



PRESS RELEASE

Eurostar selects StepStone's i-GRasp to take it on its e-recruitment journey

Eurostar, the fast rail passenger service directly linking the UK to France and Belgium via the Channel Tunnel, has chosen StepStone's i-GRasp e-recruitment solution to help it drive efficiencies and cost savings throughout its recruitment process.

April 10, 2006 – Eurostar is a major recruiter with career opportunities ranging from drivers and train managers who crew the trains, to electricians, mechanics and engineers, to employees in customer services and sales. The wide range of skills sets and high-levels of applications make Eurostar's recruitment complex and time-intensive.

Eurostar's key reasons for looking at e-recruitment were to reduce both its reliance on agencies and the associated cost of recruitment. In addition, Eurostar is actively trying to heighten the candidate experience and ensure clear and consistent communication, which, due to the high volume of applications they receive, is essential. Eurostar places a high value on its brand and takes great care to ensure that Eurostar be perceived as professional and consistent. It is essential that this level of care is also replicated in the recruitment process as applicants can also be travellers, which the i-GRasp solution enables.

StepStone's highly experienced team, and its track record with blue-chip clients in the UK and in Europe, gave Eurostar confidence in the level of investment it was looking to make. As a growing organisation, Eurostar was keen to ensure that the chosen solution was both cutting edge and flexible enough to meet its evolving requirements. StepStone's i-GRasp technology fitted that brief exactly.

One of the key value-added services that helped in the selection of the i-GRasp solution, is the web based question and analysis tool "Universal Questionnaire" This will be used by the team at Eurostar to carry out a programme of continual market research that will ask candidates how user friendly and useful they have found the recruitment process. Analysis of this research will then be used to continually evolve the use of the i-GRasp solution to ensure Eurostar remains competitive in the recruitment marketplace.

About Eurostar

Eurostar is the fast rail passenger service directly linking the UK to France and Belgium via the Channel Tunnel. For over a decade, Eurostar has been changing the way people travel to Europe. Direct destinations include Paris, Brussels, Lille, Disney Resort Paris, Avignon during the summer months, and the French Alps over the winter. Eurostar also offers onward travel to over 100 destinations throughout France, Belgium and the Netherlands with one simple change.

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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