



T A L E N Z

Entreprendre est un art majeur

Audit • Expertise Comptable • Conseil



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TALENZ

T A L E N Z is *the premier* national consultancy network - formed by cooperating, independent local accounting firms - and is ideally placed to handle the Auditing, Accounting and Consultancy needs of your business.

Bringing you solutions...

Embarking upon a business is a major undertaking, and each and every entrepreneur deserves the best support there is. Guided by this premise, the T A L E N Z network brings together consultancy offices that are independent and collaborative, engaged in the creation of synergies and geared towards customer satisfaction.

Whether you are a business, an association or a local community organisation, you will benefit from a great range of accounting, auditing and consultancy services offered by the T A L E N Z network.

T A L E N Z has placed innovation at the heart of its unique network, both in the services provided and in its working methods which are, above all, collaborative. Communication techniques are thereby given top priority so as to nurture a partnership-based environment characterised by confidence and close working relationships between customers and network associates.

T A L E N Z is a high-powered network of pluri-disciplinary experts that is ideally placed to handle all of your consultancy needs. The openness and far-sightedness of the T A L E N Z 's associates and partners make them available to you as genuine solution-providers in the management of customised opportunities.

...to better manage YOUR own TALENTS.

Among the core values shared by each and every member of the network is the need to build on authentic customer relations. This is a principle that guides the day-to-day tasks of every partner; each one aware that confidence is not something that can be forced, but is rather built up through dedication, through results and through sincerity. The complex, and delicate process by which the business relationship is nurtured, emphasizes openness on both sides. The people at T A L E N Z make sure that you get an objective analysis so you can take effective business decisions. It is the close working relationship in particular - a real strength of the T A L E N Z network - that allows associates to devise the best overall service solution and then apply it locally, as close to your needs as possible... so that your talents can fulfil their potential.





THE GROUP'S EXPERTISE

Businesses need their advisors to provide a comprehensive response to their consultancy needs. The independent offices of the TALENZ network have strengthened and diversified their offer in Auditing, Accountancy and Consultancy services by developing a new range of additional services to clients.

AUDITING

Accuracy of financial information is an indispensable condition for confidence to exist between a consultant and his client. The independent offices of the TALENZ network have developed working methods and a range of services that ensure this degree of accuracy. Over and above services relating to the *certification of accounts*, the accountants and auditors of the network's offices support their clients in all aspects of accounting and financial consultancy. *Acquisition & due diligence audits* are an opportunity for the network's clients to make decisions about their businesses with complete peace of mind. *Special operations* that have been undertaken for large French and international organisations have been instrumental in underpinning the knowledge-base of the offices, benefiting the work they do for all of their clients.

The TALENZ network itself benefits from *ISO 9001 certification for accounts auditing and certification*.

Processes and methodologies are verified annually. This is a certification that makes it possible to deal with calls for tender that require impeccable quality work.

The independent offices of the TALENZ network are qualified to provide support to companies that are listed on stock markets for the purposes of increasing capital holdings to shareholders as well as companies that have issued bonds. The audit service partners have extensive experience in International Financial Reporting Standards (IFRS) practices and can also prepare accounts that comply with international standards.

ACCOUNTING

The independent offices of the TALENZ network have gone beyond *their original accounting brief* and put forward some *innovative outsourcing methodologies*. These methodologies make it possible for the network's clients to draw on solid and accurate indicators to invest in the future of their organisations.

The network's staff become de facto *supporters of change*. As they help their clients navigate through the opportunities available to them, they give meaning to the figures on paper and make use of them to the benefit of the client's business.

Regulatory requirements and ongoing changes in the economic and social environment of business require an ability to be responsive, and to guarantee *complete security of all accounting services*. This is the case for all TALENZ network clients. Pay, national insurance contributions, paperless document submissions...business life is about paying close attention to a schedule and about ensuring the information submitted is accurate. *Accounts are made available quickly* thanks to the proximity and availability of the network offices throughout the accounting period.

'Traditional' services are essential in as much as they provide the network clients with sound and objective decision-making criteria, resulting in decisions that are underpinned by constructive dialogue with qualified and expert professionals.

CONSULTANCY

Business and entrepreneur consultancy lies right at the heart of the creation of the TALENZ network. The independent offices provide a *comprehensive catalogue of consultancy services*. These include management consultancy, growth consultancy and advice on mergers and acquisitions. Every step is subject to a *customised diagnosis carried out by a multidisciplinary team*.

