

## Press Release

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### Adecco Group announces new composition of Executive Committee

**Zurich, Switzerland, September 4, 2015: the Adecco Group, the world's leading provider of Human Resources solutions, today announced the appointments of John Marshall as Regional Head of UK & Ireland and Stephan Howeg as Chief Marketing & Communications Officer for the Adecco Group. They will join the Adecco Group Executive Committee, where three roles will also be re-assigned.**

**John Marshall** (52), a US national, will take on the role of Regional Head of UK & Ireland and become a member of the Executive Committee as of October 1, 2015. Since 2010, John has been Executive VP responsible for Adecco's Finance, Office and Legal business in North America. John began his career in Professional Staffing in 1998 and over the past 17 years he has progressed through various executive positions including President of Special Counsel and of Accounting Principals. John has delivered outstanding results, both in terms of financial performance and people engagement.

John Marshall will succeed Peter Searle, who will leave Adecco Group to pursue his career outside the company. Peter leaves the Executive Committee as of September 4, 2015. Alain Dehaze, Adecco Group CEO, commented: "I would like to thank Peter for his commitment to the success of Adecco Group UK & Ireland and wish him all the very best for his personal and professional future".

**Stephan Howeg** (50), a Swiss and German national, will take on the role of Chief Marketing & Communications Officer and become a member of the Executive Committee as of September 4, 2015. Stephan joined Adecco in 2007 and as Global Head of Group Communications, he has positioned Adecco as the thought leader in the staffing industry. He has developed highly-successful global programmes for business and colleague engagement, such as Win4Youth, the 'CEO for One Month' initiative alongside the Adecco Way to Work™ programme, the Athlete Career Programme and the Global Talent Competitiveness Index. Stephan has over 15 years' senior leadership experience across different industries.

Alain Dehaze commented: "We have appointed two highly-experienced and passionate colleagues to join the Executive Committee: a team that will further drive Adecco's success. The Group is well-equipped to continue delivering on our strategy, seize the opportunities for future growth, and build on our leading global position. I'm very much looking forward to working with my team and with our more than 32,000 passionate colleagues worldwide".

In addition, three roles within the current Executive Committee (EC) will be re-assigned.

**Mark De Smedt** (54), a Belgian national, EC member since 2014, will take up the role of Regional Head of Northern Europe as of January 1, 2016 at the latest. He will continue in his current role until a successor is appointed. During his term as Adecco Group Chief Human Resources Officer, Mark has strengthened the Group's HR function globally and locally, extended the Adecco Academy to all continents and improved the Group's retention rate. He joined the Adecco Group in 2002 as Regional Head of Belgium, the Netherlands and Luxembourg and has an in-depth knowledge of our Professional and General Staffing businesses.

Martín Alonso, Regional Head of Northern Europe, has decided after 22 years at Adecco to pursue his career outside the company. Martín leaves the Executive Committee as of September 4, 2015.

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Alain Dehaze remarked: "I thank Martín for his long-standing contribution to the company, both in his previous financial roles in Central Europe and Iberia & South America as well as the past 4 years in Northern Europe".

**Sergio Picarelli** (48), an Italian national, EC member since October 2009, will become Regional Head of Italy, Eastern Europe & MENA and India as of October 1, 2015, taking over the position from Federico Vione. During his six-year term as Adecco Group Chief Sales Officer, Sergio has successfully built up a strong international sales organisation, and led the development of Adecco's Global Accounts. He started his career in Adecco in 1993 as Managing Director of 'Career', a permanent placement company, before becoming Chief Sales and Marketing Director Italy, taking on the running of the Central Europe region and subsequently Country Manager of Adecco Italy & Switzerland.

**Federico Vione** (43), an Italian national, EC member since October 2009, will take on the new position of Chief Sales & Innovation Officer, with a focus on the digital transformation of the Group, as of October 1, 2015. Federico joined Adecco as a branch manager in 1999, progressively taking on roles of greater responsibility and becoming Country Manager of Adecco Italy in 2008. As Regional Head of Italy, Eastern Europe & MENA and India for the past six years, he has developed the business, making Adecco Italy the market leader both in sales and profitability, and more than doubling sales in our Eastern Europe business.

Detailed CVs and photos of John Marshall and Stephan Howeg are available [here](#)  
CVs of all other EC members can be found on this [link](#)

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**About the Adecco Group**

The Adecco Group, based in Zurich, Switzerland, is the world's leading provider of HR solutions. With more than 32,000 FTE employees and around 5,100 branches in over 60 countries and territories around the world, Adecco Group offers a wide variety of services, connecting around 700,000 associates with our clients every day. The services offered fall into the broad categories of temporary staffing, permanent placement, career transition and talent development, as well as outsourcing and consulting. The Adecco Group is a Fortune Global 500 company.

Adecco S.A. is registered in Switzerland (ISIN: CH0012138605) and listed on the SIX Swiss Exchange (ADEN).