



CAREERSREGISTER

A CPL GROUP COMPANY

ABOUT CAREERS REGISTER

Careers Register, founded in 1970, is one of Ireland's most prestigious accountancy and financial services recruitment consultancies. We specialise in permanent, temporary and multilingual recruitment across the financial sector. Over the years, we have earned a reputation for professionalism, integrity and truly exceptional customer care. Our clients tell us that our ability to develop a genuine understanding of their business strategy and corporate culture adds real value to their business. Our candidates tell us that we constantly exceed their highest expectations by providing invaluable career guidance. And by offering an exciting range of opportunities that allows them to develop both professionally and personally.

Every member of our team of highly trained consultants has extensive sector specific experience. They pride themselves on getting to grips with every clients individual needs. And on sourcing, preparing and placing the perfect person for every position.

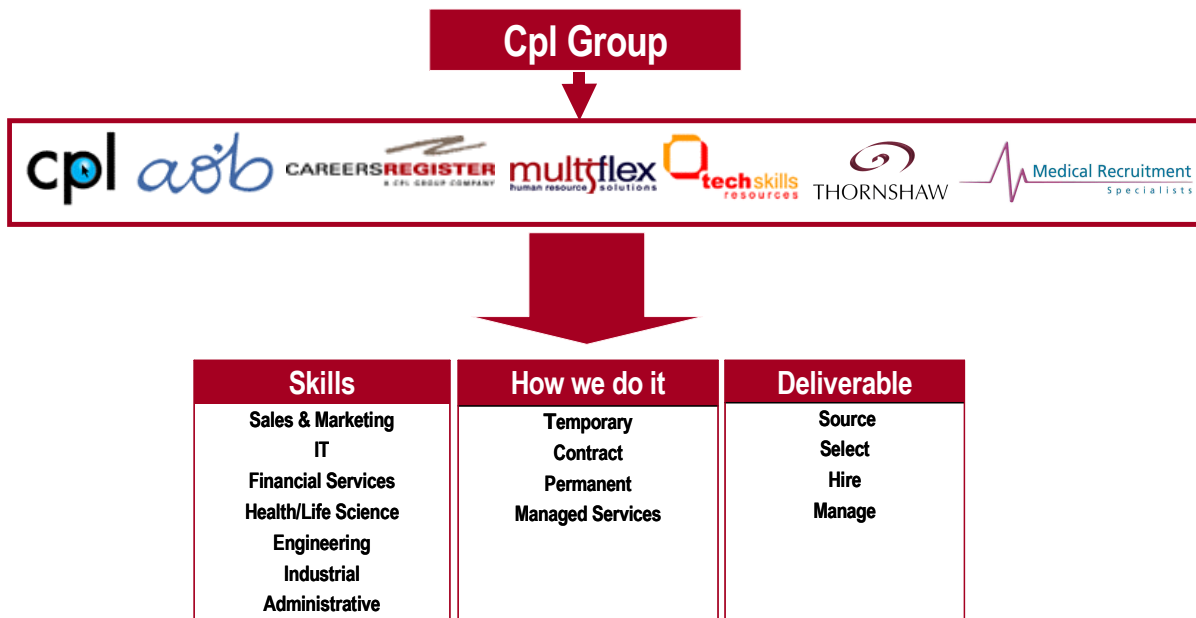
Careers Register Provides a professional, cost-effective and innovative recruitment service, specialising in the following areas:

- Accountancy
- Banking & Financial Services
- Insurance
- Executive Search

ABOUT CPL RESOURCES

Cpl Resources, founded in 1989, is Ireland's most successful recruitment and HR Solutions organisation. Comprising of a group of seven individual specialist recruitment companies, Careers Register being one, the organisation operates on a national basis in Dublin, Cork, Galway, Kildare, Westmeath and Limerick. Each specialist company creates a deep pool of knowledge within its business sector, enabling our candidates and our clients to benefit from this unique and up-to-date understanding of

the market. As an entity the group offers comprehensive and tailored workforce management solutions to companies of all sizes, from SME's to multinationals across a broad range of industry sectors. Primarily offering permanent, contract and temporary recruitment solutions, the company is now Ireland's largest employer of temporary and contract staff boasting over 4000 temporary employees on a daily basis. Cpl is Irelands only recruitment organisation to be listed on both the Dublin and London stock exchanges.





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SERVICE CAPABILITIES & SOLUTIONS

Our range of solutions, and broad industry expertise aligned across the group, give our customers the freedom to be more strategic in their operations and drive real value through their organisation. Whether a company has a handful, hundreds or thousands of employees, we can support any business in virtually any phase of the employment life cycle.

Our broad range of human resource solutions are designed to take away the burden and complexity of your most demanding business processes, so you can focus on what matters most. Careers Register is a relationship based company, spending "value time" with clients so that we can really understand their needs and requirements and build solutions that will deliver to the Time, Cost and Quality constraints.

