



Start achieving your
potential from Day One

 **ERNST & YOUNG**
Quality In Everything We Do

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Why join Ernst & Young



What we stand for

At Ernst & Young we're committed to helping our people, our clients and our wider communities achieve their potential. It's how we make a difference. It's about 152,000 people working together to help each other develop and succeed professionally and personally. It's about helping our clients deliver on their promises to their markets and stakeholders. And it's about making a difference in the communities in which we live and work.

It starts with our people...

By having a culture where we can enjoy rewarding and stretching experiences and feel valued and recognized as individuals, we can best deliver collectively on our organizational promise to our clients.

We strive to create a welcoming and inclusive environment where we can help each other to develop and succeed - whether it is working with some of the world's market-leading companies, or devoting time and resource to the things that matter to us personally.

... and is about helping our clients...

Helping clients to deliver on their promise to their markets and stakeholders means we provide talented, committed individuals who demonstrate understanding of the client's issues, and deliver seamless, consistent, high-quality client service, worldwide.

It means identifying issues before they become problems. We work with our clients in a collaborative style, and bring together the right people, in the right place at the right time, to meet the client's needs.

It's about combining leading practices, methodologies and tools, together with fresh thinking, and tailoring our service to create a meaningful client experience.

... and making a difference to the communities in which we live and work

We have 152,000 people around the world with the power to make a difference. We strive to make an impact in the areas of entrepreneurship and education. We have a strong voice in our profession, which we use to help shape regulatory environments around the world.

As an organization, we recognize our responsibility to our wider communities and the world in which we live. As individuals, we have the flexibility and support to get involved with causes that matter to us personally.

Ernst & Young in Luxembourg

- Creation in 1973
- Over 940 professionals mixing more than 44 nationalities
- Turnover of €125 million for the fiscal year ending 30 June 2011
- Part of the Ernst & Young EMEIA network regrouping 93 countries and 67,700 people across Europe, Middle East, India and Africa

Our services



Ernst & Young Luxembourg is organized around key services: Assurance, Tax, Advisory and Core Business Services.

Assurance

Around the world, the journey to success is governed by increasingly complex and broadening regulatory requirements and stakeholder demands. Strong independent assurance helps meet these demands by providing a timely and constructive challenge to management, a robust and clear perspective to audit committees, and critical information for investors and other stakeholders. In Luxembourg, the quality of our audit starts with our international team of audit professionals, who have the breadth of experience that comes from auditing. We provide a consistent worldwide audit by assembling the right multidisciplinary team to address the most complex issues, using a proven global methodology and deploying the latest, high-quality auditing tools and perspectives. And because we understand that, to achieve your potential, you need a tailored service as much as a consistent methodology, we work to give you the benefit of our broad sector experience, our deep subject matter knowledge and the latest insights from our work worldwide.

Tax

Successful tax functions recognize the potential of business change and build sustainable tax strategies that help our clients' business achieve its ambitions. Ernst & Young's tax advisory team is dedicated to responding to that challenge. Our corporate and international tax professionals help structure transactions tax-effectively, manage the tax burden and improve sustainable growth. We tailor our advice to the business needs, from planning through to helping with implementation, reporting and maintaining effective relationships with the tax authorities. We mobilize our technical networks across the globe, to work with our clients to reduce inefficiencies, mitigate risk and improve opportunity, wherever they are and whatever tax services they need.

Our clients are looking for leading professional tax experts. In order to develop the next generation of experts with a solid and broad general background, we have created EYU Tax - our firm's global methodology. Working through three streams of Learning, Experience and Coaching, EYU Tax will offer you a broad range of planned experiences through assignments to specific projects and clients, supported by a wide variety of tailored trainings. In order to gain the right experiences and learning for your career goals you will have direct access to experienced managers and partners who will help you develop deep and diversified skills.

The different departments you will get experience in are:

- ▶ International Tax Services/Transaction Tax
- ▶ Transaction Legal Engineering
- ▶ Transaction Financial Engineering
- ▶ Global Financial & Accounting Services
- ▶ Business Tax Services
- ▶ Indirect Tax
- ▶ Human Capital



Advisory

Effective risk management isn't just about protecting our clients' business - it's also about making it better. We do this by helping understand the business risks and develop plans to address them. The quality of our service starts with our highly skilled team of risk professionals. We harness their diverse perspectives and experience by bringing together a seasoned multidisciplinary team to work with our clients.

