



European Confederation of
Search and Selection Associations

Minutes: ECSSA General Assembly, October 20, 2007 in Barcelona hosted by BYE Asociación Española de Empresas de Búsqueda y Selección de Personal

October 20, 2007 ECSSA General Assembly at the Hotel Turó de Vilana, Vilana 7, Barcelona

Participants: Ann Cattelain (Director), Antonio Bravo (Director), Victor Ernoult (Director), Gilberto Marchi (ASSORES), Jörg Murmann (Secretary General), Dr. Joachim Staude (President), David Winterburn (Director), Guests: Esther Casademont (President of BYE), Elena Ruiz (BYE), Juan Rosé Planes (BYE), Etienne Deroure (SYNTEC), Jean-Francois Roquet (SYNTEC) and Frank Playe (Travel Agent)

Welcome and formal matters

The meeting is opened at 14:30 hrs

The number of votes is established at 5.

Dr. Joachim Staude, President of ECSSA, welcomes all participants

Enlargement of ECSSA

Jörg Murmann presents a summary about associations representing the Search & Selection Industry in the respective countries in Europe (see attachment).

According to his findings only the national associations in the Netherlands (OAWS) and in Sweden (ESK) might be interesting potential new members of ECSSA. Other associations such as in Ireland (ESCA) or in Finland (Association of Finnish Executive Search Agencies) appear to be less important concerning their market coverage or might have a different market approach and ethical standards (e.g. SDP in Poland and APSC in Russia)

Ann Cattelain reports that OAWS has showed big interest in becoming an ECSSA member. Due to conflicting dates the President of OAWS, Mr Peter Velseboer, Manager Marketing and Sales SHL, was unable to come to Barcelona to participate in the meeting. Ann Cattelain agrees to keep in touch with Mr. Velseboer and to inform him about the outcomes of the Barcelona meeting.

Jörg Murmann agrees to get in contact with ESK and to invite a board member of the association to the next ECSSA meeting in Verona.



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Annual Financial Status 2006 and Current Situation

Jörg Murmann presents the Income Statement for the year 2006, which has ended with a surplus of € 15.142,25. The Income Statement is unanimously approved by the GA.

Subsequently, Jörg Murmann presents the financial status for end September 2007. He reports that the financial situation of the association is sound. The current balance on the ECSSA account is € 29.360,09.

Action Plan 2008

Jörg Murmann presents a proposal for an action plan for the next year (see attachment).

The General Assembly decides to focus primarily on the following targets:

- Implementation and promotion of the CER (in at least four member countries)
- More information providing (market survey and a summary of the legal framework of Search & Selection in each member country)
- Organic growth of ECSSA (OAWS (NL) and ESK (S) as potential new members)
- Promotion of networking between members (organization of an international conference)
- Monitoring of relevant EU Initiatives (participation in the CEN initiative)

Within the context of the approval of the CER it is decided to prepare a press release on this important "milestone" for ECSSA.

Furthermore, it is discussed to print a small brochure including a profile of ECSSA. This leaflet might help all member associations of ECSSA to better promote the Federation among their member companies. Jörg Murmann will present a concept at the next meeting in Verona.

Finally, Jean-Francois Roquet former President of SYNTEC, and Frank Playe (travel agent) present a concept for a two day conference in Monte Carlo in late summer 2008 (attachment will follow).

According to this concept ECSSA has not to take over any financial risks as the participation fee would cover overnight expenses, conference rooms, technical equipment, catering during the conference and the gala dinner. Jean-Francois Roquet agrees to pay personally if any travel costs or fees for speakers at the conference should occur and are not covered by the fees raised from participants of the conference.

It is decided to go forward with the conference. A task force (members: Jean-Francois Roquet, Antonio Bravo, Gilberto Marchi, Dr. Joachim Staude and Jörg Murmann) was set up to prepare a detailed concept including aspects such as

- the conference programme,
- possible speakers and
- possible sponsors



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Budget 2008

Jörg Murmann reports that the total budget for 2008 will amount to €9.000. Possible expenses might e.g. arise in conjunction with the leaflet about ECSSA or the registration of the trademark "CER".

Succession Plan 2008

Joachim Staude reports that his term of chairmanship will end next year. As already mentioned before he will not run for a new candidacy. Therefore, a new chairman has to be elected at the next General Assembly in 2008.

Jean-Francois Roquet and David Winterburn express their interest to become the next ECSSA chairman.

Victor Ernoult introduces Etienne Deroure (POSITIS /SM Conseil, Paris) as his successor in the ECSSA board. Etienne Deroure could be officially confirmed at the elections of Directors at the next meeting in Verona.

Date Next Meeting

The next meeting will be hosted by ASSORES and take place in Verona on 17/18 April 2008

signed
Dr. Joachim Staude
President

Jörg Murmann
Secretary General