



ORGANIZATIONAL MODELING PROJECTS - REFERENCES

2022/11/24

Assuming that references of successfully implemented projects are better than a thousand words, we suggest contacting the following companies:

- ▲ **KARSTEN S/A** - Blumenau - Santa Catarina - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* and *NON-MANAGERIAL MULTI SKILLS CAREER* concluded and operational as of September 1995.
- ▲ **SUZANO PETROQUÍMICA S/A** - Sites in Camaçari - BA, Duque de Caxias - RJ e Capuava - SP - Brazil > *NON-MANAGERIAL MULTI SKILLS CAREER PROJECT* concluded and operational as of August, 1996.
- ▲ **USIMINAS S/A** - Belo Horizonte - MG - Brazil > HR decentralized management project concluded and operational as of November 1997 which was divided into 04 modules (*INTERNAL CLIENTS' SATISFACTION SURVEY* (1), *ORGANIZATIONAL MODELING - HR MANAGERIAL STRUCTURE AND WORK PROCESSES* (2), *DIRECTIVES, POLICIES AND PROCEDURES OF ORGANIZATIONAL DEVELOPMENT AND MANAGEMENT PEOPLE* (3) and *TRAINING OF PROFESSIONALS INVOLVED - SENIOR MANAGEMENT TEAM AND HR* (4).
- ▲ **BCP S/A** - São Paulo - SP - Brazil > *ORGANIZATIONAL MODELING PROJECT, HEADCOUNT DEFINITION* (people quality and quantity) and *COMPANY IMPLEMENTATION MONITORING* (Green Field) concluded and operational as of August 1997.
- ▲ **DETEN QUÍMICA S/A** - Camaçari - BA - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* and *NON-MANAGERIAL MULTI SKILLS CAREER* concluded and operational as of March 1998.
- ▲ **CIQUINE-POLIALDEN** - Camaçari - BA - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* and *NON-MANAGERIAL MULTI SKILLS CAREER* concluded and operational as of July 1999, as preparation for the auctioning of Companies, which belonged to CONEPAR, Holding of the ex-Banco Econômico. POLIALDEN was acquired by BRASKEM and CIQUINE by ELEKEIROZ.
- ▲ **JARI CELULOSE S/A** - Monte Dourado - PA - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* and *WORK PROCESSES* concluded and operational as of November 2001.
- ▲ **BRASCAN BRASIL S/A** - Brasília - DF - Brazil > *ORGANIZATIONAL MODELING OF MANAGERIAL STRUCTURES - HOLDING, COMFLORESTA, CATLE, BESA AND CESBRA* projects concluded and operational as of July 2001.

- ▲ **GRUPO ORSA** - Barueri - SP - Brazil > *ORGANIZATIONAL MODELING OF MANAGERIAL STRUCTURES - HOLDING, ORSA CELULOSE, PAPEL E EMBALAGENS, FUNDAÇÃO ORSA and ORSA FLORESTAL (GREEN FIELD)*. projects concluded and operational as of October 2002.
- ▲ **COMGÁS - CIA DE GÁS DE SÃO PAULO** - São Paulo - SP - Brazil > *NON-MANAGERIAL MULTI SKILLS CAREER PROJECT* concluded and operational as of December, 2002.
- ▲ **FÁBRICA CARIOCA DE CATALISADORES** - Rio de Janeiro - RJ - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE and WORK PROCESSES* concluded and operational as of July 2002.
- ▲ **AUNDE COPLATEX** - Poá - SP - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE and WORK PROCESSES* concluded and operational as of November 2002.
- ▲ **VERACEL CELULOSE S/A** - Eunápolis - BA - Brazil > *ORGANIZATIONAL MODELING MODULAR PROJECT - MANAGERIAL STRUCTURE and WORK PROCESSES (GREEN FIELD)* concluded and operational as of May 2003 to support the implementation of the plant (investment of US\$ 1.2 MMM). With the entry into operation of the unit, this project was re-contracted in November 2005 and concluded in May 2006.
- ▲ **TRENCH, ROSSI & WATANABE** - São Paulo - SP - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE and WORK PROCESSES* concluded and operational as of July 2003.
- ▲ **PETROFLEX IND. E COMÉRCIO S/A** - Rio de Janeiro - RJ - Brazil > *NON-MANAGERIAL MULTI SKILLS CAREER PROJECT* concluded and operational as of May, 2004.
- ▲ **FICAP S/A** - Rio de Janeiro - RJ - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* concluded and operational as of May 2005 and *WORK PROCESSES RATIONALIZATION* concluded and operational as of November 2008.
- ▲ **MD PAPÉIS S/A** - São Paulo - SP - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* concluded and operational as of November 2005.
- ▲ **ARACRUZ S/A** - São Paulo - SP - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE and WORK PROCESSES* of the Forest Executive Area concluded and operational as of December 2005.
- ▲ **COPENOR S/A** - Camaçari - BA - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* concluded and operational as of June 2006.
- ▲ **TOZZINI, FREIRE, TEIXEIRA E SILVA** - São Paulo - SP - Brazil > *ORGANIZATIONAL MODELING PROJECT* concluded and operational as of November 2006.
- ▲ **BHP BILLITON S/A** - Rio de Janeiro - RJ - Brazil > *ORGANIZATIONAL RATIONALIZATION PROJECT* concluded and operational as of December 2006.

