



# HR Audit KCOMMS-SAS Organization chart

# HR Audit – Organization chart

- In a structured company (SAS, inc. ltd., etc.), the owners (stockholders) designate a President.
- The President has all the powers and responsibilities, as defined by the shareholders on the “Articles of Incorporation (les statuts)”. He represents the company.
- The President can decide to delegate some roles and responsibilities that are tied to his role to other employees.
- Typical roles that are delegated include:
  - Human Resources
  - Finance (including accounting)
  - Administration
  - Information Security
  - Operations
  - General Management
  - Quality or Product Assurance
  - Contracts

# HR Audit – Organization chart

- The delegation and level of responsibilities are defined at the President discretion.
- The organization chart will therefore show those roles as direct report to the President.
- Each of those roles represent the President toward the division below, for its specific scope.
- For example, the general HR rules and processes are applicable to all subsidiaries.
- Below that group, generally represented as a flat line, will be the operational divisions. They correspond to self consistent groups based on activity, geography, market, etc. or any combination.
- These groups can have various legal structures: subsidiaries, branches, P&L, operational divisions, etc.
- Each division will typically have a manager.

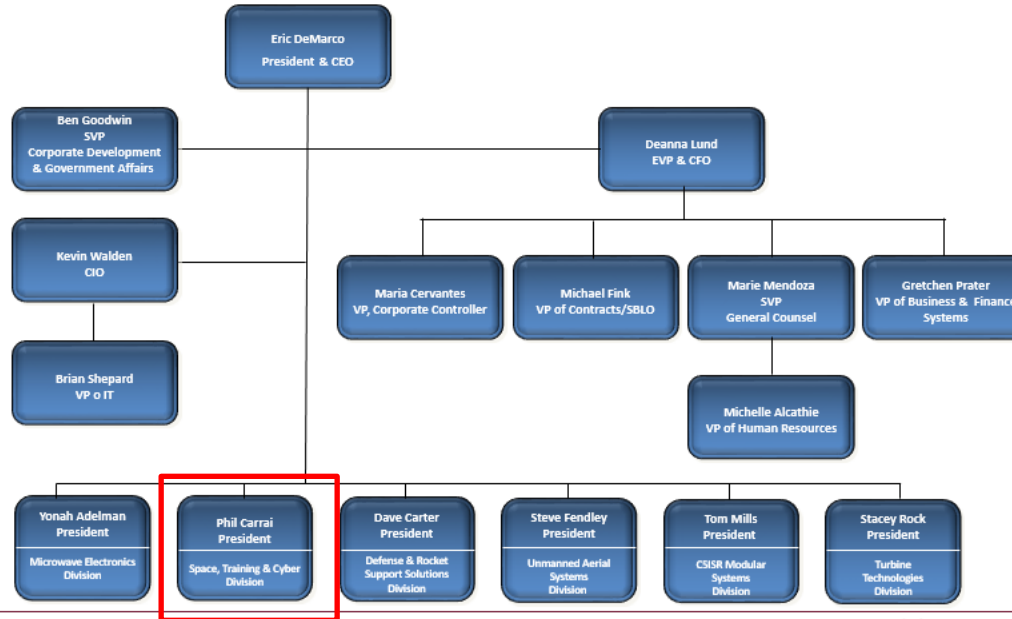
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As an example, Kratos Organization chart is presented below:

