

# StepStone Solutions appoints Nick Discombe as Chairman

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London, 24 January 2011: StepStone Solutions (<http://www.stepstonesolutions.com>), a global leader in talent management solutions (<http://www.stepstonesolutions.com>), is pleased to announce the appointment of Nick Discombe to its Board as Chairman. Nick's appointment follows the management buyout of StepStone Solutions from Axel Springer, with funding provided by HgCapital. Nick, who brings extensive experience leading and managing global technology businesses, will help the Board and management team under CEO Matthew Parker to continue driving the rapid global growth of StepStone Solutions. The company, which provides talent management solutions to customers such as Royal Bank of Scotland, BMW, Sara Lee, Hang Seng Bank and Philips, has seen year-on-year revenue growth in excess of 40% in 2010 and predicts accelerated growth globally going forward.

"StepStone Solutions is a very exciting company with world-class technology," said Nick Discombe. "Talent is increasingly recognised as the next big differentiator in success for companies in global markets. StepStone Solutions has the industry's most globally capable talent management solution, an extensive international footprint of offices across the world, and a great management and staff team that is passionate about creating success for its customers. I'm very much looking forward to working with them all to build a very strong future."

"We're delighted to have Nick Discombe on board," adds Matthew Parker, StepStone Solutions' CEO. "His track record of leading both public and private high-growth technology companies, especially in a global market, will be invaluable to us as we grow StepStone Solutions both organically and by targeted acquisitions. Combined with the backing we have from HgCapital, one of Europe's leading technology investors, it provides huge confidence for the future."

Nick Discombe was previously CEO of US based Witness Systems. Prior to Witness Systems he spent five years as CEO of Eyretel, and also served as president at Synon Europe. Nick is active in the US/UK private equity & venture community, with current roles at Iris Software Limited, insurance software company SSP, and as an advisor to a number of early stage companies including SaaS software company Thomson On Line Benefits. Previous Chairman roles include Complinet Limited, and Rolf & Nolan. Besides Nick's PE/VC activities he is also a Visiting Lecturer and is an active investor in fine wine.

## About StepStone Solutions

StepStone Solutions delivers world class technology for finding, recruiting, retaining, managing and developing people. Our global talent acquisition and talent management solutions are available in many languages, with seamless, internet-based access. With the support of our experienced professionals they can be quickly and reliably implemented anywhere in the world, using SaaS or on-premises delivery, to give rapid return on investment. Over 1,600 organisations in 50 countries rely on StepStone Solutions every day to improve their business performance, build effective talent strategies, and to help their people have more effective, enjoyable and rewarding careers. StepStone Solutions operates in 16 countries and employs around 550 people. Its global customers include Alibaba, Bank of China International, Carlson Wagonlit, France Telecom, Deloitte, Deutsche Telekom, Grupo Azucarero Mexico, Heineken, Huawei, Lufthansa, Kruger Products, PUMA, and Virgin Atlantic.

For more information see: [www.stepstonesolutions.com](http://www.stepstonesolutions.com)

Product information: [www.stepstonesolutions.com/solutions/](http://www.stepstonesolutions.com/solutions/)

Read our blog at: [www.stepstonesolutions.com/communitypost](http://www.stepstonesolutions.com/communitypost)

Take the Talent Strategy Assessment at: [www.talentstrategyassessment.com](http://www.talentstrategyassessment.com)

Try our Business Case Builder: [www.stepstonesolutions.com/impact-tools/en-gb/bcb](http://www.stepstonesolutions.com/impact-tools/en-gb/bcb).

Read our research on talent management: [www.stepstonesolutions.com/eiu](http://www.stepstonesolutions.com/eiu)

