

BRUNO FALEMPIN: KEY BUSINESS TRANSFORMATIONS:

FAST -GROWING ORGANIZATIONS ♦ MERGERS INTEGRATION ♦ TURNAROUND ♦ RESTRUCTURING

AMERICAN EXPRESS GLOBAL BUSINESS TRAVEL (Joint Venture AMEX - Private Equity investors) New York
Global HR Business Partner -Global Sales and Client Management. (US, EMEA, APAC)

- Led Global Sales & Client Management Human Capital transformation to support the new B2B2C business model
- Delivered organisational restructuring on a global scale achieving cost reduction targets (US, EMEA, APAC)
- Implemented Global Sales & Client Management regionalisation strategy, providing seamless operations transition

PITNEY BOWES (Global leader, Mailstream, Global e-Commerce and Business Intelligence) France -The UK
Head of Human Resources Southern Europe & Benelux (2,500 employees, 5 Subsidiaries, €300MM Revenue) Team 30p.

- Drove strategic HR transformation and international restructuring plan for the region (2500 employees, \$400MM)
- Delivered 15% labor cost reduction in Europe through mergers, divestments, outsourcing, shared services
- Reoriented organizations from countries-P&L-centric to global product and services lines of business
- Realigned benefits and company labor agreements with Pitney Bowes corporate standards and policies

EUROCLEAR SA International Central Securities Depository - Settlement volume, €500 trillion, Assets held 23 trillion
HR Business Partner Euroclear Settlement for Euronest Securities (Team 22p) Belgium -France

- Successfully wound up profit sharing legacy agreements dating back to the 80's, delivering 50% recurring cost reduction while avoiding business disruption in the context of financial market regulation and systemic risk
- Rationalized company locations, implemented "home-office" for 30% of the workforce resulting in OPEX reduction

ATOS TECHNOLOGIES – BULL Information Technology Services and High-Performance Computing. Italy
Head of Human Resources Western Europe & Latin America (Revenue: €500MM, Group €1.2B- 2,600 employees, team 27 p.)
Scope: The UK&I, Germany, Austria, Benelux, Spain, Portugal, Italy, Brazil, Argentina, Uruguay

- Implemented HR strategy and reshaped talent capabilities supporting company turnaround and recapitalization
- Led HR Due Diligence in Western Europe & Latin America; 13 countries (rev. \$800MM, 3600 employees)
- Transformed defined benefits pension plans, eliminated benefits and labor liabilities delivering 15% cost saving
- Orchestrated and Implemented the restructuring plans resulting in 20% headcount and cost-based reductions
- Negotiated new labor contracts and cross-border downsizing with unions federations in major European countries
- Turned around the customer training subsidiary out of financial distress, reorient services portfolio, talent capabilities and locked in new customers and achieved positive cash flows within 2y

STERIA-BULL INTEGRIS Information Technology Service Company -9000 employees, Rev.:€1.2B
Head of Talent Acquisition & Development Group (Germany, France, the UK, Belgium, Luxembourg, Spain and Scandinavia)

- Rebuilt talent acquisition & training organizations to fill 500 positions/year in a fast-growing organization
- Designed performance management initiatives to accelerate merger integration & business alignment

DATASERVICE Regional Leader in banking back office listed on Milan Stock Exchange 1200 employees, Rev.:€120MM
Head of Human Resources Group 1,200 employees, 10 plants, Reporting to CEO. Italy Rome -Milan

- Appointed by CEO, member of executive team spearheading turnaround and PE backed recapitalization plan
- Crafted the HR strategy supporting talent realignment (DMO to BPO) and got Board and Private Equity funding
- Designed, negotiated and implemented a 25% Reduction In Force plan resulting in positive cash flows recovery
- Negotiated state funding to reskill workforce from Document Management to Business Process Outsourcing

HEWLETT-PACKARD / COMPAQ

HR Director, Enterprise, Services and Solutions Group (700 employees) France

- Supported Business Units Leaders in the DIGITAL EQUIPMENT CORPORATION merger to create end-to-end customer-solutions (moving from products to high end services and solutions infrastructures)
- Recruited 300 IT experts, solution architects and software engineers in the context of scarce IT skills market

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