



**TECHNOLOGIES**  
GROUPE

# GREAT PLACE TO WORK #2018



# CONTENTS

<b>Section 1 : OVERVIEW</b> .....	<i>p.5</i>
<b>Section 2 : HIRING &amp; WELCOMING NEW LIBELLIANS</b> .....	<i>p.15</i>
<b>Section 3 : INSPIRE</b> .....	<i>p.33</i>
<b>Section 4 : COMMUNICATE</b> .....	<i>p.43</i>
<b>Section 5 : LISTEN &amp; INVOLVE</b> .....	<i>p.51</i>
<b>Section 6 : THANK</b> .....	<i>p.59</i>
<b>Section 7 : DEVELOP</b> .....	<i>p.64</i>
<b>Section 8 : WELL-BEING</b> .....	<i>p.69</i>
<b>Section 9 : CELEBRATE</b> .....	<i>p.81</i>
<b>Section 10 : SHARE</b> .....	<i>p.87</i>
<b>Section 11 : OUR CHALLENGES IN 2018</b> .....	<i>p.92</i>
<b>Section 12 : CORPORATE CULTURE AND PERFORMANCE</b> .....	<i>p.96</i>
<b>Section 13 : OUR DIFFERENTIATORS</b> .....	<i>p.99</i>
<b>Section 14 : ACKNOWLEDGMENTS</b> .....	<i>p.105</i>

# OVERVIEW

“Flight of the dragonflies”



## WELCOME TO THE LIBELLION GALAXY

Our initiative to engage once again in the 2018 GPTW process, as we did two years ago, was not a return to the past but, on the contrary, a great stride forward. It also provided an opportunity to note that the three pillars on which LR Technologies has been based since it was founded (BSPCE founders' warrants, the "wow" effect, and a horizontal structure) have remained the same and been reinforced. Thanks to these pillars, we have been able to deploy our model in Toulouse, Rennes and Brest, and have created a new Libellian business unit, "Life Sciences".

## OUR LIBELLIANS LIFT OFF

In two years, our workforce has grown from 50 to 200, yet our culture has not changed. In fact, it is thanks to this culture that this achievement was possible, because, at LRTG, everything changes while nothing changes. Our spirit, philosophy and ambition remain intact. Two figures are key. The first – perhaps the most symbolic – is our sales revenue. The Group's sales revenue increased from €5.5 million to €11 million in just one year. Our offices grew from 250 m<sup>2</sup> to over 1,000 m<sup>2</sup>. But the best example of the LR Technologies Group spirit is this Culture Audit, which identifies our best practices, the many events organized, posts and times together. Libellians share their experiences and describe opportunities to grow and succeed, but also to have fun, like our Christmas party in Bercy on December 14 to which all Libellians are invited.

## GOALS FOR 2021

This evening event is a great occasion to bring Libellians together for a private Ice Party. And also to present our logo's V2, our new website design, and, more generally, our new identity. LRTG is changing its look to better move forward. We will share our "Goals for 2021" four-year objectives with all of the Libellians: opening branches in Lyon, Lille, Switzerland, Belgium, Luxembourg and Italy. We will continue on our current trend and expand internationally based on the key to the success of our adventure so far: "What may seem extraordinary to you is ordinary for us." A warm welcome, personal support, fun, a zest for high performance, a culture based on recognition and, most importantly, a balance between professional and private life ... Everything is here in what we call the "Libellian's Handbook". It inspires and motivates us. Every day. Enjoy your reading.

**Welcome to our firm!**  
**Welcome to Libellion!**

**Maxime Lacour et Pierre Rio, Co-Founders of LR Technologies Group**



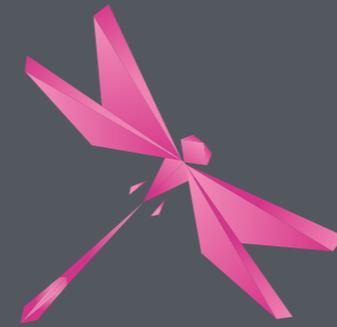
**LR**  
**TECHNOLOGIES**  
GROUPE



# Section 1

# OVERVIEW

# LIBELLION Our galaxy...



**2014**  
LR Technologies Group  
is born

**2015**

**2016**

**2017**

**2018**



**2015**  
The green  
dragonfly takes  
off: **ENERGEO  
TECHNOLOGIES**



**2016**  
The LR  
Technologies  
Sud-Ouest  
(Toulouse) dragonfly  
takes off



**2017**  
The LR Technologies  
Grand-Ouest  
(Rennes, Brest, Nantes)  
dragonfly takes off



**2018**  
The LR Technologies dragonfly  
takes off abroad (Switzerland,  
Belgium, Luxembourg)



**2016**  
The blue dragonfly  
takes off:  
**HERMEOTECH**



**2017**  
The Life Sciences dragonfly  
takes off



**2018**  
The LR Technologies Nord  
(Lille) dragonfly takes off



**2016**  
The yellow dragonfly takes  
off: **LIBELLIO**



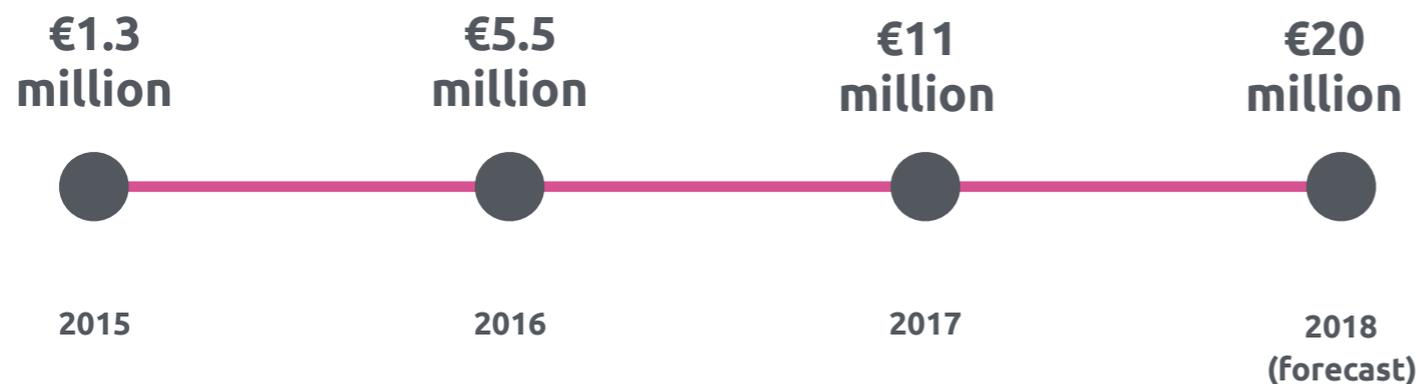
**2018**  
The LR Technologies Sud-Est  
(Aix and Lyon) dragonfly takes  
off

**A NUMBER – THE  
RIGHT ONE – IS  
ALWAYS MORE  
ELOQUENT THAN A  
LONG SPEECH.**

**20M€**



**LR sales revenue:**



CHANGEZ DE PERSPECTIVE  
LR TECHNOLOGIES



# BALANCE

LR TECHNOLOGIES GROUP (LRTG), an engineering consulting firm, is a young “galaxy” created by its two founders, Maxime Lacour and Pierre Rio, in 2014. Two career paths, two types of expertise and two complementary personalities (see the interview of the founders), who chose a dragonfly to symbolize their adventure.

A “libellule” in French (this term will serve as inspiration for the name of LR LIBELLIO as well as the team members, the Libellians), a dragonfly has four wings and is known for its unique, powerful vision, as well as its flight style – a true technical feat. This creature therefore represents speed, agility, precision and balance.

A principle dear to Maxime and Pierre, and reflected both in the firm’s structure (horizontal organization chart and “BSPCE” founders’ warrants, etc.) and its everyday activities.

Performance and the fulfilment of our team of Libellians, a balance between our employees’ professional and private lives to boost the company’s development as well as everyone’s well-being and success – these are the values and goals that constitute this happy start-up’s DNA. Our company nurtures a zest for living, fun and reaching out to others to foster rapid and profitable growth for everyone’s benefit.





**LR**  
**TECHNOLOGIES**  
GROUPE

## **LR TECHNOLOGIES GROUP IS A CONSULTING AND ENGINEERING FIRM FOUNDED IN JULY 2014.**

It provides services in different business sectors, particularly those that operate with critical environments: aerospace, defense, rail, medical, energy and automobile.

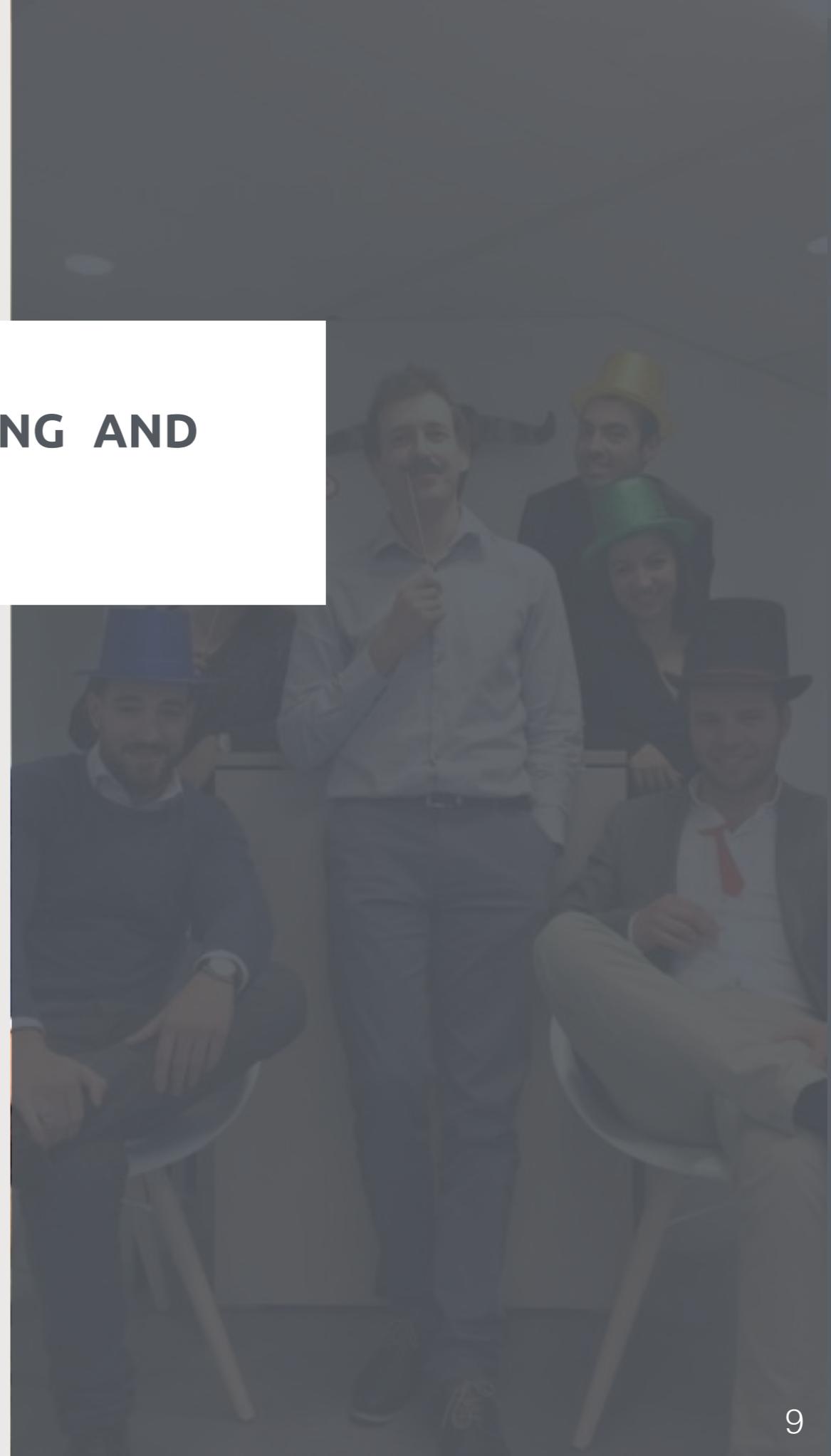
Based on its clients' requirements, LRTG offers customized, adaptable action methods:

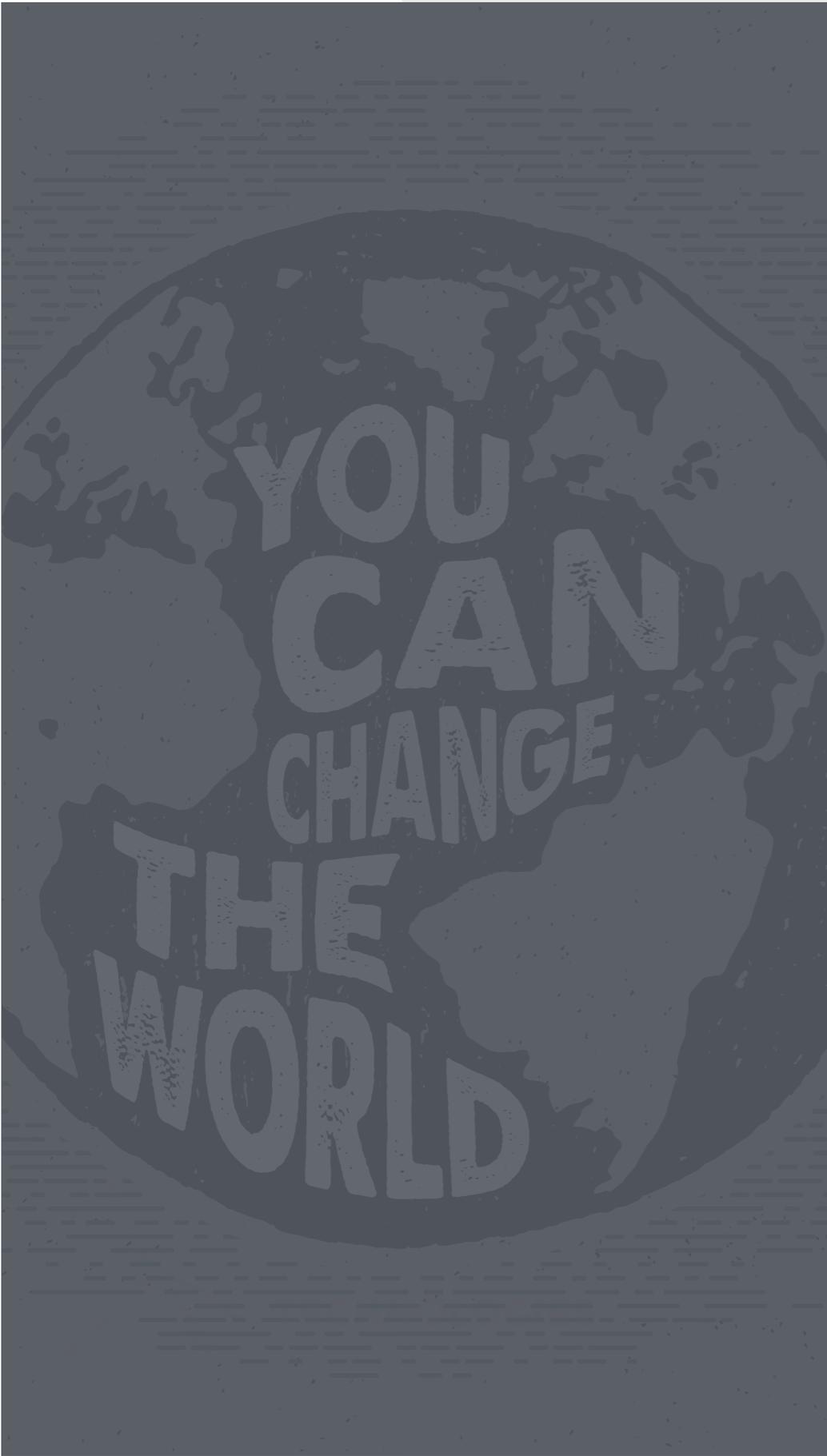
with execution in consulting, "service center" or turnkey mode.

At each stage, LRTG provides its expertise with flexibility and responsiveness so as to offer a personal, effective solution that meets its clients' expectations.

Our goal is to become the number one technology partner of industry leaders.

Every day, our engineers work on building a more agile and secure world that is more responsible and fair.





**“EVERY DAY, OUR ENGINEERS WORK ON BUILDING A MORE AGILE AND SECURE WORLD THAT IS MORE RESPONSIBLE AND FAIR.”**

**NUMBER OF EMPLOYEES**

**Number of employees in 2016**

**100**  
Libellians

**Number of employees in 2017**

**200**  
Libellians

**Number of employees in 2018**

**300**  
Libellians  
*(forecast)*

**29.5**  
Average age of our Libellians



**LR**  
**TECHNOLOGIES**  
GROUPE

**50+**

**ACTIVE  
CLIENTS**

Including major  
**French and international**  
industrial groups

**iXblue**

**ALSTOM**



**ENGIE**

**AREVA**

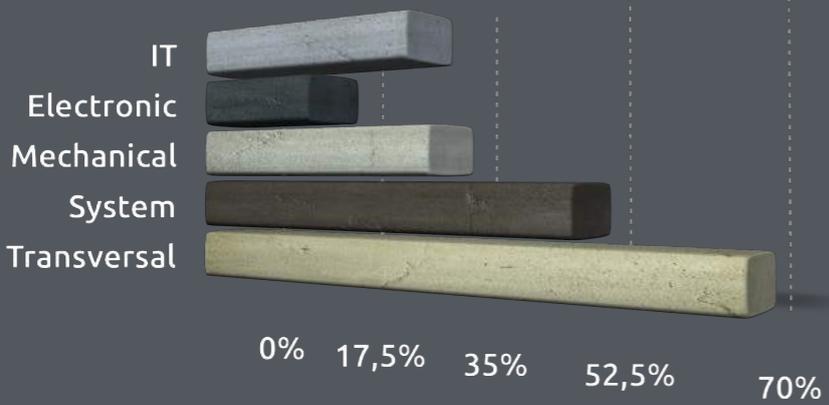
**Schneider  
Electric**



**COYOTE**

**PHILIPS**

# BREAKING IT ALL DOWN...

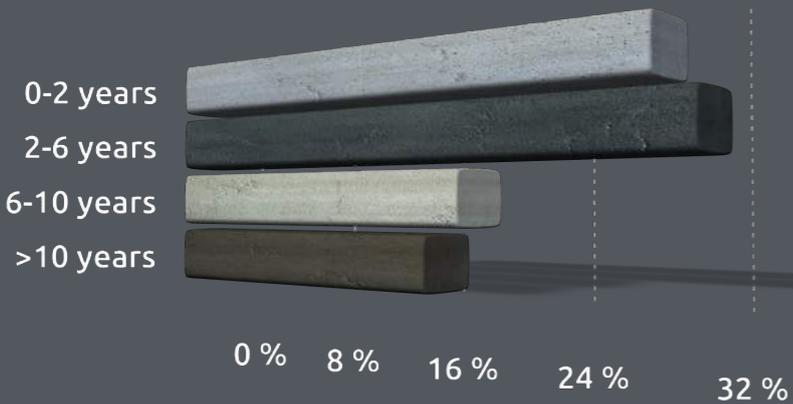


### BY TRADE:

LRTG’s senior executives and each Business Unit Manager make sure there is an optimal balance in the breakdown of services to allow LRTG to retain a pool of skills that is sufficiently solid to best support all of our clients over time.

### BY YEARS OF EXPERIENCE:

The entire LRTG team ensures experienced employees are made available to its clients (70% of LRTG’s team members have more than two years of work experience). A non-negligible proportion (close to 20%) of our senior consultants work on high added-value, demanding projects that require specific trade and/or functional expertise.

