

CONFIRMATION EXECUTIVE RECRUITMENT



Between the undersigned:

- I. **C.P.M. Inc.**, with social headquarters in 9090 Ghent-Melle, Brusselsesteenweg 74a,
Named "C.P.M."

and

- II. **Yamatate Europe N.V.**, 1933 Zaventem, Bosdellestraat 120/2
represented by Patricia Nowakowski,
named "the assignor"

Has been agreed:

1. C.P.M. commits itself to define the function mentioned in point 1 of the appendix.
This contains:
 - A description of the function content as described in point 2 of the appendix, taking the structure of the organization into account.
 - A description of the applicants' profile as described in point 3 of the appendix.
2. After payment of the fee for the beginning of the procedure (see point 4.1 of the appendix) C.P.M. starts searching for potential applicants. C.P.M. has to give them information on the vacant function. As far as possible the assignor puts information at the disposal of C.P.M., this means brochures, the annual report, the organization chart, job descriptions,...
3. C.P.M. selects the interested applicants who meet with the applicants' profile (as mentioned in point 3 of the appendix). C.P.M. takes note on:
 - a. their personal data (name, first name, address, place and date of birth, nationality)
 - b. their realizations (education, courses, professional experience as furnished by the applicant, as far as C.P.M. considers these to be interesting to the function mentioned in point 1 of the appendix).
 - c. their motivation (reasons for the application (as specified in point 2 of the appendix), as far as they are considered by C.P.M. to be relevant).
 - d. their personality (impressions about the person and his ability in relation to the function mentioned in point 1 of the appendix, based on interview data, observation and possible results of the tests and the experience of the consultant).
4. C.P.M. reports on the positive applicants to the assignor, who commits himself within the 10 (ten) working days following the oral or written report, to invite and interview the applicants on the one hand and to report to C.P.M. on the other hand. The assignor does not claim the candidates which haven't been reported.

5. The fee (see point 4.2 of the appendix) must be paid as soon as the contract between the assignor and the applicant is being signed, or when the assignor omits to communicate to C.P.M. his findings on the applicants within the agreed term (paragraph 5).
6. When the assignor engages more than one person out of the presented applicants for the function mentioned or for another function, the fee as described in point 4.3. of the appendix will be charged for each additional applicant. However, when no one from the presented applicants is satisfactory for the second recruitment, and when the assignor wishes C.P.M. to organize further contacts, a new procedure will be started and new prices will be negotiated on, in function of the achieved performances.
7. When the assignor engages an applicant from this procedure for a function other than the one mentioned, the fee will be charged as described in point 4.2. of the appendix. If the assignor wishes C.P.M. to organize further contacts for the mentioned function, a new procedure will be started and new prices will be negotiated on, in function of the achieved performances.
8. The procedure will be started on the date mentioned in point 5 of the appendix. The length of the procedure is limited to a maximum of 3 months. When a first series of applicants isn't eligible, the assignment will be resumed, and this until a suitable applicant will be found, but limited to the foreseen length of three months.
9. The assignor must inform C.P.M. on all persons who can contribute to the success of the selection. These persons can be added to the presented applicants after selection. When one of them is being engaged, the fee as described in point 4.2. of the appendix will be charged.
10. If, during the course of the procedure, the customer decides to insert an advertisement in order to back up the search for applicants, CPM will preselect those responding to this advertisement and will report to the customer the applicants considered suitable. The advertisement is inserted by our publicity agency RCA – Herckenrodesingel 77 – 3500 Hasselt, who will directly invoice its expenses to the customer.
11. When the assignor puts an end to the assignment before it is accomplished, because of internal changes, next to the fee mentioned in 4.1. of the appendix he will also be charged with a sum of maximum the amount as described in point 4.2. of the appendix and this in function of the furnished performances.
12. CPM promises to give the assignor a report of observance 1, 3 and 6 months after the employment or the promotion of the applicant. This report is made after a telephone evaluation with the HRM, the chief and the applicant. The report contains the degree of satisfaction, the points of special interest of the personality analysis or of the assessment, the successful evolution of the training and other suggestions concerning the job content and the organisation.

