

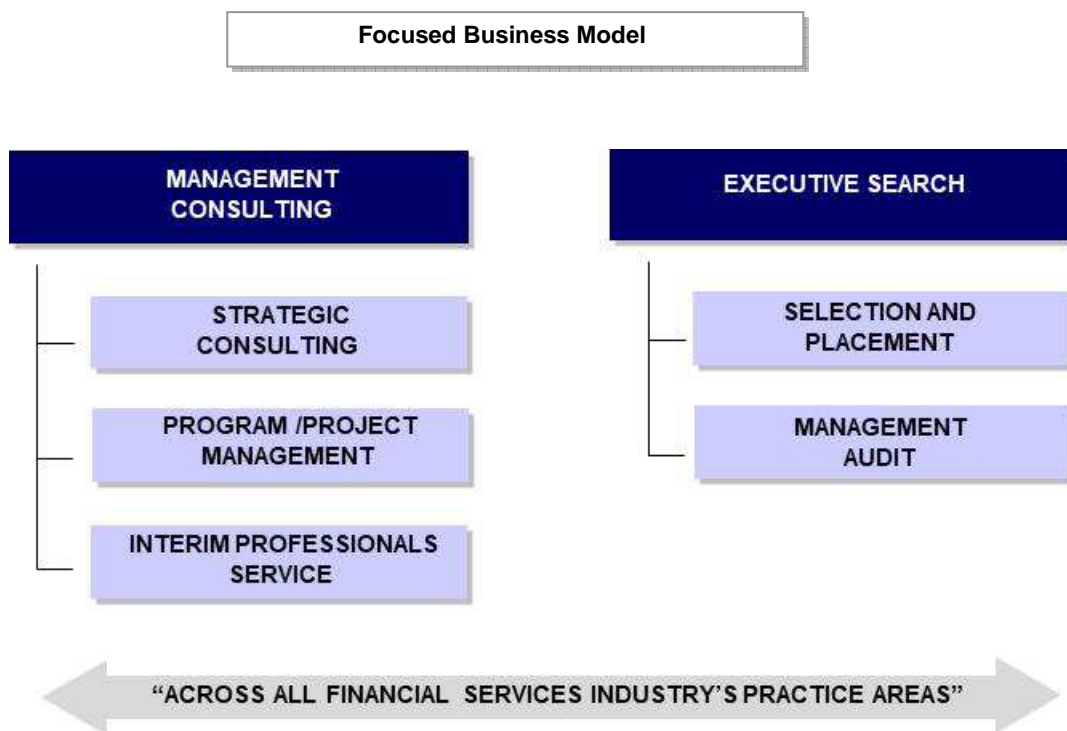
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**ONDEMAND MANAGEMENT GROUP: COMPANY PROFILE**

*“Drive the future success of the Financial Services Industry  
through experienced people and innovative ideas”*

## **ONDEMAND MANAGEMENT GROUP**

- OnDemand Management Group is a management consulting and executive search provider with proven and high-end market experience, focusing exclusively on the Financial Services Industry.
- The Company is headquartered in Königstein /Ts and employs consulting professionals with substantial hands-on operating experience and expertise. In addition the Group has cooperation agreements with various 3rd party providers like legal advisors and other consulting companies in Germany and in other European countries.
- The founders of OnDemand have managed and successfully implemented various projects in the two areas. OnDemand Management Group pursues a boutique approach, tailoring to different client needs.



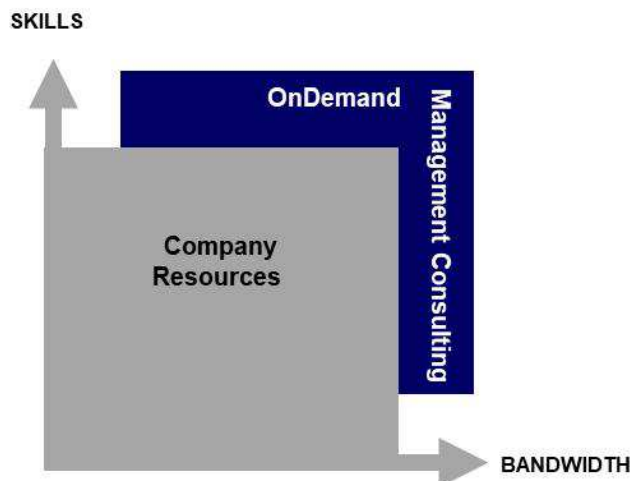
## MANAGEMENT CONSULTING

OnDemand Management Consulting advises and supports clients during the overall lifetime of business programs and projects through experienced consultants and tailored approaches.

The management consulting service extends from strategic consulting to the implementation of restructuring programs and delivery of project management skills:

- Business Consulting (Business / Distribution Concepts, Benchmarking Analysis): Definition and Implementation
- Restructuring Programs / BPO Programs
- Organizational Consulting (e.g. definition of procedures / operating memorandum, support during external audits)
- Risk Management, Audit, Regulatory Requirements: Optimization and Improvement Programs
- Project Management
- Supply of interim professionals.

### Our Approach



- **Requirement Definition**  
As part of this process we work jointly with our clients to determine what skills, type and level of resources are required to successfully deliver expected results
- **Resources Identification and Implementation**  
Based on the defined criteria, we select, match and deliver the best resource option /project structure to satisfy client requirements and expectations
- **Implementation and Post-Implementation Quality Control**  
We have implemented controlling tools to guarantee project deliverables and quality expectations during the overall lifecycle of a consulting mandate.

