



- ⑤ **1st LEONI site Outside Europe**
- ⑤ **1st ISO 9001 certification in North Africa**
- ⑤ **1st LEONI site worldwide in terms of turnover**

HR STATISTICS

LEONI TUNISIA

Direct Employees (E.)	9 034
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Indirect E. linked to production	556
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Indirect E. non linked to Production	1 630
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TOTAL	11 242
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Male	31%
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Female	69%
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Average Age	29
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Technicians	913
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Engineers	166
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Bachelor's Graduates	342
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RATIO 12,64%

Partnership with the University

LEONI spends yearly an average of **200 000 Euros** on internal and external training purposes.

A partnership with some universities was set as a goal for LEONI in order to anticipate the training activities.

- ➔ Creating and teaching a university curriculum that fits the needs of LEONI
- ➔ Motivating and Initiating the young graduates to work at LEONI

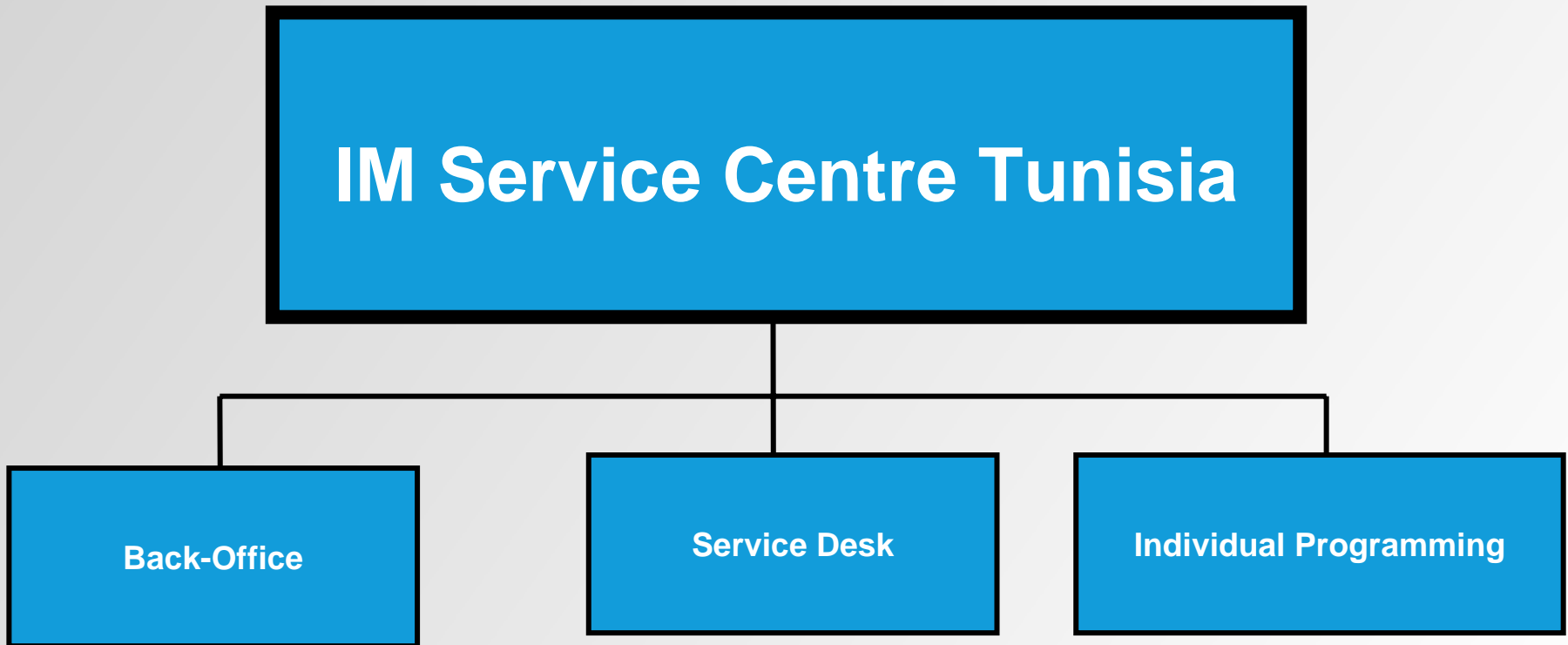


A WIN/WIN PARTNERSHIP

Partnership with the University

- **co-created Diploma with ISET Sousse**
 - Industrial Wiring Process
 - System of Technical Control
- **co-created Diploma with IHEC Sousse**
 - Development of Wiring Systems
 - Development of Wiring Methods

