**CREATING VALUE**

| | IT Systems/software manufacturer | Managed Service | Contract For Services | Temporary Employment | Personnel Consulting |
|---|---|---|---|---|---|
| **Total Process Management (e.g. MSP)** | | | | | |
| **Project Development** | | | | | |
| **Matching Functions** | | | | | |
| **Pool** | IT Service Provider | IT Service Provider / Hays | HR Service Provider / Hays | HR Service Provider / Hays | HR Service Provider / Hays |