13. CPM is a consulting firm which makes a great effort to offer high quality advise. All commitments undertaken by CPM in the context of this procedure are commitments of means.

III. Assessment Center or personality analysis

C.P.M. can perform a more elaborate examination by means of an Assessment Center, a personality analysis and an enriched personality analysis. This kind of examination will be done at the request of the assignor and is not included in the fees mentioned above. The fees for these achievements are described in point 4.4. of the appendix.

IV. Differences

The differences resulting from this contract belong to the exclusive competence of the court of justice of Ghent.

Drawn up in Brussels on 21th April 2008, in double specimen.

Each party recognizes having received a copy.

CPM Inc.

Yamatake Europe N.V.

Bénédicte Dumarey
Consultant

Patricia Nowakowski
Administrator Human Resources &
General Affairs

Appendix: 3



File B-2008-0205

Registration number VG.WS. 033 and VG.H. 033

CPM Belgium : Ghent – Antwerp – Brussels – Hasselt (www.cpm-hrm.be)

International : Austria, China, Czech Rep, France, Germany, Hungary, Italy, Poland, Spain, Switzerland, the Netherlands, UK, US (www.cfr-group.be)



APPENDIX TO THE CONFIRMATION FOR EXECUTIVE RECRUITMENT

1. FONCTION: System Engineer
File number: B-2008-0205
2. FUNCTION CONTENT: see function analysis
3. PROFILE OF THE APPLICANT: see function analysis
4. THE FEE WILL BE INVOICED IN 3 MOMENTS (2/5, 2/5, 1/5)
 - 4.1. At the beginning of the procedure:
8.356, 00 euro, VAT extra
 - 4.2. When the applicant signs the contract:
8.356,00 euro, VAT extra
 - 4.3. At the engagement of every additional applicant from this procedure:
4.178,00 euro per applicant, VAT extra
 - 4.4. Fee personality analysis (*based on personality questionnaires and/or projective tests*, :
 - from 573,00 euro on, VAT extra
 - Fee enriched personality analysis (*based on personality questionnaires and assessment center methods and learnability examination*):
 - fee personality analysis + 279,00 euro per exercise, VAT extraThe personality analysis happen under the responsibility of a CPM psychologist or licentiate in the psychology.

5. DATE OF THE BEGINNING OF THE PROCEDURE: 23/04/2008

6. THE PROCEDURE WILL BE COORDINATED BY: Bénédicte Dumarey

CPM Inc.

Yamatake Europe N.V.

Bénédicte Dumarey
Consultant

Patricia Nowakowski
Administrator Human Resources &
General Affairs

APPENDIX TO THE CONFIRMATION FOR EXECUTIVE RECRUITMENT

Time frame normally necessary to recruit:

1 st to 10 th day	order confirmation and elaboration of a target list
Until 15 th day	confirmation of the target list
Until 25 th day	starting the identification
Until 30 th day	matching identified candidates if necessary with the customer
Until 40 th day	contacting potential candidates
After this	personal interviews
After this	reports and presentations of candidates

In addition you get periodical project reports about our activities in order to keep you informed.

APPENDIX TO THE CONFIRMATION FOR EXECUTIVE RECRUITMENT

FUNCTION ANALYSIS

Company profile

Yamatake Europe NV (offices located in Sterrebeek, not far from the Brussels airport), is the Belgian-based European office of the Japanese multinational YAMATAKE GROUP, represented since October 1st 2006 by the new azbil (Automation Zone Builder) logo.

