
PRESS RELEASE

RWE chooses ETWeb™ Enterprise to manage their international HR processes

Global HR Data Warehouse helps by collecting and analyzing critical HR data

Dusseldorf, January 19, 2005 – RWE, one of the world's largest utility companies, first implemented ETWeb™ Enterprise to unify their global succession planning. RWE will also use ETWeb™ to support Compensation & Benefits, Expatriate Management, and worldwide position assessment programs in their organization.

To make all this work seamlessly, RWE uses the Global HR Data Warehouse from ETWeb™. All pertinent HR data for potential performers can be collected in a central talent database and generated in different report formats (Excel, PDF, HTML, etc.) for analysis. Since it's a "Global" HR Data Warehouse, this data can made be available to individual divisions or even corporate wide – ETWeb™ makes it easy to manage, however you do it.

Dieter Jurgens, Director of International Human Resource Management for RWE AG, summarized their situation: "The challenge for us was to find a system which on the one hand guaranteed the required standardization at the company level, but at the same time offered flexibility to the various divisions. For our company, it is of particular importance that national and international data protection regulations are met and that the system is developed for multilingual use. Also because of the references from companies with which we are closely associated, we decided for ETWeb™ from ExecuTRACK."

Dr. Carsten Busch, Managing Director for ExecuTRACK Software Germany, is convinced of ETWeb's strengths: "More and more leading world companies like RWE are recognizing the advantages and the potential of a unified and worldwide strategic HR planning system. With a Web-based architecture, the option of Employee/Manager Self Service, integrated workflow support, and high user friendliness, ETWeb™ offers the ideal environment to achieve this."

With 127,000 employees and revenue of about EUR 44 billion in fiscal 2003, **RWE** ranks among Europe's largest industrial corporations. RWE's strategy aims to constantly create added value by generating stable earnings and continuous organic growth. Therefore, RWE concentrate on their main core businesses: electricity, gas and water. In implementing this strategy, RWE seek to achieve leading competitive positions in their choice key markets, which are Germany, the UK, central Eastern, Europe and the USA.

The **ExecuTRACK Software Group** has rapidly established itself as the world leader in the market for strategic Talent Management. The solution ETWeb™ Enterprise - in use since 1983 - fully supports your organization in analyzing and managing all areas of its human capital: Career & Succession Planning, Performance Management, Skills and Competency Management, Training & Development Management, Compensation & Benefits, Organizational Charting, and Global HR Data Warehouse.

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