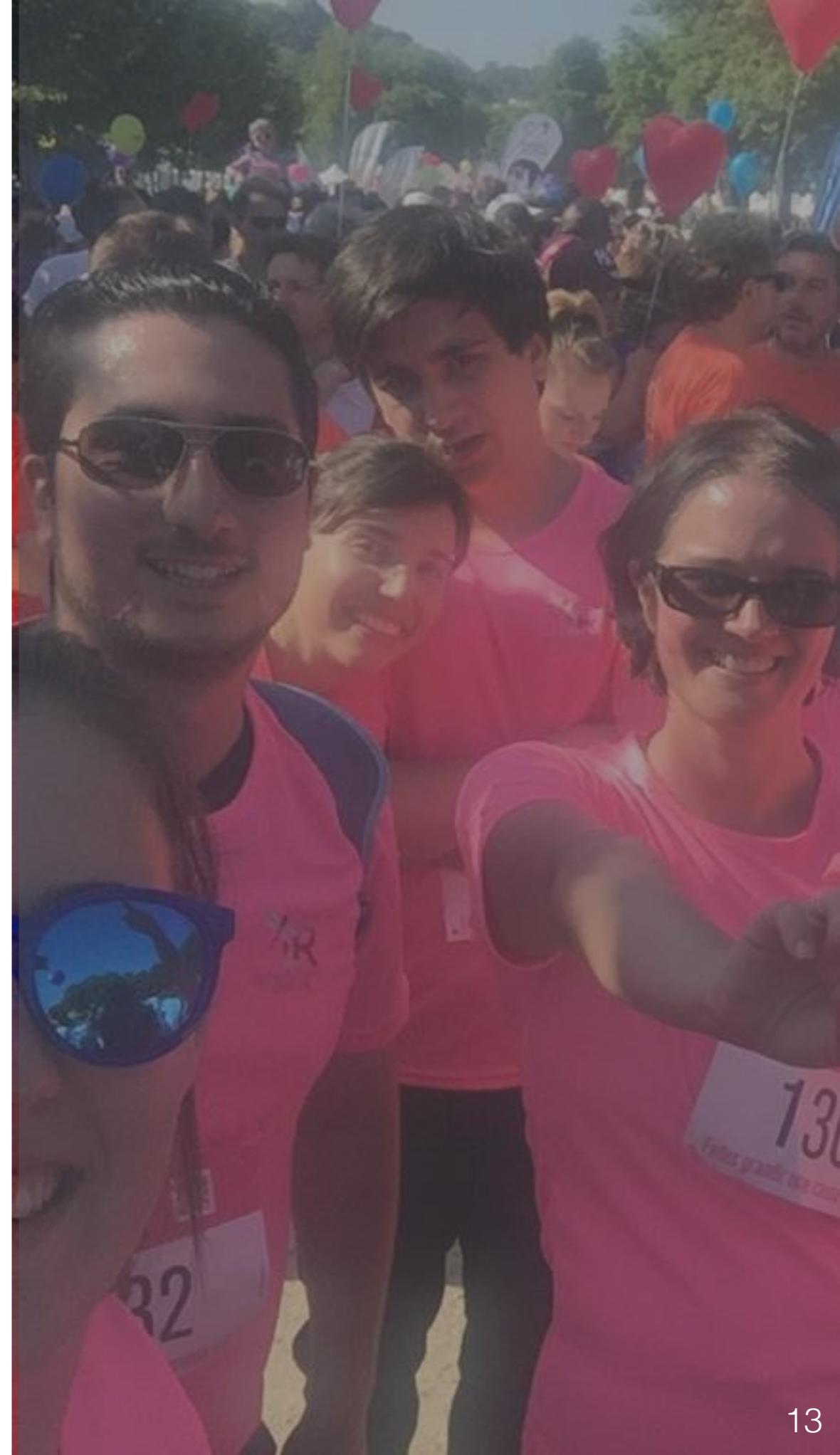


### BY TYPE OF EMPLOYMENT CONTRACT:

For almost all of its projects, LRTG hires experienced consultants with cutting-edge skills. Due to the fierce competition in these segments and our clear intent to create stable, long-lasting relationships, LRTG only offers permanent contracts (90% of the French “CDI”, with a few “CDIC”).



1. Continuing the BSPCE founders' warrant plan for managers
2. Anne-Sophie Smadja joins the firm as an HR Development Associate and Anne-Laure Strainchamps joins as the HR Director in order to continue the work launched by Claire Guillard, the former HR Director who managed the development and organization of Human Resources at LRTG since May 2015.
3. 100 additional consultants hired on permanent contracts by the end of 2017.
4. Employees are granted significant benefits under the mutual and provident schemes.
5. Contract terms:
  - A meeting at the midpoint of the trial period to discuss the trial period and implement corrective measures, if necessary, so as to avoid trial period terminations.
  - A meeting at the end of the trial period to discuss how it went and define areas of improvement.
  - These two meetings have been combined into one: the integration interview.
  - A letter informing the employee of the end of his or her trial period and confirmation of his or her hiring. Although not mandatory, employees appreciate its formal nature.
  - Annual and career interview every year.
  - Identification of training needs and preparation of a training plan.
  - Support during the key events of an employee's life (wedding, birth, death of a family member) by sending an appropriate letter from the company (congratulations, condolences, etc.).





6. Management training.
7. Offering employees an opportunity to access offers that are usually reserved for works' councils (trips, concerts, etc.), even though LRTG is not yet under a legal obligation to have a works' council: [www.tempeos.com](http://www.tempeos.com).
8. Implementation of job and career management to showcase the skills of Libellians and identify those looking for career opportunities, as well as those willing to share their expertise internally.
9. Facilitating meetings and discussions between consultants to create synergies.
10. Implementation of all of the documents required for HR management:
  - a. Risk evaluation
  - b. Mandatory signage and postings
  - c. Personnel records
  - d. Pre-hiring declaration
  - e. IT Charter and the right to disconnect
  - f. New hire booklet
11. Raising Libellians' awareness of the different training tools.
12. Hiring of our first disabled employee.
13. Ongoing negotiations regarding implementation of the gender equality action plan.
14. Sharing skills internally via the "Knowledge-Sharing Breakfasts".
15. Establishing professional monitoring/mentoring of Libellians.
16. Implementation of commissions for managers based on a scale prepared by the managers themselves.
17. Work atmosphere: reception (candy bar), decors that change every two months, etc.
18. Access to the 1% subsidy (in France) for housing and mobility services.
19. Management of employment between assignments ("Let's share a meal and talk about the future")
20. Implementation of ISO 9001 certification.



## Section 2

# HIRING & WELCOMING LIBELLIANS

## COOPTING IS NOT JUST A GOOD IDEA!

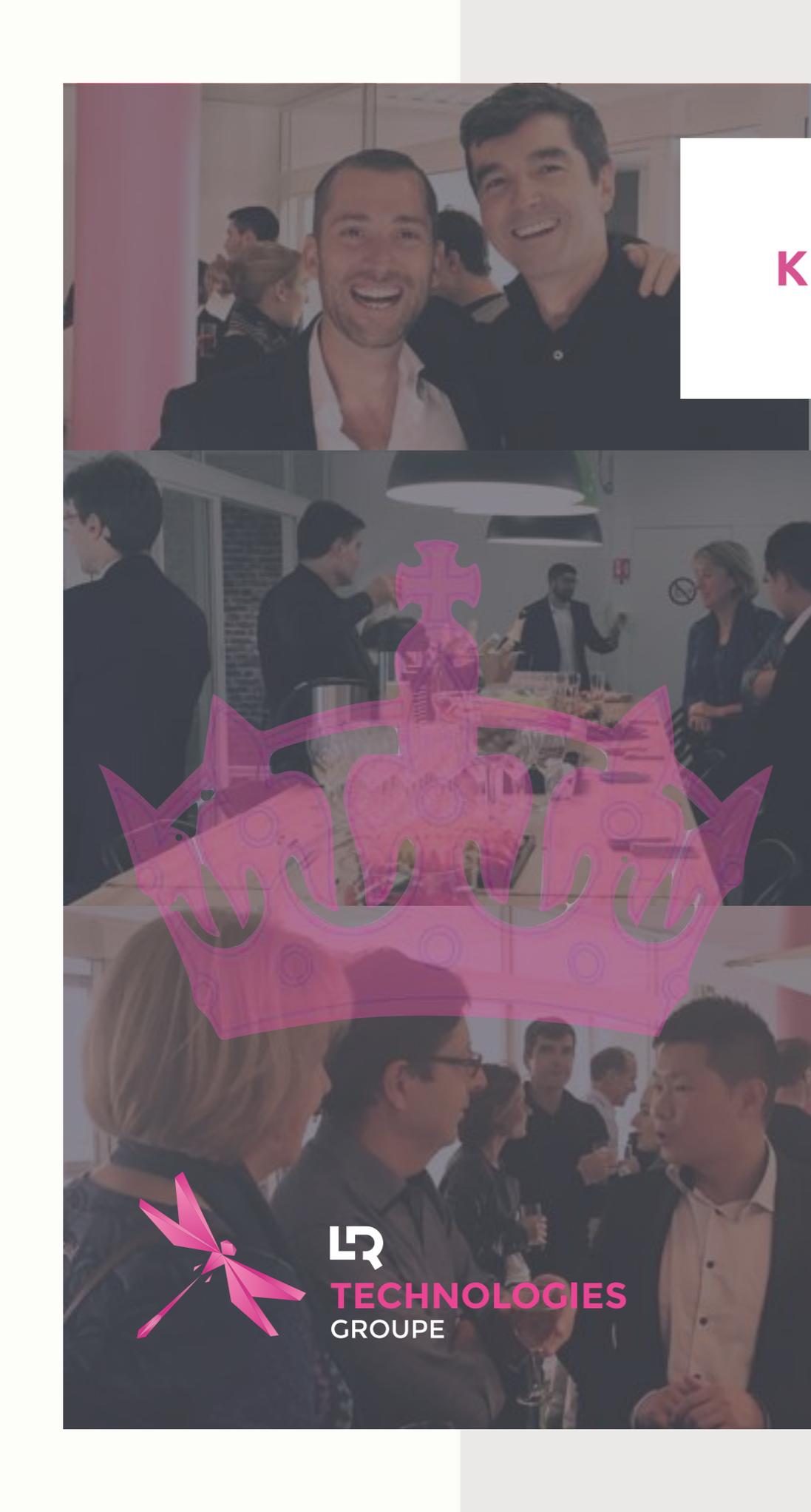


15%

of LR Technologies Group's new hires in 2017 were coopted.

Coopting is not just a good idea, obviously, because our Libellians are our primary growth drivers. Our hiring process was so important for us from the outset of this adventure that we have every reason today to facilitate coopting. The objective is to encourage our Libellians out on assignment to recruit future talented Libellians with whom they have worked or former classmates looking for a job. We trust them implicitly. Our Libellians are our expertise and represent our firm at our clients'.

Coopting is the best way to involve them in the development of LRTG and also to thank them with a bonus for each new hire at the end of the trial period when the applicant ultimately becomes a Libellian.



## **KEEP CALM AND WORK WITH US!**

**Three times a year, LRTG organizes KEEP CALM AND WORK WITH US evening events!**

**Libellians are invited to show their spouses, friends, colleagues and clients their offices to share LR TECHNOLOGIES' culture and recruit new Libellians!**

### **IN BRIEF AND IN LIBELLIAN:**

- **OUR LIBELLIANS RESEMBLE US, AND THEIR FRIENDS, TOO.**
- **THERE ARE MANY OCCASIONS TO SHARE LRTG'S CULTURE.**
- **LIBELLIANS WHO COOPT ALWAYS RECEIVE A BONUS.**



**LR**  
**TECHNOLOGIES**  
GROUPE



In the development and growth phase, we hire, first and foremost, men and women who best meet our clients' requirements. But, at LRTG, most of the consultants are hired on permanent contracts and are intended to become full-time Libellians.

What we are looking for is human potential and not just skills. We like smiling, dynamic, ambitious and SMART people. SMART IS AN ATTITUDE at LRTG. Being smart means being punctual and truly well-intentioned. It's about both form and substance.

Based on the above, we have adopted a participation-based, motivating hiring process that allows our Libellians to grow in accordance with their vision of their career and of themselves. Through participation-based hiring, we make sure that future Libellians are happy to work with us.

Each applicant meets with four to five people at head office.

We show applicants our offices and introduce ourselves with total honesty. We talk about current projects (work on the offices, branch openings, our annual event, various challenges) so that the applicant can rapidly see him or herself PARTICIPATING in this common adventure and discover our galaxy based on what actually HAPPENS and not what is said.

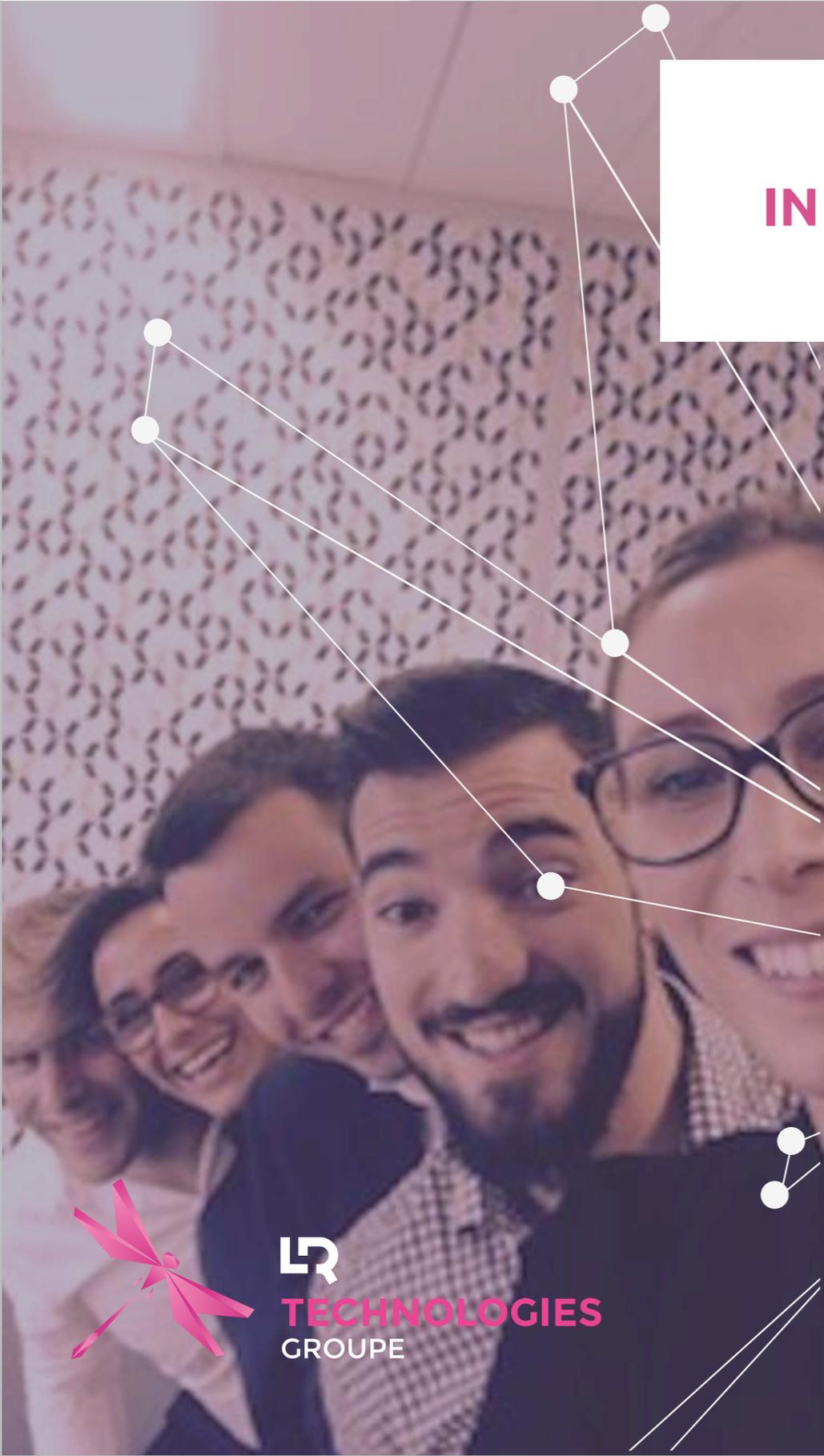
Before the hiring interview at the client's, we also work with applicants to prepare them (see Section 4/The soul of a coach). Then, on the first day of the assignment, we always accompany the Libellian to the client's (bringing croissants and pastries). No one is ever left on their own.

We also invite future Libellians to our evening events.

Watch our videos on our [YouTube](#) channel.

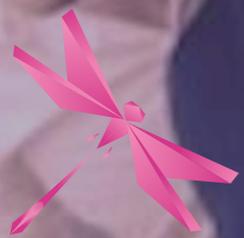


**SMART IS AN ATTITUDE**



## IN BRIEF AND IN LIBELLIAN

- A smooth, direct and, especially, rapid interview process. Open discussions.
- Combined HR and job-specific interview. All of the stakeholders are involved from the very first meeting.
- All future Libellians meet the founders.
- Each Libellian is accompanied to the client on the first day of his or her assignment.
- The “Spread Your Wings” integration photo is a ritual.
- Everyone is informed of a new hire and his or her assignment in the LRTG galaxy.



**TECHNOLOGIES**  
GROUPE



# THE GAME IS LIFE

**At LRTG, we like people who play.**

We always meet applicants with a smile. Then, we spend time with them to understand their drivers, dreams and ambitions. We examine the compatibility of the assignment with the applicant's personal life to ensure an optimal balance between private and professional life.

Then we suggest a game of table football, billiards, ping pong or darts – the best way to meet the team.

The applicant chooses. The managers are called in, and the game starts. The applicant is integrated right away. Everyone plays together, naturally, as we all do every day.

**Our hiring process is effective because it is based on a very simple, friendly but, most importantly, reliable method: fun – one of the pillars of our corporate culture.**



# LIFE IS A GAME

Pétanque CUP'17  
LR Technologies SO

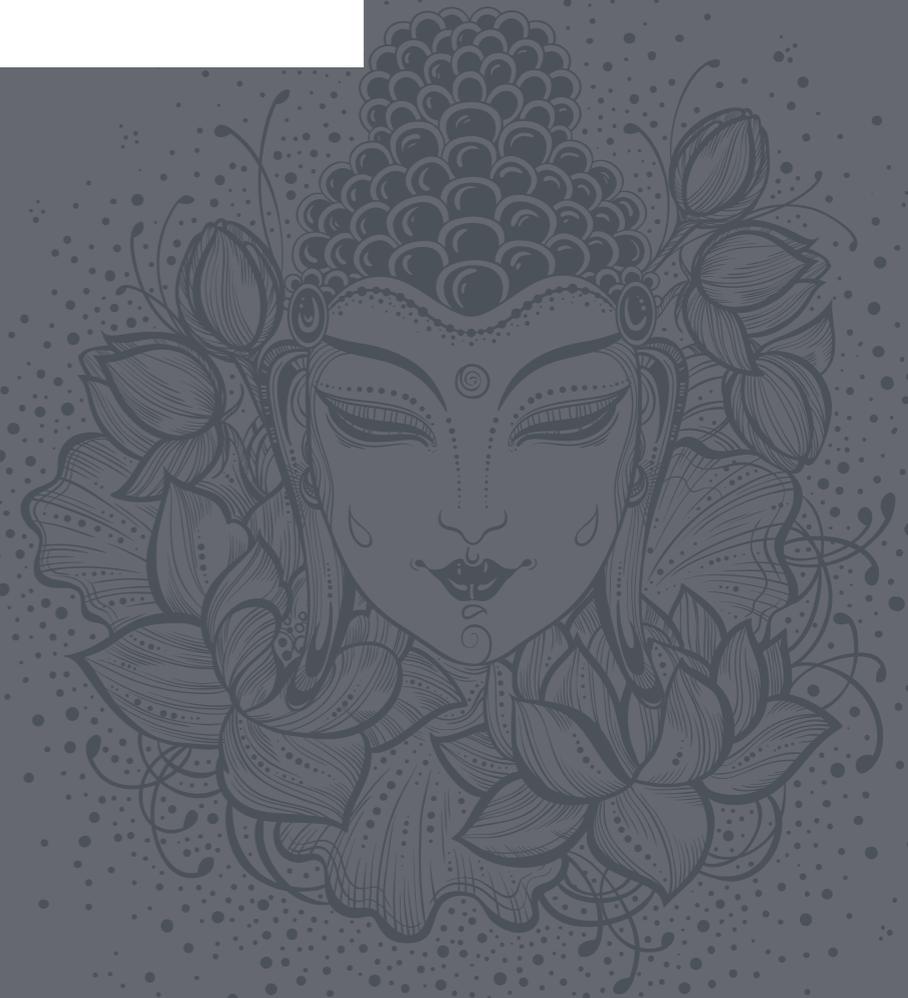


**LR**  
**TECHNOLOGIES**  
GROUPE

## AT LR TECHNOLOGIES GROUP, WE BELIEVE IN CHINESE PROVERBS

**GOOD**  
VIBES ONLY

**“SHOW ME  
HOW YOU PLAY  
AND I WILL  
TELL YOU WHO  
YOU ARE.”**





## IN BRIEF AND IN LIBELLIAN

- A smile is an immediate sign of who we are and how we work together. It is also contagious, so we smile a lot, especially the first time, and receive much more in return.
- “Show me how you play and I will tell you who you are.” At LRTG, we truly believe in Chinese proverbs.
- What are you passionate about? What makes you get up in the morning? What are you going to do on your vacation? These are questions that break down walls. What we like is to have applicants tell us what they like. Not to resemble us but to know what we will be able to share.