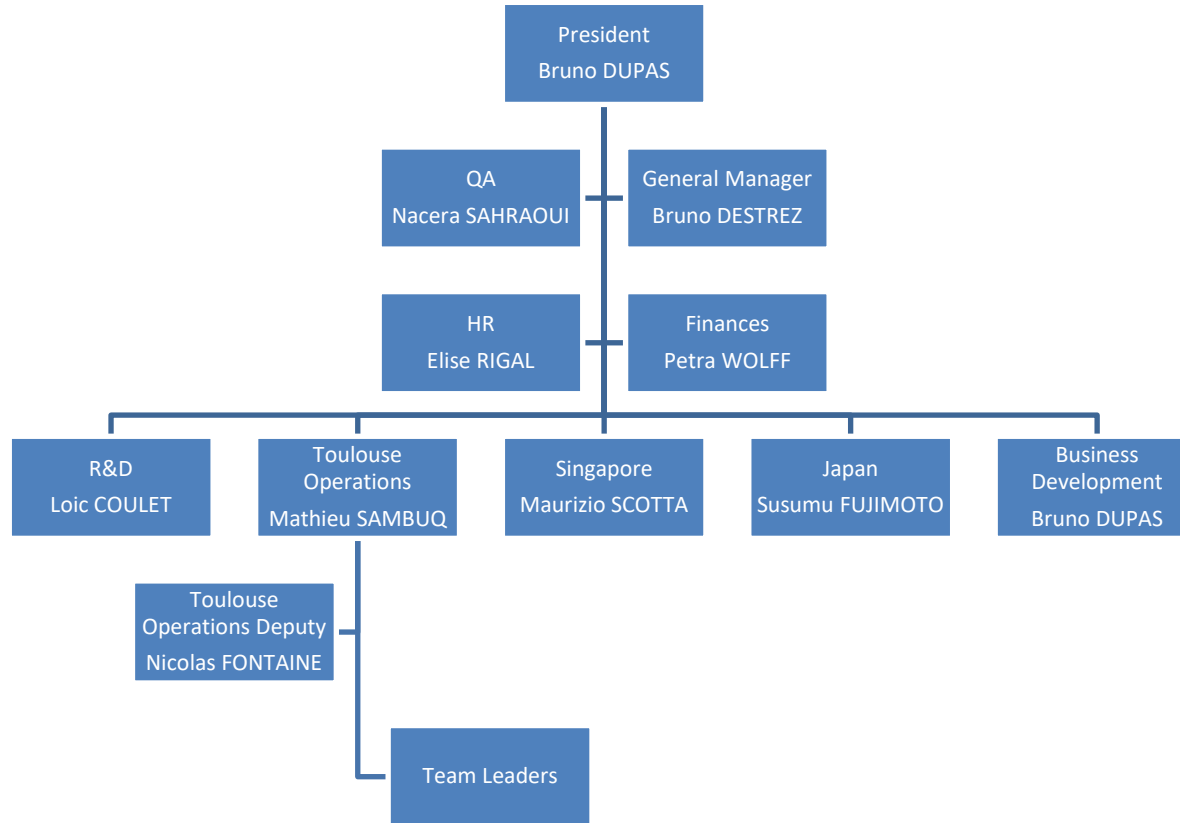
## Kratos – Organization Chart

*Very Unique  
and Streamlined  
Organization  
for a National  
Security  
Company*

*“Promote from  
Within!”*



# HR Audit – Organization chart – KCOMMS-SAS



# HR Audit – Roles/Organization (1/3)

- **President: Bruno DUPAS**

- ❑ Strategy/Vision, Financial performances, forecast
- ❑ Report to shareholder
- ❑ Proposals / Business Development
- ❑ Responsibility for French legal aspects

- **General Manager (GM) / Deputy: Bruno DESTREZ**

- ❑ Supervision of delivery activities of the four groups (Toulouse, Singapore, Japan, Oman): resources (Humans, HW, SW, network,...), management support
- ❑ Interface all other Kratos entities
- ❑ Ensure consistency of infrastructure: IT, Accounting tools, Coordination between all groups (Oman, Singapore, Toulouse, Japan)
- ❑ Supervision of QA
- ❑ Supervision of Customer Support
- ❑ General Manager replaces the President whenever needed

# HR Audit – Roles/Organization (2/3)

- **Toulouse Delivery: Mathieu SAMBUQ is Director of Operations**

- ❑ Mathieu is responsible for deliveries (including customer support) in Toulouse. He has full authority within the agreed forecast
- ❑ Management of Human Resources allocation between projects
- ❑ Management of Team leaders
- ❑ Operational Report to General Manager
- ❑ Financial report to President on Toulouse contracts: Estimate at Completion (EACs), forecast, snapshot
- ❑ Proposal support
- ❑ Toulouse coordination with IT (Office space, project rooms)
- ❑ Enforcement of QA processes and propose Improvements
- ❑ Shipping/customs (Yann PAYET) reports to him

- **Kratos Singapore: Maurizio SCOTTA is Director of Kratos Communications Singapore**

- ❑ Corporate responsibility in the Singapore eco-system: legal, audit, accounting, HR, local IT
- ❑ Singapore management of projects like Mathieu SAMBUQ with same level of autonomy
- ❑ Singapore infrastructure supervision: admin, IT, accounting
- ❑ Management of Human Resources allocation
- ❑ Operational Report to General Manager for coordination
- ❑ Financial report to President on Singapore contracts: EACs, forecast, snapshot
- ❑ Proposal Support
- ❑ Enforcement of QA processes and propose Improvements

- **Kratos Japan: Susumu FUJIMOTO is Director of Kratos Communications Japan**

- ❑ Same scope of responsibility than Maurizio SCOTTA for Kratos Japan

# HR Audit – Roles/Organization (3/3)

- **HR: Elise RIGAL**
  - ❑ Employees management: careers, administrative
  - ❑ Implementation of legal constraints
  - ❑ Interface with CSE
  - ❑ Team: Valerie MARTINS, Clementine LACROIX
- **Finances: Petra WOLFF**
  - ❑ Financial reporting to Corporate
  - ❑ Supervision of accounting team (Sara KROU, Ana MILESKA)
  - ❑ Supervision of Controller
- **QA: Nacera SAHRAOUI**
  - ❑ Continuous improvements of our QA process
  - ❑ Management of ISO certification
  - ❑ Control of the implementation: audit plans
  - ❑ Report to General Manager
- **R&D: Loic COULET**
  - ❑ Supervision of OpenSpace development team
  - ❑ Definition and supervision of R&D plan: roadmap, schedule, resources
- **Business Development : Bruno DUPAS**
  - ❑ Support for Regulators / Space Domain Awareness : Emmanuel HOUDET
  - ❑ Others: Garnet MONS, Benoit MAUFFREY, Philippe SOLTYSIAK