



**REACH HIGHER LEVELS.
WORK WITH CIELO.**

**CORPORATE PRESENTATION
ACCOUNTING AND FINANCE DEPARTMENT**



WELCOME TO CIELO

ACCOUNTING + FINANCIAL TALENT

SINCE 2010, WE HAVE BEEN LINKING TOP ACCOUNTING + FINANCIAL TALENT WITH THE BEST ORGANIZATIONS, GENERATING THE INDUSTRY'S BEST RETENTION RATE.



99%

RETENTION
RATE

ADD VALUE TO YOUR CAREER

OUR RETENTION RATE IS UNQUESTIONABLY
THE MOST RELIABLE INTERNAL KEY MEASURE TO
DETERMINE THE SUCCESS OF OUR ORGANIZATION.

WE'RE HANDS-ON

WE QUESTION

WE CHALLENGE

WE SEARCH

WE FIND



BUILD THE TEAM THAT WILL PROPEL YOU FORWARD

**ALL OUR CANDIDATES STAND OUT
FOR THEIR CAPACITY TO DEVELOP
AND GROW YOUR BUSINESS.**

In addition to a recruitment firm, CIELO is a team of experienced executives, recruiters, researchers and data analysts specializing in the fields of finance, accounting and management.

The placement of highly qualified executives and professionals, on a temporary, permanent or consulting basis, is more than a job; it's a passion.



A MULTITUDE OF POSITIONS AVAILABLE: FROM ANALYST TO CFO

OVER 60 ACTIVE POSITIONS, MORE THAN HALF OF WHICH ARE EXCLUSIVE!

- _ Financial analyst
- _ CFO
- _ M&A, investor relations
- _ Taxation (CAN., U.S., INT.)
- _ Accounting standards (IFRS, U.S., CAN., ASPE)
- _ Consolidation
- _ Comptroller (corporate, SME)
- _ Internal auditor
- _ Process optimization
- _ VP Finance
- _ FP&A
- _ Director, Finance and Administration
- _ Management accounting (profitability/costing)
- _ Project accounting
- _ Chief account, assistant comptroller
- _ Business analyst
- _ Treasury
- _ Compliance

99%
RETENTION RATE

FROM SME TO MULTINATIONALS

POSITIONS WE FILL

 PERMANENT

 TEMPORARY

 CONSULTING

SPECIALIZED EXPERTISE, TAILORED TO YOUR NEEDS

OUR EXPERTISE EXTENDS ACROSS
MULTIPLE SECTORS, THANKS TO
OUR PROVEN PROCESS.

A FEW SECTORS WHERE WE HAVE EXERCISED OUR EXPERTISE



AERONAUTICS AND MANUFACTURING



FINANCIAL SERVICES



BUSINESS SERVICES



RETAIL COMMERCE, SUPPLY AND DISTRIBUTION



REAL ESTATE



ENGINEERING AND HIGH TECH



MINING AND ENERGY



HOTEL AND RESTAURANT INDUSTRY



ENTERTAINMENT

WELCOME TO CIELO!

A DISCREET, MODERN, ACCESSIBLE SPACE

- _ Offices in downtown Montréal
- _ Spaces where you can meet your candidates in complete confidentiality (Company-In)
- _ Near Peel metro station
- _ Accessible underground parking in the building



OUR NETWORK

THE SCOPE AND REACH
OF OUR NETWORK
CONNECTS YOU WITH
THE BEST CANDIDATES
IN CANADA AND ABROAD

We have been selected by the AAFA as its exclusive representative
for the region of Greater Montréal.



We can accompany you locally, nationally and internationally



COMPETENCY, AVAILABILITY AND DYNAMISM

The Cielo team is proud of the close relationship we maintain with our clients and partners. This relationship lets us guide and accompany professionals, middle managers and senior managers in the management of their careers and, by extension, increase the value of the management teams of our clients looking for accounting + finance talent on the market.

