



Partner for Success.

Our Services

AUTOVISION

partner for success

There is nothing comparable to what we do. As a personnel service provider, we bring people and jobs together. Our business and technical services ensure lean processes and smooth workflows. We combine this full-range portfolio of services with our unique wealth of experience. As a fully-owned subsidiary of the Volkswagen AG, we are specialists in Automotive. As a service provider for our more than 180 customers, we are a partner for success.

Partner for Success.

Born from a concept aimed at securing the future and making industrial work models more flexible, today we are one of the largest and most attractive personnel agencies in Germany. It is on this foundation that we have continued to grow our service portfolio over recent years. Today AutoVision works in three fields: personnel services, business and technical services.



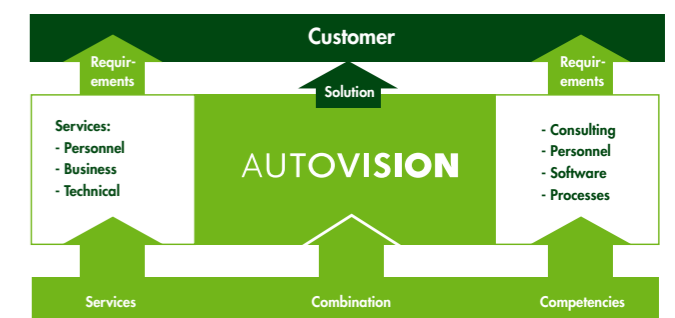
Partner for Success

The AutoVision GmbH

Our dynamic growth is driven by the trend towards more flexible labor markets. In just five years, our revenues have soared to 280 million Euros. During that time our number of employees has risen tenfold. Our services accelerate workflows, allow companies more flexibility and reduce costs. During processes of change, we tackle areas of responsibility with the goal of turning them around and making them competitive. One of our competencies is the ability to gradually adapt cost structures to the level of the market. Our holistic approach covers a full range of needs, as we are partners along the entire value chain and mentors for the challenges of tomorrow.

We accomplish this by combining personnel, process know-how and innovative software into efficient solutions. This opens up new degrees of freedom for you to take a long-sighted approach and to act with greater success. In addition to our staffing services, it is above all our process expertise that creates greater degrees of freedom to increase efficiency through targeted outsourcing. That is the daily challenge of

our more than 8,000 employees. In this, we take on parts of projects or entire project components, from personnel recruiting to overall process responsibility. Our flexibility enables us to be partners for success both to major corporations listed on the German stock exchange as well as dynamic medium-sized enterprises. To us, customer orientation is the rule, not the exception. You will receive a tailored solution that has one objective: to make your job easier.





Personnel Services from AutoVision GmbH

Globalization has changed many things: **People, companies, and the workplace.** As personnel service provider, we are in high demand wherever things are happening the most. And we have the right resources to get the job done. We have an international network of partners and **locations in 15 cities in Germany.** This offers you and potential job candidates a network of myriad opportunities, regardless of company size or individual professional status.

A lean organization does not have one ounce more in personnel on board than it requires. That is all the more reason why personnel shortages can suddenly occur. We can help with temporary staff of highly-qualified professionals specially prepared for their new assignments. And we can do so in any number and on any level of management and production.

Personnel and Personalities

Temporary Work From our vast pool of applicants, we can cover even high-capacity personnel needs on the shortest of notice. Our employees are flexible, motivated and ideally qualified for their assignments. Their commitment and dedication make them productive assets from the very beginning. We recruit qualified personnel from all over Germany and are able to coordinate workers on-site on an individual basis. A collective agreement with the german metalworkers' union IG Metall guarantees our employees competitive pay and social benefits.

Application Management We support our partners in all aspects of recruitment management. An online-based recruiting system and a finely-tuned software tool ensure quick and targeted applicant selection where we coordinate all subsequent activities.

