



**CONFEUROPA**  
GROUP

**COMPANY PRESENTATION**



***“Coming together is the beginning.  
Keeping together is progress.  
Working together is success.”***

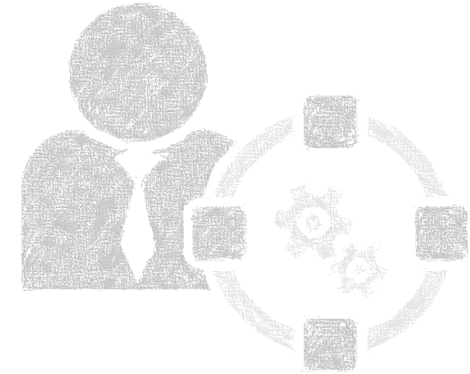
***Henry Ford***



# Who we are

*Confeuropa Group & Partners, a visionary project.*

It is the adventure of people who believe that the development of a territory has its roots in its immaterial side, making this creed a purpose in life, against any prognosis, fighting any form of nihilism.



Since our founding, we have adhered to the highest standards of conduct in the way we manage our business and serve our customers.

A group of professionals with solid experience in international business consulting decided to gather their experience to create a new project that would help individual entrepreneurs and companies to expand their business in international markets.

It has ensured their presence in the most strategic markets in the world, and today, thanks to the solid and growing network of offices, we have become the ideal one-stop shop for internationalization, providing our customers with a wide range of dedicated and personalized services.

# Mission

We aim to put skills and expertise together, supporting business initiatives and development, as well as personal and professional growth of individuals, groups and organizations, in the context of international economic development.

Our work methodology is based on utilizing and developing local resources within our area of operation. We promote and develop the culture of project management throughout the business community, including stakeholders such as companies, governmental organizations, NGOs, educational institutions and professional associations.

Basing the activity on research, innovation, quality, attention to values.

Creating personalized services for our customers.





## Vision

We are convinced that knowledge and experience are the foundations of a future in which the welfare of people is the product of sustainable development within our area of operation.

This is the vision that Confeuropa Group have for their business:

- ❑ *To become the center of excellence in the development of individual, corporate and organizational learning.*
- ❑ *To operate in an international perspective by developing collaborations and exchanges with companies, entrepreneurial and professional associations, universities and research institutions.*
- ❑ *To be a center of exchange and comparison on management consulting, training, international development and human resources topics.*
- ❑ *Transferring project management culture to the international business and economic community as an organizational philosophy, management behavior and methodology.*

# Our Values

- ❑ *Internationalization: Confeuropa Imprese System*
- ❑ *Quality and efficacy*
- ❑ *Customer orientation*
- ❑ *Enhancement of the person*
- ❑ *Innovation and creativity*
- ❑ *Methodological rigor*
- ❑ *Professional ethics*



# Services Presentation

- ❑ *INTERNATIONALIZATION*
- ❑ *STRATEGY AND DEVELOPMENT*
- ❑ *ORGANIZATIONAL AND PROCEDURAL CONSULTING*
- ❑ *INNOVATION AND DEVELOPMENT OF PRODUCTS / SERVICES / PROCESSES*
- ❑ *ADMINISTRATION AND CONTROL*
- ❑ *BUSINESS FINANCE*
- ❑ *PROJECT DESIGN*
- ❑ *PROJECT MANAGEMENT*
- ❑ *COMMUNICATION AND MARKETING*
- ❑ *RESEARCH CENTER*
- ❑ *TRAINING*
- ❑ *ORGANIZATION AND MANAGEMENT OF HUMAN RESOURCES*
- ❑ *RECRUITMENT AND SELECTION OF STAFF*
- ❑ *HUMAN RESOURCES*
- ❑ *SERVICES IN THE OIL & GAS SECTOR*
- ❑ *REAL ESTATE CONSULTING*
- ❑ *WEB DEVELOPMENT, IT AND GRAPHIC DESIGN*



Services

# Services and international network

Due to its range of services and international network of offices, Confeuropa & Partner Group ensures its clients complete assistance tailored to their business needs and focused on the specific needs of local markets.