There exist, at LEONI, only three centers in the World: one in China, one in USA and another one in Tunisia



Information Management Service Centre

Team Qualification

	Engineering Degree	Technical Certificate	Bachelor's Degree	Master's Degree	Total
Service Desk	2	1	1		4
IM Development	2		1	1	4
IM-T/ Back Office	1			1	2
Department Leader	1				1
Total	6	1	2	2	11

The staff is scheduled to increase up to 17 by 2011

Information Management Centre

IM-IT/Backoffice (2 membres)

Antivirus, Data-Encryption, VPN-Administration, Traffic-Monitoring of the LEONI WAN-Connections

IM/Service Desk Global Team (5 membres)

- Complete responsibility within LEONI Group as the “single point of system for Incident Management“
- Availability on all relevant service times
- German and English language necessary to manage worldwide incidents
- Set up of a New Ticketing System Tool

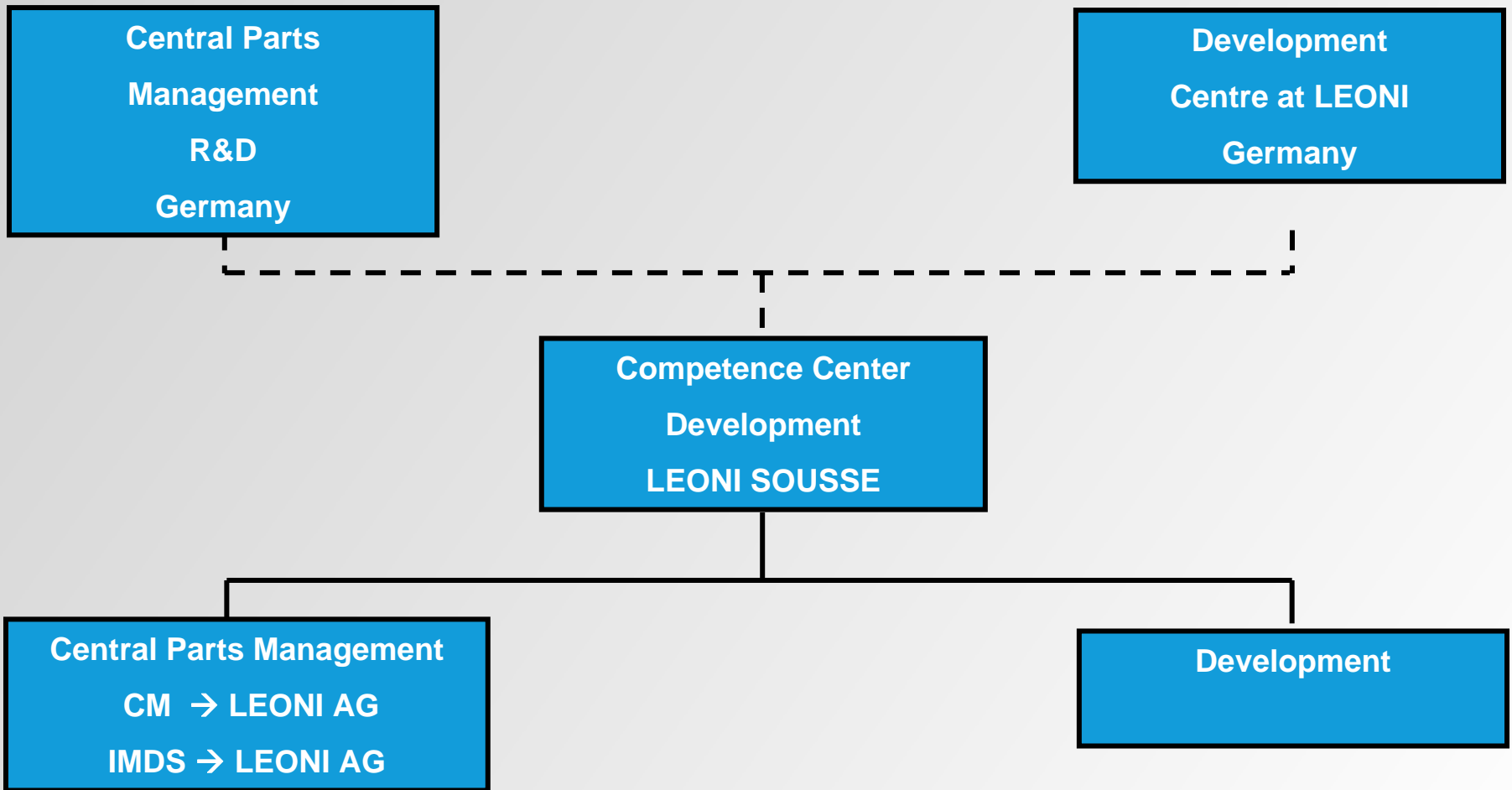
IM-I Team (4 membres)

