

# THE BOOK OF LISTS

The Book of Lists is a comprehensive, detailed and constantly updated guide to more than 2,000 companies operating on the Polish market. Key enterprises are divided by sector into 60 ranking lists that include information such as the names of top managers, major clients, activities, the number of employees, completed projects and full contact details. This week's edition examines Management Consulting Companies. For more information about the Book of Lists or a trial of the Book of Lists Online contact Grzegorz Marczak, tel. (22) 639-8567.

## Top 40 Management Consulting Companies

Ranked by total number of consultants

| Rank | Company name<br>Address<br>Tel./Fax<br>Web page   | Number of consultants:<br>Total / Polish / Foreign | Revenue from<br>management<br>consulting<br>(mln zł.)<br>2004/2003/2002 | Total revenue              | Management consulting services provided  | Selected clients   | Total employees<br>Year founded | Ownership:<br>Polish<br>Foreign  | Top local executive<br>Title   |
|------|---|--|---|----------------------------|--|--|---------------------------------|--|--|
| 1    | <b>Accenture Sp. z o.o.</b><br>ul. Sienna 39, 00-121 Warsaw<br>022 528-8000/022 528-8001<br>www.accenture.pl  | 248<br>248<br>-                                    | 284.06<br>175.64<br>119.01  | 284.06<br>175.64<br>119.01 | Strategy development, business process and effectiveness improvement, HR management, CRM, financial management   | WND  | 561<br>1993                     | None<br>Accenture - 100%   | Jaroslav Kroc<br>President   |
| 2    | <b>Capgemini Polska Sp. z o.o.</b><br>Al. Jana Pawła II 12, 00-124 Warsaw<br>022 850-9200/022 850-9201<br>www.pl.capgemini.com                            | 187<br>187<br>-                                    | WND<br>WND<br>WND   | WND<br>WND<br>WND          | Strategy and organization consulting, finance consulting, IT (CRM, ERP, SCM, e-business), HR management, company transformations and restructuring, outsourcing  | International Paper, PTC Era GSM, KGHM Polska Miedź, Polskie Sieci Elektroenergetyczne, Coroplast            | 879<br>1996                     | WND<br>WND   | Krzysztof Prac<br>President  |
| 3    | <b>Doradztwo Gospodarcze DGA SA</b><br>ul. Towarowa 35, 61-896 Poznań<br>061 859-5900/061 859-5901<br>www.dga.pl  | 178<br>175<br>3                                    | 29.29<br>16.19<br>11.82   | 29.29<br>16.19<br>11.82    | Support for companies and local government institutions in process of integration with EU, quality management, information security and electronic document flow systems implementation, strategic consulting, restructuring and outsourcing, mergers and acquisitions | PARP, Energiapio, Krus, KHW, MSP   | 190<br>1990                     | Andrzej Glowacki - 52.4%, OFE Generali - 7.5%, Anna Szymańska - 6.4%, OFE Allianz - 5%<br>None                                 | Andrzej Glowacki<br>President  |
| 4    | <b>Andersen Business Consulting SA</b><br>ul. Sienna 39, 00-121 Warsaw<br>022 557-9000/022 557-9001<br>www.andersenbc.com                                 | 123<br>123<br>-                                    | 70.2<br>67.9<br>65.9  | 70.7<br>68.3<br>69.1       | Strategic and organizational solutions including restructuring and process re-engineering, financial solutions including controlling, activity-based costing and performance management, CRM and sales strategies, consulting on IT strategy, business intelligence    | TPSA, PKN Orlen, PZU, Bank BPH, PGNiG  | 151<br>1995                     | ABC Polska - 100%<br>None  | Dariusz Nachyla<br>Partner, President  |