This outsider view brings an innovative and creative vision to the business so that you can take different positions and make sound strategic decisions.

The consultancy relationship is established over and above the interests of the business, giving priority to the business owner's best interest. Management consultancy is a crucial aspect of the work carried out by the independent offices of the TALENZ network. The exchange of views between the client and the partners is essential. Once more, tried and tested methodologies are implemented on every front: financial, legal, asset-based and so on.





MULTI-DISCIPLINARY PROVISION OF SERVICES

Constantly innovating, TALENZ seeks to achieve total client satisfaction by placing great emphasis on services offered. In addition to the 'traditional' tasks of providing auditing, accounting and consultancy services, the network's independent offices all provide the same range of services to business leaders and their businesses.

TALENZ Training

TALENZ Training is an in-house training centre that provides professional training to office associates as well as client associates. The training sessions are led by professional trainers from within the network or by independent contributors for certain modules. The top-notch training provided by TALENZ Training features an innovative teaching approach based on simulated scenarios and participant involvement.

A customised case-study is carried out with each participant in order to evaluate the participant's knowledge-base and to assess his/her skills, allowing for forward employment planning and knowledge development. The trainings available in the TALENZ Training catalogue range from an introduction to the basics of accounting, to advanced training for network associates, to workshops pinpointing a particular new technology. Courses are either face-to-face at various specially equipped training centres at the network's independent offices, or by way of exclusive e-learning guides.

T A L E N Z Asset Management and Director Health & Insurance Cover

Taking into account the interests of businesses and their partners should not overshadow the consideration of the interests of the business leader. Opportunities to safeguard the Director's Health and Insurance coverage and retirement planning call for a wide range of customised options. Tax arrangements, for example, are subject to change and are strictly regulated, and this is an area of particular expertise among T A L E N Z network professionals. Private and business assets are analysed from an overall viewpoint that makes it possible to identify concrete and sustainable strategies. The independent offices of the T A L E N Z network draw on the expertise of T A L E N Z Asset Management to suggest the wisest and safest investments, or the most suitable contingency funds depending on their national-level brokerage activity.

T A L E N Z Information Systems

The world of auditing, accounting and consultancy is ever-changing. Expectations are constantly rising, requiring a level of expertise that is markedly higher. It is crucial for the T A L E N Z network, the independent offices and their teams, to integrate new information and communication technologies in order to be leaders in matters of performance and quality.

The offices of the T A L E N Z network have risen to this challenge. Investments have been made for the benefit of all of the offices and their clients: a secure hosting infrastructure for access to data and the safeguarding of information, and the development of online platforms as well as platforms accessible from mobile devices, so that information, e-learning solutions and other data are available at all times.

The roll-out of the T A L E N Z portal for all network clients is an everyday added value service and means that every client always has access to the data and information being handled by their consultancy office.

T A L E N Z Strategy and Management

Strategy, Markets, Performance

T A L E N Z Strategy and Management accompanies businesses through innovation and change, in these three domains. This could mean helping you adapt what you offer to what the market needs; performance-managing staff or organisations; making core strategic decisions...etc. The independent offices of the T A L E N Z are ideally placed to bring you solutions for all business strategy issues. These solutions draw on the strengths of a team of experts that deliver pragmatic and participative responses. The solutions proposed are based on thinking 'outside the box' about traditional strategic considerations, so that the business, together with its advisor, puts itself in a position to make the 'creative leap forward' from which innovative decisions arise.

T A L E N Z International Business Services

T A L E N Z International Business Services *provides a wide range of services to companies and individuals looking to set up or develop their business in France. Our bilingual experts are thoroughly familiar with the particular challenges a company faces when operating abroad, and we are ready to support investors and entrepreneurs with all accounting, tax, legal and social questions. TALENZ's wide network of independent offices allows our teams of professionals to be in close proximity to our clients, and available to come to where you are. Our International Business Services teams are at ease in the realm of international business and are frequently called upon by French or foreign companies for guidance with international business development.*

A NETWORK OF PROFESSIONALS WITH EXPERTISE AND EXPERIENCE

The quality of the relationship nurtured between associates, partners and clients is of utmost importance at the independent offices of the Talenz network. Confidence and sincerity remain at the heart of the business relationship. In order to ensure that clients receive the very best support and advice, network offices pursue a managerial policy that builds on expertise and experience while growing knowledge and inter-personal skills.