The Management Consulting function is carried out by professionals from outside the organization, with the aim of addressing the development of basic competences for the company and also preventing or solving problems related to strategic, managerial and operational aspects.

The intervention methodology aims to combine standardized models with specific characteristics of the organization: there are no ready-made solutions; each company needs a solution that is tailored to fit their specific requirements!

Project steps:

- Analysis: Research relevant data to understand the needs of the client, define and discuss the project's target objectives and the client's project management team.*
- Planning: Design a solution for the client and adapt it to their needs.*
- Implementation: Deliver the solution based on the rules already predetermined in the project plan.*
- Monitoring: Constant control of the process, data collection and feedback to the client.*
- Evaluation: Verification and control of the delivered stages and the final results.*
- Follow-up: Implementation of actions that will consolidate individual and organizational learning.*
- The company has a permanent team of project managers, experienced professionals, and if necessary, we can provide on-site staff to work with our clients.*



CONFEUROPA  
— PATRONAT —



CONFEUROPA  
— IN THE WORLD —



CONFEUROPA  
— IMPRESE —



# *Confeuropa Imprese System*

## **Internationalization:**

To offer companies a new approach, it proposes itself as a collector of their needs, which look with interest to internationalization.

She is convinced that companies, committed to strengthening and qualifying their internationalization processes, can find an important opportunity for the development of their activities, in the "Confeuropa Imprese System" system of which she is the creator and promoter.

The "Confeuropa Imprese System" and the use of the most modern promotion, communication, dynamic organization, widespread network of partners and offices abroad, which carry out information, promotion, assistance, consultancy, development activities and training for companies.



CONFEUROPA  
— PATRONAT —



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— IN THE WORLD —



CONFEUROPA  
— IMPRESE —

# Strategy and development

We assist our clients with managing and constructing, controlled, timely and conscious growth strategies and development paths which will lead to success.

- Strategic Planning*
- Scenario analysis and processing development plans*
- Definition and development of new strategies*
- Assistance with internationalization*
- Extra-curricular JV and M & A tasks*



# Organizational and procedural consulting

Facing with flexibility and openness to change, building and maintaining a punctual and rigorous organization.

- ❑ *Analysis of the existing organizational model*
- ❑ *Establishing the typical ideal layout*
- ❑ *Establishing functional procedural flows for meeting strategic objectives*



# Innovation and products/services/processes development

Innovation in business can relate to and involve research and discovery, experimentation, development, imitation, or adoption of new products, new processes, and new organizational models

- Assessment process research and development*
- Definition and implementation of design patterns and development of new products/services / processes*
- Development of the innovative capacity of the company*
- Design structure, roles, and processes of horizontal coordination*
- Reducing the complexity of the product through standardization and industrial platforms*
- Strategic planning for the use of new technologies within products and production processes*



# Management and control

Construction of adequate responses to administrative and fiscal requirements, through the configuration of administrative processes, setting the policy for the chart of accounts at several levels and setting the policy for the accounting control system, full integration with other company applications for the acquisition of administrative data and finally integrate the application in different modules.

- Analysis of information needs*
- Design of control systems and management reporting*
- Design and development of processes for budgeting, forecasting and planning*
- Implementation of information systems*
- Financial planning in the short to medium term and optimization of debt*
- Control and management of financial risk*
- International taxation, financial audit, accounting services and business management.*



# Corporate Finance

The business area reflects the need to support entrepreneurial projects with services designed to create value through the ability to model a possible future and the most likely outcome.

Starting with the Industrial analysis and following on with the structuring of financial support, our aim is to offer our clients tools to evaluate business initiatives, drawing scenarios in order to act and attain positive financial outcomes.

Corporate financial services take place through the design of company reorganization projects and the construction of strategic development models give support in managing negotiation processes aimed at current or prospective financial and industrial partners.

The research and combination of different sources of funding is carried out in line with project objectives and consistent with the constraints imposed by the strategic plan.

