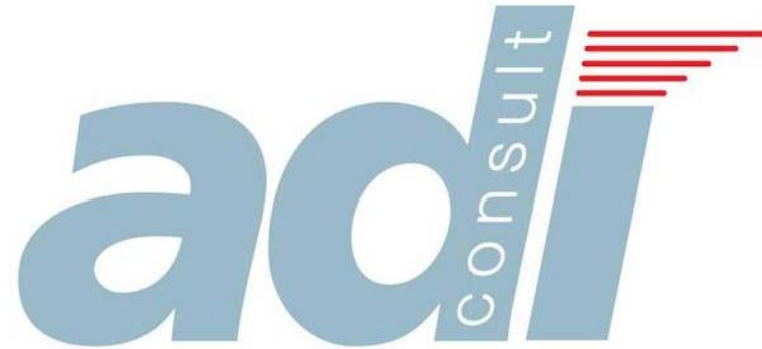




...we care about your success!



The Global Experts in  
Transport & Logistics  
providing

Executive Search • Consulting Services • Mergers & Acquisitions

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**“Giving good advice is an art”**



## Personnel and Management Consulting

- **Specializing in Freight Forwarding, Shipping, Transportation & Logistics**
- **Established in 2000**

All active partners are multi-lingual and have many years of experience as top executives in the above mentioned industry sectors
- **Core Competencies**
  - Recruitment of executives and specialists
  - Management and strategic consulting
  - Organizing mergers and acquisitions
- **adi own network in Africa, Asia/ Pacific Region, Europe, North America, South America**
- **Our global network is represented in 26 countries with over €12 Mio. turnover**



## Supplemental Information

**26 Countries - 43 Offices – 58 Partners**

Austria  
Brazil  
Canada  
Chile  
Colombia  
Czech Republic  
Finland  
France  
Germany  
Holland  
Hong Kong  
India  
Italy



Japan  
Korea  
New Zealand  
Russia  
South Africa  
Spain  
Sweden  
Switzerland  
Thailand  
Turkey  
UAE  
United Kingdom  
USA

**Serving now 100 countries for your requirements**



## Services



### **Personnel Consulting**

Sourcing and pre-selecting of Executives and Specialists, Personnel development, career planning, and training



### **Interim Management**

Temporary management assignments around the globe



### **Strategy, Project, and Management Consulting**

Ensuring our customers' competitive edge



### **Acquisitions, Mergers, Joint Ventures, Alliances**

We support our customers' efforts as their partner



...we care about your success!

## Mission

**TO BE THE PREMIUM PROVIDER OF**

**Management Consulting  
Personnel Placements  
M&A Assignments**

to our Freight Forwarding and Logistics Customers through the utilization of our global network of highly experienced, resourceful Partners and Associates

Our unique and personal focus allows us to provide maximum benefit to

**EACH CLIENT, EVERY TIME**



## Recruitment and Selection

### ➤ **Placement – database searches**

Mining our proprietary database offers a fast and efficient way of filling lower management and staff positions with qualified individuals

### ➤ **Search through Advertisement**

Placing ads in carefully selected industry publications may be useful when searching for candidates for lower to middle management positions

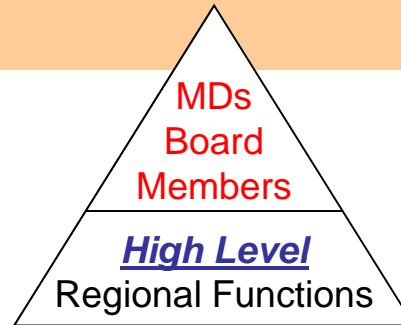
### ➤ **Executive Search and Placement**

Recruiting the “right” senior executives and specialists into top level positions has a direct impact on the company’s performance, hence those assignments require direct, personal, and discreet contact with potential candidates

