



PRESS RELEASE

StepStone Earns TOP Accolades For Talent Management Solution

Company Receives Highest Possible Rating for Product Strength and Breadth, Experience and Completeness of Vision

Düsseldorf, January 15, 2008 – StepStone, a leading provider of on-demand talent management solutions, today announced that it has been recognized by research and advisory consulting firm Bersin & Associates for delivering one of the most comprehensive sales, support and delivery capabilities in the talent management industry.

In their newly released report *Talent Management Suites: Market Realities, Implementation Experiences and Vendor Profiles*, Bersin & Associates analyzed the responses of more than 700 HR, learning and development, and information technology professionals to identify the key drivers, adoption levels, business challenges and trends in implementing talent management systems and suites.

Of the 20 vendors evaluated in the study's Vendor Snapshot Analysis, StepStone was one of only three companies to attain an overall rating of three and a half stars across five dimensions of evaluation. Among these three vendors, StepStone was the only company to receive four stars in the categories of Product Strength and Breadth, Experience and Completeness of Vision. In addition, StepStone was noted for having the largest number of customers deployed across each of the core talent management applications - including workforce planning, recruitment management, performance management, career and succession management, learning management and compensation management. The company also received credit for providing "best-of-breed capabilities" in recruitment management, and for offering one of the most extensive career management solutions available today.

"A new breed of strategic human capital software - the talent management suite - has emerged to provide a unified platform by which organizations can attract, develop, motivate, deploy and manage their workforces with an integrated, centralized approach," said Leighanne Levensaler, Principal Analyst at Bersin & Associates and author of the report. "StepStone's extensive product portfolio, loyal

and expanding customer base, and well-established financial position place it among the leaders in bringing innovation and growth to the talent management industry - and in helping customers turn compliance- and transaction-driven HR systems into strategic decision support tools.”

StepStone’s Total Talent Management solutions are used by 1,250 customers representing more than six million registered users across North and South America, Europe, Asia and Africa. The company’s solutions are deployed across every industry sector, with a majority in financial services, logistics, manufacturing, pharmaceutical and retail.

“We are delighted with the results of the Bersin & Associates study,” said Bucky Couch, Managing Director, Americas at StepStone. “As the complexity of talent management has increased, so have the challenges of establishing a clear and measurable link between customers’ HR initiatives and the business problems they support. StepStone’s proven experience in serving the needs of a diverse, global customer base gives us a unique advantage in helping organizations optimize their talent management efforts for improved performance and organizational alignment.”

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, 360 Degree Feedback, Compensation Management, Skills & Competency Management as well as Career & Succession Planning, Learning Management System and Organisational Charting. StepStone’s fully web-based software solutions have been deployed by more than 1250 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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