**TECHNOLOGIES**  
GROUPE



**LR**  
**TECHNOLOGIES**  
GROUPE

We must win over new Libellians, and Libellians must also win over our clients: Our managers all have the “soul” of a coach. Coaching is in fact part of our hiring process.

When we recruit young applicants who have just graduated or will graduate soon, we schedule three coaching sessions before the interview.

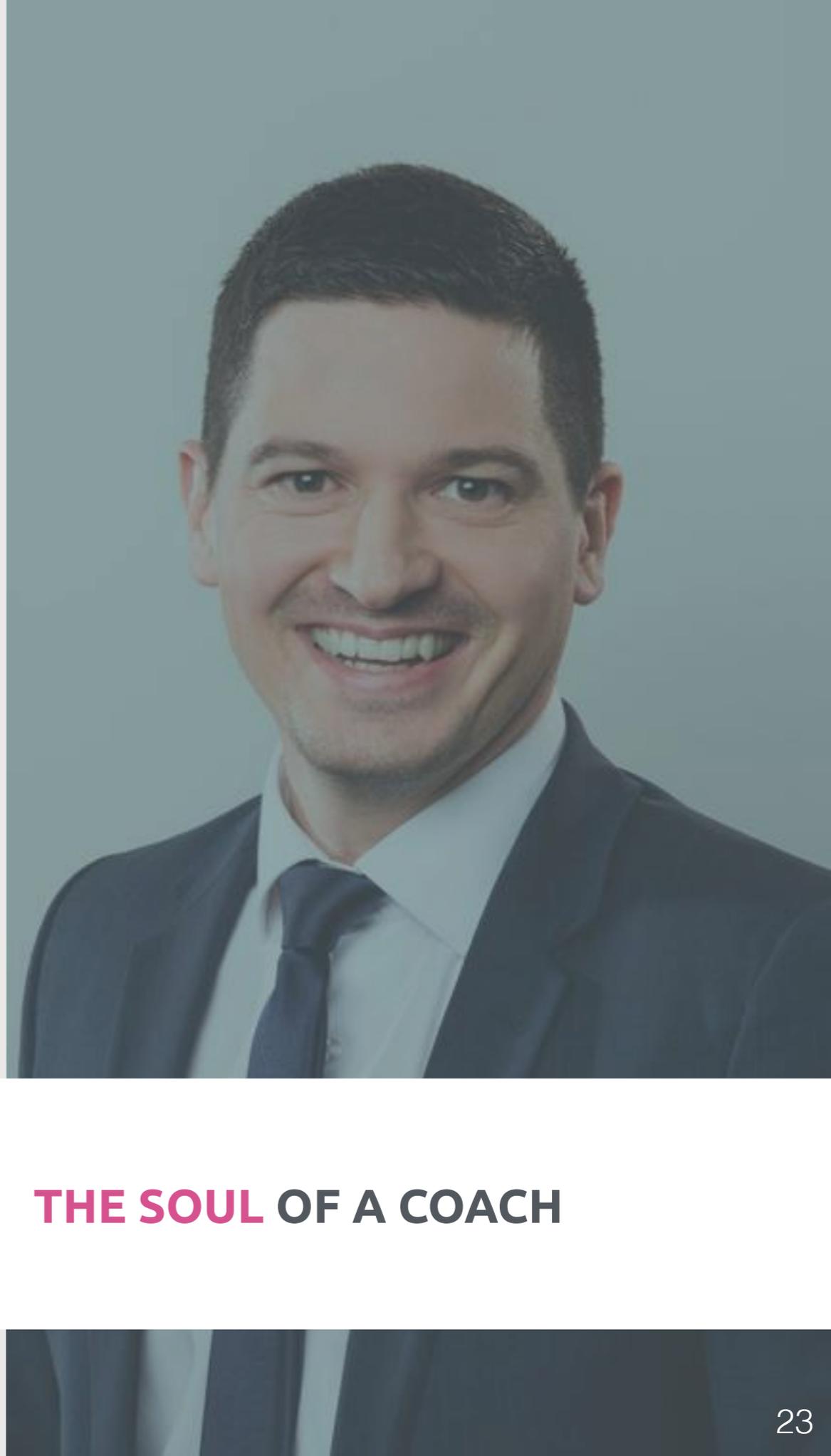
This is very effective and the applicant, feeling our support, is reassured.

Others who come from Italy, Germany or elsewhere may have difficulty with French. Again, we schedule language lessons. And it works!

**IN**  
**2017**

**In 2017, we hired a  
“Talent Acquisition  
Manager”**

**THE SOUL OF A COACH**





## IN BRIEF AND IN LIBELLIAN

We always prefer face-to-face meetings over Skype or telephone interviews. We feel the vibes better in person. And when they're good, that's a great sign!

- In 2017, we hired a "Talent Acquisition Manager" specifically responsible for hiring the managers who will recruit our Libellians.
- All our managers were hired because they like to train and educate. Managers regularly take training to improve their skills as trainers and educators.
- Everyone has weak points through lack of experience or timidity.
- Don't worry! Our managers were also hired because of their empathy.



**TECHNOLOGIES**  
GROUPE



## WELCOME TO THE LIBELLION GALAXY

**WOW!!!**

**An interview at  
LRTG is a shared  
experience.**

The subsidiaries are invited to copy the same consultation process for their office layout that was adopted for the Group's head office in Versailles. On each occasion, a workshop on "What kind of office layout for our 'Libellians'?" is set up.

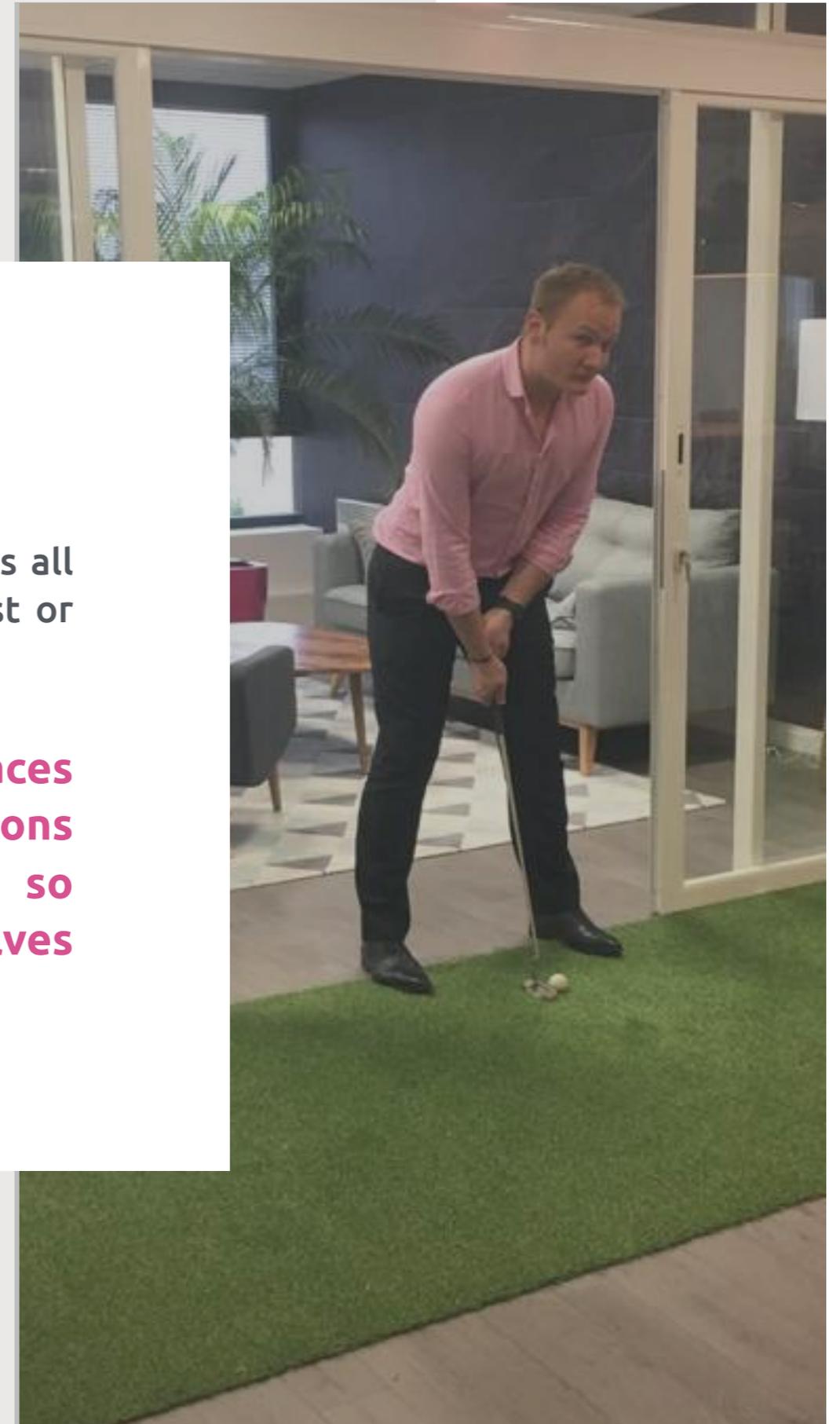
Our specifications were as follows: a 10-year-old, a 20-year-old or a 50-year-old who comes to our offices should exclaim, "Wow! Where am I?"

Based on this premise, work can start. The goal is the same for all of our offices: to create spaces that are rather informal, unexpected and welcoming, where applicants are far removed from usual hiring practices so that they can feel free to express their personality and goals.

## IN BRIEF AND IN LIBELLIAN

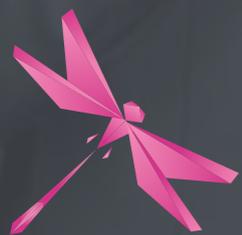
A “just like at home” feeling, a decor that resembles all of us, whether in Versailles, Toulouse, Rennes, Brest or elsewhere.

**Foster relationships between people via spaces that purposefully avoid hierarchical divisions and are comfortable for future Libellians so that they want to give the best of themselves right away.**



PUT ME THROUGH TO THE **CEO**

**NO TELEPHONE  
RECEPTIONIST AT LRTG  
AND NO FILTERS: AT  
HEAD OFFICE, THE BOSS  
ANSWERS THE PHONE!**



**TECHNOLOGIES**  
GROUPE



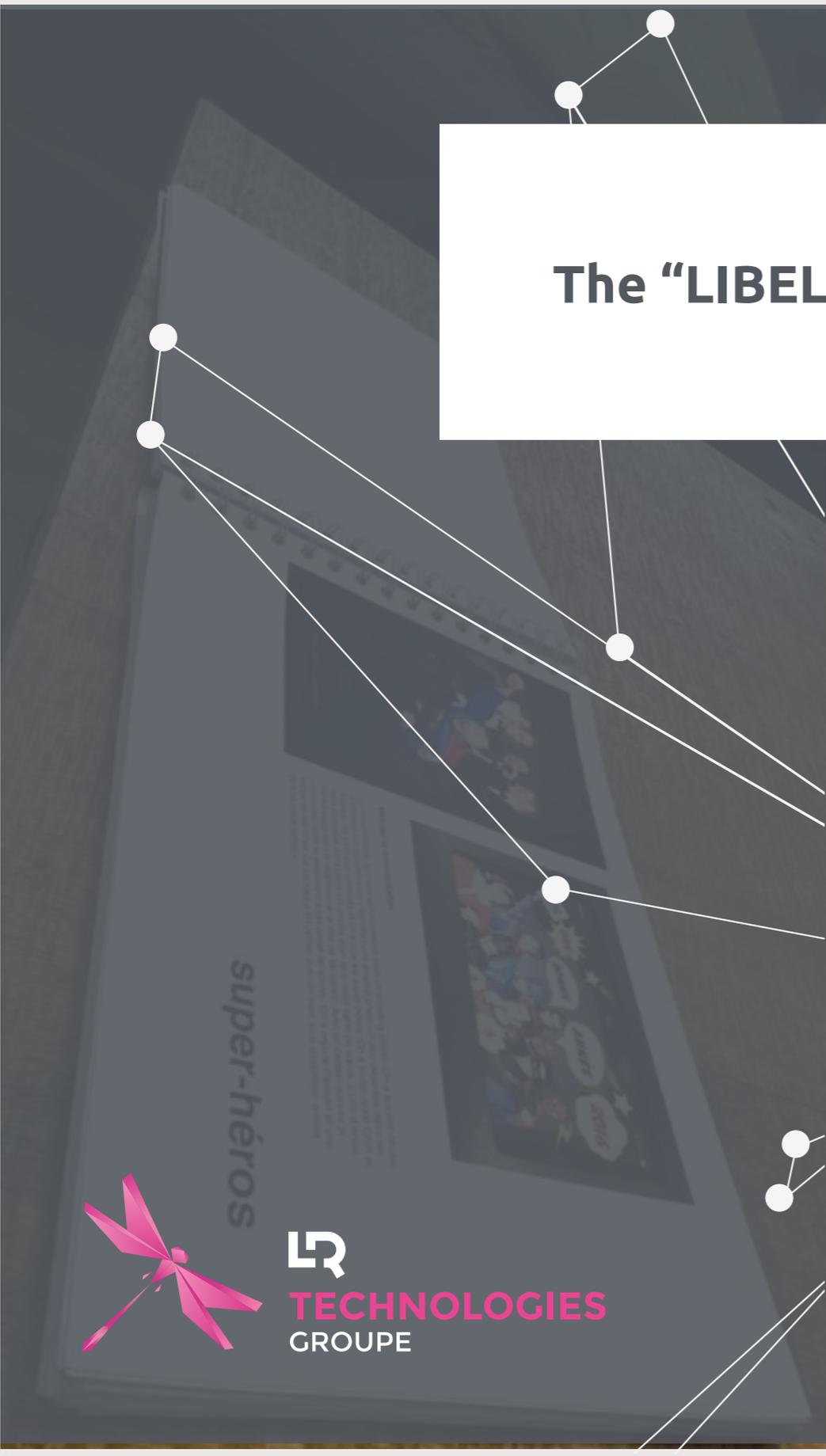
**LR**  
**TECHNOLOGIES**  
GROUPE

## **OPEN BAR: THE CANDY BAR**

Every day, it's OPEN BAR at the CANDY BAR! When future Libellians arrive at head office, the first thing they see is our CANDY BAR. A small selection of classic favorites: crocodiles, strawberry candies, coca cola gum drops, edible necklaces and Smurfs... And new types of candy like sour Oranginas. Libellians must always remember their inner child. And candy also energizes in the middle of the day!

We also have a healthy version: our Fruit Bar (See "Eat Apples" in Section 10).





## The “LIBELLIAN'S HANDBOOK”

Like our candy, it can be picked up anywhere. Enjoy it with a good cup of coffee. The “Libellian’s Handbook” is available on all of the coffee tables in the reception area for our clients and applicants so that we can effectively share our culture and vision.

The “Libellian’s Handbook” is the fruit of our Great Place to Work process, updated to include every event and reflect our growth. We share it with pride! This handbook tells our story and is everyone’s achievement as it is truly a work of journalism.

To be able to tell this story, Libellians were interviewed. This helped us grow together.

**THIS WAS A FOUNDATIONAL,  
STATUTORY AND STRUCTURING  
ENDEAVOR FOR ALL OF US.**



**TECHNOLOGIES**  
GROUPE

# SPREAD YOUR WINGS

Spread your wings and fly to the end of your Libellian dreams!  
When applicants have been officially hired, they don super-Libellian wings for the Libellion galaxy integration photo. This is when the Libellians can tell everyone about their super powers that may be of assistance to other Libellians.  
Every year, the portfolio of super-Libellians is updated and shared.

## Examples of super powers that can be of help to the community:

- > Ibrahim speaks fluent English. But he also knows how to write it. **#Whocansayasmuch?**
- > Leila is Franco-Moroccan and knows the best addresses in Marrakech, and also Essaouira and Tangiers. **#GetreadyforyourWeekEndProlongé.**
- > Céline is an archery champion. **#Takealessonfast**
- > Michaël has a black belt in karate. **#Youbetterwatchout**





**LR**  
**TECHNOLOGIES**  
GROUPE

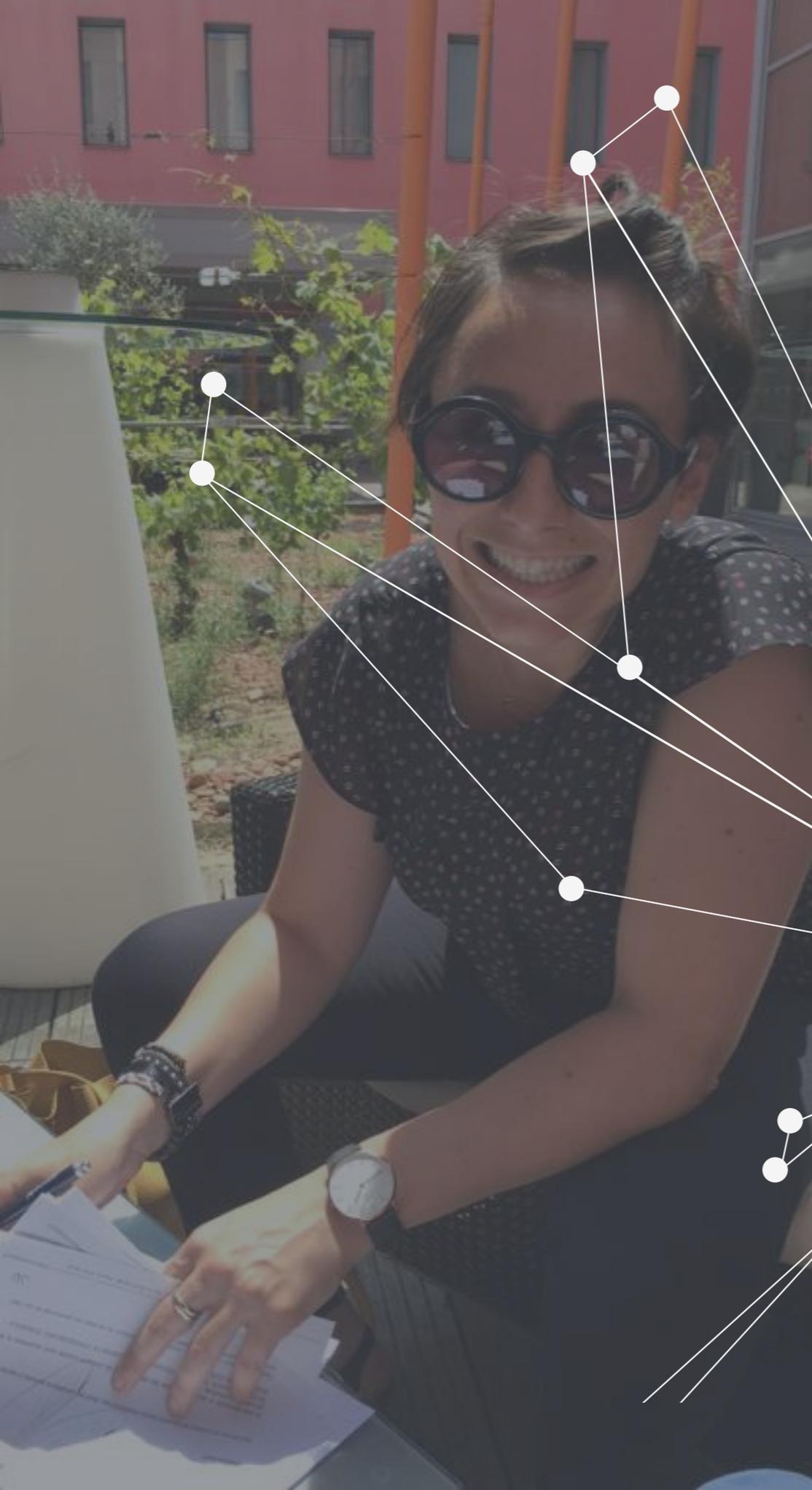
## **PIT STOP AT THE HR DEPARTMENT**

After two to three months in the Group, each Libellian meets with our HR Director for a “how is it going” interview. The objective of this pit stop is to see how the new Libellian is making out, ensure that everything is going well, and inform the Libellian of employee rights and benefits as well as all of the events being prepared for upcoming months to which all new recruits are obviously invited.

## **MENTORING BETWEEN LIBELLIANS**

When a Libellian starts work on an assignment at a client’s, on the first day, he or she is accompanied by the manager to share breakfast with the Libellian(s) who already work there. Beforehand, one of the Libellians already working on the assignment will be asked to mentor the new hire and act as a sponsor vis-à-vis the client.