| 5    | <b>IMG Information Management Polska Sp. z o.o.</b><br>ul. Powstańców Śląskich 95, 53-332 Wrocław<br>071 783-2100/071 783-2200<br>www.img.pl              | 110<br>110<br>-                                    | WND<br>WND<br>44.3  | WND<br>WND<br>49.2         | E-business, CRM and ERP system implementation, advice on implementation strategy and management-system implementation, business-process optimization, delivery chain management, corporate value management, risk and project management                               | Zamojska Korporacja Energetyczna, Zakład Energetyczny Wrocław, Zabka Polska, Polkomtel, Frantschach Swiecie  | 130<br>1995                     | None<br>The Information Management Group - 100%  | Robert Boreczek<br>President   |
| 6    | <b>KPMG Sp. z o.o.</b><br>ul. Chłodna 51, 00-867 Warsaw<br>022 528-1100/022 528-1009<br>www.kpmg.pl   | 98<br>97<br>1                                      | 36.0<br>WND<br>WND  | 205.34<br>WND<br>WND       | Information risk management, cost and effectiveness management, implementation of project management, company workflow improvement, design and implementation of IT and accounting systems   | WND  | 815<br>1990                     | None<br>KPMG CEE Holdings - 100%   | Andrzej Ścisłowski<br>General Director   |
| 7    | <b>F5 Consulting Sp. z o.o.</b><br>ul. Skłodowska 5, 61-897 Poznań<br>061 853-6718/061 853-0295<br>www.f5.pl  | 75<br>75<br>-                                      | 7.41<br>6.13<br>5.73  | 7.41<br>6.13<br>5.73       | Strategy consulting, assistance at privatization, loans and subsidies obtaining assistance, regional development strategy assistance, HR development programs, public and private partnership programs   | Treasury, Polish Agency for Entrepreneurship Development, PGNiG, PKN Orlen, State Rail                       | 85<br>1991                      | Waldemar Frąckowiak - 20%, Marek Pankowski - 20%, Hubert Witczak - 20%, Mirosław Hamrol - 20%, Jarogniew Podęzwa - 20%<br>None | Marek Pankowski<br>President   |
| 8    | <b>Deloitte Advisory Sp. z o.o.<sup>(1)</sup></b><br>ul. Piękna 18 Warsaw<br>022 511-0812/022 511-0813<br>www.deloitte.com/pl                             | 61<br>57<br>4                                      | WND<br>WND<br>WND   | WND<br>WND<br>149          | EU programs implementation management, mergers and acquisitions, integration after acquisition, business and IT strategy consulting, consulting for insurance sector, complete HR management, delivery chain management  | WND  | 500<br>1990                     | WND<br>WND   | Michael Barrington<br>Managing Partner   |
| 9    | <b>Evip Grupa Firm Doradczych<sup>(1)</sup></b><br>Al. Jana Pawła II, 00-828 Warsaw<br>697-7250/697-7255<br>www.evip.com.pl                               | 57<br>57<br>-                                      | WND<br>WND<br>11.2  | WND<br>WND<br>17.3         | Strategic consulting, capital group building, mergers and acquisitions, restructuring, process optimizing, acquisition of EU funds   | Treasury, KGHM Polska Miedź, Energomontaż Północ, Polskie Huty Stali, Drukarnia Skarbowa                     | 64<br>1986                      | Wiesława Ewa Plucińska - 49.5%, Marek Roman - 49.5%<br>Mirosława Szymanowska - 1%  | Wiesława Ewa Plucińska,<br>Marek Roman<br>President, General Director  |
| 9    | <b>McKinsey &amp; Company Poland Sp. z o.o.</b><br>Pl. Piłsudskiego 2, 00-073 Warsaw<br>022 820-5700/022 820-5800<br>www.mckinsey.pl                      | 57<br>53<br>4                                      | WND<br>WND<br>WND   | WND<br>WND<br>WND          | Strategy, reorganization, management after mergers, operation improvement, mergers and acquisitions, technology use in business  | WND  | 101<br>1993                     | WND<br>WND   | Jacek Poświata<br>Managing Director  |