## REFERENCES (PROJECTS)

### Asset Management / Transaction Services

- Organizational consulting: Implementation of a new funds distribution structure
- Organizational consulting: Definition and implementation of a new risk management concept
- Restructuring of the customer services area for an international asset management group
- Audit, regulatory environment: Implementation of an improvement program
- Set-up of a new credit institution in Germany (asset management company /KAG)
- Re-Organisation and outsourcing of an existing depository bank services structure
- Restructuring and outsourcing of a money transfer infrastructure
- Set-up of three support units: "Finance", "Human Resources" and "Systems"
- Restructuring of the business areas "Global Custody" and "Money Transfer" for an international bank
- Business Process Outsourcing (BPO): Strategy for Europe.

### Retail Banking / Private Banking

- Retail banking in Germany: Business concept for a B2C provider
- Electronic banking in the retail banking area: Market study
- Internet brokerage services: Definition and development of a service platform
- Repositioning of "Private Banking International" for a large international bank
- Wealth management in Germany: Market study.

### Special Situation /Private Equities

- NPL real estate portfolios: Workouts of distressed real estate portfolios (restructuring and turnaround)
- Companies in special situation: Due Diligence Support, Deal Structuring, Restructuring Support.

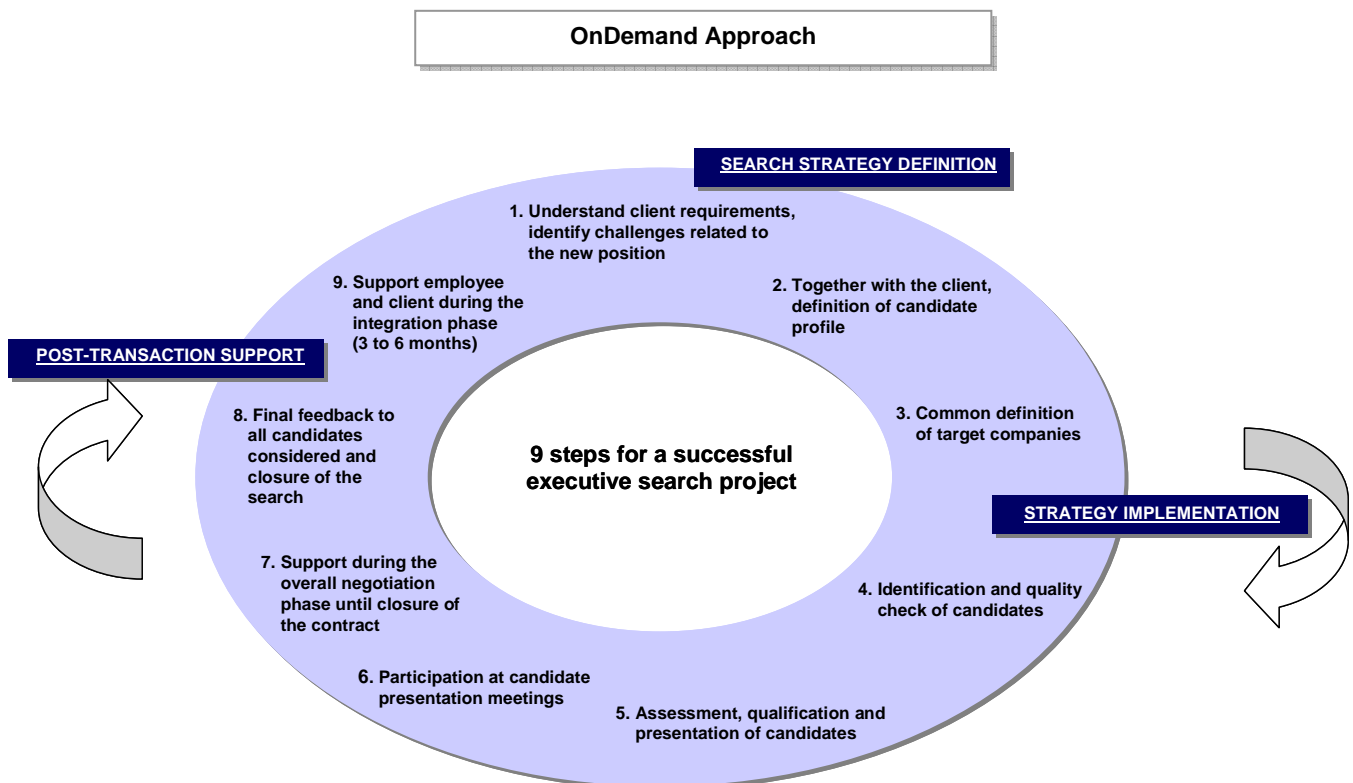
## EXECUTIVE SEARCH

Our approach on executive search is highly tailored and personalized to the specific client needs. We use leading edge approaches and techniques, but recognize that every client and every search is different.

OnDemand - as part of their personalized search approach – contact more than 5000 candidates per year. This guarantees our clients access to the best candidates in the market.

Our strengths are:

- We understand client needs due to the in-depth industry experience, i.e. we can reduce search time and client resources required
- We believe in a proactive executive search approach, we advise and support proactively our clients during the overall search process
- We deliver only tailored solutions
- We do not have off-limits, we can approach up to 95 % of the market
- We have a specialized candidates portfolio with exclusively Financial Services focus.



## REFERENCES

- Various Managing Board Positions
- Head of financial engineering
- Various Sales and Relationship Management Positions (Asset Management, Custody Business)
- Investment managers (bonds /equities)
- Consultants NPL (Non Performing Loan)
- Specialists IAS/IFRS, Basel II, strategic controlling
- Specialists IAS Change management
- Institutional Sales Managers
- High net worth bankers, family office, private banker
- Various Operations Managers
- Head of Controlling
- Various Business Analysts.

## **CONTACT INFORMATION**

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