

CAMPUS NEWS

№ 5 - MARCH 2011

WELCOME

ARTICLE OF THE MONTH

BUSINESS LINE FOCUS

CAMPUS NEWS

ARTICLE OF THE MONTH

GRADUATE PROGRAMS: A NEW WAY OF JOINING THE COMPANY

Many major groups now offer a new way of joining their organisation: Graduate Programs. Specially designed for young graduates, this method of recruitment alternates theoretical classes and on-the-job training.

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DELPHINE SIXDENIER

Interview of Delphine Sixdenier, a trainee in the 2004-2005 Gas Engineering Specialised Masters program, now head of a specialised gas maintenance unit at GrDF

«I'm a geological engineer, and I wanted to get extra training. I learned about the Masters course during a forum on the Group stand. I applied and went through the selection process. A firm of head-hunters corroborated my professional references as the École des Mines ParisTech did with my academic qualifications, and then I had a job interview at GDF SUEZ. I wanted to work in management, but it is possible to apply for training in design and engineering, gas transportation, distribution, or research, i.e. any of the existing positions for line staff within GRTgaz or GrDF.

Following the Masters course was a stepping-stone in my career. It helped me see what I wanted to do, and the Group backed up my aims. I really enjoyed alternating the theoretical classes and the hands-on application with the operating units or as part of the internship abroad, as well as the contacts with experts and other participants. I gained an overall view of the scope of Gas operations within the Group, a broader perspective. The Masters allows you to create a professional network within the Alumni Association. The alumni are also involved in defining the content of the training course.

Another asset is that the Group relies on the engineers it sponsors by giving them responsibilities. I was an assistant in a maintenance unit after one year and now at age 30 I've been the head of a unit for 3 years».

THE GOLDEN MISSION

Don't miss the launch of the 2nd season of The Golden Mission on 7 April 2011!

Please visit

www.generation-horizons.com

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GRADUATE PROGRAMS: A NEW WAY OF JOINING THE COMPANY

Multiple programs, multiple benefits

The programs let you learn about the various business lines and activities of the company in the field, as well as having individual coaching. Acquiring a global vision of the company helps you define, with your sponsor, the business line you would like to work in, and gives you a better idea of your possible career over the long term. Graduate Programs are also designed to prepare young potential for future managerial positions.

These programs also provide an opportunity to set up your first professional network, inside the company during your assignments, and with the other participants who can become useful contacts later in your career. They will help you develop your ability to work across the company's business lines, and adapt to different environments and teams.

Because they are provided by large groups, Graduate Programs usually include one or more assignments abroad.

Graduate Programs are a genuine investment for companies. Their expectations about your potential are justifiably high when you are hired through them, as are the expectations about your long-term career within them.

The GDF SUEZ Group provides a wide range of Trainee Programs in different formats such as:

The **Management Trainee Program** is devoted to young graduate engineers or managers. After being recruited by the Group, they carry out four assignments in various business lines over a period of two years, and follow tailor-made training modules.

The **Financial Boarding** training and recruitment program is intended for financial recruits with a certain degree of initial experience.

FIGURE OF THE MONTH

100

Graduates recruited in 2011 in a GDF SUEZ Group Graduate Program

Interview with Thomas Callens, Nuclear Trainee Program track 1, Group Nuclear Activities Division

THOMAS CALLENS

«As a civil engineer in electro-mechanics from UCL, I took the energy option.

When I applied for a position at Electrabel, I heard about the launch of a new training and recruitment program: the Nuclear Trainee Program. I was really interested about being trained in nuclear power, an area which is new and attractive for me.

Alternating between one week at school and three weeks in the field and the Tihange power plant was a great boost for the development of my career. I had a position in engineering and project management with the department that manages changes to facilities. The course also provides instruction on all the business lines and entities in the nuclear activities division of the Group, and therefore on how to prepare your career.

On a personal level, it's great to meet and make friends with 40 other young engineers. It allowed me to create an extensive professional network covering the entire site of Tihange. Those contacts facilitate my relations today in the departments where my classmates have been placed.

After training, I wanted to continue the job I had at Tihange. 3 years later, I applied for a job with the Nuclear Activities Division. I joined the technology support team for projects involving third generation power plants, in a job at the intersection of engineering, project management, and development».



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INTERVIEWS

LOUIS DELCROIX, DIRECTOR HR AND COMMUNICATION DIRECTOR FOR THE NUCLEAR ACTIVITIES DIVISION OF THE GDF SUEZ GROUP



with Louis Delcroix, HR and Communication Director for the Nuclear Activities Division of the GDF SUEZ Group & Hervé Villebrun, HR Director of the Infrastructures Branch of the GDF SUEZ Group

HERVÉ VILLEBRUN, HR DIRECTOR OF THE INFRASTRUCTURES BRANCH OF THE GDF SUEZ GROUP



What type of nuclear power player is GDF SUEZ?

Our CEO, Gérard Mestrallet, wants a balance of energy sources for power generation in the Group, with a significant share in nuclear power. GDF SUEZ operates seven reactors in Belgium and has initiated a strategy of international development. It is involved in a project in the United Kingdom and has proposed the construction of a reactor of the ATMEA1™ type in France. It is also well positioned in Italy or Brazil on new nuclear power programs.