- Business planning*
- Ordinary Finance*
- Finance facilitated by access to National and Regional European Funds*
- Extraordinary finance*
- Project Financing*

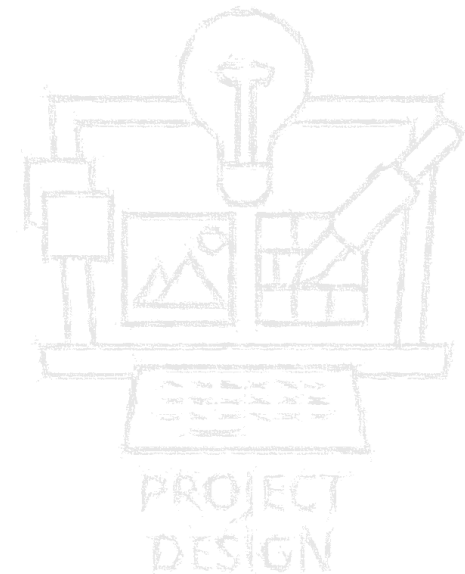


# Project design

*Project design for single or integrated projects covering a wide or limited area.*

*The methodology used for preparation is PCM - Project Cycle Management, which is the international standard for formulating and drafting projects involving competition between public and private resources, national, local and international scientific research and technological development centers. This facilitates strengthening firms' competitive edge and sustainable management of their territory.*

- Monitoring tenders and funding*
- Studies and feasibility studies*
- Partnership building*
- Integrated Design*



# Project management

Exclusive organizational competence that allows you to manage innovation and to understand the competitive advantage, thereby achieving results in line with the organization's strategy.

You configure which method of General Management impacts on the nine strategic areas of the company, namely: integration, scope or content, time, cost, quality, resources, communication, risk and procurement.

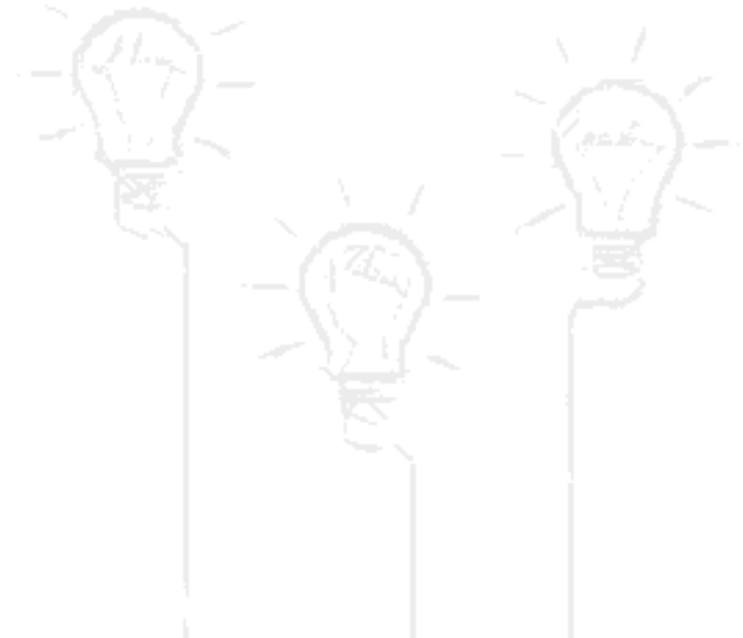
- Project Management*
- Implementation of project management systems*
- Training and professional development*
- Specialist consulting*
- Event Planning*





# Communication and marketing

- ❑ *Organization of promotional and / or networking events*
- ❑ *Editing and copywriting of promotional material such as brochures, product information, website content, editorials, etc.*
- ❑ *Preparation of marketing plans together with advertising and digital campaigns Web design and brand identity*



# Research Center

*Socio-economic research is the fundamental tool for the interpretation of facts and events. It requires extensive knowledge in social, economic and statistical fields.*

*This allows us to act on social and economic elements and scenarios and develop hypotheses for intervention and positioning of products.*

*Some of our partners are accredited by **MEUC- Ministry of Education, University, Research.***

- Research Design*
- Construction of survey instruments*
- Definition and analysis of data sources*
- Data collection*
- Analysis and interpretation of data*
- Drafting of the final report*



# Training

Creation, development and enhancement of skills aimed at improving managerial ability.