## THE NEW LIBELLIAN'S PROFILE

Each new Libellian is entitled to a PERSONAL PROFILE. Inspired by social networks, this inclusive practice is very simply applied IRL (In Real Life).

New Libellians receive a PROFILE template. They fill it in when they arrive with their own photos and texts. A photo of themselves, their hobbies, their expertise, a sentence that inspires them ... can be included in this personal PROFILE, which is then posted in our offices on our MOOD BOARD to welcome each Libellian.

## “A BUSINESS MANAGER LUNCHES, AND LUNCHES BRING IN BUSINESS!”

When a Libellian is hired, a lunch is always organized with one of the company's bosses. A few other managers and employees are invited as well. These lunches help integrate the new Libellian, but more senior employees can also use this occasion to ask the boss different questions. A working lunch in a propitious atmosphere that everyone truly enjoys.



**Section 3**  
**INSPIRE**



**LR**  
**TECHNOLOGIES**  
GROUPE

## LR TECH DAY

The concept? To bring our Libellians together with young entrepreneurs who present their trailblazing ideas, creations or products. The objective is to share the skills, experience and networks of new technology aficionados. For example: Corentin Huteau, the Co-Founder of “Drop Printers”, launched the first edition by presenting Cara, a high-definition 3D printer for the mass market.

## GREAT PLACE TO WORK

In the growth and development phase – particularly in terms of our geographic expansion – our goal is to repeat our GREAT PLACE TO WORK ranking initiative, ideally every year. If we can’t, at least once every two years. Our participation in this process allows us to update our handbook, share our values, improve our practices and highlight our successes. It also allows each Libellian to appropriate senior management’s vision and strategy, and therefore better participate in the group’s development. This is the “Colibri” movement’s strategy we like so much.

## WALL OF FAME

A constantly updated WALL OF FAME displays framed photos of all our employees. This inspiring WALL OF FAME reminds everyone that we are part of a team, as well as the good times shared together, successes, and the challenges we have overcome. At head office, the first Group WALL OF FAME was set up by the boss in his office. A way of saying, “You’re all standing by me,” which he in fact said in a post. Since then, a WALL OF FAME has been installed in each of the Group’s subsidiaries.



## BE MY GUEST

*Be my guest* has been a ritual since LR became LRTG. In three years, LRTG went from a one-head office company to one head office and four specialized subsidiaries (Libellio, Energieo, Hermeotech and Life Sciences), as well as three regional branches: Toulouse, Rennes and Brest. To create ties between the entire sales team, team building sessions are organized twice per year: one at head office and one in a region. This is our ERASMUS culture, LRTG-style. This year, all the teams came to Versailles, and Versailles' teams visited Toulouse.





# Sylvain Souron

LR Grand-Ouest Associate

## IN THE WORDS OF A LIBELLIAN

“When an associate signs a contract with LRTG, the Group’s two founders invite him or her to share a nice meal. They did this for me, and I didn’t want to come to the meeting empty-handed.

So I gave them a rubber duck called ‘COIN-COIN’, but bearing the colors of the flag of Brittany. It inspired the architect who worked on our offices in Rennes, and he used it as a gimmick for the decor.

When I went to Toulouse for the Executive Committee meeting, I gave Stéphane ‘COIN-COIN’. He’s become somewhat of a mascot for the LRTG associates, and every associate now has one in their office.”

**AIRBUS**

“I am an LR Technologies client and had therefore been to their offices. At Airbus, two of my team members work on a project to define ‘the offices of tomorrow’.

I suggested they visit the LR Group’s office, which seem exemplary and innovative to me in terms of ‘well-being at work’.

This provided a constructive and pleasant opportunity for both parties to share experiences and good practices.”



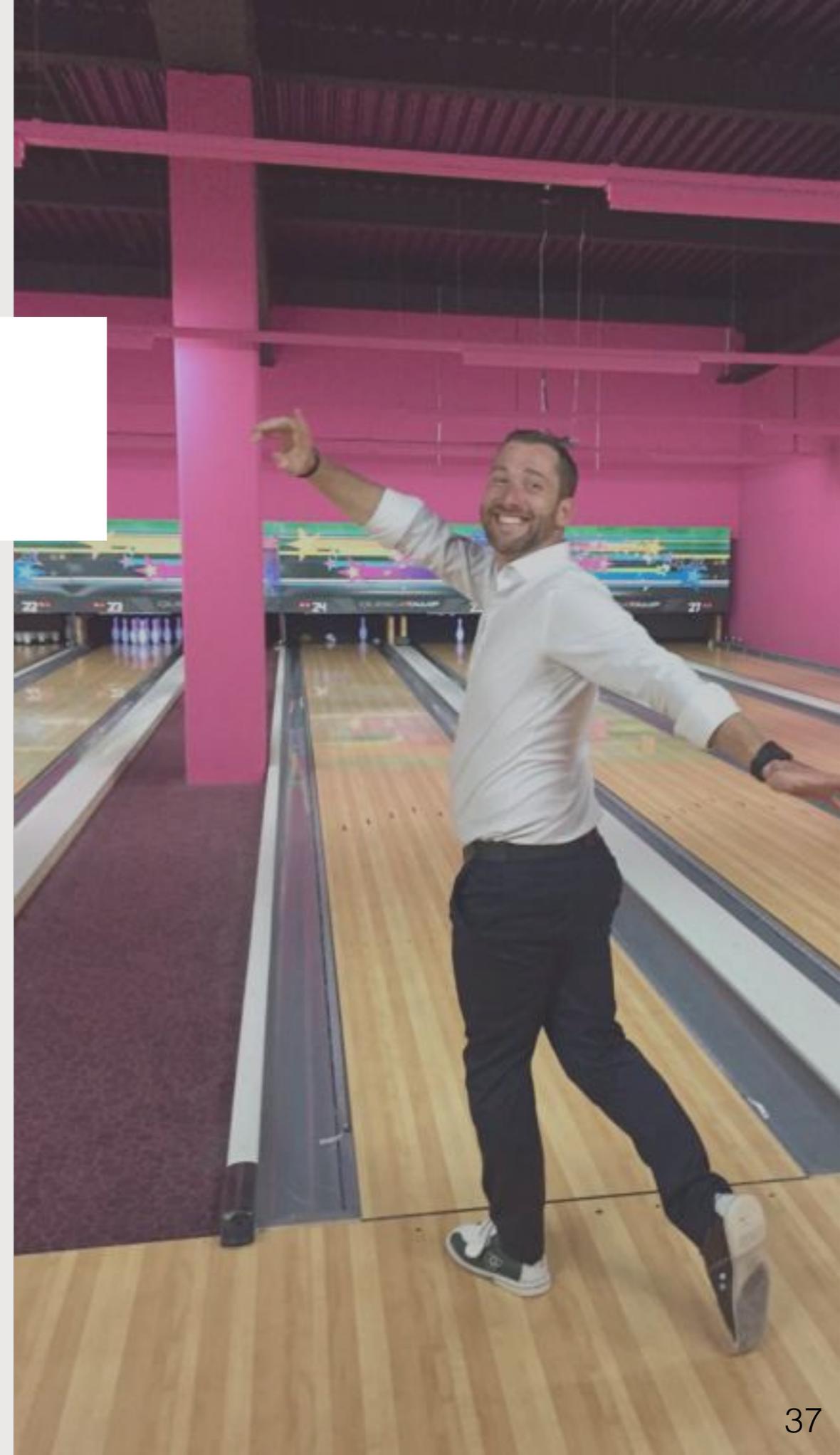
**LR**  
**TECHNOLOGIES**  
GROUPE

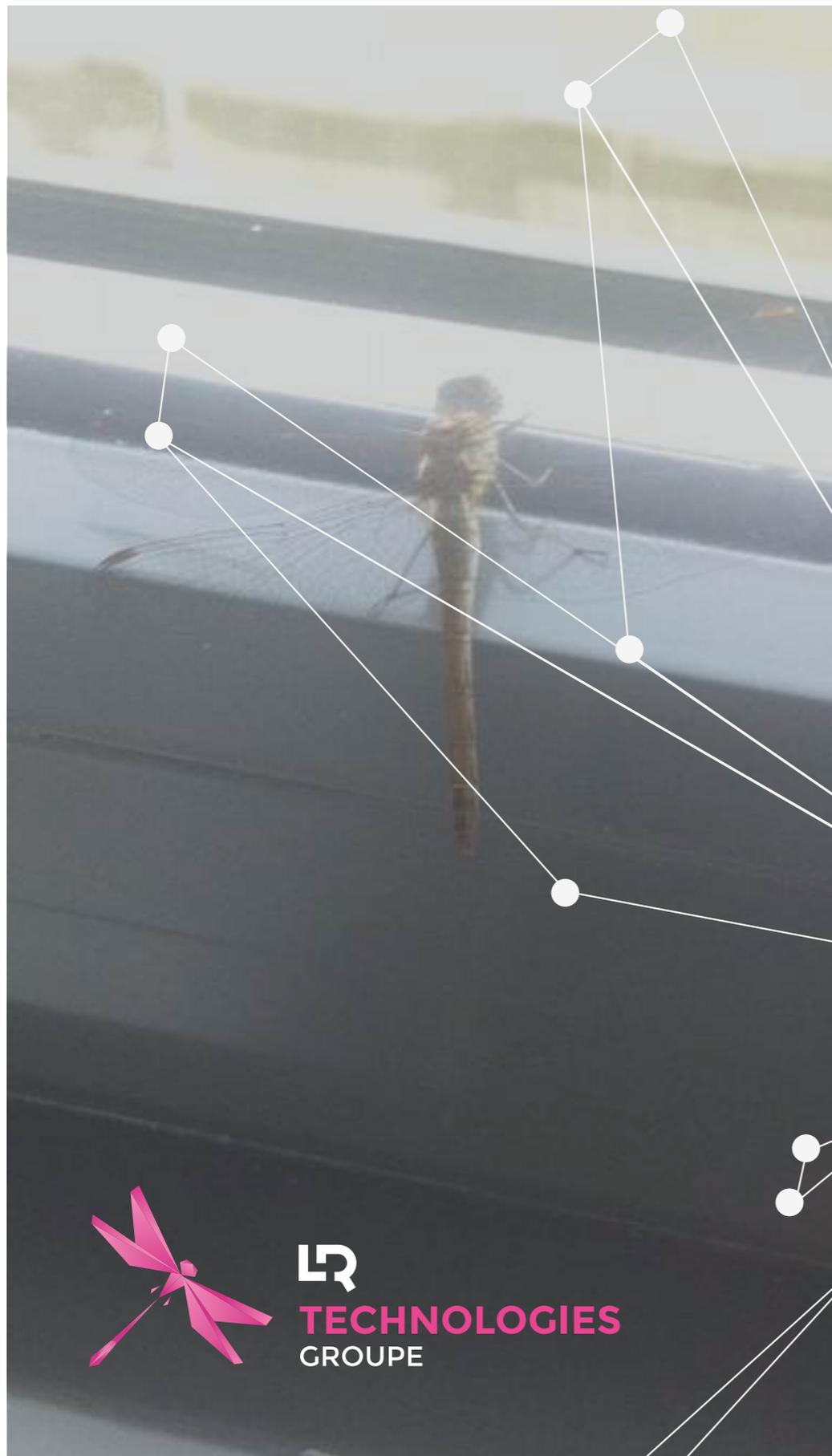
## FOUNDER AND BOOSTER

**LRTG** was originally incarnated by two men, Maxime Lacour and Pierre Rio, who are very complementary in terms of their skills and personalities. Maxime is the “manager-booster” who energizes. Educated in the US and a true entrepreneur by nature, he always takes time to train managers on the LR culture.

This customized training is a key time to lay the grounds for a successful integration into the Libellion galaxy by sharing the company’s vision, values, objectives to be achieved and the strategy to meet this goal.

**“MAXIME AND PIERRE ARE ALWAYS THERE FOR US. WE ALL KNOW IT. THEY SPONTANEOUSLY PROVIDE HELP WHEN WE NEED IT. THIS ‘HUMAN’ FACTOR CHANGES EVERYTHING WHEN TIMES ARE GOOD AND WHEN THEY AREN’T SO GOOD.”** Michaël





**A DRAGONFLY (“LIBELLULE” IN FRENCH) HAS FOUR WINGS AND IS KNOWN FOR ITS UNIQUE, POWERFUL VISION, AS WELL AS ITS FLIGHT STYLE – A TRUE TECHNICAL FEAT. THIS CREATURE THEREFORE REPRESENTS SPEED, AGILITY, PRECISION AND BALANCE.**

**THE FOUNDERS CHOSE THE DRAGONFLY BECAUSE, WHEN THEY WERE SETTING UP THEIR OFFICES IN EMPTY PREMISES, A DRAGONFLY LANDED ON THE WINDOW LEDGE.**

**SINCE THEN, THE DRAGONFLY HAS BECOME OUR SPIRIT ANIMAL. LIBELLIANS ARE VERY ATTACHED TO THIS SMALL, ORIGINAL CREATURE, WITH WHOM THEY TRULY IDENTIFY.**

---

**OUR SPIRIT ANIMAL: THE DRAGONFLY**



**LR**  
**TECHNOLOGIES**  
GROUPE

## IN THE WORDS OF A LIBELLIAN

**Inspire confidence.**  
Mohamed, a Libellian  
and an Applied  
Mathematics  
Engineer, on  
assignment at  
Excellence Logging.

"I have a PhD in Geomechanics as applied to drilling engineering and have just finished my thesis. When Michaël called me, I already had two job offers, including one at TOTAL.

"I went to see him and, at the very first interview, I thought there was a very good chance I would work with them. What was striking was their respect. Respect and recognition. At that time, I had a job offer in Lyon. It was tempting, from a financial perspective. But when I went to the interview with the manager, I knew it wasn't possible. I didn't feel like working with people like that.

"At LR, the hiring process is original: they ask the right questions and have a good understanding of the trade. Michaël knew that I was the right fit for the assignment, because he had technically understood what I could bring the client.

"The other thing that I found striking was their focus on 'human' qualities. Michaël helped me get my work permit. The application file is complex and it took about three months. The client had to wait. Michaël managed all of that. All I had to do was concentrate on my thesis. All this happened with courtesy, intelligence and efficiency.

"At LR, they know how to be both professional and friendly. Another thing that touched me was Michaël invited me out to lunch even though the contract for the assignment hadn't been signed yet. It's not a difficult thing to do, but it's rare enough to be worth mentioning."

Mohamed, author of the thesis entitled "*Etude expérimentale et théorique de l'effet de la vitesse de coupe sur la forabilité des roches sous pression de boue*". Classy!

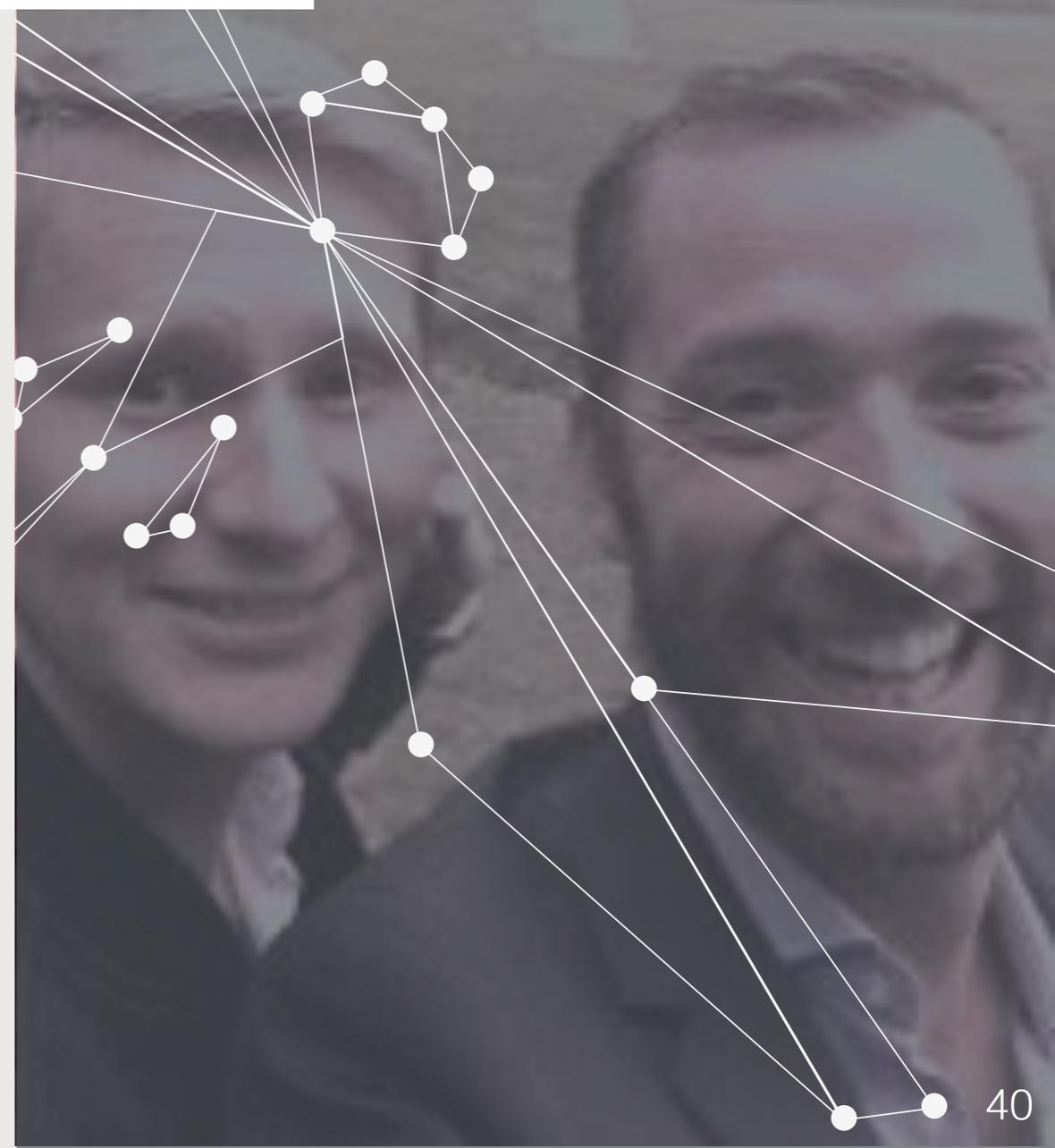
## ONE TEAM, ONE DREAM

In three years, Clairefontaine (the French national football center) has become somewhat of a base camp for LRTG managers.

An inspiring one, and particularly formative for a number of reasons.

First, the training is motivating very high level: professors from HEC, sports coaches, etc. But the environment itself is motivating and inspiring. The managers sleep in the same rooms as the France '98 World Cup team players, eat their meals with referees, etc.

This "luxury" training seminar is offered once every year to the group's managers.





## **LIFE SCIENCES: REACHING FOR THE STARS**

At LRTG, we believe in mankind by nature, since, every day, we work with those who are shaping the world of tomorrow. Our Libellians are the brains behind the greatest French groups and work daily to improve all of our living conditions.

And as we aware that every viable future business must be responsible, LRTG opened a new Life Sciences subsidiary in 2017, which, with Energeo, will focus more specifically on subjects such as health and the environment.





Section 4  
**COMMUNICATE**



## A FLAT ORGANIZATION CHART

LRTG's major asset is its men and women. Our teams will no doubt grow. This is why we opted for a horizontal structure from the outset, as it presents many advantages.

The business units that constitute LR's galaxy are sized reasonably to ensure optimal management. The director of each Business Unit, who is also the primary recruiter, manager and sales rep for the entity, can therefore always be contacted immediately by email or telephone. In this galaxy, the different planets (Energeo, Hermeotech, Libellio, LR Technologies Sud-Ouest, LR Technologies Grand-Ouest, Life Sciences, etc.) live together. Decisions are made collectively, and relationships between Libellians often go beyond the work environment, which facilitates daily communication and naturally establishes close ties.

### IN BRIEF AND IN LIBELLIAN:

- **INFORMATION CIRCULATES FREELY AND RAPIDLY IN THE LIBELLION GALAXY.**
- **APPROVAL CIRCUITS ARE AS SHORT AS POSSIBLE, AND MOST OFTEN VERBAL.**
- **MEETINGS ARE BRIEF, AS EVERYONE IS ALREADY AWARE OF EVERYTHING ALL THE TIME.**





## IN BRIEF AND IN LIBELLIAN:

- AT LRTG WE BELIEVE IN DIRECT CONTACT.
- WE ALWAYS PREFER A CALL OR A MEETING TO AN EMAIL.
- TO THE GREATEST EXTENT POSSIBLE, EMAILS ARE TO BE USED ONLY FOR ADMINISTRATIVE MATTERS OR TO TRANSFER DOCUMENTS.