| 11   | <b>CGI Information Systems and Management Consultants (Polska) Sp. z o.o.</b><br>ul. Sienna 39, 00-121 Warsaw<br>022 526-5700/022 526-5701<br>www.cgi.com | 46<br>46<br>-                                      | WND<br>WND<br>WND   | WND<br>WND<br>WND          | IT consulting, business consulting   | Polkomtel, Bank BPH, Bank Zachodni WBK, Allianz Polska   | 25000<br>(worldwide)<br>1997    | None<br>WND  | Dariusz Gorzeń<br>General Manager  |
| 12   | <b>Infovide SA</b><br>ul. Kolejowa 5/7, 01-217 Warsaw<br>022 534-7400 (-01)/022 534-7402<br>www.infovide.pl   | 45<br>45<br>-                                      | 22.17<br>18.5<br>14.8   | 54.08<br>45.49<br>48.71    | Risk management, project management, adaptation management, IT investment management, informatization strategy management, change management   | Polska Telefonia Komórkowa, Kredyt Bank, PTK Centertel, Narodowy Bank Polski, Nordea Bank Polska             | 163<br>1991                     | Jacek Królik - 41%, Borys Stokalski - 41%, other shareholders - 18%<br>None  | Borys Stokalski<br>President   |
| 13   | <b>Doradca Consultants Ltd. Sp. z o.o.</b><br>ul. Wolności 18A, 81-327 Gdynia<br>058 621-0331/058 621-9927<br>www.doradca.com.pl                          | 40<br>39<br>1                                      | 16.2<br>7.6<br>6.0  | 16.4<br>7.7<br>6.03        | Strategy and financial consulting, organization improvement, marketing strategy, quality and environment management, project management, HR development  | Treasury Ministry, Bank Handlowy w Warszawie, TPSA, Fundusz Współpracy, Elektrociepłownia Wybrzeże           | 53<br>1985                      | Dorota Porąbka - 18%, Tomasz Majewski - 18%, Jarosław Malec - 18%, Jarosław Pawłowski - 18%, Jarosław Zysnarski - 18%<br>None  | Jarosław Zysnarski<br>President  |
| 14   | <b>A.T. Kearney Sp. z o.o.</b><br>Al. Jana Pawła II 25, 00-854 Warsaw<br>022 653-4600/022 653-4601<br>www.atkearney.pl                                    | 34<br>33<br>1                                      | WND<br>WND<br>WND   | WND<br>WND<br>WND          | Strategy planning, process and system improvement, restructuring, cost optimization, sourcing, strategic consulting for public institutions, IT systems implementation and integration   | WND  | 41<br>1996                      | None<br>A.T. Kearney Inc. U.S. - 100%  | Ferdinand Saleh,<br>Alexander Kwiatkowski,<br>Przemysław Stangierski<br>Managing Director, President, Board Member |
| 15   | <b>CII Group Polska Sp. z o.o.<sup>(1)</sup></b><br>Al. Ujazdowskie 13, 00-567 Warsaw<br>022 523-6700/022 523-6701<br>www.ciigroup.com                    | 32<br>32<br>-                                      | WND<br>16.7<br>9.2  | WND<br>21.8<br>10.8        | Restructuring, outsourcing, investments, delivery chain optimization, post-merger integration, interim management  | Carlberg, OMV, Tarmac, Agros Nova  | 46<br>2000                      | None<br>TLMJ Holdings - 99%, Thomas Kolaja - 1%  | Thomas Kolaja<br>Managing Partner  |
| 16   | <b>IDS Scheer Polska Sp. z o.o.</b><br>ul. Domaniewska 41, 02-672 Warsaw<br>022 874-4042/022 874-4047<br>www.ids-scheer.pl                                | 31<br>31<br>-                                      | 17.35<br>5.77<br>4.33   | 26.95<br>10.42<br>11.41    | Strategic consulting, process consulting, implementation of SAP, CRM and Workflow  | Maspex Group, The Lorenz Böhlsen Snack, Grupa Lotos, Edipresse Polska, PKO                                   | 70<br>2000                      | WND<br>WND   | Grzegorz Pindur<br>President   |