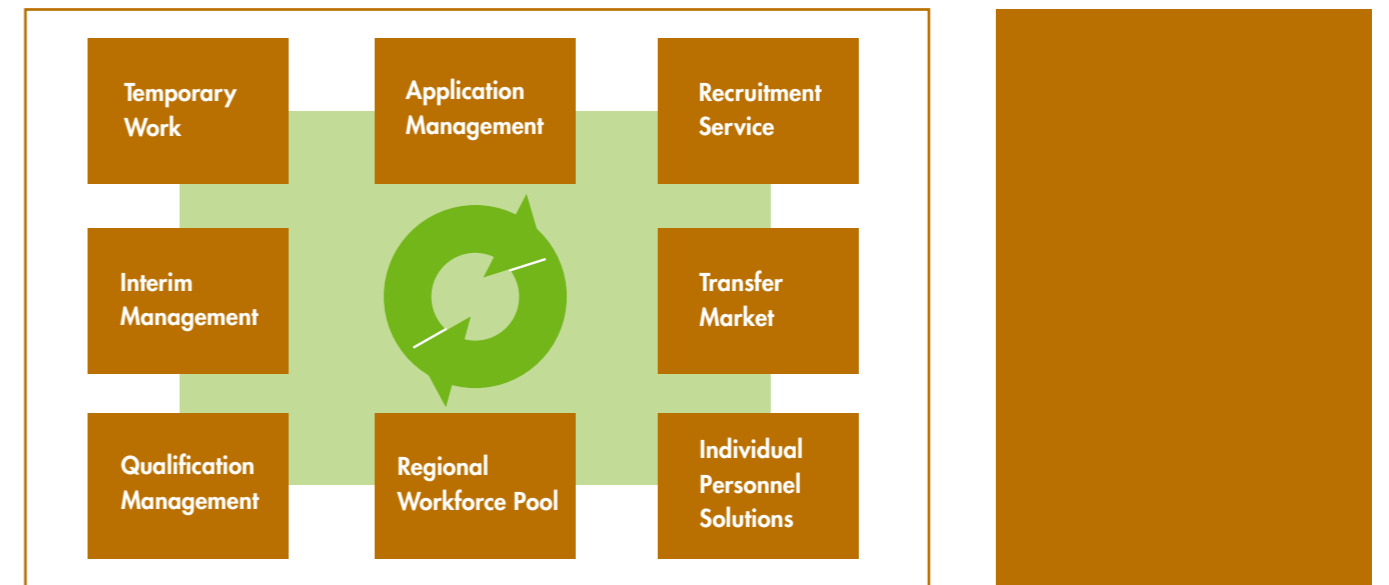
Recruitment Service Save time and cost in your personnel search. Our specialists can handle a candidate search via job advertisements or by contacting candidates directly. Upon completion of pre-selection and aptitude tests, we present you qualified candidates.

Interim Management Temporary projects call for solution-oriented, highly-motivated managers who are flexible enough to work whenever and wherever you need them. Through our excellent contacts, you can count on seasoned, take-charge professionals with many years of experience. They will devise solutions, implement them and perform invaluable know-how transfer. Thus even when carrying out complex projects, you will always remain flexible and free of the encumbrance of longer-term contracts.

Regional Workforce Pool In critical situations, we enable our customers to attract employees from a regional workforce pool. This base of specially-qualified workers, spanning multiple organizations, is a flexible personnel reserve for companies requiring workers with similar skill sets.

Qualification Management It is usually more economical to qualify and train your own people than to recruit new employees. We provide appropriate educational institutions, organize qualification seminars and state-of-the-art training and continuing education programs.

Transfer Market Our objective is to offer good ideas and guide our customers through corporate change – all the way to implementation of any measures required. We analyze the employee potential, open up new perspectives to those affected and guide them on their path towards the future. With our skill in establishing termination processes, our partners can tap our wealth of knowledge and experience without becoming diverted from their main duties.