**LR**  
**TECHNOLOGIES**  
GROUPE

## THE MOOD BOARD

When our adventure began, we decided to create a suggestion box, but the problem with boxes is that ideas in fact stay in the box and no one can take advantage of them. In one of our workshops, the Chief Happiness Officer recommended changing the box into a BOARD. That is how the MOOD BOARD came to be. It is located in the kitchen where everyone goes a few times a day. Anyone can write something – an idea, an inspiring sentence, a question ... Even postcards from Libellians, photos of major events or announcements can be posted. Also our dreams, because we believe in the power of intention. And to make our dreams come true, we know we have to share them first.

## NEED A SOLUTION?

Mutual assistance is one of the cornerstones of the firm because, from the very first days of this adventure, everyone had to help set up the new offices, assist others in moving, etc. This philosophy is applied every day at LR in a number of practices that have become quite routine: the “Need a Solution?” meeting was created to brainstorm in a small team around a game of billiards, in a lounge or in an office. It is spontaneous. Anyone can take advantage of this time to share a difficulty; then everyone brainstorms to find a solution or, very simply, another way to analyze the situation. This is emblematic of our communication style at LRTG.



## WALKING IN THE SHOES OF ...

Every year, the founders travel throughout the LRTG galaxy in France two or three times. They spend a few days at each of the subsidiaries to share the experience of Libellians in Toulouse, Rennes, and elsewhere, and acquire a global vision of the group and everyone's needs.

## PERSONALIZED COMMUNICATION

When Management makes an important decision, the Group's two founders bring their teams together in small groups of five to six to communicate the decision, answer any questions and listen to spontaneous reactions.

Libellians are more comfortable sharing their thoughts in small groups. This direct feedback is very useful to senior management as it is immediate and unfiltered.

## SAME DAY, SAME TIME (Friday at 5:00 pm) but not always at the SAME PLACE

Every week, Pierre, one of the founding associates, checks in with each manager of each business unit, who, in turn, has also checked in with his or her team. These regular, permanent checks ensure that no misunderstanding subsists, avoid unspoken complaints, and also provides a "live" overview of the business and the atmosphere in each unit.

Pierre sometimes organizes these checks outside of the office, when the teams need it, in a place he enjoys (often in a neighborhood bar or café) to leave the routine behind and take advantage of this time together.



**LRTG**  
**TECHNOLOGIES**  
GROUPE

**IN THE  
WORDS  
OF A LIBELLIAN**

**Through the eyes  
of  
Christian Coquelle,  
Founder of  
[c-architectes.com](http://c-architectes.com)**

“When we renovated LRTG’s offices in 2016, a workshop had been organized first to gather everyone’s ideas and identify requirements. It was based on the results of this workshop that the architect structured his project.

“A project that facilitates communication between everyone makes it easier to live together, and creates good vibes and goodwill. This model (large lunch table, lounges, candy bar, etc.) was repeated in Toulouse, where the new offices were inaugurated last October for the first anniversary of Toulouse’s premises.

“The new offices in Rennes and Brest were also designed in line with this model.

“‘We spend more time in our work environment than at home.’ Based on this concept, the LRTG teams at head office and the subsidiaries mapped out the different office layouts we can see today.

“The objective was to provide everyone with a quality work environment, favoring well-being, sharing, discussions and happy times. Practical, comfortable, unexpected, colorful, warm spaces, and a large lunch table propitious to sharing a meal or to working.

“Atypical spaces that reinvent communication at work by focusing on agility, spontaneity and immediacy.”

## PROUST QUESTIONNAIRE

We could have decided to describe this practice in the “Hiring & Welcoming” section, but we preferred the “Communicate” section as this practice has a specific form. Indeed, a “welcome” email is always sent to the entire group when a new Libellian joins the Libellion galaxy.

But this email is not just an email. It is an interview conducted by a journalist.

In this interview, new Libellians can take the time to introduce themselves, talk about their background, ambitions and professional and non-professional skills.

These interviews are conducted in the form of a “Proust” (or personality) questionnaire, which is lively, informal, funny and always sought out by all Libellians.

## BRAND CULTURE

In 2017, LRTG launched a major adventure: transforming its identity and bolstering its corporate culture by working on its brand as an employer. For this purpose, an audit was initiated at head office and in the subsidiaries to identify the major traits of its new identity.

Based on this audit, a new logo and website will be created. This new identity, which closely reflects the Groups values and goals, illustrates who we are and what we do every day. The new identity will be presented at our annual evening event in Bercy on December 14<sup>th</sup>.

**We're going to rock!**

## APPROPRIATING SOCIAL NETWORKS

When a digital campaign is launched, or even when a post is published on a shared event, we ask everyone to post their opinion so that everyone appropriates our communication and feels responsible for the image they give of the company.

This community-based communication is stimulating and gratifying for everyone.

The screenshot displays a review interface for a company. At the top, a global rating of 4.5 is shown with five stars, labeled 'Note globale / 10 notes'. To the right, a circular icon indicates that 90% of reviewers recommend the company. Below this, a user profile picture is followed by the title 'Un entreprise qui me donne des ailes ! ;)' and a review text: 'Ambiance au top dans l'équipe, magnifiques locaux, projets ambitieux. LR Technologies est une entreprise qui me donne des ailes !'. The reviewer is identified as 'Avis anonyme - Employé actuel' with a link to 'Voir tous les avis'. Below the review are two buttons: 'J'aime déjà' with a thumbs-up icon and 'Déjà abonné(e)' with a RSS icon. At the bottom, a large blue starburst contains the rating '5,0' and '14 avis', with a bar chart showing the distribution of star ratings from 1 to 5.



**LR**  
**TECHNOLOGIES**  
GROUPE

## IN THE WORDS OF A LIBELLIAN

**Appropriating social networks**  
Anne-Sophie Smadja

“When I have something to publish, I present a number of drafts to Libellians on different planets to see how they perceive the message. We work on it together and, often, the end result is even better.”

**#wearestrongertogether**



**LR**  
**TECHNOLOGIES**  
GROUPE

IN THE  
**WORDS**  
OF A LIBELLIAN

**Praise for availability  
(and goodwill)**

Maxime, CEO of LRTG

“ My office opens up onto reception, which is where everyone comes in to head office. Pierre and I both believe in a preventive culture.

No email stays in the inbox and no message remains unanswered. Everyone has access to our offices. Our doors are open and we are always available. Not only do we simply say we're available, but we make ourselves available every day. And as everyone sees each other all the time, we talk all the time, and that's how we deal with day-to-day issues.

We are available to talk about positive things but also to listen to problems some may encounter. We know that life is not always a smooth ride.

Our employees may prefer to talk to the HR Director first or they can come to us directly. They know we will always listen and that we care.”



# Section 5

# LISTEN & INVOLVE

## A CONFLICT OR DISAGREEMENT: WHAT SHOULD I DO?

- Talk directly to the company's senior management or your line manager. Our manpower, the availability of senior management and a flat organization make this process easy.
- Contact the company's HR Manager (by email first) who may play the role of a mediator if a conflict arises.
- Talk to the occupational physician if the conflict or decision relates to an employee's health (including mental health).
- Talk to the Labor Inspection Authority or unions, who play an advisory role. They may potentially mediate, but, to date, no unions are present in the company and their role is external.

The company does not have any personnel representative bodies today. If they are implemented at some time, these organizations will also be able to intervene. In collaboration with these bodies, we would contemplate creating a "mediator" position to centralize this type of problem and coordinate its management and a settlement of the conflict or disagreement.





## SMILE, WE'RE WATCHING YOU!

A Libellian is never alone!

Whether Libellians work at head office, in the subsidiaries or at our clients', they are supported by three groups: HR, their manager and the founders.

## LUNCH?

Every month, managers schedule a lunch with their consultants to review their assignments and catch up on their news in person.

These lunches are important. They allow managers to acknowledge the work accomplished at our clients', and also to discuss more personal topics and get to know each other better.

Managers also talk about themselves, but, most importantly, they make sure all is going well for the Libellian. If it isn't, these informal lunches provide an opportunity to make the adjustments required until the next lunch.

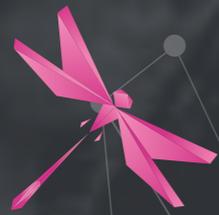
## NO FIREWALLS

No barriers: every Libellian may contact senior management directly to ask any type of question.

When a Libellian asks his or her manager a question, the question is brought before the Management Committee meeting where it is discussed and an answer is issued.

In general, there are no barriers between Libellians in terms of communication. Every question can be asked and every question is answered.





**LR**  
**TECHNOLOGIES**  
GROUPE

## OLDIE BUT GOLDIE

The title of this practice could have been shorter; it could have been called the "ANNUAL APPRAISAL", but we thought that was boring.

A bit "old-fashioned", we believe. But at LRTG, we like proverbs and sayings - Chinese proverbs and our grandmothers' sayings. That's why we call this "Oldie but goldie"

It means what it means: the annual appraisal is in no way new but has proven to be worthwhile. During this meeting, Libellians know they can say that they're doing well, but they can also suggest areas for improvement and share ideas.

We have decided to use this tool, while adding a little #newworld touch. At LR Technologies, the annual appraisal is graded by employees.

### **A questionnaire and comments are attached to this grade:**

- Was enough time dedicated to the meeting? Too much? Not enough?
- Did you discuss all of the topics you wanted to?
- Did you feel that things have moved forward since last year?
- Were you invited to talk about what was on your mind?
- Were you asked to share your ideas?

The document is sent directly to senior management by email after the meeting. If we could have graded our teachers at school, maybe some of them would have worked harder to make us feel like going ;-)

## THE CELL PHONE DIRECTORY

Every Libellian has the cell phone numbers of the two founders. Senior management and head office (HR, managers, Accounting and everyone else) commit to answering email questions within 48 hours at most.

If a Libellian wants to ask a question directly without writing yet another email (very simply because he or she needs an answer right away), they can find all of senior management's cell phone numbers in the directory provided in the "welcome booklet" handed over on his or her first day in the Libellion galaxy.

## PUT ME THROUGH TO THE CEO

No telephone receptionist at LRTG and no filters: at head office, the boss answers the phone! (See Section 2.)

## CULTIVATING A MIX

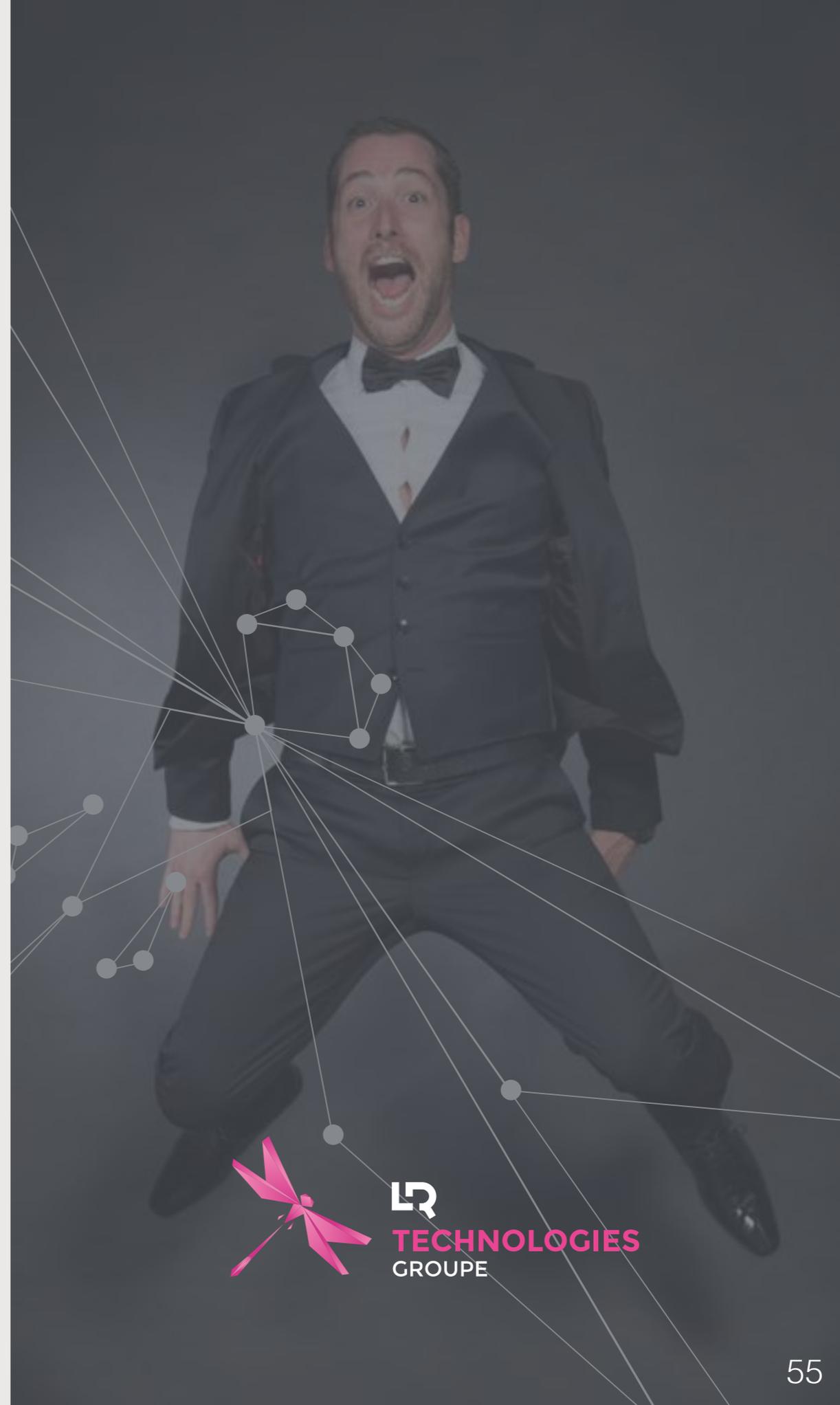
You don't need to know each other to appreciate each other. Cultivating a mix is natural at LRTG. In the Libellion galaxy, there are no territories, no countries and no regions.

We are all Libellians, regardless of our job, status in the company or responsibilities.

To facilitate communication between everyone and overcome old reflexes inherent in hierarchical organizations, we constantly cultivate a mix: at go-carting outings, the teams are carefully chosen; at events, seating is decided in advance to favor discussions between Libellians, managers, executives and spouses.

## PIT STOP AT THE HR DEPARTMENT

At the "pit stop" meeting, which is also a "how is it going" meeting, the same question is always asked of new Libellians: "Have we kept our promises?" This meeting takes place three months after the new Libellian starts working at the company.



**TECHNOLOGIES**  
GROUPE



**TECHNOLOGIES**  
GROUPE

## THE THANKS WALL

Recognition is one of LRTG's founding values.  
We often say thank you.

Short thank yous by email, for example. Thank yous that are never buried in our computer memories because we share them on the company's THANKS WALL.

Everyone can display small words of congratulations they receive from another Libellian, a client or a partner. And at the end of each year, a gift is awarded to the Libellian who received the most THANKS.

## THERE IS SOMEONE AT THE COMPUTER.

**Yes, there is!**

When we hired our Chief Happiness Officer, we made sure he had the skills and was well-versed in digital communication.

We needed to know that someone would always be at the computer, because all Libellians, current and future, along with our clients, providers and partners may contact us directly via LINKEDIN and FACEBOOK.

They systematically receive a response on the same day, and that is how trust and life in our community are progressively built.



## TALKING ABOUT NEGATIVES

A prerequisite for participation in the GREAT PLACE TO WORK process is an audit, of which the results are ultimately shared. The Group learns a great deal from its participation in the GREAT PLACE TO WORK rankings.

It's also an opportunity to discuss what is going well and what isn't. After the GREAT PLACE TO WORK process ends, the two founders meet with each business unit's managers and employees in small committees for a "Talking About Negatives" workshop.

We deliberately share (once) what isn't going well and the reasons behind poor results, if any. And we take advantage of this workshop to examine areas of improvement and establish action plans.

## WORKSHOPS? WHENEVER YOU WANT!

At LRTG, there is nothing new about our workshop culture. Since the beginning of our adventure, the Group's employees and managers have participated in the major decisions regarding the life of the company in terms of "well-being at work".

Well-being at work means offices we're happy to come to in the morning and which are pleasant to work in, and fun events to attend on a regular basis. Each new business unit organizes an "office" workshop before launching their move or renovations. This is what happened, for example, in Versailles, Toulouse and Rennes, and will soon happen in ...

Another workshop is important for the company and is organized once every year: the "Fun is a Serious Thing" workshop. Libellians choose the events they'd like to participate in during the year: go-carting, marathons, bowling, etc. Then a schedule is prepared. LRTG organizes about 100 events of this type per year.



## THE “OOPS” COLLECTION

As part of our ISO 9001 certification process, we have implemented a survey to identify all of the “OOPS” that Libellians have faced or could encounter when they work.

For example, a change in banking information handed over to Accounting but not recorded by the bank, which caused a payment delay.

This best practice will be renewed at least once per year as part of the ISO 9001 audit and is broken down into three phases: identification of “oops” by Libellians, examination and analysis, and, finally, sharing the solution.

## I COMMIT, YOU COMMIT, AND WE ALL COMMIT TOGETHER

Commitment is a cornerstone of the LRTG spirit. At Management Committee meetings, managers themselves set the objectives they want to achieve, as they are the ones who truly know their markets.

Commitments regarding objectives are made by everyone to everyone. This culture of commitment applies to everyone, without exception, including senior management.

Maxime Lacour, the Group’s CEO, also reports back and explains his actions and results.





Section 6  
**THANK**



**LR**  
**TECHNOLOGIES**  
GROUPE

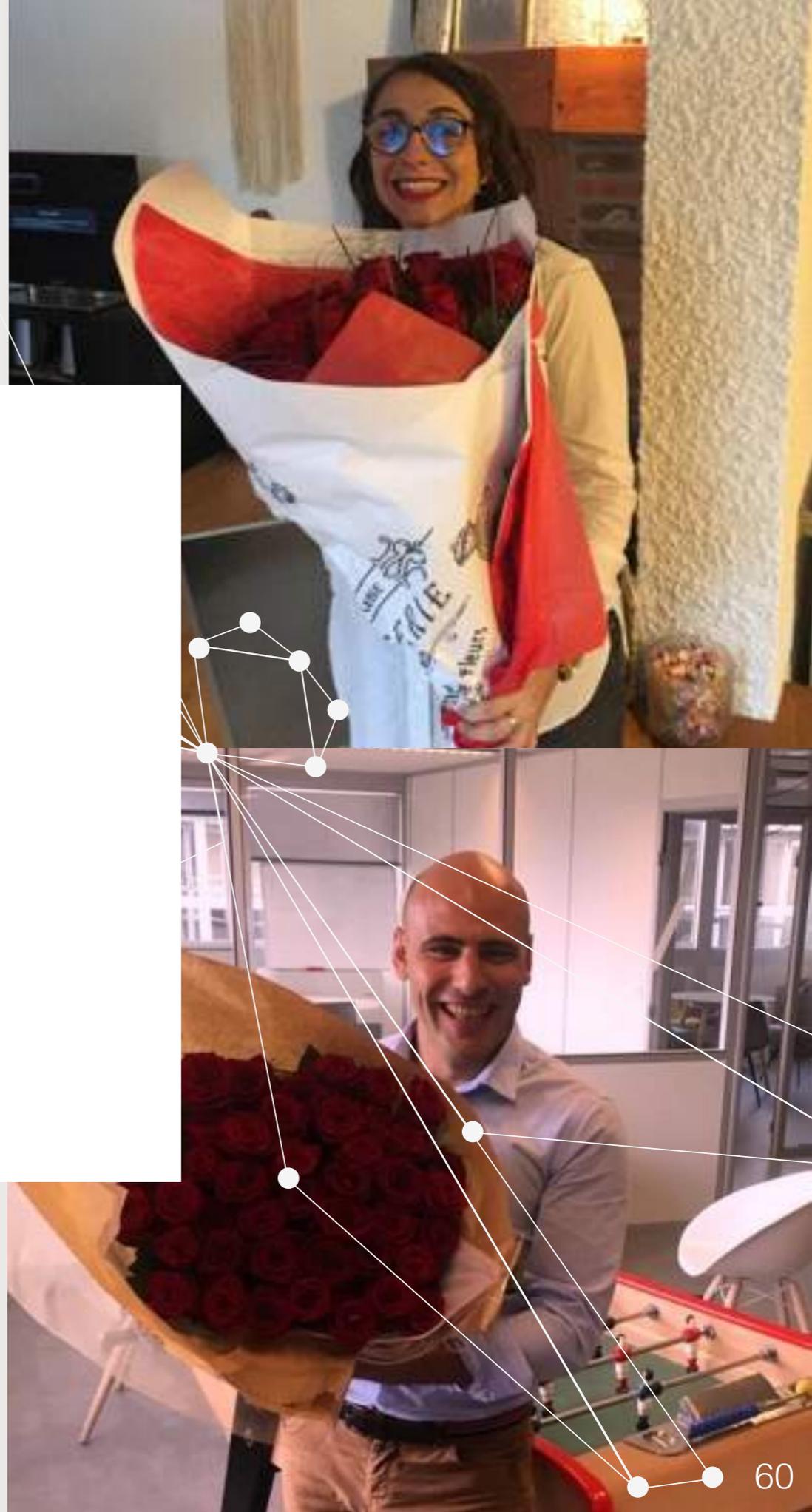
## FLOWER POWER

At LRTG, we love to give our Libellians flowers on many types of occasions:

For a birthday or a birth, but also to recognize the commitment or dedication of a Libellian who has gone beyond the call of duty.