INITIAL TRAINING

The associates at the TALENZ network of independent offices all possess the qualities and qualifications required to work on the jobs to which they are entrusted. The insistence on their rigorous initial training and professional qualifications is a guarantee to clients that the analysis and advice provided is relevant and accurate.

Certified accountants, auditors, lawyers, tax advisors and consultants: each of them has successfully completed their professional training.

KNOWLEDGE OF THE MARKETS

TALENZ network partners and associates are driven by their knowledge of the client's markets and specific considerations. This knowledge is a significant element of their work and is what allows them to actively monitor and carefully analyse situations and trends on an ongoing basis. Developments in legislation and changes in the economic, legal and fiscal environments create the need for constantly evolving strategic and operational monitoring, part of what makes the Talenz network stand out.

TALENT MANAGEMENT

The independent offices of the TALENZ network ensure that their associates participate in a customised programme of skills and employment management through the use of TALENZ Training pooled training units, the exchanging of best practice within the network and the introduction of innovative evaluation tools.

DEDICATION

Striving to maintain an impeccable client relationship is the cornerstone of the TALENZ network. The professional element of the relationship is a part of this, of course, but the personal, one-to-one relationship is just as important. The partners and associates at the independent offices of the TALENZ network take particular pride in attending to this relationship by dedicating themselves to the needs of their clients. This dedication can be seen in their ability to act in the best interests of the company whilst always adhering to the crucial procedures involved in providing support and advice.

TALENZ Training

The founding independent offices of the TALENZ network were keen to place forward employment and skills planning at the core of their HR strategy right from the outset of the network's creation. Network partners validate the knowledge they have acquired during their careers, and acquire further expertise and interpersonal skills that they then use to deliver client satisfaction, thanks to the customised programmes drawn up by TALENZ Training. The training modules draw heavily on information and communication technology for the acquisition or validation of knowledge, and are delivered either face-to-face or through e-learning courses.



INNOVATIONS THAT FACILITATE CLIENT RELATIONSHIPS AND ACCESS TO INFORMATION

The independent offices of the TALENZ network have placed innovation at the core of their collaborative working methods.

The objectives of these collaborative innovative measures are guided by the goals of overall client satisfaction: direct access to information, rapid operational responses, accessibility of archives and data mining possibilities... In order to innovate, the TALENZ network draws on the systematic exchange of best practice and on a totally integrated information-exchange system. The online solutions provided by all the network offices are unique and are continuously being improved upon.

TALENZ-Online : CLIENT SERVICE PORTAL 24 HRS A DAY, 7 DAYS A WEEK

The independent offices of the TALENZ network provide a secure and bespoke workspace to all their clients, known as TALENZ-Online. The client accesses the portal using a username and password and can then view digitized accounting documents, edit payslips and work on annual accounts, 7 days a week, 24 hours a day, in complete security. Each client is allocated a communication space used for sharing information, thoughts or addressing questions to office associates. This day-to-day tool saves time and optimises performance.

INFORMATION MANAGE- MENT IN HOSTED MODE

Keen to deliver a complete solution to network clients, Talenz network associates use collaborative working methods that draw heavily on technology and guarantee optimal data security and free, secure access. The TALENZ Information System **Hosted Solutions** include hosting, posting online, accounting data, pay and so on. The platform is fully secured and acts as a shared space for both clients and office associates.

The TALENZ Information Systems solutions use technology that is sustainable and proven. The initial training for these applications, as well as day-to-day support are provided by an approved training centre.

OUR COMMITMENT TO THE ENVIRONMENT

The TALENZ network prefers paperless transactions in an effort to preserve natural resources.

The independent offices of the TALENZ network make extensive use of information and communication technologies, and use a secure, integrated video-conferencing network in order to reduce unnecessary client, associate and partner travel.





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Audit • Expertise Comptable • Conseil



50
PARTNERS
and

600
ASSOCIATES
serving

12.000
CLIENTS

G r o u p e A R E S X P E R T

Arles • Avignon • Bollène • Mougins • Paris

G r o u p e F I D O R G

Bayeux • Caen • Deauville • Flers • Paris • Saint-Lô

M G A

Colmar • Mulhouse • Strasbourg • Zellwiller

G r o u p e S E C O B

*Lorient • Loudéac • Montaigu • Nantes • Orléans • Paris
Pornic • Rennes • St Brieuc • St Méen*

S O F I D E M

Paris • Laval