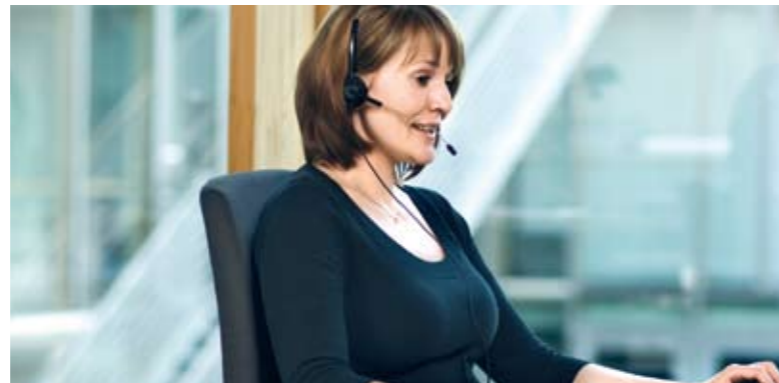
Business Services from AutoVision GmbH

Our range of business services features unusual breadth and depth. We not only liberate our partners and customers from complex, specialized tasks, we also manage all the time-consuming and necessary administrative functions. The outcome is you gain the opportunity of achieving extraordinary performance without having to invest an extraordinary amount of time in personnel.



Tailored services in commercial processes – we have a superb track record in this multifaceted area. We support our customers in process optimization and in handling a series of individual time-consuming tasks, all the way to fulfillment of entire projects.

Processes and Projects



We handle more than 180,000 transactions annually for our customers. Our Customer Care Center is perfectly equipped and staffed.

Procurement A key element in our range of business services focuses on the areas of procurement and purchasing. Our integrative approach encompasses a packaged solution consisting of: supplier search and supplier support, cost and capacity assessment, component sourcing, tool procurement, logistics, design and costing as well as spare parts management. Our specialists handle support tasks throughout the entire procurement process. As a link between manufacturers and suppliers, we also manage the coordination of delivery processes. Of course we are also prepared to become active in procurement committees within the company as needed.

Customer Care Services Consistent customer focus is the basis for successfully attracting, servicing and retaining customers. That is why your customers are the consistent focus of the Customer Care Center. This is where we perform all our services – ISO 9001 certified – for professional customer management. This makes for satisfied customers who are serviced quickly, in a straightforward manner and to the utmost satisfaction of all parties involved. We are the right partner to help you engender long-term loyalty among your customers.

Overseas and Relocation Service For globally-active companies, our services provide vital support, as we handle the servicing of impatriates and expatriates. We offer advice on all aspects of healthcare, coordinate health insurance, and cover any costs according to the list of services. Our multilingual Customer Care Centers are available 24 hours a day. Our Relocation Service provides professional support towards quick handling of what can often be significant new (daily) challenges for the employee on assignment in Germany or abroad. This service enables fast integration into the new environment. At the same time, we take these essential and growing coordination tasks off the hands of human resource departments. This allows them to once again concentrate solely on their core business.

Patent system We handle a full range of administrative tasks: registration of German and international patents and trademarks, administration of intellectual property, and the reliable monitoring of deadlines and fees. Competent legal advice is also part of this range of services: employee inventor remuneration, alternative dispute resolution, licensing agreements, trademark law and trademark infringement are among the many areas where we can provide expert advice.

Controlling Our company offers comprehensive support in the key function of Controlling as a management tool. This includes development and coordination of performance benchmarks and the establishment of variance analysis models for medium-term planning.

Marketing Take advantage of our experience in developing event concepts, our design expertise in print and online media and not least our excellent contacts to media representatives and agencies.

IT Services and Document Management We support you in the design, production and documentation of reporting requirements, analysis and assessment, additional processing of reports and central administrative functions, all the way to linkage and coordination of data from different sources. In addition, we can assume independent and sole responsibility for digitization of documents according to legal regulations.

Fund Management A predominant source of funding is research-related EU projects. In order to gain access to these funds, we offer our partners not only effective assistance in facilitating closer contacts between the research team and the company but also comprehensive advice on how to apply for project grants, how to match eligibility requirements, and how to handle the financial side.

It is nearly impossible to describe the scope of our technical services in just a few words. There is practically no area that is not represented, and for every function there are specialists available who have the latest knowledge in lean processes and cutting-edge technologies. Our customers can thus be assured to always have just the right solution for their particular problem.



Technical Services from AutoVision GmbH

The development of modern technology is marked by a high level of innovation and dynamic change. That is why key factors to market success include short response times in the development and tender phase, flexible processing of orders and complete documentation of all results. Under these operating parameters, our technical services offer effective, optimal support of the value chain.

