

•  
nice  
to meet  
you  
company introduction

# thanks

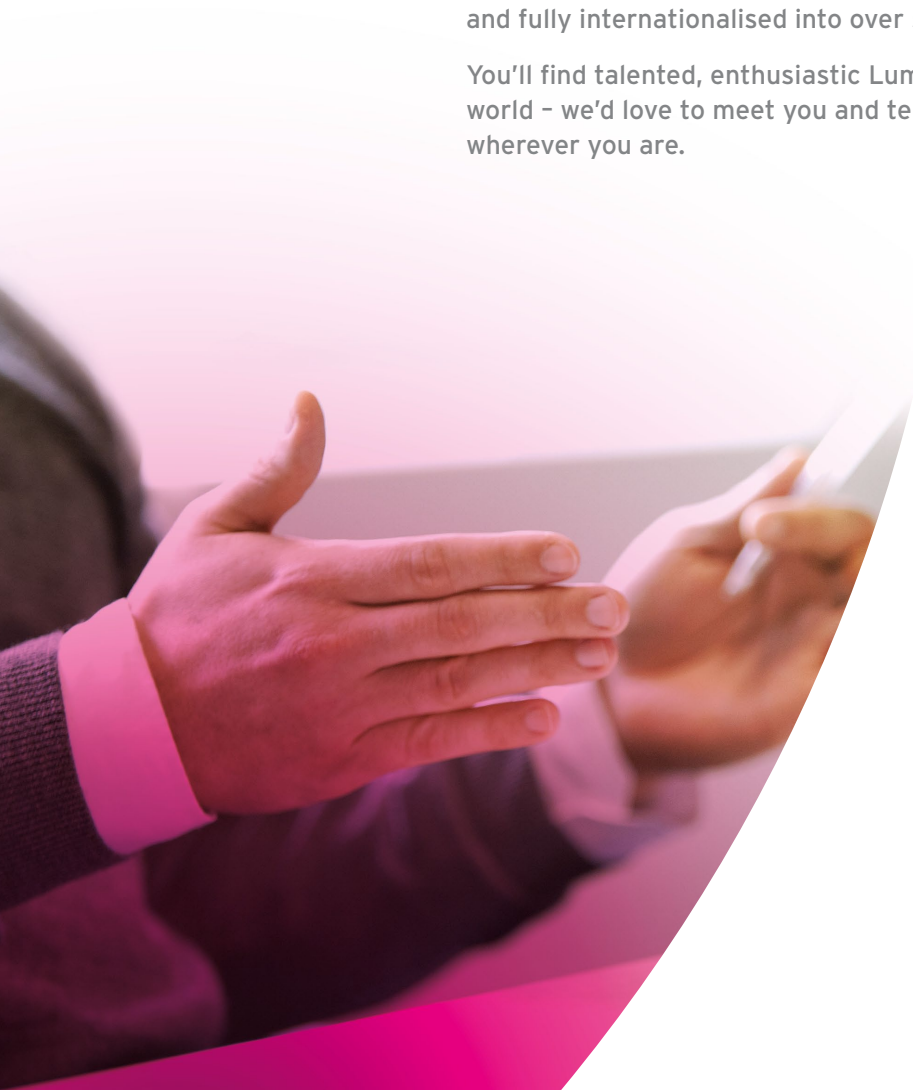
## for taking an interest in what we do and why we're different

Our name has changed from StepStone Solutions, but Lumesse is still the only global company making talent management solutions work locally.

We help customers around the world to implement successful local talent management strategies that identify, nurture and develop the right people, in the right places, at the right time. Our multicultural background means we understand how to deliver talent solutions that work the way our customers work, as individuals and as teams, because no two people, organisations or cultures are the same. We regard differences as strengths, not as obstacles.

1,700 customers work with us in over 70 countries because they recognise that commitment, innovation and value only come from great people. We help customers to unlock and inspire that human potential in their businesses. Our integrated talent management solutions are comprehensive, intuitive, secure and fully internationalised into over 50 languages.