What are the opportunities for young engineers in the Nuclear Activities Division?

The Group has set up a recruitment and training program for multi-disciplinary engineers in the nuclear power industry, the Nuclear Trainee Program. For its 6th edition it will include 65 young engineers. Applicants can enrol on www.generationhorizons.com from 1 March to 31 May. The training starts on 1 October. It combines theoretical learning and practical experience under the supervision of a coach. The trainees alternate a week of classes and three weeks in one of the 12 nuclear business units of the Group that recruited them. They can then develop the skills related to their job, whether it is in the technical, managerial or appraisal fields. Integrating the Nuclear Trainee Program means joining the nuclear community network of the Group, which involves some 4,500 people.

Your career seems to reflect the diversity of the business lines in the Group...

After graduating in finance and statutory auditing from the Warocqué faculty at Mons University, I began my career with Ebes SA in Distribution (electricity, TV and water), before joining ELECTRABEL in the Intermunicipal and Economic Studies department. I was then made administrative director for the Tihange power plant, and then appointed Head of HR for the power plants in the south of the country. After serving as Chief Financial Officer of Tractebel Engineering, I joined the Nuclear Activities Division in 2006 in charge of Human Resources and Communication for nuclear power.

What are the activities of the Infrastructures Branch?

The Branch oversees the gas infrastructures in France and in Europe through four subsidiaries specialised in gas transport, storage, and distribution, as well as the operation of LNG terminals. It ensures the Group's position as the principal operator of gas infrastructures in Europe with leading positions in each of its business lines.

Each year you invite fifteen engineers to join the Branch through a special study program: could you explain what it is?

GDF SUEZ is a partner in the Specialised Masters in Gas Engineering with Mines ParisTech and the French Gas Association. We are sponsoring 19 engineers in 2011, and will integrate them for a minimum of 4 years. Throughout the training and internships, which also take place abroad, they acquire the gas culture and technical expertise enabling them to play an operational role in the teams. They are given personal coaching and integrate a wide range of business lines in technical appraisal or management. Selection takes place between February and April; all further information can be found on www.generationhorizons.com. I might add that the Branch recruits some 200 managers and engineers each year.

Like your own career within the Group, do you want young engineers to work in a variety of business lines?

The aim of the Group HR Division is to place its young talent in as wide a range of situations, business lines and cultures as possible in order to foster their development. After graduating from ESSEC, I worked for the Distribution division in a variety of business lines: commercial, organisational, technical, customer relations, management at head office and in the field. I went on to join the Marketing Division of the Group before working with the HR department for the Distributor, followed by the Infrastructures Branch.

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SIFE



Advanced leadership Conference

This year, within the framework of the partnership between GDF SUEZ and SIFE France (www.sifefrance.org) the Advanced Leadership Conference, a Training Seminar on Social Entrepreneurship, was held on 24 February at the head office of GDF SUEZ in the La Défense district of Paris. This day was attended by 52 students from 17 universities and Grandes Ecoles and all the active members of their SIFE team. The meeting allowed the students to share feedback on their respective experiences while working on improving their SIFE social entrepreneurship projects.

CLOSE-UP



The stand of the GDF SUEZ Group at the Talentum forum in Brussels Brussels last October

Graduate Programs

The GDF SUEZ Group offers several sponsorship programs for additional studies, the Graduate Programs for graduates from engineering and management schools. The Copernicus program focuses on international candidates from the countries of Central and Eastern Europe. The IFP School program, which is also highly international, focuses on young engineers wishing to specialise in the energy business lines.

CAMPUS AGENDA

FROM MARCH TO APRIL

Meet the GDF SUEZ Group

at the Career Fairs in France...

- 16 and 17 March 2011 Forum Rhône Alpes, Lyon
- 23 and 24 March 2011 Forum Arts et Métiers, Paris Château de Vincennes
- 7 April 2011 Forum IFP School, Rueil-Malmaison
- 20 May 2011 SIFE National Competition, Paris Maison de la Chimie

...and in Belgium

- 16 March 2011 Jobbeurs Karel de Grote (AUHA) Plantijnhogeschool (AUHA) - Hogeschool - Antwerpen (AUHA), Antwerpen (NL)
- 17 March 2011 Job Fair Engineers ULB Polytech, Bruxelles (FR)
- 18 March 2011 Jobbeurs KaHo Limburg, Diepenbeek (NL)
- 23 March 2011 Industriedag VUB Polytech, Brussel (NL)
- 23 March 2011 Jobbeurs KaHo Kempen (Geel) - IWT (NL)
- 24 March 2011 ECAM Company Open Days, Brussels (FR)

CDMGE season 2, May 2010



On Saturday, 28 May 2011, GDF SUEZ will be taking part for the third year running in the «Grandes Ecoles and Universities» World Challenge at Charlety stadium in Paris. During the sports events or on the Group stand, you can ask all the questions and get all the information you want about the atmosphere in the workplace, the career possibilities, and the corporate values of GDF SUEZ.