In addition, businesses must continuously improve their performance and sustain that improvement in a rapidly changing business environment. Our business advisory professionals bring experience of working with major organizations to help our clients deliver measurable and sustainable improvement in the performance of their business.

We assemble the right multidisciplinary teams, use consistent and proven global methodologies and tools, and draw on the full breadth of Ernst & Young's global reach, capabilities and experience. And we work to give our clients the benefit of our broad sector experience, our deep subject matter knowledge and the latest insights from our work worldwide.

Our different fields of expertise within our Advisory department are:

- ▶ Performance Improvement
- ▶ Risk
- ▶ Financial Services Risk Management
- ▶ IT Risk & Assurance

Core Business Services

The Core Business Services enable our Service Lines to perform at their best. The professionals of these departments contribute to this objective:

- ▶ Facilities
- ▶ Finance
- ▶ HR
- ▶ IT
- ▶ Knowledge
- ▶ Marketing

Our industry expertise

Every industry faces unique challenges and opportunities. We provide a range of industry specialists and specialized services across the various sectors. Our highly skilled and experienced professionals have a specific knowledge of all factors affecting their specific competence. Our focus industries:

Commercial & Public Sector

- ▶ Technology, Communications and Entertainment
- ▶ Commercial & Industrial Sector
- ▶ Public Sector

Financial Services

- ▶ Asset Management (including Alternative Investments - Private Equity, Real Estate, Hedge Funds)
- ▶ Banking
- ▶ Insurance/Reinsurance



Our values - How we help our people achieve their potential



Working together to create the right culture

Who we are

At Ernst & Young everything starts with our people. Our behavior is based on our shared values, which guide our actions and the way we make decisions.

- ▶ People who demonstrate integrity, respect and teaming.
- ▶ People with energy, enthusiasm and the courage to lead.
- ▶ People who build relationships based on doing the right thing.

Recognizing and valuing each other

People want to feel valued and acknowledged for their contribution. We recognize that every individual makes a difference and we cultivate an environment that encourages people to be themselves, express their energy and enthusiasm and achieve their best.

Individuals need to know that their opinion counts. We appreciate the different perspectives that individuals bring to our organization. From the day they join, we encourage them to express their unique points of view and respect others' opinions.

Personal responsibility and teamwork

Making Ernst & Young an enjoyable place to work is a shared commitment. Mutual respect and consideration for others depends on all of us collectively and each of us as individuals. This is reflected in our values, which underpin how we work with colleagues and clients alike.

We encourage and support people to take personal responsibility for achieving their own potential and helping other people to achieve theirs. We expect people to be accountable for their own decisions, actions and judgments while encouraging consultation and collaboration with others.

We all want to work with bright, committed intelligent individuals who demonstrate integrity and teaming and have the courage to lead. In other words, people who live our values. We seek to recruit the best people in the market and recognize and reward effective teamwork.



Supporting the development of our people

Commitment to professional development

We provide some of the best development opportunities available anywhere - giving people the opportunity to handle complex issues and challenges and gain wide-ranging experiences across industries and geographies. As a result, we're helping our people become leaders in our profession and in our communities, equipping them to make a difference. We expect our people to pursue the opportunities that they need as individuals to build their skills and meet their professional aspirations. We actively work with each individual to identify which learning experiences and rewarding challenges they need to take them forward in their career, and we coach them throughout their time at Ernst & Young.

Reward and recognition

People want their performance to be managed in a fair, supportive and constructive manner. We provide detailed and confidential feedback. Our Counselors work with individuals to identify their professional and personal development goals and aspirations. Professionals want to be rewarded according to their individual contribution not just their length of service or rank. We recognize talent and are committed to working with individuals to develop their skills and knowledge according to their personal aspirations.

Welcoming our people and being inclusive

Individually talented, collectively powerful

People enjoy working in an environment that brings individuals together from many different cultures, with many different beliefs and life experiences. Our values provide the common foundation which guides the way our people interact with each other and our clients, and brings us together as one collective global organization. We all want the freedom to be ourselves. At Ernst & Young, we encourage diversity and are committed to bringing out the best in individuals by giving them this freedom. By embracing the differences in our people, we are able to provide richer insights to our clients and wider communities, as well as help our people achieve their potential.