You'll find talented, enthusiastic Lumesse people in many places around the world - we'd love to meet you and tell you more about how we can help, wherever you are.





# here to stay

We are a growing, profitable, successful business with solid backing from HgCapital, one of Europe's largest technology investors. We believe that success comes from happy employees and happy customers, so we put our people on the ground, where our customers live and work, based from offices across EMEA, the Americas and Asia-Pacific. That's why Bersin & Associates calls us an 'outperformer' for customer satisfaction.

“ Global customer footprint, complete enterprise offering, and commitment to customer satisfaction puts the company in a strong position to grow its market share in the future. ”

Josh Bersin, CEO & President, Bersin & Associates

# going places

We never stand still. Our vision is to deliver an unbeatable customer and employee experience within the talent management industry - and we'd like you to join us on the journey. You'll love using our applications as an essential and enjoyable part of your working life.

We will continue to invest in innovation by developing, testing and rolling out inspiring products. We believe that great products and happy customers will come from a business where the most passionate and committed people choose to work.

what makes us

# different?

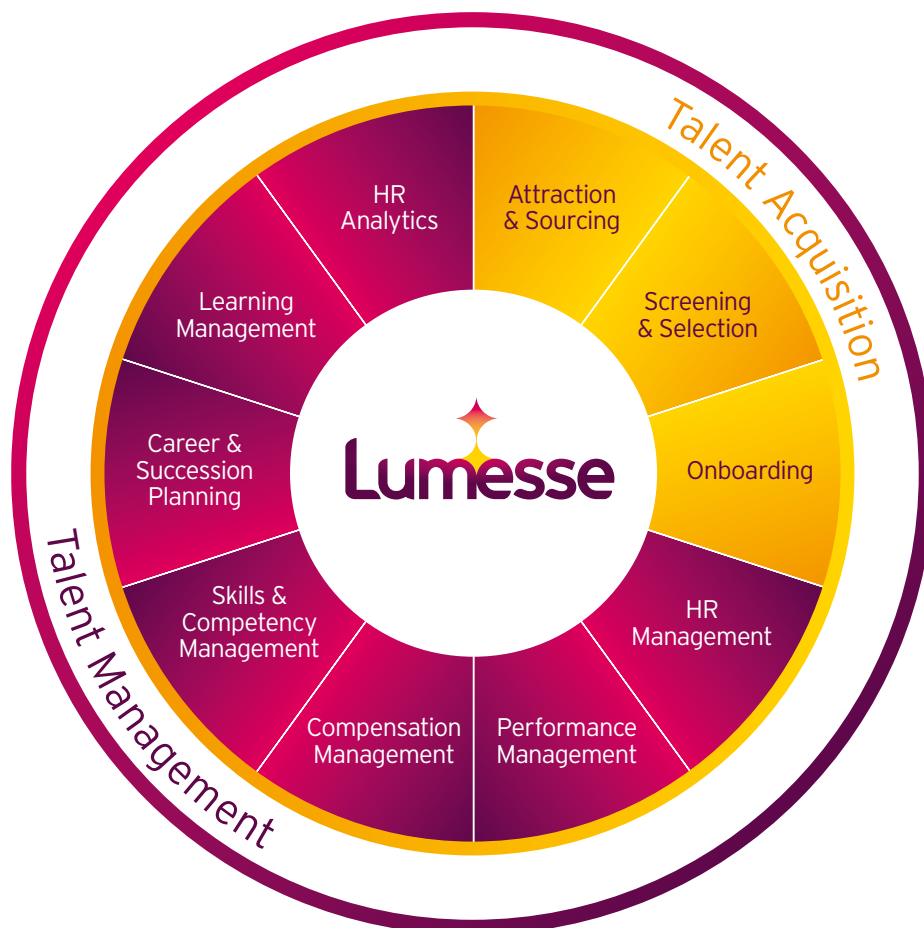
- ✦ When the rest have a one-size-fits-all solution...  
...it's time to understand different needs
- ✦ When the rest have to fly people in from corporate HQ...  
...it's time to get people on the ground
- ✦ When the rest talk business efficiencies...  
...it's time to talk human potential
- ✦ When the rest have one eye on the markets...  
...it's time to focus on your business
- ✦ When the rest are talking about the theory...  
...it's time to give straightforward, practical advice.

