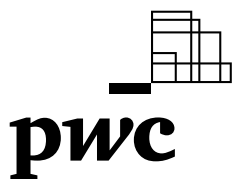
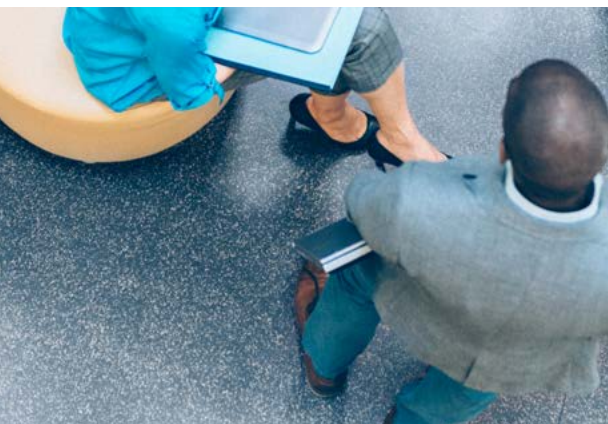
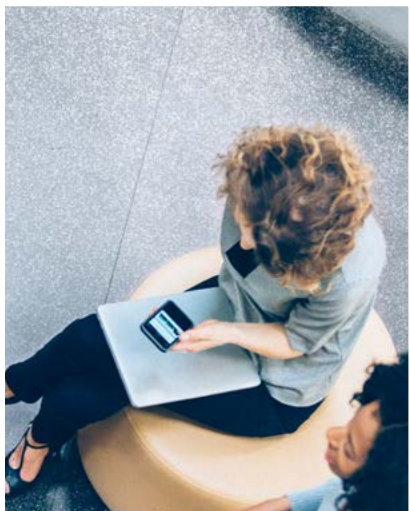


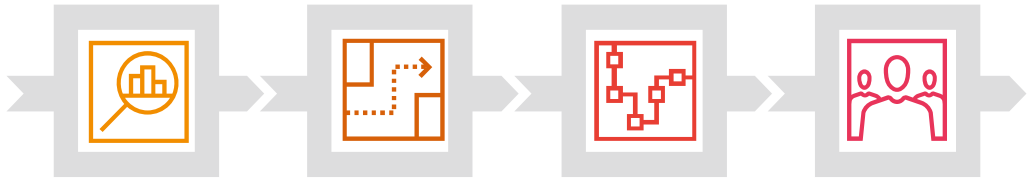
Transformation, HR reorganization and cost optimization



strategy&

PwC Société d'Avocats

Our solutions integrate all the aspects of the reorganization cycle



Strategic diagnosis

- Market, competition, operations and financial diagnosis
- Buy-side and sell side due-diligences on HR and restructuring
- Strategic planning
- Turnaround
- Modelling and recommendations
- Quick wins
- High level roadmaps

Organization design

- Staff mobility and transfer
- Choice of legal vehicles and innovation
- Schedules and step plans
- Advance data modelling
- Business plan and sensitivity analysis
- Cash-flow
- Cost optimization, including cash
- Risk management

Social process

- Communication
- Valuations
- Negotiation strategy
- Reps' information/consultation
- Support to negotiators
- Stakeholders management
- Actionable problem solving and alternate

Transformation

- Execution
- HR policies and process
- Mobilization
- Change

A value added for the different executive functions



PwC enabled an integrated and thorough vision of our staff costs challenges



Proposed solutions have provided our board with a balance vision between Enterprise value and people stakes



The team is senior and engages itself on the recommended path



Our recapitalization was facilitated by the robustness of the plan which appeared coherent and actionable



PwC experience in execution was an asset in preparing the plan, especially in defining target organization and related staffing



Tools developed were useful to communicate with my shareholders and ensure respect of budget along the discussions with employees' reps



Sébastien DALLE
Partner, Business
Recovery Services
+33 (0) 6 15 54 26 37
sebastien.dalle@pwc.com



Corinne GUYOT CHAVANON
Partner, Employment Law
Lawyer - Hauts de Seine bar
+33 (0) 6 75 75 57 91
corinne.guyot.chavanon@pwcavocats.com



Pascal GOUNON
Partner, Business
Recovery Services
+33 (0) 6 48 09 91 33
pascal.gounon@pwc.com



Mériadec JONVILLE
Director, Strategy &
+33 (0) 6 31 25 81 45
meriadec.jonville@pwc.com

What sets us apart:

- We offer an integrated solution in all the project phases: HR, legal, operational, financial, market and industry
- We share our experience of the execution from the diagnosis stage
- We commit on our recommendations and their execution
- We innovate with advanced business modelling and social negotiation tools, built on purpose for the management
- We optimize Enterprise Value and integrate CSR considerations

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