We hold ourselves to an irreproachable methodology, approach and ethical standard, which raises us to unprecedented heights and explains our 99% retention rate.

We look forward to working with you!

ERIC AUDET, CPA, CGA, President



OUR TEAM

The Cielo team is made up of professionals and executives, all with a bachelor's degree or higher, mainly in the fields of accounting, human resources or management.

Our team is passionate about our field and we strive for the perfect pairing between carefully selected candidates and clients seeking accounting and financial talent.

This is what allows us to excel.
It's also what makes us proud.

Put us to the test!

OUR VALUES

PROXIMITY

ETHICS

PURSUIT OF EXCELLENCE

PROUDNESS



ERIC AUDET
President



STÉPHANIE PAIEMENT
Director Of Operations



ROMAIN RAPICAULT
Director, Business Relations



VÉRONIK TREMBLAY
Director, Business Relations



CAROLINE HACHÉ
Director, Business Relations



ANIE MAROTTE Senior
Director, Business Relations



MARIAMA BAKARY
Human Resources Advisor



LIHUA LIM
Associate Recruitment



HUGO FRIEDRICH
Associate Recruitment



**MARIE-LAURENCE
HUARD-GIROUARD**
Associate, Recruitment



FADOUA TALLA
Associate Recruitment



HAMID AMRI
Associate Recruitment



JOHANA ROHMER
Associate, Recruitment



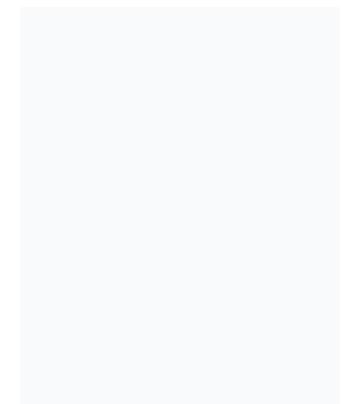
ANNA LORTIE
Accountant



KARL-ERIC PILON
Data Optimization Analyst



LÉO ANNETTE
Data Optimization Analyst



RECRUITMENT PROCESS BASED ON METICULOUS SELECTION, WITH INTERNAL QUALITY ASSURANCE.

99%
RETENTION
RATE

PROXIMITY OF CLIENTS (CANDIDATES AND BUSINESSES)

