



PRESS RELEASE

StepStone Positioned in the Leader's Quadrant in Leading Analyst Firm's 2008 E-Recruitment Magic Quadrant

Düsseldorf, June 23, 2008 – StepStone, a leading global provider of on-demand talent management solutions, headquartered in Europe, today announced it is positioned in the 'Leaders' quadrant in Gartner, Inc's 2008 "Magic Quadrant for E-Recruitment Software".

According to Jim Holincheck, author of this report, "Leaders in the e-recruitment software market have products that can meet the challenges presented by large, complex global organizations. These vendors have strong track records, and demonstrate strong sales and marketing execution. Typically, they have well-articulated strategies that include an in-depth focus on talent acquisition (for example, workforce planning, contingent workforce management, vertical markets and geographic expansion) or a broader focus on talent management (for example, performance management, succession management and compensation management)."

"We're honored to be positioned by Gartner in the leader's quadrant for e-recruitment software – our second analyst accolade in recent months, following Bersin and Associates' awarding us the highest rating of a European-based vendor in the Talent Management Suites report" said Colin Tenwick, Chief Executive Officer of StepStone. "In my opinion, having achieved this level of success in a highly competitive talent management market is a testament to our innovative technical approach and relentless focus on delivering strategic value to customers who face the daily challenges of recruiting, developing and retaining talent for some of the world's most complex and diverse organisations."

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**

About Gartner's Magic Quadrant

The Magic Quadrant is copyrighted June 10, 2008, by Gartner, Inc. and is reused with permission. The Magic Quadrant is a graphical representation of a marketplace at and for a specific time period. It depicts Gartner's analysis of how certain vendors measure against criteria for that marketplace, as defined by Gartner. Gartner does not endorse any vendor, product or service depicted in the Magic Quadrant, and does not advise technology users to select only those vendors placed in the "Leaders" quadrant. The Magic Quadrant is intended solely as a research tool, and is not meant to be a specific guide to action. Gartner disclaims all warranties, express or implied, with respect to this research, including any warranties of merchantability or fitness for a particular purpose.

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