The Head office is in Tokyo. The company has a worldwide reputation in the industrial world, and an extended product range servicing plants, factories, office buildings in sectors extending from oil and gas to food and pharmaceuticals www.yamatake.com

YAMATAKE has been active on the European market for several decades through a joint-venture with HONEYWELL. The affiliate YAMATAKE EUROPE NV was created in 2001 in order to improve the service to the European customers and increase the market share (www.yamatake-europe.com.) The team started with 4 persons; today 17 people are occupied, including Japanese (among whom the Managing Director), French, Indonesian-Japanese, Swiss, German, and a mix of Dutch and French speaking Belgian staff.

Task description

- Designing application software on DCS by reading P&ID (Process and Instrumentation Diagram) which customers prepares
- Installation and setting-up the DCS and field equipments hardware
- Implementation of the designed application onto the system, test it, start it up and tune/adjust it for customer commissioning
- Maintenance services of the implemented hardware and software application at customer site when required
- Preparing proposal to customers with quotation/estimation of amount of the necessary hardware, software and service work
- He/she will report to the Industrial Division Director

Profile

- Instrumentation Engineer with technical background
- Fluent knowledge of English. Dutch, French and German are preferred
- 8-10 years experience in industry market; needs to display a good technical expertise to be able to integrate customer application into the Yamatake system products and field equipments
- Experience with Honeywell DCS “TDC3000” is preferred
- Candidates who are actual working with a competitor are preferred (cfr. Target list)
- Readiness for frequent business trips in Europe and to/from Japan
- Being able to work in an autonomous way
- Good teamplayer



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- Consequently, we require:

1. Integrity, respect, excellent sociability, accountability, responsiveness

Co-operation & team work are key values in Yamatake Europe. Interactivity with customers and colleagues implies to represent the professionalism of Yamatake and its human-centered philosophy. Consequently and because of the type of business we are in, Yamatake Europe needs staff who - aside from their strong technical abilities - target long-term relationships with our customers and consequently put emphasis on authenticity in their human inter-actions (instead of promoting a marketing façade image – “*tape à l’oeil*”, *selling wind*...).

2. Autonomous, self-motivated + result driven,

the European unit, despite being part of a large company, operates with an entrepreneur spirit. All team members are fully aware of their essential contribution to the team’s success, autonomy is definitely a necessity, but alone self-centered “cow-boys” playing for themselves only are not the kind Yamatake Europe is looking for.

3. Patient, persuade in a diplomatic way

Having worked with Japanese is not mandatory, but of course welcome.

For those who have never worked in a Japanese environment, a proven experience in **listening and communicating** within a cross-cultural environment is crucial; for the contacts within the team, but also because the recruited will have frequent contacts with the Japanese head office for technical requests & quotations. The sense of business and different working ways within a multi-cultural international company is a prerequisite.

4. Knowing oneself

Pragmatic, Yamatake Europe searches for a colleague who knows her/his plus points as well as her/his less powerful ones. Our customer will be interested by somebody who will be able to tell them about her/his both sides and show them she/he takes actions to grow, instead of trying to persuade that she/he is fully perfect (*merle blanc, moutin à cinq pattes*).

Minimum remuneration

Gross salary: market conform

Annual Bonus (max. 10% of the gross annual year salary)

Meal vouchers (€6)

Pension plan (Fortis)

Insurances (DKV) after 6 months of trial period

Stock option plan

Targetlist :

- ABB
- Amec Spie / Abay TS
- Asco Joucomatic
- Burkert-Contromatic
- Elster Instromet
- Emerson
- Endress + Hauser
- Fabricom
- Ferranti
- Festo
- Fuji Electronics
- Georg Fisher
- Hitachi
- Honeywell
- Imtech Projects
- Johnson Controls
- Krohne
- Magnetrol International
- Mitsubishi
- Moeller Electric
- Multiprox
- Omron Electronics
- PEC (engineering, products)
- Pepperl + Fuchs
- PICS (Process Instrumentation & control systems)
- Rockwell automation
- Saia-Burgess
- Samson
- Schneider Electric
- Testo
- Toshiba
- Varian
- Vega
- Yokogawa