At LRTG, there are no rules about giving flowers, and that's a good thing.

**Vive spontaneity!**





**LR**  
**TECHNOLOGIES**  
GROUPE

**IN THE  
WORDS  
OF A LIBELLIAN**

**Feedback bonuses**  
Anne-Laure  
Strainchamps,  
LRTG's HR Director

"Our happy start-up is growing and so are our projects. We have decided to bolster our follow-up of Libellians to stay even closer to our teams and establish different HR checkpoints throughout your career in the Group. These checkpoints will complement the 'project' follow-up reviews with the Business Managers.

After one month on a project:

For new Libellians: feedback will be requested to find out how their work and project have started and are going.

For older Libellians: the same. Feedback is requested when a new assignment starts.

Every six months:

An HR follow-up on the site or at lunch based on the same feedback model, but less formal.

These checkpoints are helpful to Libellians, who can build on these meetings to better prepare their career interview, which takes place once a year.

This is the framework in which we wanted to highlight the most innovative projects. The projects selected are the subject of greater examination by our partner ILCEOS. Once the consultation has ended, those whose projects are considered the most innovative will receive a bonus of €150 (gross)."



## #WELOVECHAMPAGNE

At LRTG, we love champagne ... to share a good time, to acknowledge a success, or simply as a thank you.

When sales reps sign a contract for the first time, or when we enter into a new contract thanks to a Libellian, or if someone coopts a colleague, they receive a bottle of champagne to share with their family or friends at home.

One of the founder's refrigerators is always filled with bottles of champagne, because no occasion should be missed!

## A CULTURE OF RECOGNITION

Being grateful. Saying thank you. Showing gratitude. Recognizing and highlighting a process, an idea, an initiative or an attitude.

At LR, for example, that is what Pierre, the Group's Managing Director, does best. He incarnates this culture of recognition, which everyone must appropriate and which is set out in our Charter of the Happy Libellian. Pierre knows each one of the Libellians.

When everyone is rushed and stressed in their daily activities, Pierre knows how to stay calm and never loses sight of the Group's long-term objectives: to hire the best applicants, but, most importantly, to retain them, because they are our greatest asset.

And when Pierre says "THANK YOU," you know he means it. That is why it works so well and that every Libellian appreciates him.



**LR**  
**TECHNOLOGIES**  
GROUPE

IN THE  
**WORDS**  
OF A LIBELLIAN

**Pierre,**  
Mister Thanks,  
Co-Founder of  
LRTG

“I often have lunch with the consultants just to say THANK YOU.

I always realize at these lunches how exceptional and extraordinary these people are. It feels good knowing they have joined us on this adventure, and I’m proud that they have decided to become Libellians.”





# Section 7 DEVELOP



## **ONE TEAM, ONE DREAM**

See the Inspire section.

## **KNOWLEDGE-SHARING BREAKFASTS**

These breakfasts are part of a complete “mentoring and networking” program and always take place at breakfast. They’re called the “Knowledge-Sharing Breakfasts” and occur once a month.

Senior management shares best practices they have seen elsewhere with the teams, innovations on which they have found information, and learnings from conferences they have attended.

For their part, Libellians share their know-how and information with senior management and other Libellian attendees.

## **LET’S SHARE A MEAL AND TALK ABOUT THE FUTURE**

The end of an assignment is a key period in the life of our Libellians. One month before an assignment ends, the Libellian is invited to head office to meet all of the Group’s managers.

Informal discussions take place around the lunch table. The Libellian presents his or her experience and the managers talk about their assignments.

This helps Libellians identify opportunities and feel reassured about their future.



IN THE  
**WORDS**  
OF A LIBELLIAN

**No gap between assignments, Olivier G.**

“A sensitive point for consultants at firms like LRTG are gaps between assignments.

“My assignment at PSA ended earlier than planned. My manager called to inform me. I went to the office and was met by the managing director himself, Pierre. Pierre was very frank and transparent. No beating around the bush or wasting time.

“Two things could happen: either the adventure stopped here or he could try to offer a new assignment very rapidly. One week later, my manager talked to me about four new assignments. Two weeks later, I had my first interview at Renault. I stopped working at PSA on May 17<sup>th</sup> and started at Renault on the 20<sup>th</sup>.”

## CAREER PATH

As soon as they arrive in the Group, Libellians have some visibility over opportunities that may open up to them in future years.

Geographic opportunities within the subsidiaries in France and, in the near future, abroad. Opportunities in terms of gaining experience as well, as we have deliberately abolished boundaries between our business units.

At the “Let’s Talk About the Future” meetings and our “Knowledge-Sharing Breakfasts”, Libellians have access to all of the career opportunities on the Libellion galaxy’s other planets.

## BSPCE founders’ warrants

BSPCE founders’ warrants are a way to acquire shares based on the company’s growth.

A future shareholder must achieve growth objectives over four years. Then we conduct a review.

If all goes well, the shareholder may obtain up to 20% of the company’s shares.

This system does not exist anywhere else! In other companies, the shares available for BSPCEs hover around 1% to 2% of the total amount of shares. At LRTG, the system to acquire ownership is exceptional.





## 4-3-2-1... JOB FLEXIBILITY!

Training and especially job flexibility are an attitude promoted at LRTG. Our way of bolstering agility is very simply to make it rapidly possible through a light, efficient decision-making process, which our flexible organization provides.

Decisions regarding promotions and internal transfers are easily taken. A request is all that is needed. The stakeholders meet and a change can be implemented in just a few days.

## SPREAD YOUR WINGS

Agile by nature, a Libellian attracted by mobility can find opportunities at LRTG with the opening of its subsidiaries in Toulouse, Rennes and Brest in just two years.

A geographic development strategy that underlines the Group's intent to offer Libellians a career and a lifestyle that are as far-reaching and motivating as possible. (In 2018, business units will open in Aix, Lyon, Bordeaux, Lille, Switzerland, Luxembourg and Belgium).

## THE ANNUAL CAREER INTERVIEW

We conduct a career interview every year, although the law requires one only every two years. This interview provides an opportunity to review the past year, its positive aspects and areas of improvement.

It also provides an opportunity to talk about training, your career, the future, improvements, etc.

In other words, it is through these discussions that we can build a future.



# Section 8

# WELL-BEING

# ZEN ATTITUDE

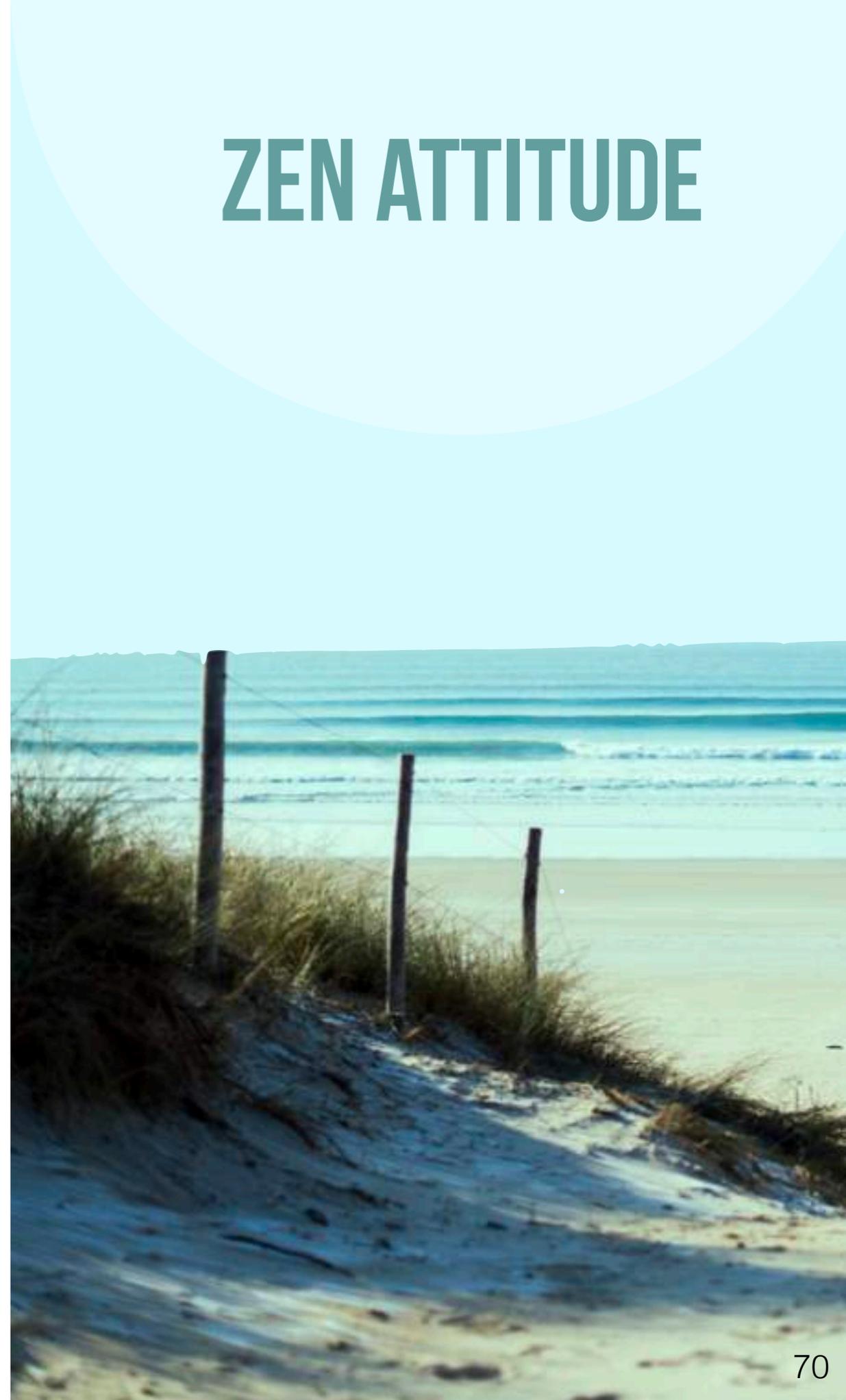
## LEGAL PRACTICES IN EFFECT AT LR TECHNOLOGIES:

### Compliance with the rules on working hours as well as daily and weekly rest periods

- We make sure employees take their vacation days during the year, including at least two consecutive weeks between May 1<sup>st</sup> and October 31<sup>st</sup>.
- We enforce the right to disconnect, in particular with regard to telework.
- Senior management was not required to create a works' council, but it decided to enter into an agreement with a partner to allow its Libellians to benefit from specific rates that a works' council could offer.
- Our private health insurance plan exceeds legal and contractual obligations in terms of reimbursements (€100 paid per day for a private hospital room instead of the €45 provided by the minimum SYNTEC insurance plan).
- We grant paid leave days for family-related events (national collective agreement or labor law: the most favorable applies to the employee).
- We grant paternity leave (and compensation in accordance with the terms of the national collective agreement).
- We also grant leave for sick children (in accordance with the law).
- Leave can be taken as soon as the right to leave has been acquired (January 2017 reform).
- Future fathers are granted paid leave for ultrasounds.

## AND WE ALSO PROVIDE:

- Maternity leave
- Child-care leave
- Family solidarity leave and
- Caregiver leave.
- With regard to public transportation:  
we pay for 50% of the Navigo Pass.
- Payment of the vacation bonus according to the terms of the SYNTEC collective agreement.



### BEST WISHES FROM...

Vacation is ... well ... vacation. In other words, we believe in a “When I’m on vacation, I don’t work” policy, and we implemented the right to disconnect before the law was passed. We promise not to bother our employees when they’re on vacation and encourage them not to check their inbox. If a business manager makes a slight error and asks a Libellian a question during his or her vacation, no answer is required. That said, at head office, we love to receive postcards. It may sound old school, but it’s nice for those who are working. And we display them on our "WALL".

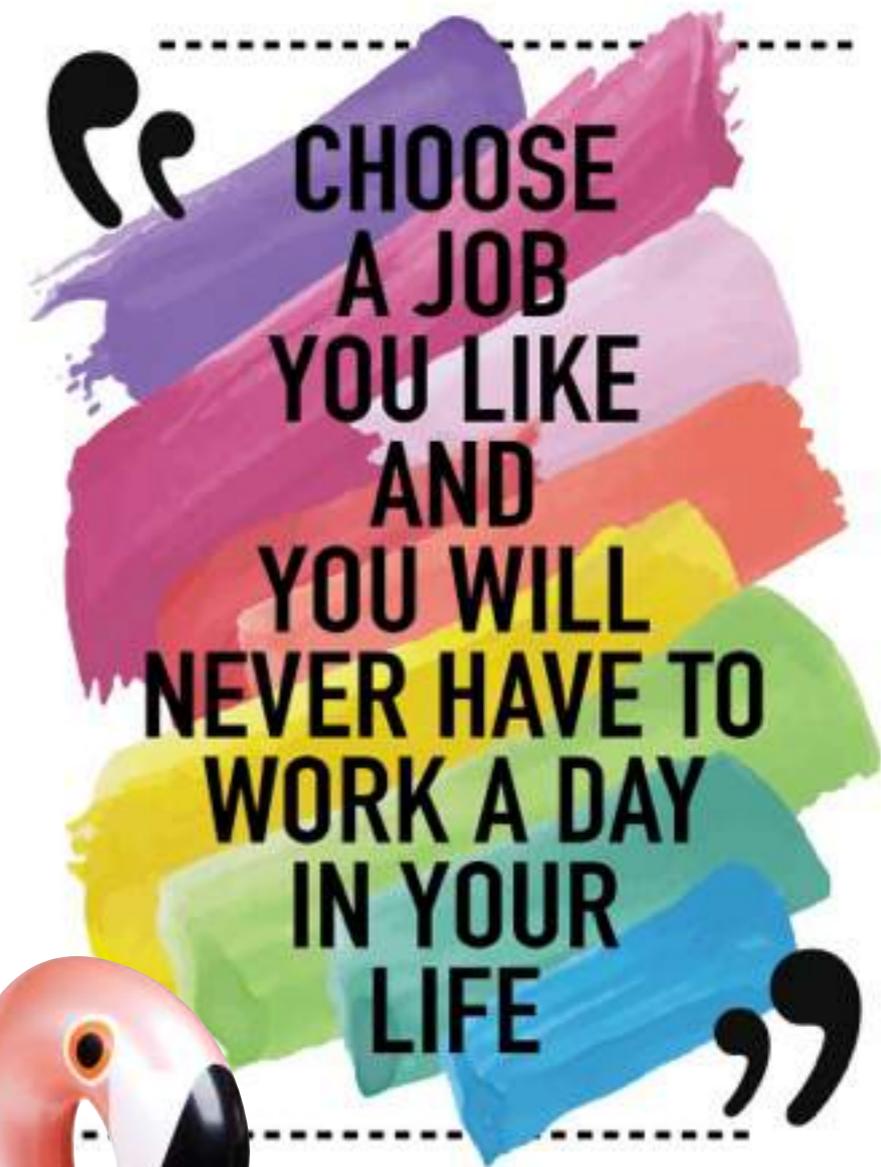
### TOMORROW IS ANOTHER DAY or TAKE IT DAY BY DAY

We’re not quoting Laozi. It sounds more like our grandmothers, but we like these sayings anyway.

**Our offices are closed between 8:00 pm and 8:00 am.** When work is intense, you don’t see time fly and could be tempted to stay at the office. But you need to know how to be flexible. Everyone has their own rhythm. Some work best in the morning, others in the evening ... but no workaholics at **LRTG**: we set our limits.

### NO MEETING MANIA!

Most of our meetings are informal and take place standing up. We can move, come, go and return. No one has to stay if they have more urgent things to do. No meeting is scheduled before 9:00 am or after 6:00 pm to make our family life easier.





**LRTG**  
**TECHNOLOGIES**  
GROUPE

### SHOWER SHOW

A growing number of our Libellians jog at lunchtime. These aficionados needed a shower room to be able to keep on running. We installed one at head office. Since then, every time a subsidiary opens, the shower room is integrated from the outset into the office plans.

### TELEWORK IS NOT A BAD IDEA

Some companies believe that physical presence is necessary or actual work isn't done or controllable. At LRTG, you can work as you wish, as long as expected results are achieved. We regularly ask our clients to allow our Libellians to organize their own time. For example, Minamba had to travel more than 1½ hours in the morning and evening. We paid 50% of her tolls - €30 per week - and organized telework with our client. What a relief for Minamba!

### SMART IS AN ATTITUDE (and also a car).

At LRTG, a small fleet of cars is made available to our Libellians. They are parked in the underground garage at the office. This makes everyone's life easier, especially those who come to work by public transportation but need to go to a client's or lunch with another Libellian during the work day. Thanks to this organization, some Libellians have decided not to buy a personal car to come to work, which makes us happy!

### A HAPPY LIBELLIAN IS ONE WHO IS APPRECIATED.

LRTG celebrates Love with a capital L in all of its forms. All Libellian spouses and partners are invited to LRTG events: bowling, evening outings, etc. And every year, children are invited to LRTG's Christmas party. Outstanding decorations, a gigantic tree, balloons and gifts for everyone. Senior management plays Santa Claus, and the children are delighted!

### TRUST IN OUR NEW HIRES

At LRTG, a number of Libellians were hired without a trial period so that they could, for example, sign for rental accommodation immediately.





**LR**  
**TECHNOLOGIES**  
GROUPE



**TECHNOLOGIES**  
GROUPE

## In the words of a Libellian: Pierre Rio, Managing Director of LRTG

“Our business model is based on individuals and our trust in them. Many Libellians leave great jobs to join us, although they may risk losing some benefits (loans, access to accommodation, recognition of their current employer, etc.). To remedy this situation, at times, we forego the trial period. This best practice illustrates our hiring method, focused on trust and human values. While some companies want to see results before they pay for them, we are willing to pay before we see results.”