Career and development



Development opportunities

If you join one of our service lines, you'll be working with leading client organizations, including some of the world's top and most entrepreneurial businesses. If you join us as a member of support services, you'll play a vital role in maintaining the quality of our internal business operations. Whatever path you choose, you'll be encouraged and supported to succeed and to help others to do so too.

We offer a broad range of development opportunities. From day one we'll encourage you to define your aspirations and help you achieve them. We do this through formal training, on-the-job support, coaching, and rewarding challenges that will stretch you and help you grow.

As your career develops, we offer numerous ways to move up, move on or change direction - all within the Ernst & Young organization. It's important to us that our people are empowered to use their skills and experience in a range of areas, not just across services and sectors but around the world.

Wherever your aspirations meet the needs of our clients and our business, we will support you in making a change. You can take your career wherever you wish - whether through varied internships, continuing education or extended positions overseas.

Internship opportunities

When it comes to finding out what an organization's like, nothing beats working for them. Our varied range of in-house training programs are designed to give you a real taste of an exciting future. We offer everything from 3 months' work experience to full 12-month placements.

Graduate opportunities

Our graduate programs are about more than getting a job. They're opportunities to align your career with your own personal aptitudes and ambitions. And, with our wide-ranging, international client base, diverse service lines and outstanding support services, the possibilities are limited only by your ambition.

Mobility and flexibility

Rich and diverse opportunities

People rarely expect a career for life, but at Ernst & Young the work opportunities are so rich and varied that it's possible to try new options without having to change organizations. We encourage our people to be not only mobile across geographies but also across services and sectors - this is critical to enable us to meet the needs of our clients and the aspirations of our people.

Providing flexibility

In today's pressured lifestyles, people want a flexible approach to working. We take into account people's individual needs and personal commitments and strive to create the right balance between what works for our people, our clients and the communities in which we work.

International mobility

International programs sponsor our people for a temporary relocation, which typically last for 3, 12, 18, or 24 months, to another Ernst & Young office, almost anywhere in the world. In any case, these programs strive to align the needs and expectations of everyone involved: the client, the firm, the participant, the participant's home office and the host country office where the participant will work.

“ Under the International Mobility Program, I have just been offered to be transferred as representative of our Luxembourg Tax Desk to New York for one year. This is a unique opportunity! “

Alexandre, Tax

“ International mobility is a key element in our globalised world. By experiencing a New culture, new people and new clients in the EY Delhi office, I learnt a lot in Different realms. Sharing knowlegde and point of views with my Indian colleagues was the milestone of this exchange. I really had the chance to be fully involved so I encourage everybody to participate in such program. As if it was a short-term secondment, it will ever remain for me an unique and unforgettable work experience !!! “