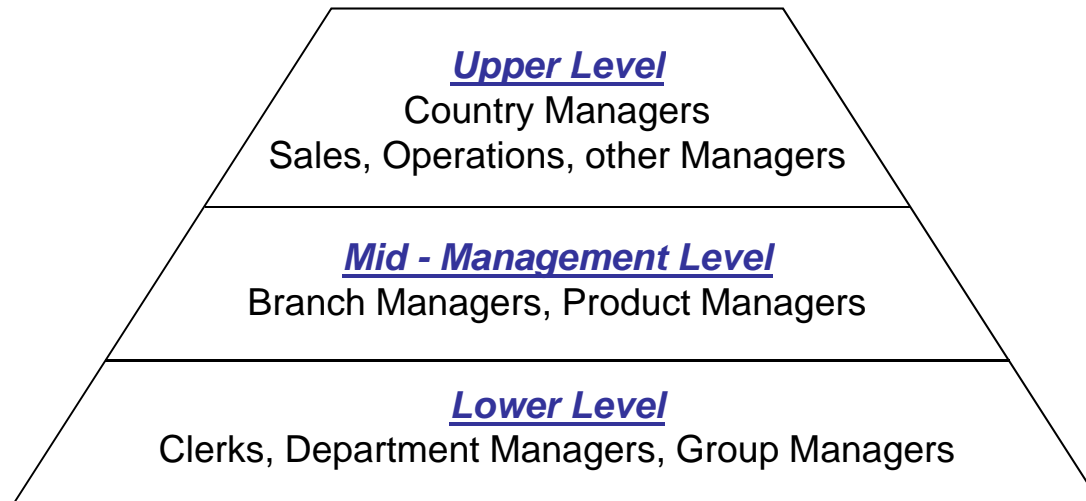


## Recruitment Products

adi - **Executive**



adi - **Recruitment**



adi - **Support**





## Interim Management

### ➤ **Missing a Key Performer?**

A temporary measure allowing our customers to bridge gaps while looking for the best possible permanent solution

### ➤ **Lack of Resources or Knowledge for a Project?**

Specialists, Experts, or Project Managers are engaged for a limited period of time and only as needed

### ➤ **Turnaround required?**

An experienced Turnaround Manager can allow the company to find new ways and opportunities for future success



## Strategic, Project, and Management Consulting

### ➤ **Analysis and Market Studies**

Market/ Product Analysis, Market Research, Customer Surveys, Quality Checks

### ➤ **Strategy and Organization**

Re-engineering business and product strategies, evaluating and streamlining organizational structures, development and installation of new work-flows and processes

### ➤ **Project Management**

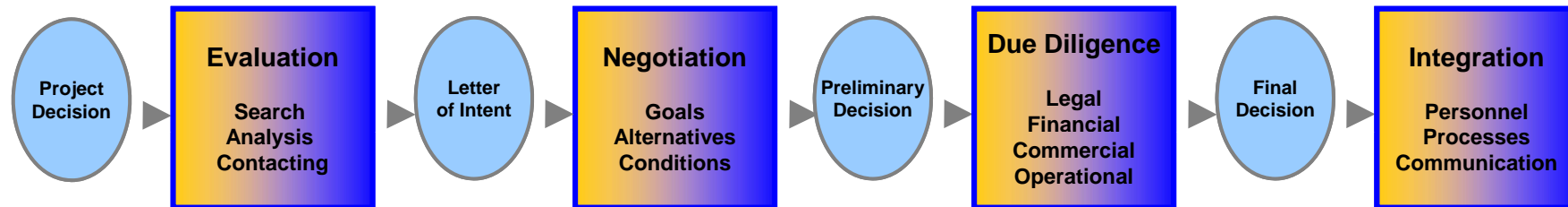
Management of projects covering market and company specific topics in the logistics arena

### ➤ **SB+C (Sounding Board and Coaching)**

Continuous exchange of ideas with a competent consultant, analyzing eminent decisions, discussing alternatives, and providing support during periods of difficulty



## Acquisitions - Mergers - Joint Ventures - Alliances



**adi Consult – your competent partner for organizing the entire process**

- ✓ Continuous coaching during all phases (critical, neutral opinion)
- ✓ Extensive network of resources (incl. organizations, media, etc.) at top levels
- ✓ Partner companies in all important countries/ centers throughout the World
- ✓ Excellent market reputation as a competent and trustworthy consulting partner
- ✓ Highly efficient (time, money, quality) during all search and selection processes
- ✓ Up to date Know How of markets (participants, competition, trends, co-operations, etc.)
- ✓ Assessment-Tools and Know How for evaluating the management of acquisition targets
- ✓ Experienced in most delicate integration processes



## Our Competencies

- ➔ **Manageable, well structured, flexible, and powerful global organization**
- ➔ **Top notch industry competency with detailed knowledge about the various markets and their specific requirements**
- ➔ **Unique personal connections and network throughout the world of logistics**
- ➔ **Proven track record in the field of personnel consulting**
- ➔ **Personally identifying with our clients' issues and challenges**

**“YOUR PROBLEM IS OUR PROBLEM”**



## Client Benefits

- **Highly efficient and sound business relations**
- **Optimum Cost/ Benefit Ratio**
- **Pragmatic, realistic, and practical solutions**
- **High rate of success with quick result**
- **Implementation support**
- **Flexible and competent expansion of HR capacities at mostly variable cost**
- **More than just personnel placements**



...we care about your success!

## Some of our satisfied global Customers





...we care about your success!

## Principle Partners

**Helmut Berchtold** 


**22 Years  
Industry Experience**

**Last Position: CIO  
Schenker USA**

**Klaus D. Geissler** 

**32 Years  
Industry Experience**

















**Last Position: EVP Air  
Freight Schenker HQ**

**Jochen Smoktun** 

















**34 Years  
Industry Experience**

**Last Position: SVP Air  
Freight Schenker  
Germany**

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September 2010

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