



PRESS RELEASE

StepStone EasyCruit Wins Praise from Customers

New Release Provides Enhanced Functionality and Usability for New and Existing Customers

December 13, 2005 – StepStone today announced the general availability of StepStone EasyCruit to widespread praise from its early customers. StepStone EasyCruit combines and enhances the features of StepStone OneStep and of EasyCruit HR to create a new market-leading e-recruitment solution.

Announcing this release, Matthew Parker, Managing Director of StepStone Solutions stated, "The StepStone EasyCruit solution has been specifically designed to allow speedy implementation, ease of use and rapid user adoption whether in a smaller local company or the subsidiary of a global corporation. Together with StepStone's i-GRasp, we have an e-recruitment portfolio which leads the way across all market sectors, countries and languages in Europe, and which can address the recruitment challenges of any organisation."

Following a detailed competitive benchmark, Sungard, one of the world's leading software and IT services companies, has recently adopted StepStone EasyCruit for both internal and external recruitment in Sweden.

According to Richard Nilleus of Sungard, "Our testers selected StepStone EasyCruit because of its ease of use and very logical user interface." Further new customers using StepStone EasyCruit include Sony Ericsson, Sevensco, Jobbet.nu, NCH, Tullverket, Midelfart, Egmont and Agresso.

In addition to new customers, the roll-out of StepStone EasyCruit to existing customers of EasyCruit HR and StepStone OneStep is underway.

Welcoming the new product, Kenneth Amundsen of Securitas in Norway stated, "I am absolutely marvelled by this enhancement of an already great recruitment solution! For those who are yet to experience it, I can assure you that it's definitely worth waiting for. Excellent design, better and even more intuitive workflow, much faster technology and,

maybe most impressively, a fully seamless integration using state-of-the-art XML technology. I cannot wait to start using it!"

Background to the Announcement

StepStone EasyCruit represents the fruits of 12 months investment to create a new product providing an upgrade path for both StepStone OneStep and EasyCruit HR.

StepStone OneStep was originally launched in 2002 and has been adopted by over 40 customers in Sweden, Denmark, Belgium, Netherlands, Norway and Italy including D'leteren, Toyota Europe, Icopal, Carrefour, TNT Express and Robert Bosch. The product has been particularly praised for its multi-lingual features, its back-office functionality and its job board integration.

EasyCruit HR was developed by Norwegian-based EasyCruit AS, which was acquired by StepStone in November 2004. The product has achieved remarkable market success, initially in Norway and more recently across Scandinavia and beyond. The product's 150 customers include Coca-Cola, McDonalds, Aral, Securitas, Telecom Italia and Citroen. The product has frequently been selected for its ability to generate rapid results due to its quick implementation time and ease of use.

StepStone EasyCruit

StepStone EasyCruit allows organisations, large and small, to achieve a more structured and effective recruitment process through employer branding, web-based job listings, online application forms, automated email correspondence and effective process management and reporting.

StepStone EasyCruit has been developed specifically for the European market in terms of languages, legislations and differing recruitment practices. The product is available off-the-shelf with support for 13 languages - English, French, Italian, Danish, Swedish, Norwegian, Dutch, German, Polish, Finnish, Russian, Estonian and Latvian – to meet the needs of both local and multi-national organisations.

StepStone EasyCruit is readily adapted to the particular needs of each of its customers, for example in terms of managing access rights by departments, recruitment projects and functionality. Combined with

its ease of use, this means that recruiters can readily engage hiring managers and departments in a collaborative recruitment process. The product is deployed on a modular basis, starting from a simple branded careers site to more advanced functionality including capture of spontaneous CVs, email job agent alerts and advanced job and candidate search functionality. Multi-posting is fully integrated into the product, allowing customers to greatly increase their candidate reach through the public career sites of StepStone and its partners across Europe and beyond.

Recruitment On Demand

StepStone EasyCruit is delivered on an ASP basis, hosted and managed in StepStone's state-of-the-art data centre. This ensures that all customers' career sites are assured of the performance, security and availability that online recruitment solutions demand. There is no software to buy, no hardware to manage and no IT complexity. All customers can also take advantage of StepStone's unrivalled online recruitment experience through training and customer support services.

Key Functionality Areas

- **New Vacancy:** Used to create a new recruitment project, including job listing, application form, automated emails and optional use of screening / ranking functionality.
- **Recruitment List:** All projects are presented in summary format, with drill down to detailed information on each vacancy. All functionality required by the recruitment process is available here including inviting candidates for interview, email and SMS correspondence, ranking, applicant lists and statistics.
- **Recruitment Calendar:** A schedule of planned recruitment activities together with the ability to plan interviews and communicate with candidates.
- **Search:** StepStone EasyCruit provides an advanced CV database search, including free text search in attached documents such as Word CVs well as sophisticated search within the structured profile.

- **Reports:** Data on each project can be analysed and exported to spreadsheet format.
- **Co-Worker:** Covers the activities of individual recruiters to monitor performance and effectiveness.
- **Customisable Database:** Each customer's system can be customised to meet their specific needs, both in terms of candidate questions and stored database fields.
- **XML Feeds:** XML data feeds are automatically generated for each customer, enabling seamless integrations and the option for a fully customised implementation as an alternative to the standard look-and-feel.
- **Other Features:** In addition StepStone EasyCruit can support integrated personality tests, customer specific recruitment practices, internal intranet-based hiring and ERP integration.

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

###