



The right people. Faster.



Welcome to EPCglobal

It's good to meet you.

Whether you are actively planning to work with us, or simply curious about the services we provide, we hope that this document is useful to you and that you find it worth your time to read it.

We wrote every word of this brochure ourselves because we think it's important that you hear about our business in our own words. You will find the document is brief and succinct. We're busy and we know you are too.

We hope that you will come away with a sense of our experience, credibility, capability and the passion we have for our clients' success.

Thank you for your interest; we hope to work with you soon.

Tobias Read
CEO

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Our Service

EPCglobal's offices are based around the world's largest engineering centres. Since its inception 20 years ago, the company has built on its ongoing success to grow steadily in the global market place. We now have 10 offices, servicing varying elements of the engineering community. Since 1986, our staff and contractors have worked on projects in over 40 countries across 5 continents.

From San Francisco to Washington, from London to New Delhi, our community consists

of over 100 recruitment staff, 160,000 engineers, and some of the world's foremost engineering and construction companies.

In the changing global marketplace, we are positioned to deliver the best possible service to our clients.

We are able to quickly mobilize resources anywhere in the world.

AbuDhabiBristolDenverFrederickHoustonLondonNewDelhiSanFranciscoSheffieldWashington



20 years

40 countries

160,000 engineers

5 continents

Our Industry

 **Oil, Gas & Petrochemical**
Upstream - Downstream - Operations - Subsea

 **Civil**
Cities - Airports - Schools - Hospitals - Major Commercial Developments

 **Power & Energy**
Nuclear - Coal & Gas - Wind - Solar - Hydro-Electric

 **Rail**
High-speed - Light Rail - Underground - Mainline

EPCglobal was established for engineers, by engineers. We have a detailed knowledge of every sector we work in and our people have all developed a full understanding of their specialization.

We only work in the EPC sector. All of our attentions are directed at building and refining the world's largest available source of experienced engineering and construction professionals.

Our business is divided by discipline, so each of our teams work exclusively on one sector of the industry.

In each area of the industry, we've worked on some of the world's most high profile projects. We're proud of our clients' achievements and of the part we've played in contributing to their success.

“ What sets EPCglobal apart is their passion for the industry itself. They know engineering and they know engineers.
- Carl Swann, EPCglobal Contractor

It is EPCglobal's knowledge of our industry that makes them stand out.
- Hubert Amul, EPCglobal Contractor

” EPCglobal add genuine value to our recruitment efforts. They know what we need and how to get it quickly.
- Iskandar Suleiman, EPCglobal Client

Oil&GasRailCivilConstructionPower



We've built our business on people. Whether it's our clients, our candidates, our customers or our staff - people are the most important element of our company. We take our business vision and values very seriously. Everyone who joins EPCglobal understands our values. These aren't just buzzwords or trendy management theory, they are genuine shared values that brand our business.

Vision

We encourage our staff to think differently, to look beyond everyday solutions to issues and to find innovative ways to help our customers.

Passion

This isn't just about work ethic, or enthusiasm, it's about a natural belief in our profession. We choose to be here because we enjoy it and we want our customers to feel that when they deal with us.

Empowerment

We expect our staff to use their talent and training to make their own decisions and to stand by them. We all trust each other and when we encounter difficulties, we work together to resolve them.

Transformation

Our efforts are worth nothing without results. Our ultimate goal is to deliver success to our customers; not just to affect their companies or careers, but to transform them.

All of our staff are hired for their capability, experience and qualification. As our business has grown, we have retained the same high standards in recruiting for our own people that we have always shown our clients. We believe our teams are the best on offer and can make a genuine contribution to anyone who operates in our industry.

Our People



Visionary Passionate Empowered



Our Community

We believe in our industry as a community. Everyone who takes an active interest in it can contribute to its overall growth and development. Our role is to bring people together.

There are over 160,000 members of our community, from every corner of the engineering and construction industry. From the major E&C companies that manage projects, to the contractors who work on the jobs; from the individual workers on each

project to the journalists who write about the industry as a whole- every interested group is well represented within the EPCglobal community.

We're proud to play our part in the evolution of our industry. We're proud of our people and their successes. Above all, we're passionate about our sector. It's the only one we work in.