| 17   | <b>Umbrella - Stowarzyszenie Konsultantów<sup>(1)</sup></b><br>Al. Niepodległości 186, 00-608 Warsaw<br>022 825-8857/022 629-9566<br>www.umbrella.org.pl  | 27<br>26<br>1                                      | WND<br>3.1<br>2.8   | WND<br>3.1<br>2.8          | Quality management systems implementation, process management, integrated systems, EFQM model implementation, selection of management support IT systems, applications for European EFQM consulting  | U.S. Embassy, Ministry of Justice, Andersen Business Consulting, Citibank Handlowy, Police Main Headquarters | 32<br>1999                      | NA<br>NA   | Stanisław Tkaczyk<br>President   |
| 18   | <b>Central Europe Trust Polska Sp. z o.o.<sup>(1)</sup></b><br>ul. Skorupki 5, 00-546 Warsaw<br>022 583-6850 (-56)/022 583-6849<br>www.cet.co.uk          | 25<br>23<br>2                                      | WND<br>WND<br>WND   | WND<br>WND<br>WND          | Strategic consulting, market strategies, restructuring, business transformation, financial, investment and privatization consulting  | BP Amoco, Cisco Systems, Eli Lilly, Elektrownia/Kopalnia Bełchatów, Orbis                                    | 30<br>1990                      | None<br>Central Europe Trust Company   | Antoni Rakowski<br>President   |
| 19   | <b>AI&amp;E Consult Sp. z o.o.</b><br>ul. Elbląska 15/17, 01-747 Warsaw<br>022 560-7650/022 560-7663<br>www.aeconsult.com.pl                              | 20<br>20<br>-                                      | 2.04<br>1.35<br>2.35  | 9.58<br>8.48<br>9.07       | Accounting systems, financial and marketing analyses, corporate restructuring, privatization, valuations, strategic planning   | Treasury, Industrial Development Agency, PKP Bonds and securities Minters                                    | 66<br>1993                      | Ewa Jakubczyk-Cały - 60%, Jan Cały - 40%<br>None   | Ewa Jakubczyk-Cały<br>President  |
| 20   | <b>Hay Group Sp. z o.o.<sup>(1)</sup></b><br>ul. Flisa 4, 02-247 Warsaw<br>022 577-4444/022 577-4445<br>www.haygroup.pl                                   | 18<br>18<br>-                                      | WND<br>7.85<br>8.02   | WND<br>7.85<br>8.02        | Organizational effectiveness, job valuation, management staff development, payment policy, group contracts, restructuring  | GZE, EWSA, PKN Orlen, Carlsberg Okocim, Messenger Service Stolica  | 31<br>1998                      | None<br>Hay Group Investments - 98%, Hay Management International - 2%   | Michael Kuczkiewicz<br>President   |

| Rank | Company name<br>Address<br>Tel./Fax<br>E-mail<br>Web page  | Number of consultants:<br>Total / Polish / Foreign | Revenue from<br>management<br>consulting |                            | Management consulting services provided  | Selected clients   | Total employees<br>Year founded | Ownership:<br>Polish<br>Foreign  | Top local executive<br>Title                     |
|------|--|--|--|----------------------------|--|--|---------------------------------|--|--|
|      |  |  | Total revenue                            | (mln zł)<br>2004/2003/2002 |  |  |                                 |  |  |
|      |  |  |  |                            |  |  |                                 |  |  |