Some of our partners are **accredited training entities for providing professional training and skills updating courses.**

- Coaching and tutoring*
- Leadership development and skills management*
- Development of negotiation skills*
- Management training*
- Vocational training*



# Organization and management of human resources

Full integration between the individual and the company is a forward-looking goal that facilitates the pursuit of organizational excellence, while enhancement of the company's intangible capital is the process that underlies it.

- Redesign of the organizational structure*
- Improvement of organizational processes*
- Assessment and organizational development*
- Design of remuneration and incentive systems*
- Search and selection of staff*

# Recruitment and Selection

## The employer's challenges:

- Identifying potential candidates;
- Preliminary selection of candidates;
- Testing of personal and professional skills;
- Selection of CV;
- Employment risk with inappropriate staff.

## Because we have the solution for all your challenges!

Confeuropa Group has a team of passionate professionals, involved in giving you the solutions you are looking for. Our recruitment process is professional and flexible for the customer, and the candidates who were not recruited always receive a feedback from our team.

The services of Recruitment and Selection is offered for both determined and undetermined period, in all activity fields, for all types of certifications and levels of experience (entry level, expert, middle management or top management).

## The advantages of working with Confeuropa Group :

- Increased competencies in identifying successful candidates;
- Consultants specialized in: Sales / Marketing, IT and Software, Banking and Finance, Administrative / HR, International detachment of employees, Technic / Production, Employee Leasing;
- Cost and time saving in the recruitment process;
- Using several research tools: headhunting, web-hunting, our own database, access to an extensive database of candidates, specialized websites, career fairs, educational institutions;
- Guarantee period for any recruited position: recruiting another candidate without additional costs and under the same initial terms, in case the client shall decide that the candidate selected does not meet its requirements within the guarantee period established.

# Human resources

Confeuropa Group & Partners provides solutions and services to its clients' organizations in the field of recruitment. We are committed to meeting the right people for the right job. In this way, we are able to get the best performance from the candidate and provide efficient human resources to the client organization.

Our services include:

- Command*
- Identification of candidates*
- Interview with candidates*
- References and controls*
- CV presentation for the client*
- Interview preparation*
- Follow-up after the interview*
- Salary negotiation*
- Signing the contract*
- Fiscal and legal*

# Oil & Gas Services

## OUR SERVICES INCLUDE:

- ❑ **Project management:** the company is able to manage mechanical construction and maintenance projects, from needs analysis to work management on site and final quality control of the work.
- ❑ **Plant maintenance:** the company offers scheduled and extraordinary maintenance services to ensure maximum performance and safety of oil and gas production, transformation and transport plants.
- ❑ **Turnaround activities:** the company specializes in turnaround activities, that is, extraordinary maintenance interventions that require the temporary closure of the plant.
- ❑ **Prefabrication and Assembly of Piping and Supports:** the company is able to create prefabricated piping and steel structures and assemble them on site, ensuring reduced execution times and high quality.
- ❑ **Assembly of any type of Static Equipment:** the company is able to install any type of static equipment, such as heat exchangers, columns, tanks, etc.
- ❑ **Internal Columns:** the company offers construction and maintenance services for internal columns for the oil industry.
- ❑ **Furnaces and boilers:** the company specializes in the installation, maintenance and repair of furnaces and boilers for the industry.
- ❑ **Extraction and Retubing of Bundles:** the company is able to extract and replace heat exchanger bundles, air coolers, air fins, using innovative technologies.
- ❑ **Industrial HP cleaning:** the company offers high pressure industrial cleaning services to remove encrustations and contaminants from plants and equipment.
- ❑ **Modular activities:** the company is able to design and construct prefabricated modules for the installation of oil and gas production, transformation and transport plants.

# Real Estate

Campisi Real Estate is a real estate consulting and services company that provides customized solutions for managing real estate assets. We are a team of highly qualified professionals with a deep knowledge of the real estate industry, able to offer strategic consulting and high-quality services to our clients.

