals across all industry sectors.

Complementing PageGroup's offering, Page Personnel focuses on recruiting junior and part qualified roles across the following sectors:

- Actuarial, Tax and Treasury
- Audit and Consulting
- Banking and Financial Services
- Buying and Merchandising
- Consultancy, Strategy and Change
- Design
- Engineering and Manufacturing
- Environment and Energy
- Finance and Accounting
- Health and Social Care, Life Sciences, Pharmaceutical
- Human Resources
- Insurance
- Legal
- Marketing and Communication
- Procurement and Supply Chain, Logistics
- Property and Construction, Facilities Management
- Public Sector, Not for Profit
- Retail
- Sales
- Secretarial, Office Support
- Technology

PageGroup launched Page Personnel in the UK in 2007 when its successful Accountancy Additions group was re-branded Page Personnel Finance. Accountancy Additions had started in the UK in 1992 building on Michael Page's strong reputation in the finance markets.

Page Personnel follows the same formula that has brought PageGroup such great success – organic expansion. Page Personnel's 38 offices in the UK join an international network of offices in Belgium, Brazil, France, Italy, Luxemburg, Netherlands, Sweden, Switzerland, Spain, Portugal and Germany.

Michael Page

PageGroup is organised into industry specific divisions. This allows for each consultant to provide a sector specialised consultative service. Michael Page specialises in the recruitment of qualified professionals across the following disciplines:

- Actuarial, Tax and Treasury
- Audit and Consulting
- Banking and Financial Services
- Buying and Merchandising
- Consultancy, Strategy and Change
- Design
- Engineering and Manufacturing
- Environment and Energy
- Fashion
- Finance and Accounting
- Health and Social Care, Life Sciences, Pharmaceutical
- Hospitality and Leisure
- Human Resources
- Insurance
- Legal
- Marketing and Communication
- Offshore
- Oil and Gas, Mining and Resources
- Procurement and Supply Chain, Logistics
- Property and Construction, Facilities Management
- Public Sector, Not for Profit
- Retail
- Sales
- Technology

Please contact your local press contact (page two) to enquire after the sector divisions available in your location.

Page Executive

Page Executive specialises in the recruitment of executives in senior roles, typically functional heads and board level executives. Senior specialised consultants work at Page Executive, offering a flexible approach to talent attraction, across many sectors including:

- Technology, media and telecoms
- Business services
- Financial services
- Professional services
- Property and construction
- Consumer
- Industrial
- Not-for-profit

Clients we work with

Over the past four decades PageGroup has built a reputation for excellence by placing highly skilled candidates into specialist roles. By implementing rigorous candidate assessments and building unique relationships with employers, PageGroup has become the market leader in professional recruitment services.

PageGroup places candidates in roles with clients ranging from small/medium sized enterprises to multi-nationals. Coupled with the human and consultative approach, we are confident that our technologies benefit clients in terms of speed of search and more importantly choice of candidate.

By working with PageGroup, clients have numerous benefits. Michael Page is one of the most widely recognised brands in the global professional recruitment industry – a strength which provides a competitive advantage.

We offer our clients the most qualified candidates on the basis of their relevant aptitudes, skills and abilities and those candidates are drawn from diverse backgrounds. We have a variety of methods to monitor and analyse our results to ensure diversity and inclusion underpins all we do.

Uniquely, PageGroup can track and report your organisation's diversity, inclusion and equality activities in your recruitment process. Working with PageGroup gives you access to new information about diversity in your workforce, giving you the ability to make informed recruitment decisions.

PageGroup can lay claim to a considerable number of industry 'firsts'. It was the first to set up an in-house consultant training programmes and first to see the benefits of an international computerised applicant network. The company has continued to invest heavily in the development of IT systems, gaining recognition as the most innovative in the business.

Our clients include: **Adidas, BT, Amazon, Diageo, Samsung, HSBC, Rolls Royce, Deloitte, BP, eBay and Twentieth Century Fox.**

Candidate offering

PageGroup offers a committed and professional service to candidates. Candidates are given the opportunity to have completely confidential, two-way discussions with a PageGroup consultant with in-depth knowledge of the current job market, specific to each candidate's needs.

PageGroup's consultants know where the top jobs are, who is recruiting and what sort of competition candidates might be faced with. Each candidate is promised an honest and objective assessment as to the way forward. This includes interview and CV advice where necessary.

PageGroup endeavours to ensure that candidates are prepared for an interview with a thorough pre-interview briefing. Before each interview, a consultant will provide as much information as possible about the client, the role, the team, the structure and the culture of the company and the style of the interview to be conducted. PageGroup can also advise what research can be done to improve the quality of the interview, answer any questions and address concerns about the process.

Once offered the position, PageGroup is on hand to provide advice and support to guarantee the right decisions are made. Honest and constructive feedback is given to the candidate after an unsuccessful interview. Even after a new job is taken, PageGroup consultants endeavour to keep in contact with the candidate to help with a smooth transition period.



Image bank

PageGroup has a range of supporting images and materials available.

Please contact your relevant media contact as given on page two to access these.



Steve Ingham, Chief Executive Officer



Kelvin Stagg, Chief Financial Officer

PageExecutive

Michael Page

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