# integrated

talent management

Our passion is intuitive technology that people love to use, creating fantastic outcomes and inspiring careers. We deliver integrated talent management solutions as SaaS (Software-as-a-Service) from secure datacentres worldwide.

Our solutions include talent acquisition, onboarding, performance management, succession planning, compensation management, learning management and HR analytics. And analysts at Gartner and Bersin & Associates rank our solutions among the industry's best.



Lumesse (formerly StepStone Solutions) - the only company consistently in the Gartner 'Leaders' quadrant for both e-recruitment and talent management.

getting you off to a

# great start

At Lumesse there's only one way to build things. Your way. When you partner with Lumesse we'll bring passion, insight and expertise to your project:

✦ **Practical advice:**

We set high standards for your project, but we're also practical and direct, from initial scoping through to delivery and beyond - including post-implementation support and ongoing reviews.

✦ **Professionalism:**

Our certified consultants operate to PRINCE2 standards and follow our proven best-practice methodology, Active8. Our consultants also coordinate cross-border relationships, technology and support teams.

✦ **Global deployment, local expertise:**

With consultants across the globe, it's not just our products that are multilingual. We can be by your side, in your office, wherever you are - talking your language and drawing on our experience to answer your questions.



# help

and advice when you need it

We're proud of our products, but we understand that sometimes things don't always go according to plan. If that happens we have great teams across EMEA, the Americas and Asia-Pacific who are on hand to help. To meet your needs we offer support on two levels:

✦ **Standard:**

Quick to respond, available to all customers, with the option to escalate more serious issues.

✦ **Premium:**

Extended hours of support and your own dedicated point of contact.

## fantastic outcomes

We work with over 1,700 customers worldwide, including companies such as Alibaba, Bank of China, BASF, BBC, British Airways, Carlson Wagonlit, Deloitte, Deutsche Telekom, Munich Re America, France Telecom, Heineken, Lufthansa, Peugeot Citroën, Merck, PUMA, Sara Lee, Starbucks, and Virgin Atlantic - so when you work with Lumesse, you're in good company.

“ This was a very well run project. Thanks to a lot of dedication by all involved, it was delivered on time, to budget and to requirements - what more could we ask for? ”

MTV

“ The solution allows us to accurately identify key talent within PUMA and their career progression in the company. It brings us a true win-win situation where both the company and the employees benefit. ”

PUMA

# get in touch

We have Lumesse offices and partners in more than 40 countries, covering EMEA, the Americas and Asia-Pacific. To find your nearest office and talk to someone who speaks your language, visit:

[www.lumesse.com/get-in-touch](http://www.lumesse.com/get-in-touch)

or contact:

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Hong Kong  
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## Some countries where you'll find Lumesse customers:

Argentina	Ecuador	Kuwait	Serbia
Aruba	Egypt	Lebanon	Singapore
Australia	El Salvador	Libya	Slovak Republic
Austria	Finland	Luxembourg	South Africa
Bahamas	Germany	Malaysia	Spain
Bahrain	Great Britain	Mexico	Sweden
Belgium	Greece	Netherlands	Switzerland
Botswana	Greenland	Netherlands Antilles	Taiwan
Brazil	Honduras	New Zealand	Thailand
British Indian Ocean Territory	Hong Kong	Norway	Trinidad and Tobago
Cambodia	Hungary	Panama	Turkey
Canada	India	Peru	Ukraine
Cayman Islands	Indonesia	Philippines	United Arab Emirates
Chile	Ireland	Poland	United States
China	Israel	Portugal	Venezuela
Costa Rica	Italy	Puerto Rico	Vietnam
Czech Republic	Jamaica	Qatar	
Denmark	Japan	Romania	
Dominican Republic	Jordan	Russian Federation	
	South Korea	Saudi Arabia	