

## **AVIS France equips itself with an HR information system and chooses the TEAMS<sup>RH</sup> platform by Cegedim SRH to optimize its pay processes and the management of its 1500 employees**

**Paris, September 8, 2011** – [Cegedim SRH](#), the specialist in solutions and services for payroll and Human Resource management, announces the signature of a contract with AVIS, the French and European leader in car rental. AVIS France has chosen the TEAMS<sup>RH</sup> solution to modernize and optimize its pay processes and the management of its 1500 employees.

As the European leader in car rental, Avis is present in 140 countries and has the largest French network with over 500 outlets located throughout the national territory. To improve the service that it offers to its customers day after day, the company has a network of 120 agencies of varying sizes and each with its own organizational structure and working hours.

### **Moving towards a necessary overhaul of its HR tools and processes**

After traditionally being centralized at the Group's headquarters, for several years now the pay has been outsourced to an accounting firm. Over the years, this way of working, which is possible for a SMB, has become ill-suited to a company like Avis, which has over 1500 employees in France. *"In addition to the inexistence of processes for the collection and transfer of pay elements between the stations and the service provider, which is detrimental to the company's efficiency and security, the absence of performance indicators prevents us from proactively and efficiently managing our staff and our payroll,"* explains Cécile Vigneau, Director of Human Resources for Avis France.

To overcome these difficulties and equip itself with a solution adapted to its needs, the Group has decided to invest in a new HR management tool.

### **More than an HR information system, an outsourcing offer at the service of performance**

The technical architecture and ergonomics of the TEAMS<sup>RH</sup> solution, combined with the services offered by Cegedim SRH, were decisive elements in the choice made by AVIS France. According to Cécile Vigneau, *"one of Cegedim SRH's strengths is that it offers a technical platform designed for outsourcing which allows us to take advantage of a unique system, improve the flow of information, improve our productivity and gain in reactivity and flexibility. But Cegedim SRH also stands out because of its time management expertise and the diversity of the services offered, which makes us more flexible in an increasingly complex economic and legislative environment."*

The proximity, listening skills, and adaptation of the level of service to the client's needs also worked in Cegedim SRH's favor, as did the comprehensiveness of the TEAMS<sup>RH</sup> solution.

*"By opting for the TEAMS<sup>RH</sup> solution, we are going to be able to harmonize our HR procedures and we are also going to offer our agencies a genuine staff management tool,"* adds Cécile Vigneau. Thanks to the TEAMS HR Portal module, the managers will benefit from a shared communication and management tool which will allow them to manage their colleagues' requests for leave and absences, their attendance timesheets, and so on, simply and in real time. They will also be able to optimize their teams' agendas and station staffing.



*"It will help to improve the productivity of the teams and consequently the service provided to our clientele. TEAMS<sup>RH</sup> should also allow us to improve our management since we will finally have access to reliable HR data updated in real time, which we will be able to process and make use of as and when we need to,"* concludes the Director of Human Resources.

Backed by a solid project team and benefitting from close-at-hand support from Cegedim SRH, Avis has set itself under a year to switch over to TEAMS<sup>RH</sup>. The time and activity management aspect will be up and running by the end of this year. In January 2012, all the functionalities required for the optimal management of pay and staff administration will be activated.

*About  
Cegedim SRH*

Cegedim SRH is one of the major players in the market of solutions and services for payroll and Human Resource management in France. Thanks to its experience and know-how, Cegedim SRH designs, develops and markets innovative applicative solutions and an associated offer of outsourcing services. For this, Cegedim SRH relies on its own payroll and HR platform: TEAMS<sup>RH</sup> and proposes services adapted to companies whatever their size and sector of activity. The company's clients include many large account and mid-market national and international companies. To learn more, please visit: [www.cegedim-srh.com](http://www.cegedim-srh.com)

*About Cegedim:*

Founded in 1969, Cegedim is a global technology and services company specializing in the healthcare field. Cegedim supplies services, technological tools, specialized software, data flow management services and databases. Its offerings are targeted notably at healthcare industries, life sciences companies, healthcare professionals and insurance companies. The world leader in life sciences CRM, Cegedim is also one of the leading suppliers of strategic healthcare industry data. Cegedim employs 8,500 people in more than 80 countries and generated revenue of €926 million in 2010. Cegedim SA is listed in Paris (EURONEXT: CGM). To learn more, please visit: [www.cegedim.com](http://www.cegedim.com)

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