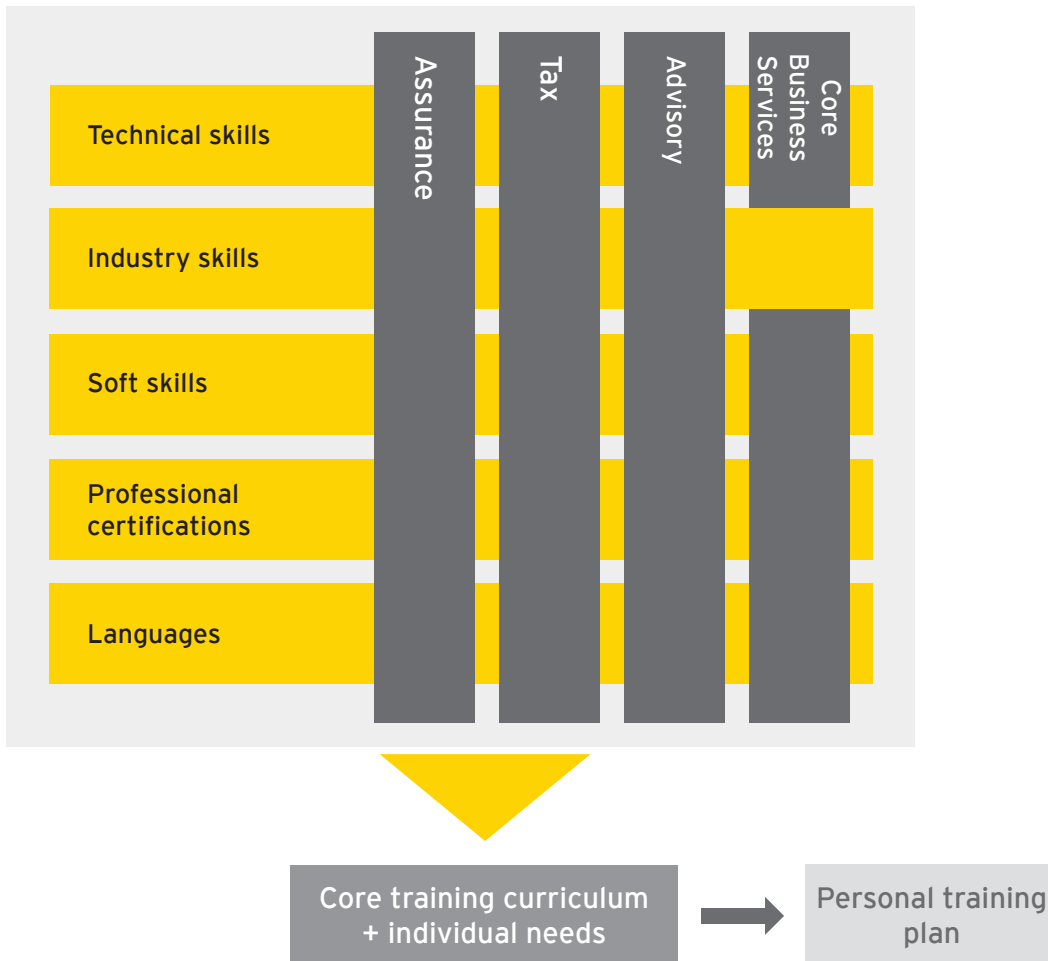
Cecile, Assurance

Learning & development



Following our commitment to create value and confidence for our people, we provide specific training courses. You will gain the skills to optimally perform and to aspire to new responsibilities, via classroom, web-enabled teaching, coaching, self-study and on-the-job training.

Our training programs are structured around specific sections:



Living within Ernst & Young in Luxembourg

The whole year long, we take great pride in organizing events which put rhythm in our employees' lives. Social and sport events are part of Ernst & Young's culture, demonstrating that each and everyone of our employee is, for us, a unique and a very special person.

We also propose a large variety of practical facilities such as a conciergerie, a cantine and a travel agency as well as a free shuttle service from the city centre to the office and lots of different discounts.



Applying to Ernst & Young



Thanks to its wide recruitment campaign, Ernst & Young welcomes each year a large number of students and graduates from the top schools around the world.

By visiting our web site, you will get the chance to find out more about Ernst & Young and how to go about applying for an internship or for a graduate position.

You will discover more about the role we are offering and how you might fit in. Meanwhile we get a chance to assess your skill set and see if you are the kind of person we are looking for. You will find that we operate a fair and well-planned recruitment process and it starts the moment that you apply.

Ernst & Young is committed to helping people like you achieve your potential - right from day one. If you'd like to know more about the opportunities we offer and how to apply, **please visit**

<http://www.ey.com/lu/careers>



Luxembourg: A great place to live

Identity card box

- Area: 2,586 sq. km
- Capital: Luxembourg City (93.865 inhab.)
- Total population: 511,800 inhabitants in 2010 (43,2% are foreign born)
- Commuter workers: around 138,000

The heart of Europe is beating here

Located between Germany, France and Belgium, Luxembourg is a major European capital because of its central setting in Western Europe and its multiculturalism. One of the characteristics of Luxembourg is indeed its population diversity: more than 170 nationalities are present!

In Luxembourg, you will be close to many capital cities: Paris, London, Brussels, Berlin or Amsterdam. You will be easily and quickly connected to Europe's significant economic centers.

Luxembourg is involved in many European projects and welcomes financial and jurisdictional European Institutions such as the European Court of Auditors, the Court of Justice of the European Communities, etc.