| 21   | <b>Biuro Ekspertyz Finansowych, Marketingu i<br/>Consultingu Uniconsult s.c.<sup>(1)</sup></b><br>ul. Krzywickiego 34, 02-078 Warsaw<br>022 444-1020/022 444-1020<br>www.uniconsult.com.pl | 16<br>16<br>-                                      | WND<br>2.2<br>2.5                        | WND<br>2.2<br>2.5          | Investment feasibility studies, due diligence, business plans, non-pecuniary<br>and legal goods valuations, restructuring programs, sector studies   | Agros-Nova, ARP, PAPP, Prószyński i<br>S-ka, Mostostal Wrocław   | 16<br>1990                      | Maciej Gajewski - 50%,<br>Grzegorz Rutkowski - 50%<br>None   | Grzegorz Rutkowski<br>Director                   |
| 21   | <b>FPL Sp. z o.o.<sup>(1)</sup></b><br>ul. Płanowicza 9, 90-254 Łódź<br>042 630-0900/042 630-3993<br>www.fpl.pl  | 16<br>16<br>-                                      | WND<br>WND<br>WND                        | WND<br>3<br>WND            | Competence management support programs, employee opinion survey<br>based on FPL BOP method, assesment and development center, emotion<br>management, 44 training programs including team management, personal<br>skills, commercial training             | Impel Group, Eli Lilly Polska,<br>Campina, Kulczyk Tradex  | 20<br>1994                      | WND<br>None  | Jolanta Krokowska<br>President                   |
| 23   | <b>ConQuest Consulting Association<sup>(1)</sup></b><br>ul. Chocimska 12/1, 00-791 Warsaw<br>022 646-0266/022 856-9424<br>www.conquest.pl  | 15<br>15<br>-                                      | WND<br>WND<br>0.1                        | WND<br>WND<br>0.1          | Market entry strategies, marketing strategies, sector analysis, process<br>optimization, operational support   | KPMG, Imetria, Oy Executive<br>Partners Group  | 15<br>1998                      | NA<br>NA   | Joanna Bagińska<br>President                     |
| 23   | <b>Mercer Human Resource Consulting Sp. z o.o.</b><br>Al. Jerozolimskie 92, 00-807 Warsaw<br>022 456-4020/022 456-4021<br>www.mercerhr.com.pl  | 15<br>15<br>-                                      | 2.85<br>2.74<br>2.02                     | 3.49<br>3.18<br>2.24       | HR management, individual insurance services, labor market research,<br>payment policy consulting, payroll inspection, skills management   | GlaxoSmithKline, Unilever Polska,<br>Zespół Elektrowni Półnów-Adamów<br>Konin, Telekomunikacja Polska,<br>Górnolaski Zakład<br>Elektroenergetyczny                                 | 42<br>1999                      | Marsh - 0.1%<br>Marsh & McLennan Companies UK - 99.9%  | Krzysztof Nowak<br>President                     |
| 23   | <b>Mercuri International Poland Sp. z o.o.</b><br>ul. Domaniewska 37, 02-672 Warsaw<br>022 565-8899/022 565-8898<br>www.mercuri.net  | 15<br>13<br>2                                      | WND<br>WND<br>WND                        | WND<br>WND<br>WND          | Personnel Attitude Research Evaluation (MI-PARE), Core Competence<br>Evaluation (MI-CORE), sales performance consulting, Customer Attitude<br>Research Evaluation (MI-CARE), sales process management  | Sephora, Pfizer, Polkomtel,<br>Commercial Union, Bayer   | 22<br>1991                      | WND<br>Mercuri International Central Europe AB   | Frank Harbertz<br>President                      |
| 26   | <b>Nexus Consultants Sp. z o.o.</b><br>ul. Waszyngtona 34/36, 81-342 Gdynia<br>058 661-8515/058 621-7828<br>www.nexus.pl   | 12<br>12<br>-                                      | 2.4<br>1.7<br>2.68                       | 2.4<br>1.7<br>2.68         | Cost restructuring, benchmarking, marketing strategies, restructuring<br>programs, organizational audits, privatization consulting   | KGHM Polska Miedź, Wólcanka,<br>Ciech, PGNiG, Grupa Lotos  | 17<br>1993                      | Tomasz F. Pelc - 99%, Wojciech Pelc - 1%<br>None   | Tomasz F. Pelc<br>President                      |
