

Paris, 12 May 2010

“A day for tasting your future career” – Elior fosters loyalty among young apprentices and builds their employability



On 29 April 2010, Elior organised for the fifth year running a careers day called “A day for tasting your future career”, aimed at young people on higher education courses reaching the end of their work-study placements within the Group. Launched in 2006, this annual event is designed to encourage students to continue building up their career with Elior by signing a new work-study contract or taking up their first job with the Group. Over one hundred people attended this year’s careers day, up 43% on 2009.

The event was divided into two parts. The first part comprised a presentation about Elior followed by group discussions on the skill sets that the trainees were able to develop during their apprenticeship. The second part entailed two themed workshops:

- A “Career Development” workshop, aimed at helping the trainees to map out the career paths they hope to follow through practical exercises and one-on-one meetings with members of the Group's HR Department.
- A “Sharing Experiences” workshop, where trainees were given first-hand accounts by Elior employees of their career paths within the Group.

The number of trainees taken on by Elior under work-study placements has increased steadily since the Group signed up to the French Apprenticeship Charter in 2005. Some 700 apprentices were employed by Elior in France in 2009, supported on a day-to-day basis by a network of 450 specially-trained mentors. In line with its strong commitment to hiring apprentices and building their careers through work-study schemes, the Group took part in the *Mission Alternance* working group set up by the French government to recommend changes to the regulatory framework applicable to these schemes. The Group's aim is to reach the target of having 1,000 work-study placement trainees in 2010. Lastly, Elior has ongoing relations with more than 70 vocational colleges thanks to its network of 45 “Ambassadors”.

Agnès Bureau Mirat, the Elior Group’s Human Resources Director, stated: *“Work-study schemes contribute to professionalizing our industry as well as enabling us to recruit and train our future employees. That is why we take special care to mentor the work-study students that we take on each year. These schemes are particularly suited to the contracted foodservice and related services market in which we operate, which is becoming increasingly challenging. They require a*

high amount of personal input from the trainees but in return offer very good employment prospects.”

In 2009, over 37% of the Group’s trainees on higher education courses who applied for a post at the end of the “A day for tasting your future career” event had been offered a first job within the Group or were taken on under another work-study contract within the space of six months. *“Having been initially targeted at 16-18 year-old students, over the last two years our work-study recruitment policy has moved towards older students following higher education courses as we have a real need for this type of profile within our business”* added Agnès Bureau-Mirat.

“A day for tasting your future career” is just the start of a long process. The trainees' CVs are included in the Group’s applicant pool through which candidates can be identified and recommended for recruitment. The profiles of work-study graduates wishing to find a first job within the Group or renew their work-study contracts are also relayed internally and their career development is monitored for several months after they finish their placements.

About Elior

Founded in 1991, Elior ranks third in the European contracted foodservice and related services market, holding leading positions in Contract Catering & Facilities Management and Concession Catering & Travel Retail. In 2008/2009, the Group generated revenue of €3.56 billion. Each day, Elior’s 69,000 employees serve 2.9 million guests at 14,500 restaurants and outlets in 15 countries. Elior is active in the Business & Industry, Education, and Healthcare & Seniors sectors, as well as in travel (airports, railway stations and motorways), and leisure & culture (museums and exhibition centres). As a socially responsible enterprise, Elior signed up to the United Nations Global Compact in 2004. The Group takes special care to provide nutritionally balanced meals to guests, limit the environmental impact of its operations and purchases, and support employee integration and training. For more information please visit www.elior.com

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