

## **BACOU-DALLOZ, THE PERSONAL PROTECTIVE EQUIPMENT SPECIALIST, HAS SELECTED CEGEDIM SRH FOR HR AND PAYROLL OUTSOURCING**

**CEGEDIM SRH TO MANAGE 8 COLLECTIVE AGREEMENTS AND HARMONIZE  
PAYROLL MANAGEMENT, PERSONNEL ADMINISTRATION AND TRAINING**

**Paris, 15 January 2007** – Cegedim SRH, France's second-largest provider of outsourced payroll and human resources management services, announces that Bacou-Dalloz, the world's leading designer, producer and seller of personal protective equipment (PPE), has decided to outsource all of its payroll management processes for nearly all of its organization to Cegedim SRH. In doing so, Bacou-Dalloz hopes to harmonize its payroll management and personnel administration.

PPE specialist Bacou-Dalloz has around 6,000 employees and 36 production sites on five continents. The company offers a complete range of head-to-toe equipment designed to protect men and women against hazards in risky conditions (manufacturing, construction, telecommunications, homeland security, medical, utilities, etc.).

Bacou-Dalloz has nearly 1,300 employees in France split between 18 companies and governed by 8 collective agreements.

### **Payroll and personnel administration harmonization**

Today, most of Bacou-Dalloz's companies already outsource their HR management. However, even though this arrangement is already providing a real service, the companies use variety of solutions and Bacou-Dalloz has not been able to create a unified payroll / HR database, share HR practices, or ensure the security and continuity of the payroll management system.

Because it has to deal with a variety of pay systems and management processes in France, Bacou-Dalloz asked human resources information systems (HRIS) consulting firm Equilus for help in finding a continuous payroll and HR outsourcing solution that would allow it to harmonize its payroll management and personnel administration.

Bacou-Dalloz wants the project not only to ensure system continuity, but also to provide it with a more powerful HRIS and a unified database that it can use to analyze data. It wants to boost the productivity of its HR managers and the quality of the services it offers employees.

Bacou-Dalloz is aware that it has a heterogeneous payroll system and that successfully implementing the project will take a great deal of coordination. Consequently, it wanted to

begin by implementing the Mercure Horizon payroll solution at only two companies. This phase will be operational by the end of January. Payroll outsourcing will be rolled out at all eight companies slated for the project by summer 2008.

### **Choosing an expert to provide a “tailored” solution**

*“We chose Cegedim SRH over other providers because of its ability to implement a reliable solution that ensures system continuity and meets our specifications,”* comments Ivan Goldsztajn, Director in Bacou-Dalloz’s Human Resources Department. *“Its sector expertise, advisory role and ability to manage this project in a collaborative fashion really won us over.”*

Furthermore, choosing Cegedim SRH allows Bacou-Dalloz to:

- Improve communication between its HR staff and its current service provider, because the unified database will be accessible by both parties.
- Remain on good terms with its workforce thanks to plans for a seamless transition. This is a testament to Cegedim SRH’s ability to manage a relationship involving three parties, in part due to its strong commitment to service quality and meeting clients’ expectations.

*“This new contract is further proof of our ability to manage several collective agreements simultaneously and to work closely with clients operating in a complex environment to make their outsourcing project a success,”* concludes Marie-Christine Moulinet, Cegedim SRH’s Sales Manager.

#### **About Cegedim SRH:**

Cegedim SRH is France’s second-largest provider of outsourced payroll and human resources administration services. It strives to help companies focus on their core business by delivering competencies specific to managing payroll and human resources. It accomplishes this mission by using its proprietary payroll and HR management solutions, marketed under the Mercure Horizon label, to devise outsourcing services tailored to each individual company.

The company’s 550 clients include French and international corporations from every business sector, with headcounts ranging from 200 to 5,000.

Cegedim SRH is part of CEGEDIM Group’s Technologies and services division.

To learn more, please see our website: [www.cegedim-srh.com](http://www.cegedim-srh.com)

#### **About CEGEDIM:**

CEGEDIM develops exclusive databases and high value added software solutions. Its expertise falls into two divisions. The “Healthcare and strategic data” division comprises services specifically designed for pharmaceutical companies, healthcare professionals and health insurance providers. The “Technologies and services” division covers a variety of sectors.

Established as the European leader in its historic core business, CEGEDIM provides the world’s largest pharmaceutical companies with vital support for successful CRM (Customer Relationship Management) and helps measure sales & marketing effectiveness. CEGEDIM’s CRM tools, backed by the Group’s powerful strategic databases, also provide its clients with a clearer picture of their markets and targets, optimizing both strategies and return on investment.

Founded in 1969, and the only European company operating globally in this market, CEGEDIM employs 4,800 people and generated turnover of €501 million in 2005 in over 60 countries.

To learn more, please see our website: [www.cegedim.com](http://www.cegedim.com)

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#### **About Equilus:**

Equilus is an independent consulting firm that since 1996 has helped large and medium-sized companies find HRIS solutions, as well as manage and subcontract HRIS projects. Equilus operates solely in the human resources field. Its consultants combine their practical experience in all aspects of the human resources function with their in-depth knowledge of available offerings and their project management experience to deliver clients recognized added value and assurance with respect to the cost and time-frame of their investment.

For more information: [www.equilus.com](http://www.equilus.com)

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