

MRI China Group Customer Profile Viaccess SA

Viaccess S.A., a France Telecom company, is a global leader in conditional access and content protection, delivering solutions for digital pay television and secured content distribution. Its mission is the development, production and marketing of Conditional Access and DRM-based systems for all types of contents and services, for every kind of broadcast (satellite, cable, terrestrial, MMDS) and broadband networks, fixed (DSL) and mobile. Viaccess has been successfully deployed in 30 countries world-wide, on more than 80 digital platforms including multi-channel providers and digital content distributors. Viaccess is one of the leading IPTV protection companies.

In late 2008 Veronique Giroux, Executive Vice President of Human Resources enlisted Thomas van der Heyden of the MRI China Group for the search of a Chief Representative Officer. This position, responsible for Asian Pacific business, reports to Kris Warreyn, Executive Vice President of Global Sales.

Throughout the search and hiring process, Kris and Veronique, both located in France, received detailed weekly status reports. These reports, along with the final Search & Selection Report, provided Viaccess' management with extensive information on candidates and regional manpower, confirmed the thoroughness of the MRI process, and at the same time afforded value-added intelligence on the Asian market.

"Tom and his team at MRI helped us to better understand the state of Asia's digital broadcast industry from a manpower perspective, enabling us to make knowledgeable candidate evaluations against our selection criteria. Furthermore, we were constantly updated with in-depth reports during the entire search process, a very important aspect of the project when considering that our corporate offices are in Europe and the search was for our Asian business unit," remarks Kris.

"I was very impressed with the thoroughness and depth of service offered, and by the timely manner that the search was completed. We were able to fly in from Paris,

interview the short listed candidates having been fully briefed, and return home knowing we had made an informed selection decision. I am delighted to recommend MRI as a professional recruiting partner to other departments and companies,” added Veronique.