INDEPENDENCE OF DIRECTORS, BUSINESS RELATIONS AND RECRUITERS

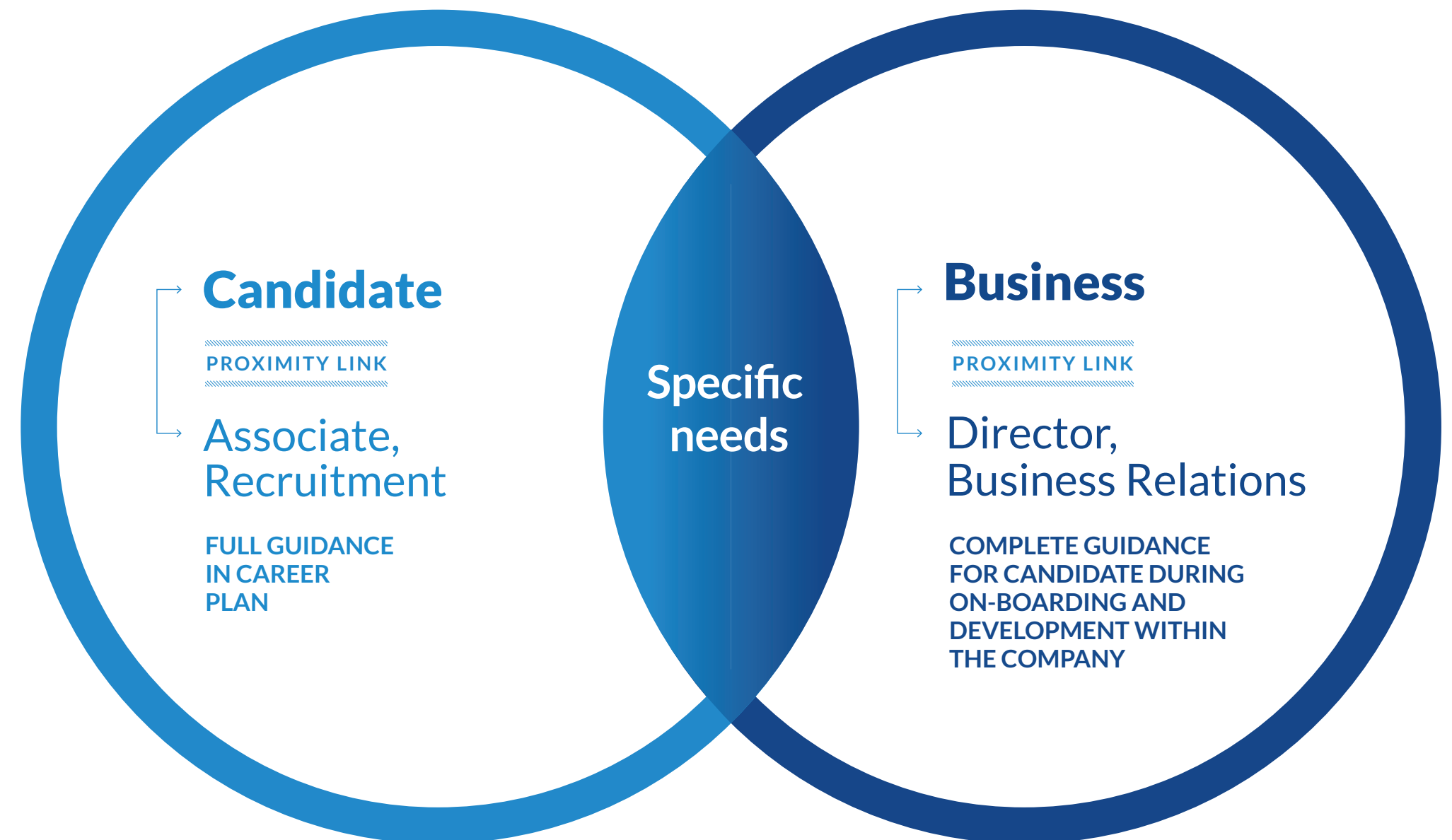
ACCESS TO THE FIRM'S BEST CANDIDATES

HYBRID PROCESS (NETWORK + HEADHUNTING)

MANAGEMENT OF HIRING RISKS AND CAREER CHOICES

DECISION-MAKING TOOLS

MANAGEMENT OF REFERENCES IN OUR NETWORK



CIELO'S DNA

HYBRID RECRUITMENT PROCESS

SEARCH FOR CANDIDATE PROFILES CIELO RECRUITMENT TEAM

To ensure maximum coverage, our hybrid process combines headhunting with data searching in our network.

HEADHUNTING

Sourcers

Analysis of potential candidates' profiles

Calls

Telephone contact with qualified candidates

Social media

Online contact with qualified candidates

CIELO NETWORK

CIELO database

Search for candidates in our constantly evolving database (25,000+)