| 26   | <b>People Partnering SA<sup>(1)</sup></b><br>ul. Emilii Plater 53, 00-113 Warsaw<br>022 520-8420/022 520-8421<br>www.peoplepartnering.com.pl   | 12<br>10<br>2                                      | WND<br>WND<br>WND                        | WND<br>WND<br>WND          | Strategic consultancy, change management, transformational integration,<br>corporate governance and leadership, business operation model<br>development  | WND  | 15<br>2000                      | None<br>People Partnering Group - 100%   | Stephen Swinney<br>President                     |
| 28   | <b>Hewitt Associates Sp. z o.o.</b><br>ul. Wspólna 47/49, 00-684 Warsaw<br>022 696-5220/022 696-5221<br>www.hewitt.com.pl  | 11<br>11<br>-                                      | WND<br>WND<br>WND                        | WND<br>WND<br>WND          | Human resources management, mergers and acquisition service, salary<br>systems and structure, restructuring and business transformations,<br>company results measuring and valuations based on BCS, leaders and<br>managers development and evaluation   | ABB, Polskie Sieci<br>Elektroenergetyczne, PTK Centertel,<br>BZ WBK, Rheinhold & Mahla<br>MainServ, Basell Orlen, ZA Pulawy <sup>(1)</sup>   | 12<br>1997                      | None<br>Hewitt Associates - 100%   | Edward R. Stanoch<br>Managing Director           |
| 28   | <b>Idea! Management Consulting Sp. z o.o.</b><br>ul. Flory 9/10, 00-586 Warsaw<br>022 331-6699/022 331-6694<br>www.idea-mc.pl  | 11<br>10<br>1                                      | 0.5<br>0.45<br>WND                       | 2.0<br>1.5<br>WND          | Change management, compensation and job evaluation systems,<br>management audits, HR management, sales management and customer<br>service  | Polskie Radio, Stora Enso, Gallaher<br>Polska, FM Logistics, Velux   | 20<br>1995                      | Paweł Bochniarz, Krzysztof Gugała, Leszek<br>Zdrodowski, Jerzy Potocki<br>Leif Christiansen  | Paweł Bochniarz<br>President                     |
| 28   | <b>Nicom Consulting Sp. z o.o.<sup>(1)</sup></b><br>ul. Wiertnicza 104, 02-952 Warsaw<br>022 851-4499/022 851-3777<br>www.nicom.com.pl   | 11<br>11<br>-                                      | WND<br>WND<br>WND                        | WND<br>WND<br>WND          | Comprehensive loan and employment restructuring, consolidations,<br>transaction handling, market analyses, valuations and business plans,<br>mergers and acquisitions  | Pfeifer & Langen, Treasury Ministry,<br>Phillips Beverages Co., Bank<br>Handlowy, EU   | 22<br>1990                      | Henryka Bochniarz - 90%<br>None  | Henryka Bochniarz<br>President                   |
| 28   | <b>update CRM SA</b><br>ul. Bukowińska 22B, 02-703 Warsaw<br>022 380-1600/022 380-1601<br>www.updatecrm.pl, www.update.com   | 11<br>10<br>1                                      | 2.24<br>2.11<br>2.97                     | 3.59<br>2.23<br>3.54       | CRM, business process management   | Work Service, Nowa Era, Sodexho<br>Pass Polska, Vector, WszPWNI  | 13<br>2000                      | Update software AG - 100%<br>None  | Ulrich Kottmann<br>President                     |
| 28   | <b>Warszawska Grupa Konsultingowa Sp. z o.o.<sup>(1)</sup></b><br>ul. Rakowiecka 36, 02-532 Warsaw<br>022 627-4005/022 849-8588<br>www.wgk.pl  | 11<br>11<br>-                                      | WND<br>WND<br>2.2                        | WND<br>WND<br>WND          | Change management, operating and marketing strategies, financial<br>analyses and business plans, computerized restructuring, mergers and<br>acquisitions, human resources consulting   | WND  | 15<br>1991                      | Employees - 100%<br>None   | Andrzej Wrębiak<br>President                     |
