

Press Release

adesso is among the most attractive employers in Germany

„Top Job“ 2008: Wolfgang Clement awards the adesso AG as one of the 100 best employers among middle-sized businesses

Dortmund, 31 January 2008– The adesso AG counts as one of the 100 best employers amongst medium-sized German businesses. This is the result of current research by the nationwide, industry-spanning business comparison „Top Job“. For six years now, with this renowned initiative has identified and rewarded outstanding personnel policy in medium-sized businesses. On the 25th January 2008 the former Federal Minister of Economics, Wolfgang Clement, awarded adesso the coveted „Top Job“ seal of approval in a ceremony in the Duisburg-Nord country park.

By this the mentor of medium-sized business initiatives recognises the merits of adesso in the areas of „Management and Vision“, „Motivation and Dynamics“, „Culture and Communication“, „Staff Development and Prospects“, „Family and Social Orientation “ and also „Internal Entrepreneurship“. adesso was able to score in the category „Motivation and Dynamics“ in particular. This was ensured by the high measure of positive energy of the participants, which was confirmed by the analysis of the employee survey. There were also good answers from adesso concerning how to keep employees for a long time and to motivate them into an entrepreneurial way of thinking. On the one hand there exists an attractive salary model: dependent on the business performance and on their own performances, participants have the chance to supplement their annual salary by up to 60 %. On the other hand the management demands active participation in the formation of the business from the team by means of an ongoing innovation competition. In order to be able to think and trade entrepreneurially the staff are informed of events happening in the business promptly and reliably. This doesn't just happen with

employee events. Every two weeks an „information breakfast“ takes place as well as seminar trips lasting several days for everyone each year. “We consider it as a core duty to create and maintain a work atmosphere which is based on transparent communication, fairness, team spirit and trust“, states human resources representative Kristina Gerwert. Thus the analysis by the the St. Gallen University certifies that the business, founded in 1997, possesses a motivation and dynamic which lies well above the average.

In order to receive the honour adesso had to successfully undergo a strict three-stage process by the Institute of Management and Personnel Management at the St. Gallen University. Firstly, with the help of a questionnaire, the personnel experts under Institute Director Dr. Heike Bruch collected the key figures for the business. A detailed online employee survey followed in a second stage. Finally the St. Gallen team checked the management tools of the business in the personnel area. Moreover at adesso we are proud of the good position given the strong competitive environment, as Member of the Board Dr. Rüdiger Striemer confirms: „We now count as one of the best employers in German medium-sized businesses. That makes us more attractive to prospective highly qualified employees.“

approx. 3.210 characters

adesso AG

With 500 members of staff and seven headquarters, adesso is one of the leading IT providers in the German-speaking regions. The core business processes of the customers manifest the focus of consultancy and software development of adesso. These processes which are important for business success are becoming ever more flexible and productive by the clever implementation of information technology.

adesso customers, who are mainly large and medium-sized businesses, appreciate the long-term experience of the consultants and software developers resulting from complex and often international tasks. adesso also offers fixed prices for software development projects which are of a large-scale nature, thus granting customers financial security. adesso very much puts an emphasis on members of staff with an entrepreneurial spirit who act with a high degree of communicative competence and who know about and master the special tasks of the customers in their respective branches. Their corporate culture is characterized by transparency, also in the context

of internal communication, and by members of staff who strongly identify themselves with adesso.

adesso was founded in Dortmund in 1997. The share is listed on the regulated market. The most important customers are Allianz, Hannover Rück, Westdeutsche Lotterie, Zurich Gruppe, DEVK, BKK Bundesverband und DAK.

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