Logistics Our logistics services ensure lean, transparent and efficient processes. This comprehensive expertise is flanked by superb service, excellent quality and the deployment of sophisticated concepts and technologies. Through systematic and logical thought processes and actions, we bundle all of these elements into one perfect overall package.

- In-plant transport
- CKD logistics
- Warehousing
- Receiving/shipping
- Order picking/dispatch picking
- Line feeding
- Handling of empties
- Waste disposal transport (internal)
- Truck dispatching and cargo handling

Production Optimal production cannot be attained without proper personnel planning. It is our aim to find the optimal solution for each customer that strikes a balance between these two objectives. Our range focuses on planning and implementation of personnel-intensive production and assembly. This is where you can benefit from our intensive experience in personnel solutions as well as process expertise in single-item and series production. You can rely on our only deploying qualified and committed employees.

Measurement and Test Engineering Our highly-sophisticated development services for engines, powertrain and exhaust components offer a complete and ideal powertrain testing environment. In our center for engine technology, which boasts 20 engine test stations, our customers can gain a decisive advantage in engine development. This also applies to the latest powertrain components driven by natural gas. Our center for engine technology is certified according to DIN EN ISO 9001:2000.

Quality Assurance In the product creation process, we deliver development engineering services to uphold quality standards. Our tasks include pinpointing design and production engineering strengths and weaknesses in prototypes, along with follow-up on agreed-upon measures, right down to the evaluation of their effectiveness. Documentation of components as well as model vehicles and prototypes are as much a part of this as are assessments of test readiness, the approval of reporting points as well as the measurement and

Perfection and Production.

Research We support our customers in many fields of research. Our main specialties are chassis, acoustics, environmental, accident research – right down to forward-looking engineering for the consumers of the future and the customers of tomorrow.

analysis of geometric variables in automotive engineering – from devices to ergonomics measurements on prototypes. We can manage the required processes in this area as well: calculation of parts, assemblies and supplies, the planning and control of in-house production, external procurement as well as negotiations with suppliers concerning scheduling of component manufacturing, right down to documentation and advice regarding deadlines, cost and quality.



Now you know, what we can do for you.

Our work is finely attuned to the **success** of our customers. It is what makes us successful as well, and two **strong partners** working together can only do one thing: grow even stronger.

Consulting	Personnel	Software	Processes
Analysis	Interim Manager	Modular	Logistics
Process development	Specialists and Managers	Web-based	Manufacturing
Diagnostics	Engineers	Customization	Procurement
Solutions	Technicians, clerks	Documents	Sales and After-sales
BPO – Business Process Outsourcing	Production helpers		Human Resources

Since the day our company was founded, we have been on a dynamic growth curve. That is the best proof of all that we offer our customers competitive services, and our employees gladly work for us and with us. This is but one reason why AutoVision has already been named "Top Employer Automotive" in Germany several times over.

Even though personnel service providers are subject to severe price pressures, we firmly stand by the collective wage agreements we have negotiated for our employees with the IG Metall metalworkers' union in Germany. Because amid all business success, fairness and social responsibility are of great importance and form the basis for continuity and sustainable success. After all, satisfied employees take a more committed and motivated approach to their work.

AutoVision is always in action. Today our portfolio of services is already one of the most comprehensive in the market. Yet we continue to meet the daily challenges of the markets and the needs of our customers. We integrate the right software solutions, in order to fulfill our processes more quickly and more transparently using high technology. You can benefit from this in several ways: first through high efficiency, second through transparency, third through excellent quality and fourth through full-service consulting and customer care. This combination is a strength that AutoVision offers which few, if any, competitors can match. For over 180 customers we are already a partner for success. We would like to be your partner as well. We look forward to a discussion at one of our many locations in Germany and our rapidly-expanding network in Europe.



AutoVision has 15 locations across Germany. For more information please refer to: www.autovision-gmbh.com

For consistency, clarity and ease of reading we have decided to use the generic masculine pronoun when necessary. We wish to expressly state that both female and male readers are addressed by the content of this brochure. We apologize for any inconvenience.

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