Individual Programming (Web Applications)

- Transfer done, no more resources in Germany
- Maintenance and further development by IM Service Tunisia

Development and Competence Centre

LEONI Germany – LEONI Tunisia: The link



CM: Components Management

IMDS: International Material Data System

Development and Competence Centre

Development

1. Total Responsibility over the wiring harnesses drawings
2. Managing the projects of serial manufacturing
3. Coordination between Germany and manufacturing sites in Tunisia
4. Making propositions to cut costs: materials or production flows
5. Centralization of the calculation of the Production Standard Times
6. Assistance and follow up of the prototypes production: deadlines and Quality

Components Managing and IMDS (International Materiel data System)

1. Assuring Components documentation for LEONI Worldwide.
2. Assuring International Materiel data System for LEONI Worldwide.
3. Making propositions to cut costs of materials and to manage the scrap and the obsoletes.
4. Making alternative propositions to avoid production stops following lack of materials
5. Managing Technical changes of components and diffusing it to all concerned LEONI sites worldwide.

Development and Competence Centre

Responsibility Matrix Germany - LEONI Tunisia

TASKS	LEONI GERMANY	LEONI TUNISIA
Responsible for Projects	Responsible	Support
Coordination with customer	Responsible	Info
Elaboration of Drawings	Start	Responsible
Managing the changes (Customer)	Responsible	Support
Managing the changes on the Drawing	Info	Responsible
Managing the changes within Production	Info	Responsible
Cutting down costs	Responsible	Support
Filing of drawings	Info	Responsible
Evaluation Matrix of the Drawings	Support	Responsible
Revising the Drawings	Responsible	Support

Development and Competence Centre

Team Qualification

	Engineering Degree	Technical Certificate	Bachelor's Degree	Master's Degree	Total
R&D	6	12	2		20
CPM (Central Parts Management)	3	7	11	3	24
Team Leader	4	2		1	7
Department Leader	1				1
Total	14	21	13	4	52

Tunisian HR

The Success of LEONI Tunisia

LEONI Tunisia owes its success to the advantages of Human Resources in Tunisia

- From one hand: Relatively low cost working mass
- At the other hand: the Know how, the competitiveness and the quality of its University Graduates and Managers

The Development and Competence centre
The Information Management
The Components Managing centre



100%
Tunisian
Team

These teams:

- are providing services that at once were located in Germany.
- are giving their support to LEONI worldwide.

Thank You

Mohamed Larbi Rouis

LEONI OAT Managing Director