| 33   | <b>Agencja Secret Service Sp. z o.o.</b><br>Al. Armii Ludowej 6/42, 00-571 Warsaw<br>022 621-1725; 625-2848/022 621-1725; 625-2848<br>www.secret-service.com.pl                            | 10<br>10<br>-                                      | WND<br>WND<br>WND                        | WND<br>WND<br>WND          | Corporate organization, company representation, legal services, substitute<br>management, mediation, court of conciliation   | WND  | 16<br>1985                      | Bogumił Jerzy Zawadzki<br>None   | Bogumił Jerzy Zawadzki                           |
| 33   | <b>Door Poland Sp. z o.o.<sup>(1)</sup></b><br>ul. Włodarzewska 33, 02-384 Warsaw<br>022 824-0792/022 824-0794<br>www.door.com.pl  | 10<br>10<br>-                                      | WND<br>WND<br>WND                        | WND<br>WND<br>WND          | Organization development and expansion, employee training and<br>development, training effectiveness assessment, corporate research,<br>recruitment processes, corporate strategy and result measurement using<br>balanced scorecard method              | PKO BP Scania, General Motors,<br>DaimlerChrysler Automotive Polska  | 42<br>1992                      | Marek Chojm - 93%, Mariusz Lyczniak - 4%,<br>Artur Wilk - 3%<br>None   | Marek Chojm<br>President                         |
| 33   | <b>Roland Berger Strategy Consultants Sp. z o.o.<sup>(1)</sup></b><br>ul. Koszykowa 54, 00-675 Warsaw<br>022 630-8581/022 630-8503<br>www.rolandberger.com                                 | 10<br>10<br>-                                      | WND<br>WND<br>WND                        | WND<br>WND<br>WND          | Strategy development, restructuring, process and cost optimization, sales<br>growth programs, mergers and acquisitions   | Ciech, Raiffeisen Bank Polska, ING<br>Bank Śląski, Huta Częstochowa,<br>PKO BP   | 16<br>2000                      | None<br>Roland Berger Top Management Consulting<br>Holding - 100%  | Artur Pielech<br>Managing Director, Board Member |
| 36   | <b>GFMP Management Consultants Sp. z o.o.<sup>(1)</sup></b><br>Al. Jerozolimskie 133/121, 02-304 Warsaw<br>022 822-0833/022 822-0836<br>www.gfmp.com.pl                                    | 9<br>9<br>-  | WND<br>WND<br>WND                        | WND<br>WND<br>1.8          | Corporate communication, strategy development and implementation,<br>strategic HR management, change management  | Firma Chemiczna Dwory, Kompania<br>Płowarska, Philip Morris Polska,<br>Schering AG Polish branch, Ergo<br>Hestia   | 10<br>1992                      | None<br>Bogdan Dąbrowski - 100%  | Bogdan Dąbrowski<br>Managing Consultant          |
| 36   | <b>TMBK Partners/Consortium Technology<br/>Partners<sup>(1)</sup></b><br>ul. Pawińskiego 5A, 02-106 Warsaw<br>022 658-3607/022 658-1476<br>www.technology-partners.pl                      | 9<br>7<br>2  | WND<br>WND<br>WND                        | WND<br>WND<br>WND          | Restructuring programs for research and development sector, strategy<br>development and implementation, technology innovation, research and<br>development process management  | WND  | 9<br>1992                       | WND<br>WND   | Tomasz Kośmider<br>Director                      |
| 38   | <b>Bigram SA Personnel Consulting<sup>(1)</sup></b><br>Al. Wilanowska 372, 02-665 Warsaw<br>022 646-9494/022 848-7030<br>www.bigram.pl   | 8<br>8<br>-  | WND<br>WND<br>WND                        | WND<br>12.7<br>10.1        | HR management consulting, employee assesment and development<br>consulting, management skills development, employee climate survey,<br>coaching, simulated strategy games  | WND  | 57<br>1993                      | WND<br>WND   | Piotr Wielgomas<br>President                     |