We deal with all aspects related to the management of real estate assets, from the evaluation and purchase of new properties to the management of rentals and leases. We also offer consulting services for the restructuring and relaunch of properties, both for residential and commercial use. Our mission is to provide our clients with customized real estate solutions that meet their needs and help them get the most out of their real estate assets.

Our vision is to become the reference partner for the management of real estate assets, offering high-quality services and strategic consulting to our clients.

Our values are professionalism, integrity, and transparency. We believe that only through these values can we establish trust relationships with our clients and offer them the best service possible. In addition, we are committed to respecting the environment and promoting sustainable practices in our activity.

Our services include strategic consulting for the management of real estate assets, evaluation and purchase of new properties, management of rentals and leases, consulting for the restructuring and relaunch of properties, assistance in the management of administrative procedures and relations with suppliers, real estate marketing services for the promotion of properties for rent or sale, consulting for the choice of the most suitable insurance coverage for the needs of real estate assets, and interior design and home staging services to maximize the value of properties for sale or rent.

We are ISO 14001:2015, ISO 45001:2018, and ISO9001:2015 certified. We strive to meet the needs and expectations of our clients and constantly improve our activity. We are dedicated to providing high-quality real estate services and supporting our clients in the management of their real estate assets.





# Real Estate

Campisi Immobiliara is a real estate consulting and services company that provides customized solutions with a deep knowledge of the real estate industry, able to offer strategic consulting and high-quality services to our clients. We deal with all aspects related to the evaluation and purchase of new properties to the management of rentals and leases.

Our mission is to provide our clients with customized real estate solutions that meet their needs.

Our vision is to become the reference partner, offering high-quality services and strategic consulting.

Our values are professionalism, integrity, and transparency. We believe that only through these values can we establish trust relationships with our clients and offer them the best service possible.

Our services include strategic consulting for the evaluation and purchase of new properties, management of rentals and leases, assistance in the management of administrative procedures and relations with suppliers, real estate marketing services for the promotion of properties for rent or sale, consulting for the choice of the most suitable insurance coverage for the needs of real estate assets, and interior design and home staging services to maximize the value of properties for sale or rent.