Recruitment Solutions	Business Solutions	Human Capital Solutions
<ul style="list-style-type: none"> • Permanent • Contracting • Flexible/Temporary • Public Sector • Executive Search & Selection • Master Vendor • Preferred Supplier • Volume Recruitment 	<ul style="list-style-type: none"> • HR Consulting • Outplacement • Outsourcing • Managed Services • Salary Surveys • Recruitment Advertising 	<ul style="list-style-type: none"> • Assessments • Behavioral Interviewing • Compensation & Benefits • Performance Management • Job Description development

CAREERS REGISTER'S- COMPETITIVE ADVANTAGE

We are noted for our professionalism, speed of response, commitment to delivery and determination to help our clients grow their businesses by attracting and retaining the best people for their organisation. Our consultants are highly trained, IPD qualified and have sector-specific experience. This gives our clients and our candidates the benefit of working with an expert with an in-depth understanding of their relevant industry.

Our expert knowledge of the recruitment marketplace enables us to source the best candidates for our clients. And our thorough recruitment methodology ensures we get it right, every time.

Some of our competitive advantages include:

- **Technical Expertise**
- **Brand name**
- **Personnel**
- **Location**
- **D/ISO9002 quality driven methodology**
- **Group Expertise**

RECRUITMENT & SELECTION PROCESSES

The recruitment and Selection process is an integral part of Careers Register's recruitment methodology. The following is a breakdown of the customised process:

1. Candidate Registration
2. Candidate Interview
3. Candidate Short-list
4. Telephone Pre Screen
5. Interview Process
6. Assessment (skill /psychometric)
7. Candidate briefing
8. Client/Candidate Interview
9. Referencing



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ATTRACTION OF SUITABLE CANDIDATES

Careers Register attract candidates through a variety of mediums, extensive advertising in the local media, open days, networking with existing candidates and direct contact with current active candidates, links with local employers

who may be making staff redundant and leveraging off other Cpl Group offices. We also have relationships with local placement offices in various 3rd level institutions, FAS and local "return to work" community groups.

- Database Search
- All Print Mediums
- Online/Jobboards
- Sponsorship
- Radio
- PR
- Events/Open days
- Networking
- Referrals
- Roadshows
- Diversity Program
- Access Ability

CPL'S CAPABILITIES AND SOLUTIONS

Client Expectation	Benefit
Specialist Expertise	A professional and flexible resourcing partner with appropriate experience and resources to deliver a high class service
Staff retention	A partner who can maintain or improve the current attrition rates for the duration of the project.
Flexibility	A partner experienced and capable of delivering a flexible staffing solution that compliments your current workforce with a particular emphasis on the ability to ramp up and down to very rigid timescales.
Quality control	To ensure the delivery of suitably qualified and assessed staff.
Industry Knowledge	A partner that is aware and knowledgeable about market issues and trends that can influence or impact a company's business.
Open communication & Trust.	An honest, open and dedicated recruitment partner that understands and commits by working in partnership.
Corporate Social Responsibility	A partner that implements best practice within their organisation through social and community affairs.

CPL - CROSS INDUSTRY EXPERIENCE





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CPL-ADDING VALUE

Salary Guide

We conduct an annual salary guide covering over ten industry sectors, which is available free of charge. We also have the facility to conduct an industry specific salary survey for a fee.

Guide to IT Contracting

Cpl produce an annual "Guide to IT Contracting", which is available free of charge to all candidates.

Diversity Program

We work with a number of organisations to promote Diversity in the Workplace, and assist companies in promoting diversity within their own organisation.

Ability to Work Program

We work with a number of organisations (Access Ability, NDA, FAS) to promote disability in the workplace and find suitable employment for job seekers with disabilities

Special Olympics

We were the only recruitment agency to be involved in the Special Olympics.

ISPCC/Childline

Cpl sponsor the Annual Childline cycle which takes place in April. Cpl is also the sole recruitment partner to the organisation.

Expert Group on Future Skills Needs

Anne Heraty, chief executive of the Cpl Group is the newly appointed chairperson of the Expert Group on Future Skills Needs. This enables us to provide clients with specific market intelligence on skills availability.

TESTIMONIALS

AIG Europe

"This is to confirm that CPL wholly managed a large recruitment project for the Regional Technology Centre AIG in Dublin. CPL provided a comprehensive and professional recruitment service to the Regional Technology Centre and I therefore have no hesitation in recommending their services. I would be happy to provide verbal references, if required."

Friends First Life Company

"I have been using CPL for IT recruitment for the last number of years and would rate them very highly in their market place. They provide us with a stream of consistently high calibre candidates across all skill sets and at all levels of seniority. The consultants are totally professional and are a pleasure to deal with. I would be happy to recommend CPL in the future"

Microsoft Ireland

"CPL have been a recruitment partner to Microsoft's business in Ireland for a number of years, and over the last three years have consistently merited their success within our Preferred Suppliers List. Microsoft seeks the best talent across a wide variety of skillsets and CPL's breadth and depth of experience has enhanced their ability to provide us with top-class candidate's right across the board."