



French postal operator 'La Poste' once again shows its faith in HR Access

Paris, 26 November 2008 – Once again, 'La Poste' has demonstrated its faith in HR Access, by opting for HRa Suite 7, the new solution from the international Human Resources Management software publisher and Human Resources Outsourcing service provider.

Faced with a changing and highly-competitive environment, where significant developments are taking place in both business functions and technology, La Poste has opted for HRa Suite 7, the new solution from HR Access, to accompany it efficiently through this evolution.

"Of all the elements that triggered this project, a key factor in our choice was being able to have the latest and most sophisticated version that involves managers centrally in the Human Resources processes, in particular via a Web architecture," points out **Philippe Lahaye, HRIS Project Director within La Poste's Human Resources Operations Management**. He continues *"Above and beyond this factor, the opportunity to make the support medium paper-free and create relevant collaborative functions means we can now envisage talent management on a Group-wide scale."*

Revolving around optimising HR processes, the current project has two primary targets, with different scopes:

- Talent management for the 280,000 delivery staff, employees, and public employees, using a key process, the individual interview. *"Making managers central to the employer/employee relationship is crucial to deploying the interview process,"* **Philippe Lahaye** claims. The long-term goal is to ensure the individual interview process is carried out correctly in all La Poste units (almost 20,000 establishments across the whole of the French territory), and to be able to utilise the resulting data at local, regional, and national level.
- Administrative management and payroll for the 125,000 employees subject to the rules of private law;

"Through its particular technical and operational combination, the current project with HR Access falls within La Poste's policy of evolution, modernisation of all its activities, and complete deregulation of postal services by 2011," **Philippe Lahaye** concludes.

About HR Access:

HR Access's solutions are the result of 35 years experience in research, development and implementation in the core competencies of Human Resources Management. HR Access provides a comprehensive offering of solutions and services covering the entire life cycle of our customers' HRIS, combining both local and international expertise to offer: applications software, services such as consulting, installation, integration, training, regulation tracking, maintenance and Outsourcing services. Today, HR Access manages more than twelve million employees worldwide including almost six million in France (or one quarter of the French working population).

A European leader in Human Resources Management, HR Access Solutions employs close to 860 persons – based in France, Spain, Germany, Belgium, Italy, Great Britain, Ireland, Morocco, and Tunisia, with 550 customers spread across 52 countries. The company was founded in October 2003, following an acquisition by Fidelity Investments of the HR Access software publishing business from IBM.

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For more information, please visit www.hraccess.com

About La Poste:

A public company since 1991, La Poste operates numerous business activities, structured around four primary functions: postal services, express parcels, 'La Banque Postale' banking services, and 'Enseigne La Poste' post office counter services. In 2007, 71 % of the Group's business was in fully-competitive markets. With over 280,000 staff, La Poste is France's biggest corporate employer, and contributes nearly 1 % of the GDP. Over 17,000 La Poste outlets are visited by 45 million private customers and 3.5 million business customers each year. La Poste's industrial infrastructure allows it to handle and route 30 billion items a year. In 2007, La Poste reported revenue of €20.8 bn, an increase of 3.8 %, 16.1 % of which is international. Always a centre of exchanges, La Poste is a business that's close to everyone, accessible to everyone, and a vital player in the development of society. By 2012, La Poste aims to become the leading operator in Europe for postal services of all types.

For further information: www.laposte.fr

Press relations:

Agence Wellcom

Amandine Ferré & Ingrid Zémor

Tel: +33 (0)1 46 34 60 60

e-mail: af@wellcom.fr / iz@wellcom.fr

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Emmanuelle Boniface

e-mail: emmanuelle.boniface@hraccess.com