



PRESS RELEASE

Carlsberg Works with StepStone to Deploy Strategic Recruitment Solution

StepStone Solutions Supports New Recruitment Strategy

April 20, 2005 – StepStone today provides much more than just an online destination for candidates looking for employers and vice versa. StepStone supports employers with end-to-end online recruitment solutions to automate and manage their selection and hiring processes.

StepStone's solutions provide fully-hosted online company career sites, enabling employers to use the reach of the web to source and manage candidates. They also allow a company to build its own online talent community of candidates to fuel future hiring needs. The overall objective is to reduce administration to allow recruiters to concentrate on added-value work, at the same time delivering better employees to the business and providing a rewarding experience for all candidates.

Carlsberg in Denmark will work together with StepStone to make its recruitment more effective. The StepStone solution will form a key building block in Carlsberg's new recruitment strategy and ensure that candidates are treated professionally through the entire application process. At the same time Carlsberg will use StepStone technology to build its own talent databases and hence ensure access to the market's best candidates at all times.

"Carlsberg is known for the high standards of professionalism they apply to whatever they do. This is why we are very proud that they have selected StepStone to deliver the systems and services to power their future recruitment processes. The fact that Carlsberg now uses both StepStone's online recruitment services and our solutions, demonstrates the strength of our market proposition," said Morten Heuing, Managing Director of StepStone Denmark.

About StepStone Solutions

StepStone was founded in Norway in 1996 and pioneered the development of online recruitment. The business unit StepStone Solutions delivers a complete suite to reinforce each element of the recruitment and retention process from the initial pre-hire attraction of candidates, through on-boarding to Total Talent Management of employees post-hire including HR Management, Performance Management, Compensation

Management, Skills & Competency Management as well as Career & Succession Planning, Training & Development Management and Organisational Charting. StepStone's fully web-based software solutions have been deployed by more than 800 companies such as Akzo Nobel, Bacardi, Bayer, BASF, BHP Billiton, Cable & Wireless, DHL, DuPont, Financial Ombudsman, Lufthansa, McDonald's, Metro, Novartis, Pearson, Reed Elsevier, Siemens, Thames Water and Volkswagen. Gartner, one of the world's leading technology analysts, reviewed StepStone's solutions, positioning them as a 'Leader' in the e-Recruitment software sector (Magic Quadrant for e-Recruitment Software, 2006). StepStone is the only European based organisation to receive this status.

More information: www.stepstonesolutions.com

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