
advola®
clever einstellen

Personnel leasing with advola is ...

- **innovative:** advola handles all relevant processes online for the first time in Germany
- **low-priced:** advola dispenses with regional branches and forwards savings consequently to clients and employees
- **flexible:** advola offers a non-bureaucratic concept with additional services and a large database of applicants
- **fair:** advola pays higher wages – employees are therefore highly motivated and generally more qualified
- **transparent:** advola is certified according to new DIN EN ISO 9001:2008* and has a clear QM-concept

*Certification planned in Q3/2009

Personnel leasing with advola is innovative

- advola is the first employment platform which consequently handles all related processes through new media
 - initial contact between hirer and applicant is done online
 - identification of applicants through postident (German post ID)
 - closing of labour contract online
- Selection of applicants mainly through hirer
 - hirers know functional and personal requirements to employees best themselves
 - advola x-checks each candidates' competences in the jobpool through telephonic interviews and verification of certificates

Personnel leasing with advola is low-priced

- advola dispenses with regional branches to cut cost - analogous to business model of online-banks
- advola generates savings of up to 20% for hirers compared to classic temporary work (dep. on qualification, total hours, etc.)
- example:
 - cost for classic temporary work/ personnel leasing:
 - 160 hrs./ month * 12 months * **20,50 €** (hourly wage) = 39.360 €
 - cost for hiring from advola:
 - 160 Std./ month * 12 months * **16,50 €** (hourly wage) = 31.680 €
 - **19,5 % potential cost savings per man and year**

Personnel leasing with advola is flexible

- www.advola.de is accessible 24/7
- advola offers solutions for service-oriented hirers, like local onsite-management, master-vendor services, etc.
- advola's clearly laid-out homepage guides companies and applicants step-by-step
- hirers and applicants find offers that fit their need via the online-jobpool
- advola places personnel independently – the selection is primarily done by the hirers

Personnel leasing with advola is fair

- advola lives Corporate Social Responsibility actively
- advola's employees are better paid – the additional wage is co-determined by the hirers
- applicants have the opportunity to choose the future workplace themselves
- advola pledges to treat female and male employees equally

Personnel leasing with advola is transparent

- advola is certified according to new DIN EN ISO 9001:2008*
- advola is a full member of the German „Bundesverband Zeitarbeit Personaldienstleistungen e.V.“ and pays its employees according to the labour agreement BZA/ DGB



- advola revises its processes on a regular basis and offers an efficient and transparent framework for hirers and employees

*Certification planned in Q3/2009

Comparison with classical temporary work

advantages

- considerable cost savings
- flexible personnel planning
- larger selection of applicants
- higher motivated employees
- increased transparency
- continuous accessibility
- no check of subsidiar liability

disadvantages

- self-initiative to recruit personnel
- initiation of labour related medical check by hirer
- innovative business model

Process for hirers – general



- Analysis by which amount hiring from advola is advantageous
 - flexible planning of personnel
 - cost savings if collective bargaining coverage is in place
- Registration at www.advola.de
- Analysis of exact cost savings (up to 20%)
 - request an offer by entering the qualification and amount of hours per employee in calculation sheet and comparison with current payment conditions

Process for hirers – handing over permanent employees



- Inform the employees and work council (if applicable) about the outsourcing
- Negotiation of terms & conditions with advola and applicants
- Close the labour contract at www.advola.de
- Employee to resign from old labour relation by complying with the period of cancellation
- Hiring personnel from advola

Process for hirers – handing over current temporary workers



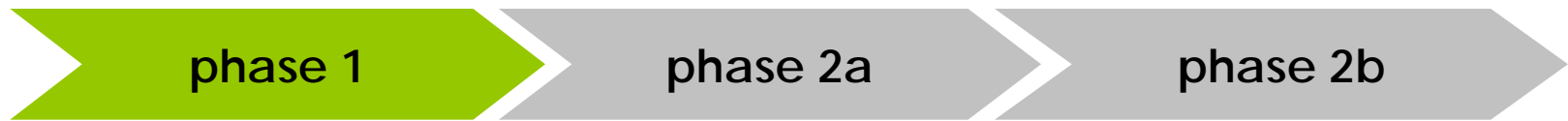
- Suggest advola as new employer to all employees currently employed by others
- Close labour contract at www.advola.de
- Employee to resign from old labour relation complying with the period of cancellation
- Hiring personnel from advola

Process for hirers – hiring new employees through advola



- Acquisition of new personnel through:
 - database at www.advola.de resp. own database of applicants
 - federal employment office
 - other employment brokers
- Suggest advola as new employer
- Negotiation of terms & conditions with advola and applicant
- Hiring personnel from advola

Process for employees – general



- Employee intends to switch job or earn higher wages
- Registration at www.advola.de by entering personal data
- Activation through advola

Process for employees – not yet employed as temporary worker



- Research of eligible hirers via the employer database at www.advola.de or other employment brokers in the internet, resp. newspapers, etc.
- Application at the desired hirer via the CV-assistant at www.advola.de
- Negotiation of terms & conditions with advola
- Hiring through advola
- Leasing to hirer

Process for employees – bereits als Zeitarbeitnehmer beschäftigt



- Suggest desired hirer to advola
- Negotiation of terms & conditions with advola
- Hiring through advola
- Resign from old labour relation complying with the period of cancellation
- Leasing to hirer

Co-operation partner Dahmen Personalservice GmbH

- Dahmen Personal Service as a partner supports the companies looking for eligible personnel in research
- Dahmen Personalservice therefore complements the service and offers in one hand with advola all benefits of temporary work

advola as partner in times of crisis

- Cut cost compared to classic temporary work or permanent employment
 - => **up to 100.000 € per year with 10 employees**
- Increase your flexibility in personnel planning tremendously
- Find highly qualified employees in your area through the jobpool at www.advola.de
- Decrease the salary gap between permanent employees and temporary workers through the higher wages paid by advola

advola as employee in times of crisis

- Earn higher wages compared to classical temporary work
- Influence your job research directly and apply at the companies of your choice.
- Take advantage of long-term partnerships between hirers and advola due to the promising business-model of advola
- Avoid unnecessary expenses and travels by managing your data comfortably at www.advola.

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Hans Dahmen
CEO

Tal 16
80331 München
Germany

Fon: +49 89 21019670
Fax: +49 89 2101967-10
Mobil: +49 17661614100
E-Mail: h.dahmen@advola.de
Web: www.advola.de