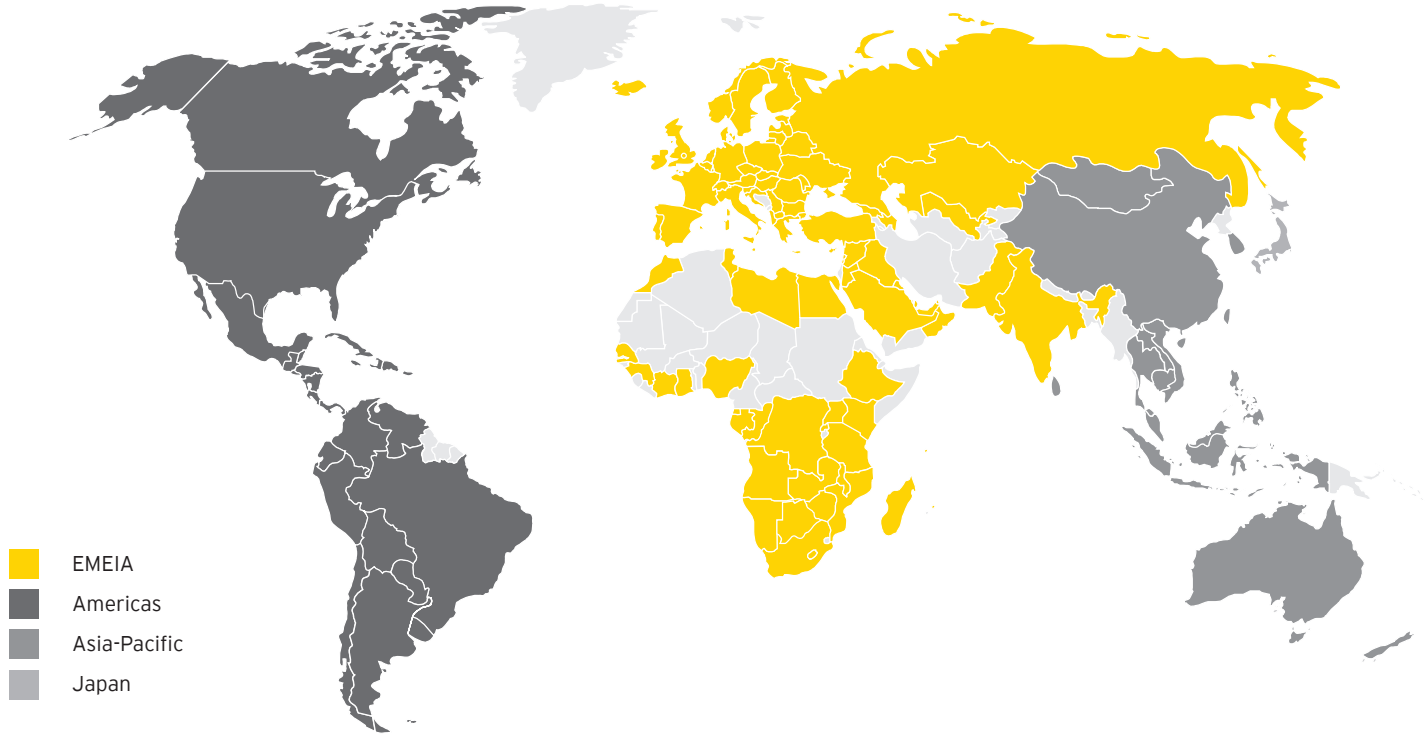
An attractive job market

Luxembourg is developing its attractiveness through its large range of advantages for the firms. Luxembourg is one of the ten largest financial centers worldwide, ranks second in the field of investment funds. Many multinational groups and more than 150 banks are located in the country.

A great place for leisure activities

The combination of modernity and cultural heritage makes Luxembourg attractive for visitors. You will enjoy the city life with international theaters plays, music (Philharmonie, concert at the Rockhal), museums, festivals (Music festivals of Echternach). Luxembourg countryside opens the possibility of a variety of landscapes and attractions (Wine route, castles). You will have many opportunities to enjoy various sports. Luxembourg offers several lakes with outside activities (rock climbing, water sports). Cyclists will also take advantage of the 900 km various bicycle paths. If you prefer running, you will take part in the Luxembourg marathon (alone or within an Ernst & Young team). In Luxembourg City, you will find the "Coque" aquatic center: a sports complex with seven swimming pools, sauna etc.

Ernst & Young in a nutshell



EMEIA ▶ 67,700 professionals
▶ 93 countries

World ▶ 152,000 professionals
▶ 140 countries

Ernst & Young

Assurance | Tax | Transactions | Advisory

About Ernst & Young

Ernst & Young is a global leader in assurance, tax, transaction and advisory services. Worldwide, our 152,000 people are united by our shared values and an unwavering commitment to quality. We make a difference by helping our people, our clients and our wider communities achieve their potential.

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