



## 61 graduates with potential have joined the Orange graduate program

- The 9th recruitment drive has enabled Orange to select the 61 best candidates from the 2,000 graduates applying, drawn from leading international training programs
- In 2010, 17 nationalities and 56% of women are represented among the candidates selected for positions in France and internationally
- The Orange graduate program offers them specific support over the first five years of their career within the Group.

Orange wants to attract and recruit young talents in order to prepare for the Group's future and anticipate its demographic development. Within this framework, the Orange graduate program makes it possible to select the graduates who will hold positions with very high levels of responsibilities in the future.

### April 15 marked the end of the 9th recruitment drive for the Orange graduate program

This year, more than 2,000 candidates from 17 different nationalities applied to join this program. Following an initial shortlisting phase and a series of individual phone-based interviews, the best 140 graduates were invited to take part in a collective selection session on March 30-31 and April 1, 2010 at the Cité Internationale Universitaire de Paris.

Throughout these three days, candidates were assessed based on several selection exercises, and took part in workshops to discover the France Telecom-Orange Group.

The 72 candidates with the best potential then took part in the final selection day, on April 15, with direct contact between the managers and HR representatives for the positions offered and the candidates.

Following this final selection stage, Orange offered a position in France or internationally to the 61 candidates selected.

### Orange graduate program

The Orange graduate program is an attractive recruitment scheme aimed graduates with potential, with engineering and/or management profiles, from the best international training programs.

Each year, Orange recruits around 60 graduates, who rapidly develop their potential, thanks to a program of individualized support over five years in three sections:

#### Integration:

- Attractive compensation packages
- Three Group discovery days in Paris
- Sponsoring by an employee who has completed the program

#### Development:

- Dedicated workshops
- Monthly conferences on the Group's strategy, latest news and developments, etc.
- Mentoring by a Group executive manager
- Opportunity to work in three different positions over five years, including one with a very strong international component

#### Monitoring and support:

- Personalized career advice
- Visibility in relation to Executive Committee members

### Some figures since 2002, when the program was created (cumulated rates 2002-2009):

400 recruits  
34 nationalities





- 13 host countries
- 55% engineering profiles
- 41% women
- 39% currently working or previously posted outside of their home country

While Orange recruits within leading French and international business and engineering schools, it is still open to all types of profiles and diversifies its recruitments in order to have teams who are creative and innovative. Indeed, in addition to the Orange graduate program, the Group has a very active policy to integrate young people. More specifically, this involves a strong internship policy and a genuine commitment to training programs combining time at work and at college (apprenticeships or professionalization contracts). In 2009, the Group welcomed more than 4,700 trainees on such work-based learning programs and more than 2,500 interns in France, covering all levels and all areas.

In 2010, the Group plans to recruit a total of 3,500 permanent staff (young and experienced profiles) in France, focusing in particular on sales and customer relations, information systems and networks, innovation and R&D.

All offers for internships, work-based training programs and jobs are available online at [www.orange.com/joinus](http://www.orange.com/joinus) in the "job board" section. These offers are also accessible on [www.orange.com](http://www.orange.com) using a mobile phone.

A new section now makes it possible for candidates who would like to keep in touch with Orange to create their own account with their profile.

#### About Orange

Orange is the key brand of France Telecom, one of the world's leading telecommunications operators. With 131.8 million customers, the Orange brand now covers internet, television and mobile services in the majority of countries where the Group operates. At the end of 2009, France Telecom had consolidated sales of 50.9 billion euros, including its activities in the United Kingdom, and at 31 December 2009, the Group had a customer base of almost 193 million customers in 32 countries. These include 132.6 million mobile customers and 13.5 million broadband internet (ADSL) customers worldwide. Orange is the number three mobile operator and the number two provider of broadband internet services in Europe and, under the brand Orange Business Services, is one of the world leaders in providing telecommunication services to multinational companies.

The Group's strategy, which is characterized by a strong focus on innovation, convergence and effective cost management, aims to establish Orange as an integrated operator and benchmark for new telecommunications services in Europe. Today the Group remains focused on its core activities as a network operator, while working to develop its position in new growth activities. To meet customer expectations, the Group strives to provide products and services that are simple and user-friendly, while maintaining a sustainable and responsible business model that can be adapted to the requirements of a fast-paced and changing eco-system.

France Telecom (NYSE:FTE) is listed on Euronext Paris (compartment A) and on the New York Stock Exchange.

For more information (on the internet and on your mobile): [www.orange.com](http://www.orange.com), [www.orange-business.com](http://www.orange-business.com), [www.orange-innovation.tv](http://www.orange-innovation.tv)

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