AAFA

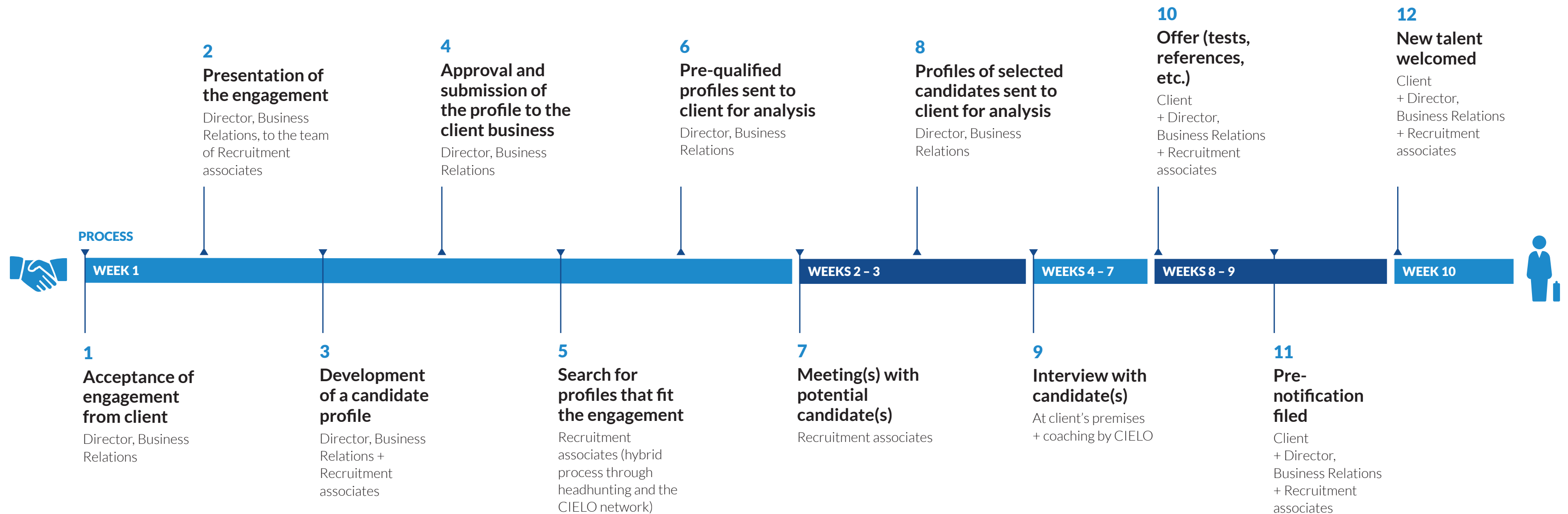
Search in the AAFA (American Association of Finance & Accounting) network

Networking and recommendations

Candidate search through ongoing presence at events and references from our network

RECRUITMENT PROCESS

AVERAGE DURATION
- 8 TO 10 WEEKS



* Duration provided for information only. The duration of the process may vary depending on the nature and complexity of the mandate (faster or longer). This period includes the notice of the candidate which increases with the seniority of the latter.

WE SPECIALIZE IN MANY RECRUITMENT MODELS

RECRUITMENT OF PROFESSIONALS AND MIDDLE MANAGERS

PERFECT UNDERSTANDING
OF THE ENGAGEMENT, THANKS
TO MULTIPLE POSITIONS FILLED
IN SIMILAR SPECIALTIES.

OTHER KINDS OF RECRUITMENT OFFERED

EXECUTIVE RECRUITMENT (C-SUITE)

CONSULTING

TEMPORARY POSITIONS

MASS RECRUITMENT

INTERNATIONAL RECRUITMENT

RECRUITMENT OF SENIOR MANAGERS (C-SUITE)

HELP ESTABLISHING THE REQUIRED PROFILE

ACCOUNTING AND FINANCE SPECIALISTS

COLLABORATIVE CREATION OF THE JOB DESCRIPTION

INTERNATIONAL NETWORK THROUGH THE AAFA + HEADHUNTING

CLEAR, STRUCTURED PROCESS WITH DEFINED TIMELINE

OUR CONFIDENCE IS BASED ON OUR RESULTS

100% PLACEMENT RATE WHEN WE WORK EXCLUSIVELY WITH A CLIENT FOR SENIOR MANAGEMENT POSITIONS. THANKS TO OUR EXPERTISE, IT IS HIGHLY LIKELY THAT WE ALREADY KNOW YOUR FUTURE EMPLOYEE.