| 38   | <b>Effect Sp. z o.o.<sup>(1)</sup></b><br>ul. Mariensztat 8, 00-302 Warsaw<br>022 826-7231/022 826-9653<br>www.effect.com.pl   | 8<br>8<br>-  | WND<br>WND<br>1                          | WND<br>WND<br>1            | Restructuring, economic and financial analyses, company valuations,<br>investment effectiveness studies, development of management<br>information system, IT and internet consultancy and services, financial<br>training                                | BRE Bank, Bank Pekao, BIG Bank<br>Gdański, Bank Ochrony Środowiska,<br>Rafineria Nafty Jedlicze  | 10<br>1989                      | Jan Soldaczuk - 20%, Helena Elżbieta Kulago -<br>20%, Krzysztof Grzybowski - 20%, Jacek<br>Malaśnicki - 20%, Jacek Kłosiński - 20%<br>None | Jan Soldaczuk<br>President                       |
| 38   | <b>Grupa Konsultingowa Jagiello, Wrębiak i<br/>Wspólnicy Sp. z o.o.</b><br>ul. Rostafińskich 4, 02-593 Warsaw<br>022 849-0268/022 646-8090<br>www.gkjw.pl                                  | 8<br>8<br>-  | 0.79<br>0.12<br>WND                      | 0.79<br>0.12<br>WND        | Mergers and acquisitions consulting, investors and capital search,<br>privatization and restructuring programs, sectorial studies, evaluations   | PKP Treasury Ministry, Krajowa<br>Spółka Cukrowa, PKP Cargo, Nafta<br>Polska   | 12<br>2003                      | Andrzej Wrębiak, Paweł Jagiello, Jacek<br>Chwałek, Magdalena Gruszczyńska<br>WND   | Andrzej Wrębiak, Paweł<br>Jagiello               |
| 38   | <b>Polinvest Sp. z o.o.</b><br>ul. Jana Brozka 3, 30-347 Kraków<br>012 263-7002 (-05)/012 263-7001<br>www.polinvest.pl   | 8<br>8<br>-  | 2.87<br>1.39<br>2.24                     | 2.87<br>1.39<br>2.24       | Working out feasibility studies for obtaining EU funds, strategy<br>development and implementation, implementation of integrated<br>management systems, corporate valuations, bonds and shares purchase<br>and sales consulting                          | Firma Chemiczna DWORY, Miejskie<br>Wodociągi i Kanalizacja in<br>Bydgoszcz, Polish Agency for<br>Entrepreneurship Development,<br>Warsaw City, Poszukiwania Nafty i<br>Gazu Kraków | 19<br>1989                      | Wiesław Samitowski, Adam Donimirski, Artur<br>Sadowski<br>None   | Wiesław Samitowski<br>President                  |
| 38   | <b>Sisim Polska Sp. z o.o.<sup>(1)</sup></b><br>ul. Zgoda 3, 2nd floor, 00-018 Warsaw<br>022 826-6478/022 828-1193<br>www.sisim.com  | 8<br>6<br>2  | WND<br>WND<br>WND                        | WND<br>WND<br>WND          | Retail and franchise sales network development, mergers and acquisitions<br>of retail chains, Mr. Quality secret shopper store performance audit, advice<br>on sales outlet operation choices, personnel selection and training, visual<br>merchandising | Giacomelli Sport,<br>Calzedonia/Intimissimi, Multisoft<br>(Max & Max), Ravel, Wójcik   | 6<br>2000                       | None<br>Finalpe - 47%, Sisim - 53%   | Lusa Giacomelli<br>President                     |

Notes: NA = Not Applicable, NR = Not Ranked, WND = Would Not Disclose. Research for the List was done in September 2005. Number of employees and ownership structure are as of October 2005 unless otherwise stated. All information pertains to the companies' activities in Poland. Companies not responding to our survey are not listed. The full version of the list is available at [www.bookoflists.pl](http://www.bookoflists.pl) Footnotes: (1) All information as of October 2004.

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