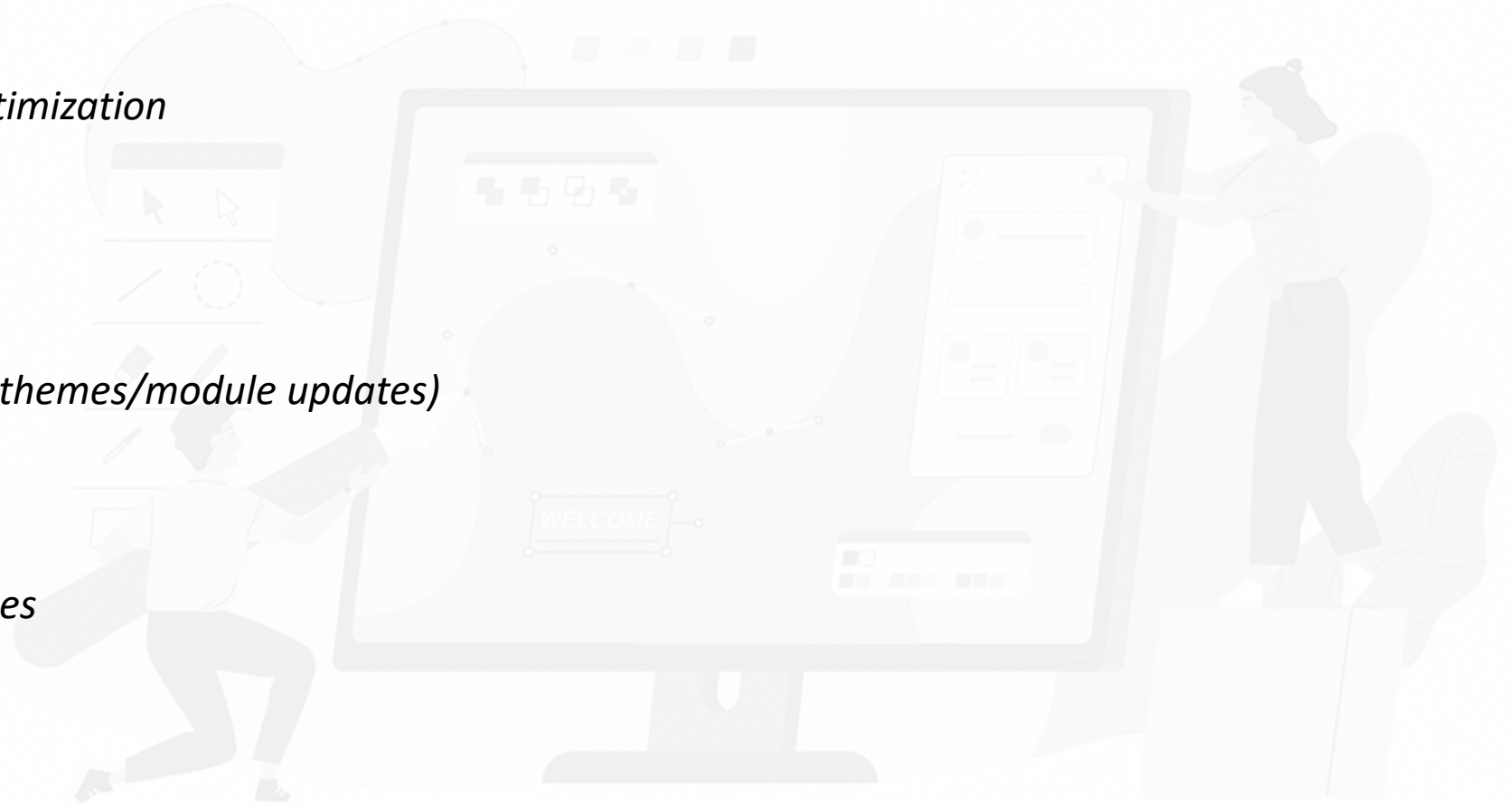
# IT Services

- Website and Email Hosting*
- Operating system updates (critical, security, optional).*
- Support and update of software provided by the beneficiary.*
- Workstation maintenance (defragmentation, spyware scan, registry cleaning, virus removal, log checking).*
- Printer monitoring/maintenance in partnership with authorized service/toner delivery at the customer's location*
- Hardware maintenance for the user's workstation/laptop.*
- Finding hardware and software failures.*
- Technical support.*
- Consulting for the acquisition of telecommunications services*
- Consulting for hardware & software acquisition*



# WEB Services

- Creation of presentation sites*
- Speed optimization*
- Cross-Browser compatibility optimization*
- Mobile Ready Optimization*
- Creation of Multilanguage sites*
- Creation of blogs*
- Site maintenance (WordPress / themes/module updates)*
- Changes to the site on request*
- Publish articles*
- Implementation of tracking codes*
- Analitics reports*



# Graphic Design Services

- Business cards*
- Flyers*
- Catalogs & brochures*
- Document header / footer*
- Logo*
- Web graphics*
- Roll-up*

## Portofolio

The expertise of the company is demonstrated by actions carried out in a direct way. Knowledge contributed by our partners, who have developed their skills in various professional fields, has led to the realization of successful projects and activities.

*Confeuropa Group & Partners*, has gained intense experience in the international field working "for and with" companies, organizations and institutions from over thirty countries.

# ISO Certifications

ISO 9001



CERTIFICATION BODY



## CERTIFICATE

### MANAGEMENT CERTIFICATION

Confirms that the following organization:

# CONFEUROPA GROUP S.R.L.

With its headquarters at: **Str. Popasului, Nr. 2, Mansarda, Sector 1, Bucuresti**  
 And with the following working points: -

Has documented a

## QUALITY MANAGEMENT SYSTEM

Which fulfills the requirements of **SR EN ISO 9001:2015 (ISO 9001:2015)**  
 For the following activities:

- Other activities of support services for enterprises n.e.c.;
- Other professional, scientific and technical activities n.e.c.;
- Organizational activities of exhibitions, fairs and congresses;
- Custom software development activities (customer oriented software);
- Other reservation services and tourist assistance

