

Zurich, 31.12.2014

**Work Certificate**  
for  
**Fabien Osmont**, born on 11.10.1970, from France

Fabien Osmont was employed at European Alliance Partners Company AG (Eurapco) in Zurich from 01.09.2007 to 31.12.2014, being in charge of the Internal IT and the Eurapco Programme Management. Apart from that, he was the project manager of the Eurapco ICT Group (2007-2014), Non-Life Actuarial Group (2007-2009) and Insurance Fraud network (2008-2013). As from 1st of January 2009, Mr Osmont held the position of member of the management and led a team of three project managers.

Eurapco is an alliance of European insurance and financial services organisations with the objective to encourage knowledge transfer, to identify and support the application of synergies as well as to develop business opportunities amongst Eurapco Partner Companies. The Eurapco Partners are Achmea (The Netherlands), Länsförsäkringar (Sweden), Gothaer (Germany), Covéa/MAAF-MMA-GMF (France), Caser (Spain), LocalTapiola (Finland) and Swiss Mobiliar (Switzerland). Eurapco is the internal service company to reach the above objectives through an international team, the majority of which is seconded from the Partners on an assignment contract.

As responsible for the Eurapco IT, Fabien Osmont took care of the stability of the infrastructure, managed the quality of services provided by our external providers, keeping strong control of the costs and preparing the company for future development. Particularly, he was deeply involved in the implementation of the PM Tool, a core application supporting project managers and back office in their daily tasks. Moreover, he led with success the change of IT provider in 2012, with the aim to guarantee expected level of service quality. He also prepared the company for new ways of working by pushing the implementation of a social media platform expected to replace the current extranet by beginning of 2015.

As responsible for Programme Management, Fabien Osmont increased the result orientation of the Business Plan and developed a continuous reporting approach helping project managers and management team to better monitor progresses on a daily basis. As a consequence of this, results reported on knowledge exchange were multiplied by 4 in 2013, compared to 2008 (4.9 Mio € compared to 1.2 Mio €).

As team leader, Fabien Osmont managed project managers coming from 7 different countries for a period of 2 to 3 years each. He successfully handled their cultural difference and levels of project management skills, in order to support them in reaching the expected level of expertise and getting integrated in our international environment.

As a project manager, Fabien Osmont led his working groups at a high level, increasing the Eurapco anti-fraud collaboration network from 7 to 10 countries, and making the ICT Group to one of the most successful working groups within Eurapco. Particularly, he managed to have this group selected three times in a row for the Eurapco Awards (award delivered every 2 years to the groups contributing the best to our strategy).

Fabien Osmont carried out his work with enjoyment and high professionalism in the challenges it presented. He was conscientious, flexible and perceptive. His analytical and professional skills were always recognized and highly appreciated within Eurapco and by employees of the partner companies. Fabien Osmont's kindness and positive attitude contributed to a good team spirit. He was always courteous and willing to help. Thanks to his excellent manners and English skills, Fabien Osmont operated comfortably in our international and multi-cultural environment. During his time with Eurapco, he frequently travelled abroad representing the Eurapco Alliance to internal and external parties.

Mr Fabien Osmont's performance was excellent and he was very successful in strengthening the Alliance and creating real benefits for the Partners.

Based on the decision of the new General Manager to outsource the management of the internal IT, Fabien Osmont is leaving Eurapco. On this occasion we would like to mention his continuing commitment and dedication to Eurapco. We can recommend him to any future employer. We wish him lots of success for his future career as well as for his private life.

European Alliance Partners Company AG

  
Wilma de Bruijn  
General Manager

  
Carolina Eigenhuis  
HR and Finance Manager