

Total selects Excentive to Drive Compensation of Its Employees in France

Paris, April 18, 2011: TOTAL, one of the world's largest oil and gas companies has just selected Excentive Compensation Cockpit to drive fixed and variable compensation for about 18,000 employees in France. The Excentive solution will manage simulations of personnel cost, salary review, variable compensation and bonuses as well as provide a platform for budget analysis.

"The choice of Compensation Cockpit comes after a deep evaluation of the various market solutions. We wanted, in fact, a solution capable of supporting TOTAL in its transformation towards a both global and transverse HRIS," says Dominique Pardo, President of Administration and System Management Office at TOTAL group.

"This selection is important for Excentive in many ways," says Loïc Bourdeaux, Sales Director at Excentive France: *"first, because TOTAL becomes one of Excentive's strategic clients; then for the rigor and completeness of the selection process implemented by TOTAL; and last, for the project scope, in line with our Total Compensation Management strategy encompassing both fixed and variable compensation"*

About

TOTAL

TOTAL (www.total.com), the fifth largest publicly traded integrated international oil and gas company and first market capitalization of the Paris stock exchange, operates in more than 130 countries. Its 97,000 employees develop their know-how in all aspects of the industry: oil and gas exploration and production, refining and marketing, gas and new energies, trading. They are helping to meet global energy demand, present and future. The group is also a major actor in chemicals.