

Messier-Dowty deploys online Personal Development Plan reviews in five countries with Jobpartners' ActivePerformer

London, July 10, 2007- Jobpartners, the European leader in People Relationship Management (PRM), today announced that Messier-Dowty has chosen and deployed its annual review solution, ActivePerformer, across five key countries including the UK. A SAFRAN group company, Messier-Dowty is the world leader in the design, development, manufacture and support of landing gear systems.

"Messier-Dowty's ambition is to develop a company culture that maximises our people's contribution. We want to ensure our people are responsible and that they develop a team spirit and interdependence, while reinforcing involvement and motivation through an effective development review programme," said Mr. Claude Mathieu, Vice-President Human Resources at Messier-Dowty. "During the first phase of the project, we worked to implement a single HR process across all of our sites so there was consistency throughout the company. The second phase involved taking the HR process online so that we could have a consolidated view of the process across the company. Of all the tools available, Jobpartners' easy-to-use intranet tool represented the best solution."

Messier-Dowty chose Jobpartners' ActivePerformer tool to complete its HR transformation. ActivePerformer manages employee appraisal programmes, from the creation of evaluation questionnaires to sending them out to the appropriate staff for completion. The solution not only enables the monitoring of the review process but also consolidation of the results. With ActivePerformer, employees and managers at Messier-Dowty can share a secured workspace from which employees can set objectives for themselves therefore increasing responsibility and then have them approved by their manager(s).

"In Jobpartners we have found more than a software vendor, we've found a real partner. Not only were we impressed with the full functionality of the solution in meeting our requirements, Jobpartners has proved to be completely in-line with our own PR vision. The company believes in one-to-one people relationship management in order to attract, develop and retain the right people and we believe in giving people responsibility and involvement," continued Mr Joseph Noone, Organisation and People Development Manager at Messier-Dowty.

Following an eight month project, a first objective setting campaign was launched in January 2007 with 1,400 managers in English and French, across seven sites in five countries: the UK, France, China, Canada and the USA. A second review is scheduled between September and October.

"At the end of this first campaign, we have nearly reached our objectives with almost 90% of the reviews completed in the application," remarked Mr Claude Mathieu. "This achievement is a result of the simple, easy to use look and feel of the application which has driven a fast take-up with our staff."

The next step of the project will consist of managers creating a dashboard in order to optimise the PDP deliverables and thus have a view of the team performance progress.

"We are delighted to work with Messier-Dowty on this ambitious project for the deployment of their PDP reviews worldwide," concluded Mr Frédéric Radier, EVP Product and Presales at Jobpartners. "The positive feedback from this first campaign demonstrates the added value of our solutions in meeting the requirements of large companies: easy to use and quick to deploy, flexible and the ability to integrate heterogeneous environments along with international deployment."

About Messier-Dowty:

Messier-Dowty, a SAFRAN group company, is the world leader in the design, development, manufacture and support of landing gear systems. Messier-Dowty landing gear is in service on more than 19,500 aircraft making over 35,000 landings every day. The company supplies 33 airframe manufacturers and supports 2000 operators of large commercial aircraft, regional and business aircraft, military aircraft and helicopters. Messier-Dowty is also the majority shareholder of the worldwide MRO network, Messier Services. Messier-Dowty and Messier Services together have 4,300 employees across sites in Europe, North America and Asia, and posted consolidated sales of 738 million euros in 2006.

About Jobpartners :

Founded in 2000 and headquartered in London, Jobpartners provides software solutions for qualitative human resources management and People Relationship Management (PRM). The leader in the European market, the company's innovative and straightforward approach provides companies with strategic value by enabling them to establish privileged relationships with new job applicants and current employees. The company's solutions address recruitment issues as well as internal mobility, performance management, executives and key people management, succession planning and career management. With six subsidiaries in Europe, Jobpartners has clients in 45 countries and across all industry sectors. Jobpartners has been ranked by Real Business in its Hot 100 list of 2006 and 2007 and the Sunday Times ranked Jobpartners in its Tech Track 100 list of 2006 and 2007. For more information, please visit www.jobpartners.com.

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