Customers Staff Contractors Clients Partners Consultants Employers Media Candidates Institutes

Case Study: Women in Engineering

In 2006 & 2007, EPCglobal joined forces with the UK Resource Centre for Women in Science, Engineering & Technology to promote a vital industry issue. It is in everyone's interests to encourage more women to enter engineering and construction. A major gender imbalance in industry demographics is contributing to the global skills shortage that continues to threaten the industry. Together, EPCglobal and the UKRC set out to raise awareness of the issue and spark debate on potential solutions.

We surveyed 50,000 of our engineering community, both male and female and delivered the results to major industry media. We were delighted at the level of interest across the industry and so were the UKRC.

"EPCglobal proved an outstanding partner in the conception and delivery of the 2006 'Women in Engineering' survey. Its contribution was extremely valuable and timely in raising the national profile of the issues under discussion at the UKRC's annual conference and more broadly."

Annette Williams; Director, UKRC



Our Clients

EPCglobal's clients are at the very top of their respective fields. In various sectors throughout the industry we are working alongside established giants and fast growing new organisations as they continue to strengthen their workforces for new projects.

We don't work with just anyone. In a market where skills are in short supply, we choose to focus our efforts on a relatively small number of customers globally.

Our client relationships are built on mutual trust and a clear understanding of needs and priorities. We need to understand how you work and what you need. In return we need a close relationship and regular information.

We take our Client Services very seriously. Our recruiters provide an experienced, senior level contact to each of our clients. Our service is about speed and accuracy; getting you the right people, faster.

Bechtel Foster Wheeler SNCLavalin Amec Paragon BPTechnip Mustang Schlumberger Gulf Interstate
CTRL Tube Lines Metronet Network Rail White Young Green Saipem Arup Halcrow CTRL Fluor Parsons

"I have always found EPCglobal's service to be efficient and effective when it comes to filling even the most difficult of jobs. EPCglobal's understanding of the industry is excellent and I have always felt confident in their ability to deliver. They really listen to what we need, know our business well, and act quickly and effectively in getting us the right people."

Iain Cout

Regional Director - White Young Green

"One of our competitive advantages is the use of EPCglobal's recruitment services. Access to EPCglobal's network of specialist engineering staff is an attractive proposition for anyone who, like me, has responsibilities for hiring professional and quality minded personnel for major projects, to deliver against tight deadlines. I always seek their involvement, especially for skilled and senior people."

Rob Van Duyl

Commercial Manager - Bechtel

"I can wholeheartedly recommend EPCglobal, having used the full range of their services extensively. I have always been impressed by their ability to quickly source the right people for interview, to negotiate the right deal for both parties and to support the incumbent through the tenure".

John Barton

Head of Document Control
Channel Tunnel Rail Link



Innovative Projects

Case Study: Speed Interviewing

Houston, TX; December 2006

The market for engineering skills is tight; in the current climate is more important than ever to find innovative ways to boost recruitment. Just one of our new methods is speed interviewing. We have recently executed this groundbreaking idea and have received substantial acclaim from within the industry.

On December 2nd 2006, we partnered with four of our clients in the Oil & Gas sector to hold our inaugural Speed Interviewing Event. We promoted the event widely through advertising and media briefing; and attracted over 850 interested candidates to attend the event.

Active hiring managers from our customers' projects interviewed several months worth of relevant candidates on a single Saturday morning. EPCglobal organised and ran the event, surpassing all expectations and creating a real buzz across the industry.

4 Companies
45 Hiring Managers
855 Candidates
1 Location
1 Day



Media Reviews

"Speed interviewing scores big in Houston."

"Innovative process allows targeted job seekers to pitch skills directly to decision makers. Instead of dating, swap in interviewing and there is a perfect event for briefly connecting employers and seekers to see if there is a match of skills and jobs. The process is fast, efficient, cost effective and allows companies to trot out decision makers for quick action."

-ENR (Engineering News Record), December 2006

"The turn out at the Houston event far exceeded expectations, drawing hundreds of employees, but the large crowd did not slow down the speed interviewing."

- Associated Press Television, December 2006

Client Testimonials

"Speed interviewing was new and we didn't know what the response would be, but we are extremely pleased with the results."

- Ed King: HR, Foster Wheeler, January 2007

"We were delighted with the results. We speed-interviewed over 100 candidates in the 9am to 2 pm time frame. We found EPCglobal did an excellent job of staffing the event, advertising the event, and conducting the event. We have made more hires from the event than we projected."

- Dan Redwine: HR, SNC Lavalin GDS, January 2007



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