



## PRESS RELEASE

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### StepStone Expands Operations Into China

Düsseldorf, March 17, 2008 – StepStone, the leading global provider of total talent management solutions, today announced the expansion of its operations in China through a binding agreement to acquire LEVEL4 Performance Consulting Limited, a Hong Kong company and its subsidiary in mainland China (together “LEVEL4”).

The acquisition will enable StepStone to accelerate its penetration of the rapidly expanding Chinese talent management market. Existing StepStone customers in China include Ford, Intertek, KPMG and SGS. LEVEL4 focuses on talent management consultancy services and the sale and implementation of talent solutions. It has offices in Hong Kong, Shanghai and Guangzhou.

StepStone will acquire a majority interest with an option to acquire the minority in 2011. LEVEL4 will be renamed StepStone China. Roy Fung, the current majority shareholder, will remain with the business and take on the role of President, StepStone Greater China.

Roy Fung said “We are very proud to become part of StepStone. The Chinese economy is growing very quickly and employment is rapidly expanding. Finding, developing and retaining talent is a major challenge. We believe that our experience in the Chinese market and StepStone’s market leading Talent Management products is a winning combination. The opportunities are enormous and we anticipate a successful future for StepStone China.”

“Recent Economist Intelligence Unit research from StepStone indicates that recruitment is becoming tougher globally but Asia is the market where recruitment and retention difficulties are acute, increasing the need for organizations to adopt a robust recruitment and talent management strategy. I am very pleased to welcome Roy and his team to StepStone. They become part of an expanding Asia Pacific operation that will accelerate the delivery of StepStone products and services to this important market,” StepStone CEO, Colin Tenwick, said.

**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](http://www.stepstonesolutions.com)

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