Certificate series: C-MCS Number: 2847  
 Date of initial issue: 25.10.2022  
 Last update: 25.10.2023



GENERAL MANAGER  
VOEVODSCHI COSMIN

*C. Voevodschii*

Valid until the next annual visa dated: 24.10.2024



ORGANISMUL DE CERTIFICARE MANAGEMENT CERTIFICATION [www.mcert.ro](http://www.mcert.ro)

ISO 14001



CERTIFICATION BODY



## CERTIFICATE

### MANAGEMENT CERTIFICATION

Confirms that the following organization:

# CONFEUROPA GROUP S.R.L.

With its headquarters at: **Str. Popasului, Nr. 2, Mansarda, Sector 1, Bucuresti**  
 And with the following working points: -

Has documented a

## ENVIRONMENTAL MANAGEMENT SYSTEM

Which fulfills the requirements of **SR EN ISO 14001:2015 (ISO 14001:2015)**  
 For the following activities:

- Other activities of support services for enterprises n.e.c.;
- Other professional, scientific and technical activities n.e.c.;
- Organizational activities of exhibitions, fairs and congresses;
- Custom software development activities (customer oriented software);
- Other reservation services and tourist assistance

Certificate series: M-MCS Number: 2719  
 Date of initial issue: 25.10.2022  
 Last update: 25.10.2023



GENERAL MANAGER  
VOEVODSCHI COSMIN

*C. Voevodschii*

Valid until the next annual visa dated: 24.10.2024



ORGANISMUL DE CERTIFICARE MANAGEMENT CERTIFICATION [www.mcert.ro](http://www.mcert.ro)

ISO 45001



CERTIFICATION BODY



## CERTIFICATE

### MANAGEMENT CERTIFICATION

Confirms that the following organization:

# CONFEUROPA GROUP S.R.L.

With its headquarters at: **Str. Popasului, Nr. 2, Mansarda, Sector 1, Bucuresti**  
 And with the following working points: -

Has documented a

## OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

Which fulfills the requirements of **SR EN ISO 45001:2018 (ISO 45001:2018)**  
 For the following activities:

- Other activities of support services for enterprises n.e.c.;
- Other professional, scientific and technical activities n.e.c.;
- Organizational activities of exhibitions, fairs and congresses;
- Custom software development activities (customer oriented software);
- Other reservation services and tourist assistance

Certificate series: S-MCS Number: 2603  
 Date of initial issue: 25.10.2022  
 Last update: 25.10.2023



GENERAL MANAGER  
VOEVODSCHI COSMIN

*C. Voevodschii*

Valid until the next annual visa dated: 24.10.2024



ORGANISMUL DE CERTIFICARE MANAGEMENT CERTIFICATION [www.mcert.ro](http://www.mcert.ro)

# Trusted Brand

## What is the Confeuropa Group Trusted Brand?

The Confeuropa Group Trusted Brand is a seal, image, or logo that indicates the fact that the products/services that are applied have high-quality standards and the person who uses it, usually an organization or a company, is a person authorized to use those products/services that have met all the qualification criteria established by Confeuropa Group.

## How many types of Confeuropa Group Trusted Brand seals are there?

One. Confeuropa Group annually issues one type of Trusted Brand seal:

Trusted Brand Recommended by Confeuropa Group it is issued for those products/services an organization or company, which meet the qualification criteria and complies with the laws and rules established by the Confeuropa Imprese System.

## Who can apply for Confeuropa Group Trusted Brand seals?

Any registered organization can apply for the right to hold a Confeuropa Group Trusted Brand.

## Who qualifies for the Confeuropa Group Trusted Brand?

All applicants will be subject to a rigorous endorsement process to determine if the registered products/services standards set by the Confeuropa Group are to be recommended by the Confeuropa Group. The approved applicant will receive the Trusted Brand Recommended by Confeuropa Group seal, as valid for 1 year, as well as a Certificate of Authorization, which gives it the right to use and apply the seal on qualified products / services.





**CONFEUROPA**  
GROUP

Where to find us

**SEE OUR CONTACTS**