

2.8 billion

EURO REVENUE

111,000

FLEX WORKERS AT  
WORK EVERY MONTH

6,047

CORPORATE STAFF

1,137

BRANCHES

10

EUROPEAN COUNTRIES

No. 4

EUROPEAN PLAYER



Angelique Rustemeijer  
Business Team Manager



branches

439

The Netherlands

200

Belgium

158

France

137

Germany

82

Spain

73

Italy

11

Austria

23

Poland

10

Switzerland

4

Luxembourg

GENERAL STAFFING\*  
Start People

SPECIALIST STAFFING\*  
Unique  
Secretary Plus  
Technicum

PROFESSIONALS  
Engineering  
ICT  
Legal  
Finance  
HR  
Science  
Marketing, Communication & Sales

\* In addition, there are a number of local brands.  
\*\* These operating companies are sold to Randstad;  
the closing of this sale is planned for mid 2013.

## OUR VISION

Our aim is to hold a leading position in the markets we have selected. USG People's core activities provide a robust basis and unique starting point to support this objective. Our specific focus on small and medium-sized enterprises, in management support, administrative and technical positions, and our established positions for professionals lend themselves well to further internationalisation and growth, both organic and through acquisitions. Using our know-how we expand on our leading positions in these specific markets and niche markets and create added value for all our stakeholders. Innovation and new ways of working help our organisation continue to develop and make it more sustainable.

## OUR MISSION

People make the difference, each with their own unique talent and passion.

It is our mission to help people find the job that suits them best while at the same time providing our clients with the best possible employees. As a partner in employment we are the link to the job market for an ever-growing number of people and organisations. We use the expertise we have gained over the years to offer a multitude of opportunities for employment, learning and careers.

We use our know-how to help our clients connect with the best candidates which, in turn, allows them to operate as effectively as possible in the market with well-qualified employees. The market is constantly changing under the influence of economic developments, on the one hand, and the availability of qualified employees, on the other.

We do not believe in a one-size-fits-all concept, but in talented people who can make a difference when they are employed in the right place. It is this combination that enables us to attract the best candidates and connect them to the right jobs.

## 2013

Sees the strategic sale of USG Energy and marks the strategic focus on high-yield markets which leads to the sale of General Staffing activities in Spain, Italy, Austria, Switzerland, Poland and Luxembourg.

## 2010

In Spain the Start People and Unique brands are merged and continue operations under the name Unique. In The Netherlands Content and Unique merge and continue under the name Unique and the StarJob operations are combined with Secretary Plus. In Germany all existing local brands were transferred to Unique and Technicum.

## 2008

From 2 September 2008 to 2 March 2009 the shares of USG People were included in the AEX index - the index of the most actively traded shares on the Amsterdam stock exchange. Strategic partnership with Jark Plc. in the UK and the acquisition of Allgeier DL in Germany.

## 2005

Acquisition of Belgian peer Solvus Resource Group (with brands such as Creyf's, Content, Innotiv and StarJob). The resulting combination adopts its current name: USG People N.V.

## 2001

Unique changes name and becomes United Services Group N.V.

## 1992

Acquisition of I.C.A. Interim SA of Belgium.

## 1972

Establishment of Unique Uitzendburo.

## 2011

New business strategy introducing three divisions and five international brands.

## 2009

Strategic partnership with Proffice in the Nordics, Triangulu in Portugal and Start People in Slovakia.

## 2007

Acquisition of Geko in Germany.

## 2006

Acquisition of Utrechtse Juristen Groep in The Netherlands.

## 2002

Acquisition of temping organisation Start.

## 1997

Listing on the Amsterdam stock market as Unique International N.V. following the reverse takeover of the listed Goudsmit N.V. by Unique.

## 1989

Unique offices open in Belgium.

## OUR HISTORY

## DISTINCT BRANDS

Our portfolio consists of brands with an image that stands out to different professions. We work with specialist teams who know the unique characteristics of each sector inside out and know how and where to find the best people in their profession. Our brand portfolio is grouped into three divisions:

## GENERAL STAFFING



Staffing, secondment, recruitment and selection, pool management and payrolling services for both large companies and companies in the SME segment. Special units for the mediation of staff for call centres and in the transport, healthcare, and technical sectors. Start People also provides in-house services to large companies. Local brands: Call-IT, USG Restart.

## SPECIALIST STAFFING



Specialist activities in the area of staffing, secondment, payrolling, recruitment and selection, and projects in various market segments including administrative, commercial, financial, medical, secretarial, management support, HR, multilingual and technical. Local brands: ASA, Creyf's, Vakcollege Groep.

## PROFESSIONALS



The solutions of USG Professionals are delivered by highly qualified professionals and exist of recruitment & selection, secondment & interim management, consultancy & training and in- & outsourcing. USG Professionals operates in seven distinct fields of expertise and in seven European countries.

## USG PEOPLE...

USG People is an organisation which operates in the flexible employment market through a number of strong brands. Each brand has its own focus - ranging from general or specialist staffing to sector and industry-oriented professionals - and provides an array of types of flexible employment. We are the number four player in Europe in terms of size, but with the commitment and personal approach of a small company. We believe in diversity, not in uniformity. We give our candidates the space they need to continue to grow and be the best that they can be. And we give our operating companies the same space. After all, they too have their own specific talent and ambition. As a result, together we are able to provide tailor-made services through specialisation.

What matters to us is people, their growth and their personal development. We believe in unique talents and organisations. We know first hand how satisfying it is to help people find a job that suits them and makes them happy. At the same time we help our clients find the best people. This enables both our candidates and our clients to achieve their ambitions better. Our employees are proactive, enterprising and able to respond to challenges and changes. They are passionate about what they do and they have every reason to be. After all, it gives great pleasure knowing you are able to help someone with one of the most important things in life: finding a fun and challenging job.

We are also an organisation focused on innovation. We keep an eye on social and technological developments and use these to take advantage of new opportunities, often by turning existing shortages in the market into win-win situations for all parties involved. We take pride in this.

We want to continue to grow by being better and better at what we do. There is not one job market but different job markets. And new job markets continue to be born. It is because we are specialists that we know the needs and requirements of our clients and candidates in all of those markets best. Modern-day society is a mixture of individuals and so are we. Together we achieve our ambitions. That is what USG People is all about.