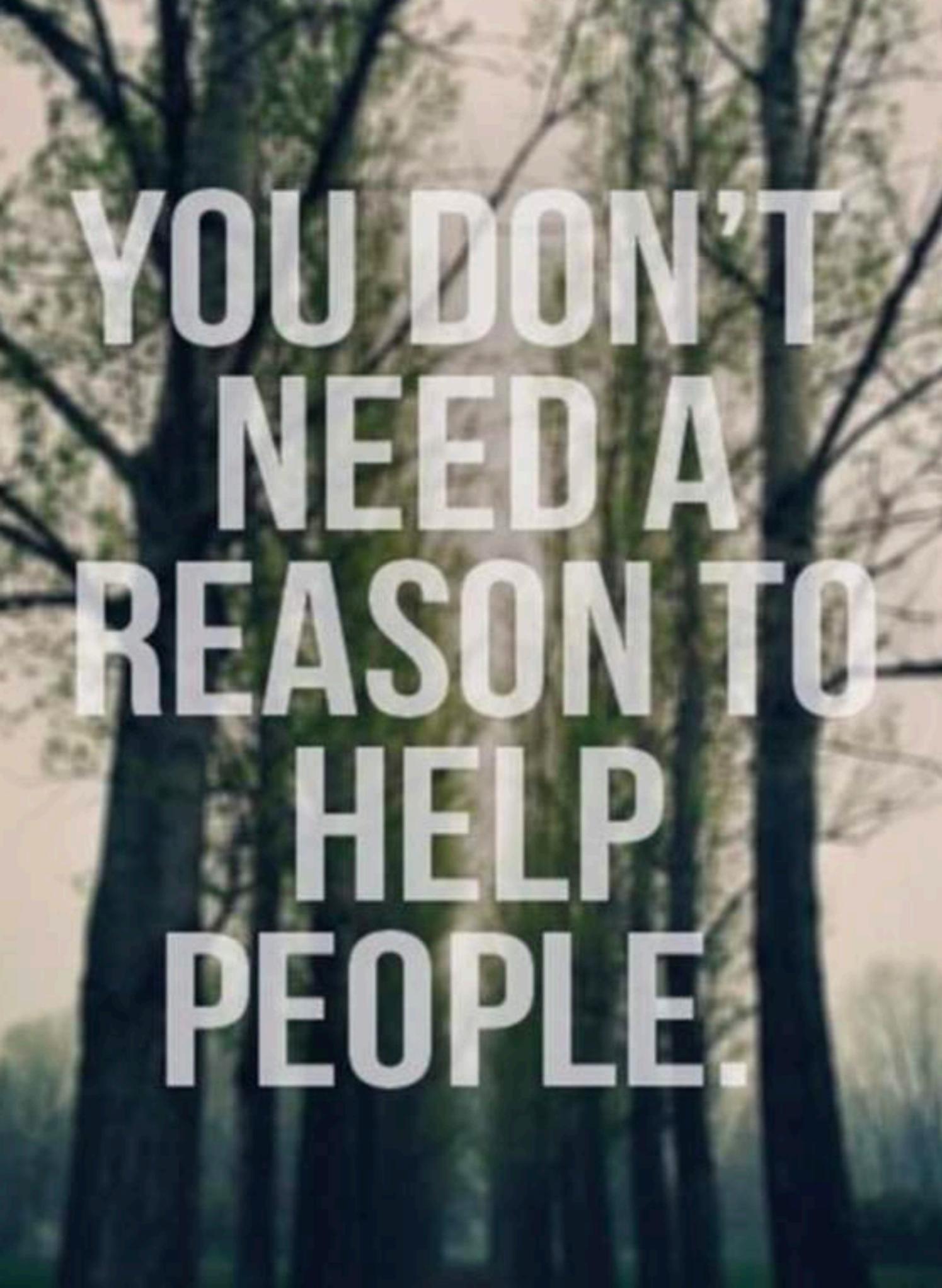
### WIN-WIN

Unlike the common practice, rest days (the French “RTT”) are not taken by Libellians and are not lost, but are paid at the end of the year. A nice sum for year-end festivities!



## IN BRIEF AND **IN LIBELLIAN:**

- > LRTG promotes a **balance** between your private life and your career; in fact, it's one of the company's principal values.
- > **Flexibility**, responsibility and trust are the cornerstones of our business model and apply to part-time (four days a week) work schedules, granted on a case by case basis and a mobility clause included in the employment contract, to accommodate the personal situation of each Libellian.
- > **Family is sacred!**  
Certain important periods of the year are meant to be spent with our families:  
Christmas, New Year's, the summer break in August, etc.  
"Employer rest days" are available to turn two-day weekends into long ones.



YOU DON'T  
NEED A  
REASON TO  
HELP  
PEOPLE.

#### SPORTS COACH

LRTG has negotiated special rates for a gym near the offices in Versailles for its Libellians.

Additionally, the company has hired a **coach** for its Libellians they can reach out to once a week to work out during the entire year.

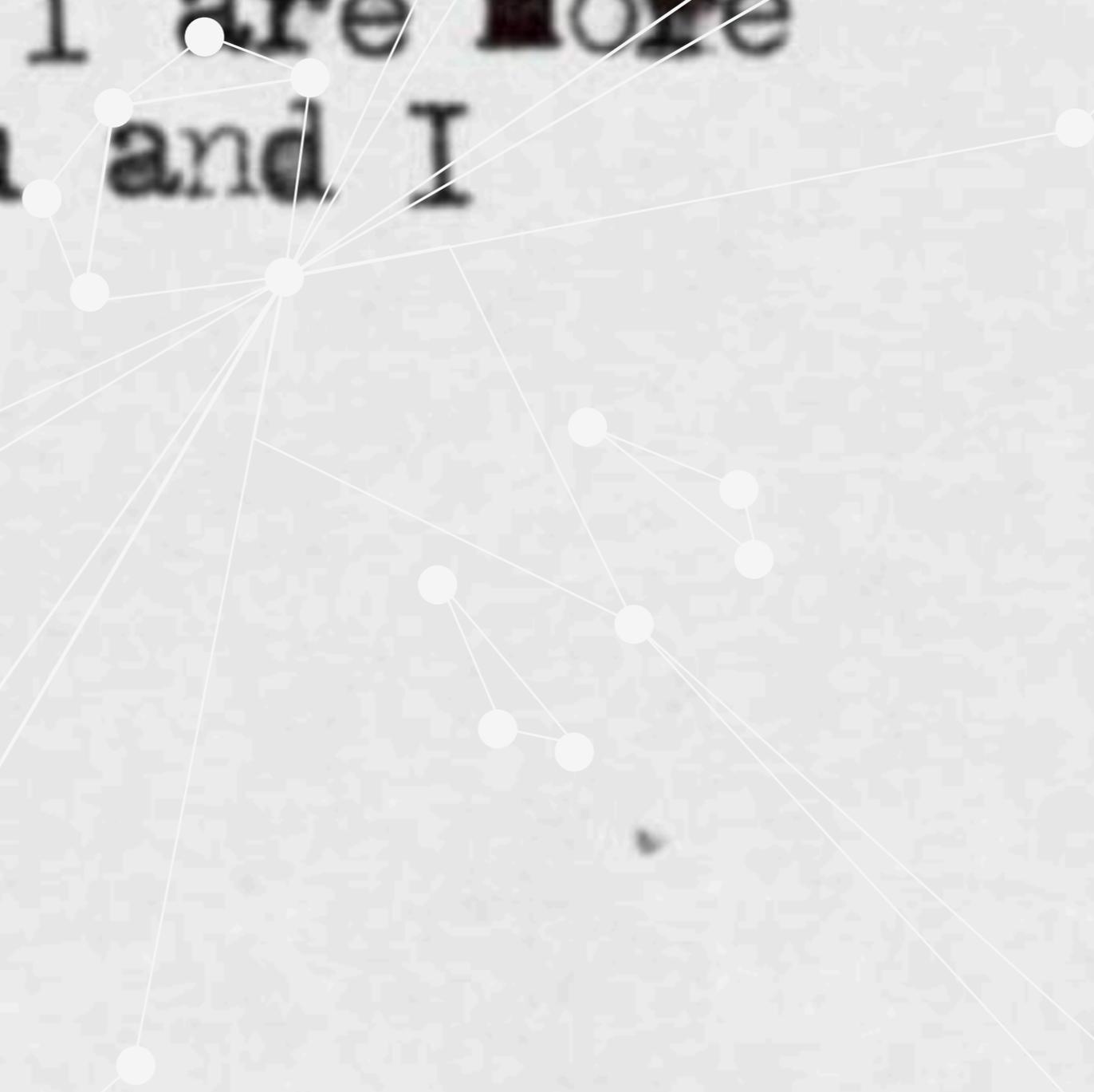
#### A WORKS' COUNCIL JUST LIKE A "BIIIG COMPANY"

At LRTG, Libellians have all of the benefits of a major company with none of the disadvantages. Senior management has entered into a contract with TEMPEOS, which offers small companies the services of a traditional Works' Council, i.e., very good prices on travel, major sports events, and also coupons or discounts for movie theaters.

#### ENJOY LIFE

"Enjoy life" is one of the Group's founding values. At LRTG, we don't make pens but hire individuals! Each Libellian has a personality, history and life ... A **schedule of birthdays** to be celebrated is updated every time a new Libellian joins the firm, and the two co-founders send a short personal note on the SPECIAL DAY. It doesn't take much time and doesn't cost much. But it is nice. And bringing pleasure to others through small gestures and special touches is part of LRTG's philosophy. The Group's senior management also celebrates its rivals' birthdays on social networks ;-)

You and I are **more**  
than you and I  
because  
it's **we**



## AN OUNCE OF PREVENTION IS WORTH A POUND OF CURE

At LRTG, there is no need to save leave days in order to take them. If something bad happens or you suffer from fatigue, you can take leave in advance and immediately, in other words, when you really need it! No one is immune to major mental or physical fatigue. A Libellian who doesn't feel well can take unpaid leave immediately and come back in good health. Prevention through listening and observation: that is what we practice to protect our health and also motivate and stimulate our Libellians.

## TOGETHER WE ARE STRONGER, in the words of a Libellian

Mutual assistance in everyday life, but also for major events we all face when we build our lives: that is the difference at LRTG. Do you need a bank loan? Does a Libellian's spouse need to find a job or an apartment? When it can, senior management calls on its network or its teams: **"Together, we are stronger."**

And it works. To quote Michaël:

"My fiancée lived in the eastern part of France. She had been looking for a job near Paris for a year so she could come and join me. I was ready to move back to protect our relationship. I spoke to senior management. I explained my personal situation, and the CEO called on his network immediately. My fiancée had appointments with a few major companies: Printemps, Starbucks, Carrefour... Very soon, she had interviews and was hired. And she moved here and I could stay at LR."

## In the words of a Libellian: Anna, LRTG Libellian

### NO EXPENSES!

"What's great at LRTG is that you do not have to pay business expenses out of your pocket. I travel abroad a lot as part of my assignment. In other companies, you pay expenses and then wait for reimbursement. You often have to contact Accounting a few times, and then they tell you you've been paid when you haven't ...

Libellians don't always have the cash to pay these expenses, which LRTG understands. Accounting pays me an advance. I just have to manage the amount and provide receipts. It's very simple, but what a change it makes!"

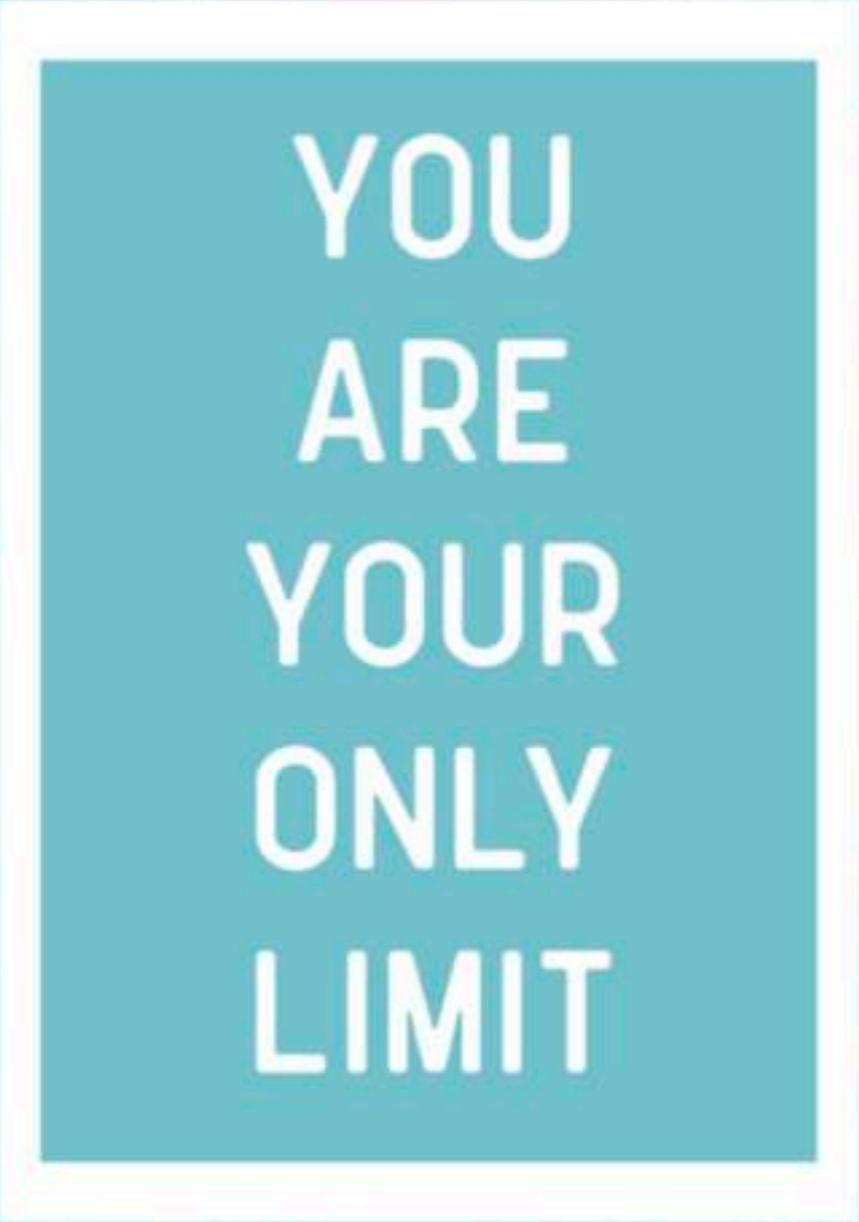


### **THERE ARE 30 DAYS IN A MONTH, NOT 40!**

Caring for our Libellians means very concrete but small gestures. And being paid before the end of the month is a concrete example! Libellians don't have to make a request. They don't have to worry and they don't have to wait until the end of the month for their salary to be paid into their bank account. By law, we could pay Libellians between the 1<sup>st</sup> and 10<sup>th</sup> of each month. But we pay before the 30<sup>th</sup>. It's LRTG homemade.

### **CHARTER OF THE HAPPY LIBELLIAN.**

We have drafted our CHARTER OF THE HAPPY LIBELLIAN. It's sort of LRTG's version of the Declaration of the Rights of the Man and of the Citizen. A statutory text, which reflects the Group's spirit and summarizes our know-how, rules and aspirations. This charter is displayed in all of the Group's subsidiaries.



**YOU  
ARE  
YOUR  
ONLY  
LIMIT**

## **Diversity in the Libellion galaxy:**

- No discrimination in hiring in any sector whatsoever.
- Seven changes in status requests implemented with the Prefecture in 2017: from student to employee and from researcher to employee.
- 25% of the firm's workforce is composed of women.

## YOUNG OR OLD: THERE'S A PLACE FOR EVERYONE!

### In the words of a Libellian: Valentin, a Consultant: "I enjoy challenges!"

"Alex offered me an assignment at Renault, which, on paper, required 10 to 15 years of experience although I had just graduated. I think he thought it was an opportunity for me, and also for the client. I manage a project and am the interface between the project and Engineering. In fact, I have many responsibilities as the financial stakes are significant. But I like to tackle challenges, make a case for our project and find solutions, and defend our work at decision-making meetings. You have to be sure of yourself. Senior management trusted me, and they were right, because it's going really well!"



## SEEING DISABILITIES AS ASSETS

Our vision of disability results from the experience of one of the founders in the United States where disability is considered a resource and companies are very vigilant in this regard. To share our vision, we chose a logo that represents disability not as something static but in movement. Some of our job offers on the APEC website explicitly target the disabled. This year, LRTG welcomed its first disabled employee, exceeding its legal obligations, as – it is worth noting – LRTG is not subject to the obligation to have 6% of disabled workers in its workforce.



# Section 9

# CELEBRATE

## In the words of a Libellian: Samuel

“As associates, we are welcomed to the LR galaxy like princes ... or rather like bosses. I had just joined the firm. This created immediate and, especially, unforgettable ties. I felt like I was acknowledged and appreciated. So energizing! I really felt lucky and wanted to seize this opportunity to give the best of myself. The contract-signing ritual spreads this LRTG mood we all like and that can be summarized by a sentence that speaks to me, ‘They did not know it was impossible so they did it.’” **Mark Twain.**

### **A CONTRACT IS SIGNED: LET'S CELEBRATE!**

**Every time a new Libellian business unit lifts off, all of the associates get together in a Michelin-star restaurant to celebrate the event and welcome the new associate.**



## A DEDICATED POSITION

At the very start of the adventure, LRTG hired a **Chief Happiness Officer** who is responsible for promoting the LRTG spirit.

### *“Fun is a serious thing”*

has been characteristic of the company since its earliest days. We work, but without taking ourselves seriously. More importantly, we have fun every day in different ways: table football, billiards and many events throughout the year, as well as go-carting, sports challenges, and off-the-cuff pizza parties.

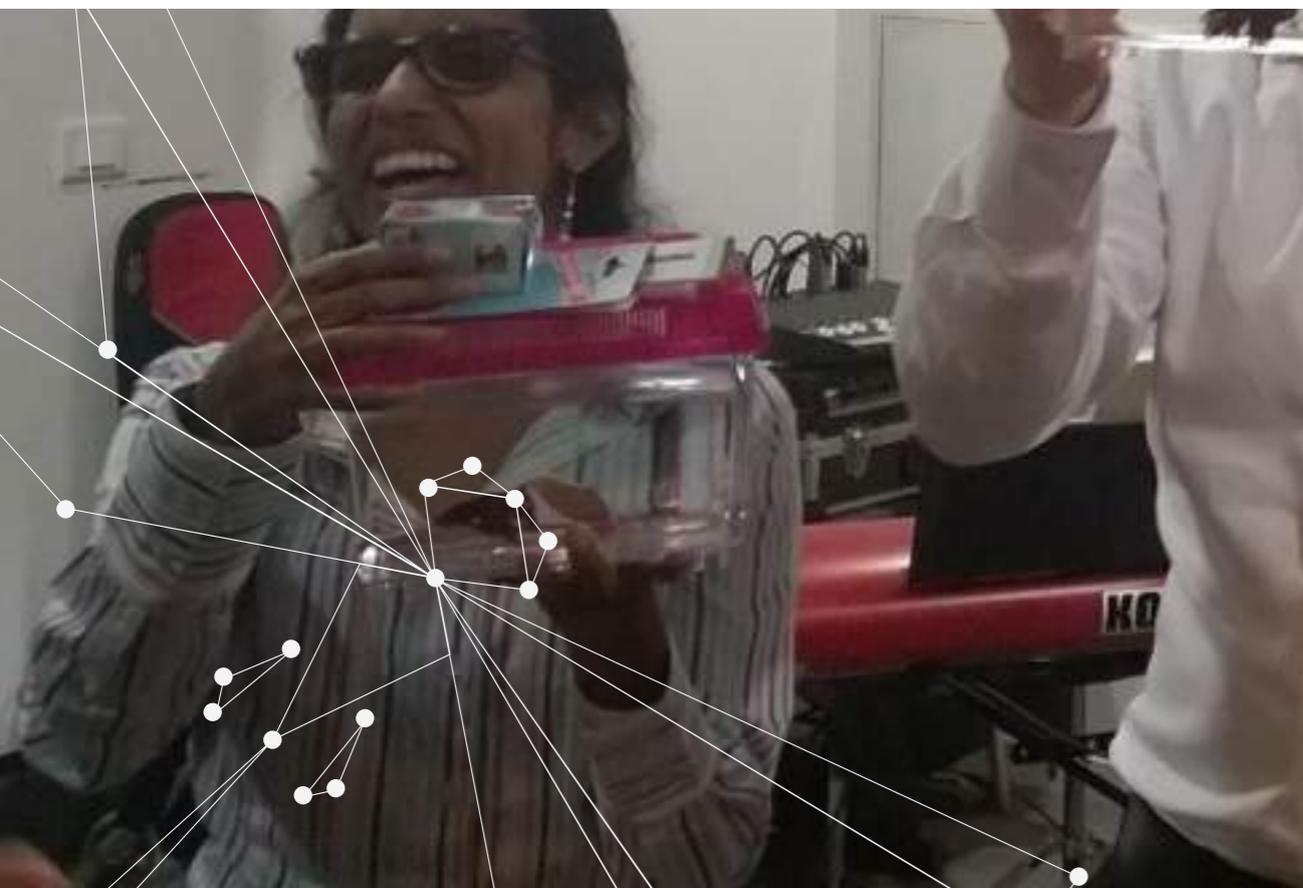
The **Chief Happiness Officer** comes up with different ideas that are easy to implement and bring a change to our daily routine.

### SONG OF THE WEEK: ANNOUNCING OUR PLAYLIST!

Music is a universal language. Every Friday, we set the pace for the upcoming week by sharing our “song of the week”. Monday can then start the week off with **good vibes**. We also discover new songs. The Libellian who posts the **song of the week** appoints the next week’s DJ.

### GIFT ADDICT

Libellians are “GIFT ADDICTS”, always happy, like a child, when they receive a gift. At each event LRTG organizes, contests are set up and gifts can be won. At the last evening event, five Libellians won fighting fishes, and also trophies for bocce ball, go-carting and bowling contests.



### IN PRAISE OF CHANGE

At Christmas: a pine tree forest ...

At Easter: an Easter egg hunt ...

In November: a Halloween atmosphere ...

In February: white magic, snow, mountain slopes, clean air, challenges ...

In June: take out your flip-flops and come and work at LRTG ...