- ▲ **ARACRUZ S/A** - São Paulo - SP - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* and *WORK PROCESSES* of the HR Executive Area concluded and operational as of March 2007. This project was preceded by 02 other modules (Internal Clients' Satisfaction Survey and HR Structures & Processes Benchmark).
- ▲ **ARACRUZ S/A** - São Paulo - SP - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* and *WORK PROCESSES* of the Supply Executive Area concluded and operational as of May 2007. This project was preceded by 02 other modules (Internal Clients' Satisfaction Survey and Supply Structures & Processes Benchmark). Please contact Paulo Medeiros, at the time Supply Executive Manager of the Company, by phone +55.27.8135-7487.
- ▲ **INDUSTRIAS ANHEMBÍ S/A** - São Paulo - SP - Brazil > *ORGANIZATIONAL MODELING PROJECT* concluded and operational as of June 2007.
- ▲ **VOTORANTIM METAIS S/A** - São Paulo - SP - Brazil > *ORGANIZATIONAL RATIONALIZATION - ENGINEERING PROJECT STRUCTURE - CORPORATE AND UNITS AREAS* concluded and operational as of November 2007.
- ▲ **PETROCOQUE S/A** - Cubatão - SP - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* and *WORK PROCESSES* concluded and operational as of November 2007.
- ▲ **COQUEPAR - CIA. DE COQUE CALCINADO DE PETRÓLEO S/A** - Rio de Janeiro - RJ - Brazil > *STRATEGY REVIEW, ORGANIZATIONAL MODELING (MANAGERIAL STRUCTURE and WORK PROCESSES), HEADCOUNT DEFINITION* (people seniority and quantity) Project Green Field concluded as of January, 2008.
- ▲ **GRUPO JULIO SIMÕES** - Mogi das Cruzes - SP - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* concluded and operational as of February 2008.
- ▲ **VOTORANTIM METAIS S/A** - Niquelândia Site - Niquelândia - GO - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* and *WORK PROCESSES* of the Maintenance Area concluded and operational as of May 2008.
- ▲ **CONTROLAR S/A** - São Paulo - SP - Brazil > *STRATEGY REVIEW, ORGANIZATIONAL MODELING (MANAGERIAL STRUCTURE and WORK PROCESSES)* and *COMPANY IMPLEMENTATION MONITORING* (Green Field) concluded as of May 2008.
- ▲ **MINERAÇÃO CARAÍBA S/A** - Jaguarari - BA - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* concluded and operational as of May 2009.
- ▲ **INDUSTRIAS ANHEMBÍ S/A** - São Paulo - SP - Brazil > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* and *WORK PROCESSES* of the Commercial Area, concluded and operational as of June 2009.
- ▲ **HARSCO METALS - UNIDADE JOÃO MONLEVADE** - Rio de Janeiro - RJ > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* and *WORK PROCESSES* concluded and operational as of May 2012.

- ▲ **VALE AFRICA (CDN & CEAR)** - Moçambique e Malawi > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* and *MACRO PROCESSES*. Concluded and operational as of June 2012.
- ▲ **COPENOR S/A** - Camaçari - BA > *ORGANIZATIONAL RATIONALIZATION OF MANAGEMENT STRUCTURE AND WORK MACRO PROCESSES FOR HR AREA*, concluded and operational as of September 2013.
- ▲ **EMBRACON CONSORCIOS** - São Paulo SP > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* and *MACRO PROCESSES* concluded and operational as of March 2021. Please contact Brenda Donato - People and Results Director by phone +55.11.99473-8625.
- ▲ **EMBRACON CORRETORA** - Santana do Parnaíba - SP > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* and *MACRO PROCESSES* concluded and operational as of March 2021. Please contact Gabriel Savian - General Director by phone +55.11.99164-2166.
- ▲ **SPSL - SISTEMA PRODUTOR SÃO LOURENÇO** - Ibiúna e Cotia - SP > *WORK PROCESSES RATIONALIZATION* and *HEADCOUNT DEFINITION* (people seniority and quantity) Project concluded and operational as of July 2021. Infrastructure company controlled by the Chinese CGGC Group. Please contact Flávio Piccolin - HR Manager by phone +55.11.98383-9578.
- ▲ **EMBRACON CONSÓRCIOS** - Santana do Parnaíba - SP > *WORK PROCESSES RATIONALIZATION* and *HEADCOUNT DEFINITION* (people seniority and quantity) Project, Started in August 2021 and scheduled to be completed in June 2022. Please contact Brenda Donato - People & Results Director - phone +55.11.99473-8625.
- ▲ **OXITENO** - São Paulo - SP > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* and *MACRO PROCESSES* of MAINTENANCE AREAS of MERCOSUL PLANTS, Started in December 2021 and scheduled to be completed in April 2022.
- ▲ **FORBES & MANHATTAN - PARANÁ XISTO** - São Mateus do Sul - PR (Petrobrás sale of the shale oil production unit) > *ORGANIZATIONAL MODELING PROJECT - MANAGERIAL STRUCTURE* and *MACRO PROCESSES* project started in April 2022 and concluded in July 2022. Please contact Jason Abrahão Coelho, Human Resources Manager, by cell phone (21) 98000-8880.
- ▲ **RAZZO LTDA** - São Paulo - SP > project focused on MAPPING AND REDESIGNING THE WORK PROCESSES of 10 AREAS of the COMPANY'S VALUE CHAIN, aiming to support the implementation of a new ERP. Started in November 2022 to be completed in January 2023. Please contact Fabiana Godeck, Information Technology Manager, by cell phone (11) 98225-6125.

If you are interested in visiting any company listed to learn about the experience in relation to the results of the project, **WISDOM** can assist you in scheduling the meeting.

Regards,

A handwritten signature in blue ink, appearing to be 'LCB' followed by a long horizontal stroke.

Luiz Carlos Bueno
Managing Director