99%
RETENTION
RATE



RECRUITMENT OF PROFESSIONALS AND MIDDLE MANAGERS

PERFECT UNDERSTANDING OF THE ENGAGEMENT, THANKS
TO MULTIPLE POSITIONS FILLED IN SIMILAR SPECIALTIES

THE PROXIMITY OF OUR NETWORK ALLOWS US TO ACHIEVE
A HIGHER REFERRAL RATE

CUSTOMIZED ADVISORY SERVICES FOR OUR CANDIDATES
AND CLIENTS

HELP ESTABLISHING THE REQUIRED PROFILE

99%
RETENTION
RATE



CONSULTING

HIGH-QUALITY SOLUTION COMPARED TO PROPOSALS BY BIG ACCOUNTING FIRMS

BUSINESS ANALYSIS

FINANCIAL ACCOUNTING AND ERP

PROCESS REVIEW AND/OR FINANCE FUNCTION DIAGNOSTICS

IMPLEMENTATION OF IFRS OR OTHER STANDARDS

FINANCIAL INFORMATION

INITIAL SOX IMPLEMENTATION

BUSINESS ANALYSIS DURING GENERAL LEDGER MERGER OR POST-ACQUISITION INTEGRATION

99%
RETENTION
RATE

TEMPORARY POSITIONS

OCCASIONAL NEEDS DURING PEAK PERIODS:

- _ FINANCIAL YEAR-END
- _ END-OF-QUARTER BUDGET
- _ REDUCE WORKLOAD OF EXISTING TEAM
- _ STABILIZE INTERNAL TEAM DURING STAFF SHORTAGES
- _ OTHER

REPLACEMENT FOR MATERNITY LEAVE, SICK LEAVE, RESOURCES ASSIGNED TO A PROJECT

TEMPORARY RESOURCE DURING REVIEW OF FINANCE FUNCTION OR CHANGING OF THE GUARD

99%
RETENTION
RATE



MASS RECRUITMENT

SPECIALIZED EXPERTISE IN ACCOUNTING AND FINANCE THAT OPTIMIZES STAFF DEPLOYMENT SPEED AND DELIVERY

DATABASE OF THOUSANDS OF CAREFULLY SELECTED, PRE-QUALIFIED CANDIDATES

TEAM OF TRAINED, SPECIALIZED SOURCERS

ENTIRE NETWORK SPECIALIZED IN ACCOUNTING AND FINANCE

99%
RETENTION
RATE

INTERNATIONAL RECRUITMENT

WE HAVE PLACED INTERNATIONAL WORKERS IN MANY COUNTRIES AND CONTINENTS, INCLUDING SWITZERLAND, AFRICA AND THE UNITED ARAB EMIRATES.

WE ARE THE ONLY REPRESENTATIVES OF THE AMERICAN ASSOCIATION OF FINANCE & ACCOUNTING (AAFA) IN MONTRÉAL. THANKS TO THIS NETWORK OF EXPERT FIRMS WE BELONG TO, YOU HAVE ACCESS TO LOCAL EXPERTISE ALL ACROSS NORTH AMERICA.

WE HAVE WORKED SUCCESSFULLY WITH LOCAL CLIENTS IN NORTH AMERICAN CITIES SUCH AS SAN DIEGO, NEW YORK, TORONTO AND BIRMINGHAM.

THROUGH THE AAFA, WE HAVE ALSO PLACED SEVERAL CANDIDATES IN MONTRÉAL, IN THE CANADIAN DIVISIONS OF INTERNATIONAL CORPORATIONS.

99%
RETENTION
RATE





GRETZKY

**“ YOU MISS 100% OF THE
SHOTS YOU NEVER TAKE. ”**

– WAYNE GRETZKY

**READY TO IMPROVE
YOUR ORGANIZATION?**



1130 Sherbrooke West, Suite 1610
Montréal (Québec)
H3A 2M8

514 316-4545
info@cielocanada.com
cielocanada.com