**At LRTG, our decor changes every two months!**





### WEEKEND MANAGEMENT COMMITTEE MEETINGS

LRTG's Management Committee meetings always take place on a weekend, with a specific festive and relaxing program. Work is a good thing, but work with a little bit of fun is even better. The last Management Committee meeting took place in Toulouse. The agenda included a workshop and a meal on a barge, quad biking in the mountains, and also a workshop in a château, Formula 3 driving, massages and time at the pool.

### FUN IS A SERIOUS THING.

FUN is a full part of the LRTG Charter. We like to spend time together and laugh, and have a "look at the ring" side, which we admit to. Escapades in sports cars, weekends at the beach, good restaurants, trips to be won ... The good life is motivating. But we also know how to enjoy simple things like abs workouts in our offices at the end of the week. And the result is always the same: we laugh together, and that is what is important.





# Section 10 SHARE

### **I SORT, YOU SORT, WE ALL SORT TOGETHER**

At LRTG, we have appointed a volunteer leader responsible for eco-gestures. He implements processes that must facilitate eco-friendly actions in the company and ensures they are effective. For example, we have implemented a waste sorting system: paper wastebaskets, and collection of plastic caps and coffee capsules, as well as printer toners and batteries.

### **In the words of a Libellian: Christian, Green Leader**

Today, every company should be concerned about environmental protection. For the time being, we have not established a charter, but I make sure certain rules are followed, in particular regarding waste sorting. The idea is not to implement complicated processes, but rather daily routines that everyone can manage. For example, I have put a cap collection system in place on each desk. At the end of the week, the boxes of caps are collected for the “Bouchons d’Amour” association.

### **EAT APPLES!**

For the most part, Libellians belong to Generation Y, which seeks new lifestyles, more health-friendly in general but also better for their own health. Many pay attention to their nutrition. We wanted to participate in this collective endeavor by entering into a partnership with a local producer of fruit and vegetables and the “Jardins de Gally”. We believe this short-circuit philosophy should be a priority in terms of changing attitudes towards the protection of the planet and also resembles the same process we apply when we choose our partners and economic operators who are geographically close to us and participate in expanding our business in the region. The Jardins de Gally delivers plants to us so that our offices are always truly “green”.





LR TECHNOLOGIES - GROUPE  
6 mois

Maxime lacour, est très fier de **Philippine Dolbeau** ! Bravo pour cette réussite !  
Encourageons l'innovation !

<https://lnkd.in/d58qDcX>



Philippine DOLBEAU - New School  
linkedin.com

### SHORT-CIRCUIT MENTORING

LRTG is committed to our territory. The CEO is a member of the "Entreprendre Yvelines" panel, a network based on free mutual assistance. As such, Maxime mentors Philippine Dolbeau with regard to her "New School" [www.newschool-edu.com](http://www.newschool-edu.com).

*"Maxime became my mentor at a strategic time in the development of our company. We had just received a loan, but were a bit lost in terms of the overall business model and the marketing of our app. His advice was decisive. Thanks to Maxime, we launched tests in a number of schools and are launching our app's V2 today."*

### SHORT-CIRCUIT NETWORKING AS WELL!

LRTG Group favors direct contact and agility. That's why, as a priority, the Group works with local operators, startups or individuals who share the same business and mutual assistance culture. Supporting local business is one of LR's goals because, for us, purchasing a service must also be meaningful. We always promote our partners on social networks, for example, to create a true community committed to each other based on professionalism and trust.

**The Libellion galaxy's partners:** INSTANT B, Facto Com, SPARTE RH, Les Jardins de Gally, Speed Park....

In 2017,  
€5,570 were donated to  
the association.

## RALLYING TOGETHER!

Every year, all of the Libellians get together for the **Course de Héros** race. We decided to participate in this event, because we wanted to support a positive action that brings us all together.

We run for the **"Les Clowns Z'hopitaux"** association, which sends out visitors to sick children, the elderly or the disabled in about 20 institutions throughout France. They have a single objective: to create a unique time in which patients can escape and find joy and comfort. Sometimes, a smile is all that's needed.



### BSPCE FOUNDERS' WARRANTS

BSPCE founders' warrants are the best and simplest way to acquire shares in a company. BSPCE founders' warrants are a way to acquire shares based on the company's growth.

A future shareholder must achieve growth objectives over four years. Then we conduct a review. If all goes well, the shareholder may obtain up to 20% of the company's shares. This system does not exist anywhere else! In other companies, the shares available for BSPCEs hover around 1% to 2% of the total amount of shares. At LRTG, the system to acquire ownership is exceptional.

### PERSONALIZED SALARY INCREASE

We don't wait for the salary increase period to suddenly arrive. Raises are examined on a case by case basis, in other words, individually, and after the employee has worked for the firm for one year. If we believe a Libellian deserves more than he or she asks for, then we increase the raise.

### BOTTOM UP and NOT TOP DOWN

LRTG's salary scale was designed by the managers, then approved by senior management, and not the other way around. This is a concrete example of our bottom-up – rather than top-down - decision-making process.

**“It doesn't make sense to hire smart people and then tell them what to do. We hire smart people so they can tell us what to do.” Steve Jobs**

### MONEY CAN'T BUY HAPPINESS (WELL, MAYBE A LITTLE BIT)

Libellians are regularly and financially compensated for their work and dedication. Meritocracy is one of LRTG's values, and to prove it, the Group applies very simple rules to vacation allowances: 10% of vacation pay is paid out in June. For some companies, this 10% is included in the annual salary. At LRTG, it is an additional allowance. We even transform unused rest days (“RTT”) into a vacation allowance as well!

### FAIR REMUNERATION

LRTG is governed by the SYNTEC collective agreement. All of our Libellians are paid more than the agreement's recommendations. Our average salary in 2017 was €36,534 compared to €35,200 in 2015. If we feel that a Libellian's salary request is less than the market average, we ask him or her to look for information and come back with an updated request.





# Section 11

## OUR CHALLENGES IN 2018

Halloween arrive, on s'y prépare en version "Souviens toi l'été dernier" !  
Prochainement : inauguration de LR Technologies Grand Ouest avec la nouvelle décoration !  
... voir plus



Aujourd'hui... nous livrons les locaux de Rennes ! Nous sommes impatients de vous les faire découvrir. Photos à venir la semaine prochaine !  
... voir plus



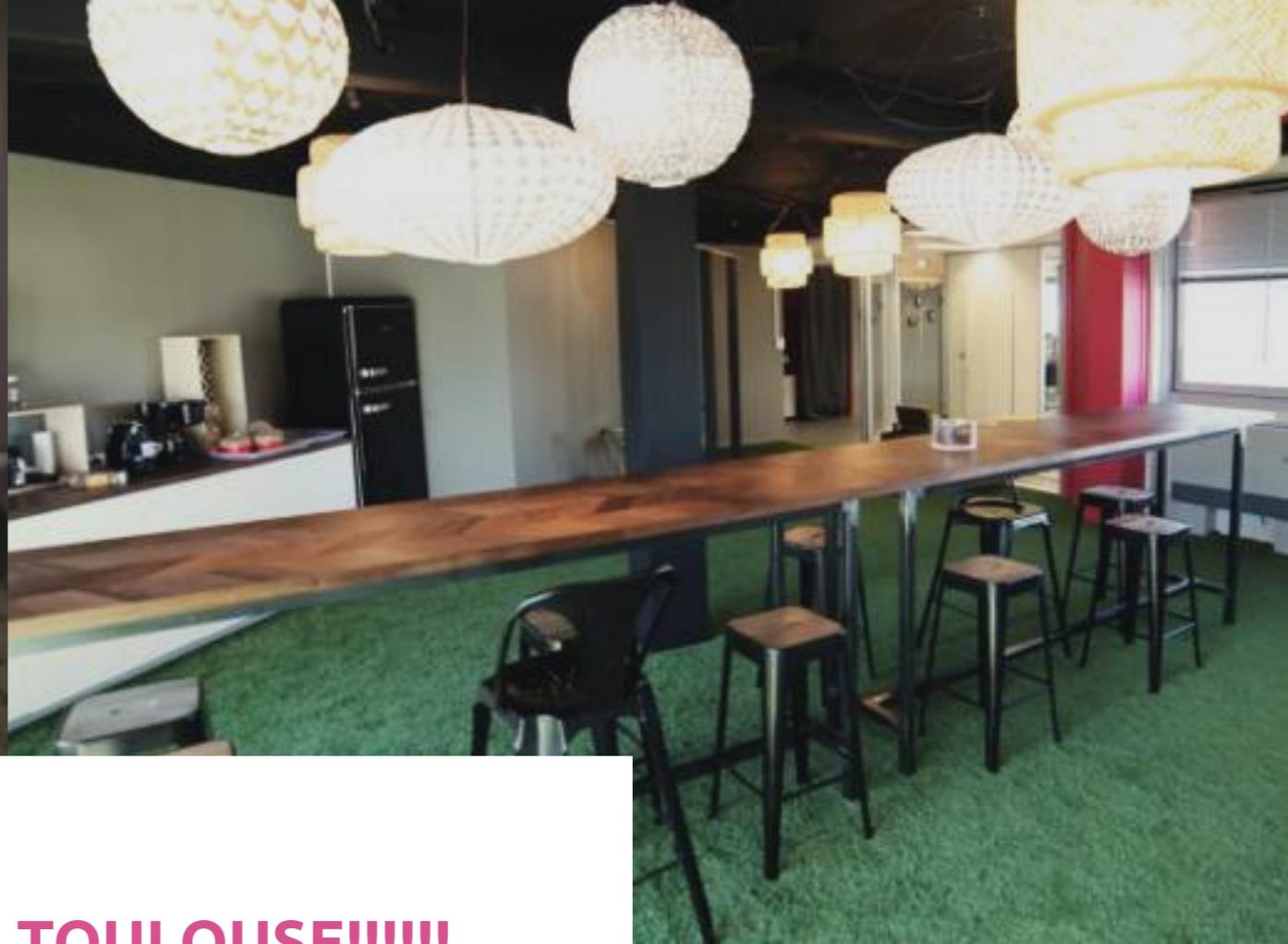
## What are your HR/management challenges for 2018?

- Development of our new Libellian business units: Rennes and Brest. Continuing the adventure in Toulouse and Versailles
- Launching new Libellian business units: Aix, Nantes, Bordeaux, Lille and Lyon...
- Expanding the offices in Versailles to accommodate more new Libellians
- Developing our local monitoring process to remain even closer to our Libellians, with the arrival of HR Managers in the regions
- Obtaining ISO 9001 V2015 certification
- Improving our IT tools
- Knowledge-Sharing Breakfasts



**THE LIBELLIAN BUSINESS UNIT IN RENNES!!!!!!**





**THE LIBELLIAN BUSINESS UNIT IN **TOULOUSE!!!!!!****





## **Section 12**

# **CORPORATE CULTURE & PERFORMANCE**



In the words of a Libellian: Samuel  
“Indicators: we’re better off without them than  
with them.”

**LRTG’s** business consists in selling intellectual services to its clients. These *intellectual services* are in fact our men and women. The relationship between financial performance and social performance is therefore inseparable. **LRTG’s** financial growth relies on ensuring its employees work under the best conditions possible.

Although it is easy to measure financial performance (sales revenue, margins), measuring social performance based on statistics is a risky endeavor that does not provide much information and doesn’t really apply.

**As part of its corporate culture, LRTG** has decided not to adopt a statistical analysis based on indicators that ignore singularities and, ultimately, personalities.

**LRTG** prefers quality indicators to quantity indicators. The competition seeks to evaluate, self-evaluate and look at itself in the mirror through statistics to convince themselves that they are the best (a narcissistic, closed-in attitude), but **LRTG** examines personalities and subjective traits to customize their review (based on empathy and an open mind).

This approach, which avoids the subjective examination of “performance”, has remain entrenched since the 2000s.

Through a number of activities (breakfasts, sports events, birthdays, etc.), each **LRTG** employee is listened to, taken into consideration, respected, valued and involved. **LRTG** always promotes initiatives to continually give more to its employees. It is in perpetual movement – just like the wings of a dragonfly – and never sits in place. **LRTG** doesn’t stop time to calculate statistics that are not very revealing. **LRTG** always moves forward.

**LESS  
TALK,**

**MORE  
ROCK**

**IN BRIEF AND IN LIBELLIAN:**

- We measure the satisfaction rate of our Libellians regarding their work and also the firm.
- We measure seniority (this is new at LRTG, and we like it;-)
- We measure the average salary (higher than the market average).
- We measure absenteeism: it is a good indicator of happiness at work. At LRTG, the rate is low: less than 7%.



## Section 13

# OUR DIFFERENTIATORS

# CHARTER OF THE HAPPY LIBELLIAN

## 1 - Smart is an attitude

Our firm's number one asset is our Libellians. Libellians have a "smart attitude": they smile, are punctual and considerate, listen to others and make themselves available, have a sunny disposition, are committed, and share all sorts of constructive ideas.

## 2- Life is fun. Life is a game.

At LR, many important ideas are shared around a game of table football. That is where our team spirit, motivation, agility and, also, humility are fostered. Libellians do not take themselves seriously because they always remember that life is but a game, and business as well.

## 3- A culture of recognition

Being grateful. Knowing how to say thank you to colleagues, consultants, applicants, visitors – everyone – is crucial. Curiosity and the involvement of everyone in the life of our galaxy are not to be taken for granted nor are they an end in and of themselves. They are a gift that we share with each other – a tree to be nurtured and showered with thanks.

## 4- Availability as a cornerstone

For a Libellian, availability is fundamental. A Libellian is agile and rapid, adapts to each situation, answers questions asked, and does not evolve in a stagnant schematic. The firm's structure and organization facilitate the free circulation of ideas and encourage direct communication. It's better to talk to someone in person than write emails. Don't hesitate to ask questions. Rely on best practices, such as the "Need a Solution?" meetings. These are all opportunities to nurture availability.



## CHARTER OF THE HAPPY LIBELLIAN

### 5- The power of intention

In our galaxy, there are no territories or borders. We are all Libellians. Behind each Libellian is a human being. Yes! Who has passion, talent, instincts, ideas and dreams. At the office, a MOOD BOARD is available. Anything and everything you can offer can be marked on this wall: a mood, a quotation, an address, a proposal ... Give freely and without expecting any return – that is how a Libellian demonstrates dedication and generosity.

### 6- Fun is a serious thing

Libellians are not perfect and readily admit to having a “look at the ring” side, because self-mockery can be a positive trait. In our Libellion galaxy, the culture of celebrations, beautiful things, good times, great restaurants and perfect destinations is a way to motivate, relax and also reward. Libellians therefore nurture a taste for challenges and success. They aren't in a race for recognition. They know how to protect their inner child!

### 7- I create, therefore I am

We are all artists within our galaxy. Many workshops are organized in the Libellion galaxy so that everyone can share their ideas and creativity. Libellians are asked to work together and improve the firm's organization or strategy a few times every year. Everyone makes a contribution and participates in this team-based collaborative adventure.



# CHARTER OF THE HAPPY LIBELLIAN

## 8- Train and grow

A happy Libellian is one who grows. Libellians have a right to training and to change throughout their lives. In the Libellion galaxy, the training office is open to coherent requests that benefit everyone – both employees and the firm. Because a trained Libellian is a happy one, don't hesitate to make a request; the response time is never long and always clear: it's either yes or no.

## 9- Solidarity always

Libellians are committed to solidarity and mutual assistance. If anyone needs a hand to move or some advice or a little time, they should be able to find it right away and close-by. Libellians foster this commitment to solidarity internally every day and also through different activities and events they organize and suggest over the year.

## 10- Happy moderation and the "Colibri" movement

Libellians like to take care of themselves, their health, nutrition and soul. Sports in the Libellion galaxy are not just an activity but a way of life. Libellians are responsible for themselves, others and their environment. In terms of nutrition, they look for local produce and seasonal fruit, sort their waste, turn off lights and share cars when they can – small contributions, but on the scale of the Libellion galaxy, they have an impact on everyone and on the planet. This is what Pierre Rabhi calls "happy moderation".



# The firm is growing, staying the course, pursuing its vision and nurturing the LR Technologies spirit we love.

Bravo aux Libelliens Toulousains qui ont participé à la Corrida Pédestre dans les rues de Toulouse sous les couleurs de LR TECHNOLOGIES - GROUPE au profit des associations Dominique et Petit coeur de beurre ! 🍷🍷 ... voir plus



19 j'aime · 2 commentaires

Soirée festive sur le thème des jeux et de la musique ! Nos Libelliens musiciens ont montré leurs talents ! Merci à tous d'être venus !  
Merci à nos partenaires Instant-8 et Versailles Events !



Il a un an déjà nos libelliens Toulousains rejoignent l'aventure ! Joyeux anniversaire LR TECHNOLOGIES SUD-OUEST !



31 j'aime · 1 commentaire

L'Wé s'est aussi installé dans les bureaux de LR Technologies Sud-Ouest ! 🍷



14 j'aime

Hier 7 de nos valeureux Libelliens participaient à la Penam X'Trem !  
Merci à LA FRAPPADINGUE pour ce bel événement #j'aimecourir dans la boue et merci à DECATHLON FRANCE pour notre déguisement brassards-bonnets ver ... voir plus



Vous vous sentez une âme de Libellien ? Découvrez nos offres et montez à bord de la libellule, on vous emmène !



Apec.fr - LR Technologies Groupe recrute, découvrez nos offres !  
lares.apec.fr

Joyeux anniversaire **simon verdier** ! 🍷🍷🍷🍷



22 j'aime · 2 commentaires

C'est la rentrée et vous vous sentez une âme de Libellien ?  
Consultez nos offres et montez à bord de la libellule, on vous emmène !



Apec.fr - Cadres - Mes Offres d'emploi - Recrutement et offres d'emplo...  
cadres.apec.fr

Hier soir, belle soirée karting, félicitation à tous les Libelliens pour leur implication.  
L'équipe de **maxime lacour** a ... encore gagné ! Décidément cette dream team vole plus haut et plus vite.



## IN BRIEF AND IN LIBELLIAN:

- We used to be a group of 100 and close to our Libellians. We've almost doubled our size (200) and are still close to our Libellians. We have turned our start-up into a real small galaxy and have kept our LR Technologies spirit!

## WHAT ARE THE THREE BEST PRACTICES YOU WOULD LIKE TO HIGHLIGHT?

The company is growing, staying the course, pursuing its vision and nurturing the LRTG spirit we love.

### BSPCE FOUNDERS' WARRANTS:

**LRTG is growing and open to new shareholders.**

**In two years, the number grew from five to seven ... and this trend continues.**

BSPCE founders' warrants are a way to acquire shares based on the company's growth. A future shareholder must achieve objectives over four years. Then we conduct a review. If all goes well, the shareholder may obtain up to 20% of the company's shares. This system does not exist anywhere else! In other companies, the shares available for BSPCEs hover around 1% to 2% of the total amount of shares.

At LRTG, the system to acquire ownership is exceptional.

### A FLAT ORGANIZATION:

The Group's entities are sized reasonably to ensure optimal management. Each director manages 30 to 100 people, with just one intermediary level. The abstraction layer is therefore particularly limited, especially as the director is present in the subsidiary and is the primary recruiter, manager and sales rep. He or she can be reached at any time and is accessible.

**LRTG** is a unique brand. Its foundation is solid, based on its values. Major decisions are taken collectively. Everyone contributes and leaves their mark on the organization.

### THE "WOW" EFFECT:

LRTG is a galaxy: Libellion. Every Libellian branch created is like a new house. A house that is welcoming, with someone always present at reception, where the same Group Charter and values apply, as well as our motto: "What may seem extraordinary to you is ordinary for us."

Our reward is when a child comes into our offices and exclaims, "Wow, is this your office, Dad?" That's the "wow" effect.

This spirit is present in our offices (Toulouse has been renovated twice; Versailles has a new floor; offices have opened in Rennes) and also in everything we do.

We nurture this "wow" effect every day, so that all of our consultants can react with enthralment like a child.

This is both a driver and a sign of our uniqueness.



# Section 14

# ACKNOWLEDGMENTS



**LR**  
**TECHNOLOGIES**  
GROUPE

## **THANK YOU FOR TAKING THE TIME TO READ OUR HANDBOOK!**

It was a great pleasure to work together on this publication, which, once again, was a useful exercise both in structuring our brand message and in preparing new tools.

This process makes us all the more ambitious and helps us grow. It also helps us develop and affirm our corporate culture.

All of the work we do every day to make our company a **GREAT PLACE TO WORK**, a firm that is pleasant to work in (via its preventive, demanding strategy applied every day), will let us avoid implementing certain practices (our objective) to correct the defects of organizations whose operating mode we believe is outdated and ineffective both in terms of social responsibility and financial growth.

