

## Network Support

### Crossed shared business – client database

#### Fee sharing guidelines

Contingency lead referral		Retainer Lead Referral	
Referring Consultant	Delivery Consultant	Referring Consultant	Delivery Consultant
30%	70%	30%	70%

Candidate Request		Candidate Referral	
Consultant Requesting Candidate	Consultant Providing Candidate	Consultant Promoting Candidate	Delivery Consultant
50%	50%	25%	75%

Invoice Number	Invoice Date	Client Company	Office Share	Fee share	Sector	Invoice Country	Position	Location
Invoice Number	From To	Client Company	Office Share	Fee share	Sector	Invoice Country	Position	Location
SHA2019003	23/12/2020	SharpCloud, London	UK	Peter Wharton	IT	switzerland	BDR	UK
K02725	30/04/2020	SCHENKER	Kazakhstan	KAZ	Serv	KAZAKHSTAN	SALES MANAGER	KAZAKHSTAN
S21028	30/04/2020	NUTRICIA KAZAKHSTAN	Kazakhstan	KAZ	N/A	KAZAKHSTAN	SALES MANAGER - UZBEKISTAN	KAZAKHSTAN
S21029	30/04/2020	ABB TOO	Kazakhstan	KAZ	N/A	KAZAKHSTAN	DRIVER	KAZAKHSTAN
S21030	30/04/2020	AMMANN RUSLAND	Kazakhstan	KAZ	N/A	KAZAKHSTAN	SALES MANAGER KAZ	KAZAKHSTAN
S21031	30/04/2020	DASSAULT SYSTEMS KAZ	Kazakhstan	KAZ	N/A	KAZAKHSTAN	SENIOR OFFICE MANAGER	KAZAKHSTAN
S21032	30/04/2020	LEO PHARMACEUTICAL	Kazakhstan	KAZ	N/A	KAZAKHSTAN	KEY ACCOUNT SPECIALIST	KAZAKHSTAN
S21033	30/04/2020	SCION INSTRUCTION	Kazakhstan	KAZ	N/A	KAZAKHSTAN	SALES MANAGER	KAZAKHSTAN
S21034	30/04/2020	BITFURY	Kazakhstan	KAZ	N/A	KAZAKHSTAN	FINANCE CONTROLLER	KAZAKHSTAN
S21035	30/04/2020	MERCK	Kazakhstan	KAZ	SLSM	KAZAKHSTAN	SALES MANAGER KAZ	KAZAKHSTAN

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### Network Meetings

Global conference : Antal International organise an annual global conference gathering all the offices worldwide.



# Antal International

A Global Recruitment Solution, Applied Locally

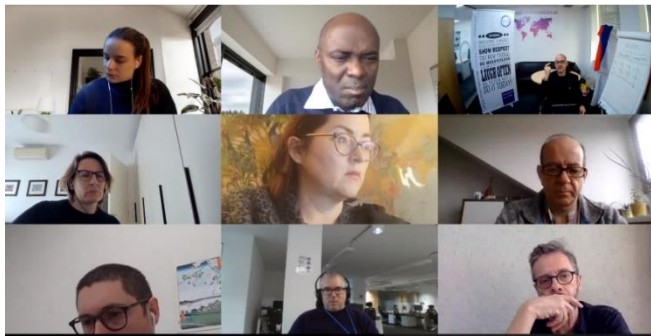


### Owners meetings

Occasional same region owners' meetings, this provides a good opportunity to network with your peers and develop your relationships.



### Peer to Peer Support:



### Group work – share business/best practices

Regular conference calls are arranged with offices working in the same discipline (including - Finance / Logistics / IT / Sales and Marketing / Engineering) to share clients, market trends, share ideas, give advice, and discuss business opportunities.

### Vlogging video

Owners create videos to exchange around different topics and talk about their experience.





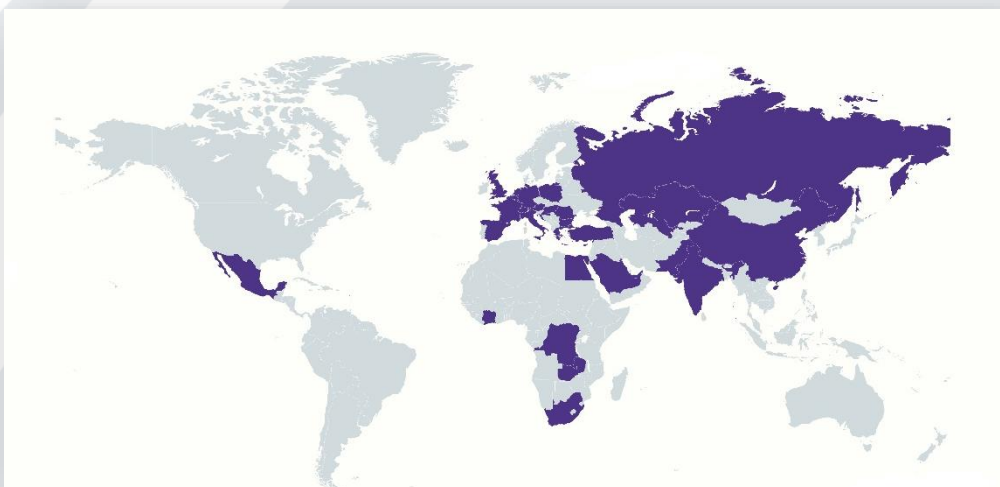


### WhatsApp groups – social media groups

Regular business communications are shared amongst offices groups via WhatsApp and Social Media.

### Social Support:

At Antal it is not ALL “work” but “play” also. As a Franchise Partner you become a key member of the Antal Team and you form lifetime friendships and connections. We are all business TOGETHER!



**5 Continents, 1 Vision : Discovering Talent**

