

US-based Ash Grove Cement Company implements StepStone Solutions Total Talent Management Suite

London, UK / Austin, Texas: 17 May 2010: StepStone Solutions, a global leader in Total Talent Management solutions, announced today that Ash Grove Cement Company, the largest U.S.-owned cement company producing nearly nine million tons of cement annually, has completed implementation of StepStone Solutions Total Talent Management Suite including Performance Management, Skills & Competency Management, 360 Degree Feedback, Career Development and Succession Planning modules. Ash Grove is already expanding the system to include integrated Compensation Management which will go live this summer.

“With a number of our senior executives approaching retirement, we needed to professionally assess our internal talent pool and establish an effective succession pipeline,” said Chuck Wiedenhoft, Ash Grove President. “We needed visibility into our core bench strength across the organization. StepStone Solutions has delivered in every way. The systems’ analytics provide great insight as we make key decisions and put a capability-based succession plan in place to ensure the continued growth and success of our business.”

StepStone Solutions integrated approach to Total Talent Management provides Ash Grove a system to quickly break down silos between skills assessment, performance management and succession planning processes for effective decision making, career development and employee retention. The system simplifies succession planning making it easy for Ash Grove to proactively identify potential gaps in bench strength while maintaining a real-time, graphical organizational view of individual career histories and current readiness to fill key positions.

“We went through an exhaustive review of the top tier vendors beginning with discussions on the company’s talent management direction followed by multiple system demonstrations. Our decision was finalized after bringing in 12 frontline managers from around the company to conduct a usability test of StepStone versus the other final vendor. It was StepStone Solutions’ US-based team’s ability to configure the solution to enable an easy-to-use and intuitive solution that put them over the top. The ease-of-use and powerful analytics made

StepStone Solutions clearly the right choice for Ash Grove," said Deanna Cauley, Ash Grove Director of Training & Development.

"Ash Grove's situation is not uncommon as organizations worldwide are dealing with the realities of a generational change in their workforce," said StepStone Solutions' CEO, Matthew Parker. "As a result, we're seeing significant new activity as companies step up investments in integrated performance management, compensation management, and succession planning."

A recent survey of over 400 senior executives worldwide, conducted by The Economist Intelligence Unit and available at www.stepstonesolutions.com/eiu, revealed that performance management ranked 1st in the top three talent investments for 2010 (voiced by almost 50% of respondents). Leadership development ranked second (by 41% of respondents) followed only by training and development (by 36% of respondents).

About Ash Grove

Ash Grove Cement Company (www.ashgrove.com) is an established leader within the cement industry and has a strong and longstanding tradition of service, reliability and quality for more than 125 years. As the largest U.S.-owned cement company, Ash Grove produces nearly nine million tons of cement annually from eight cement plants located west of the Mississippi.

The quality portland and masonry cements produced at these plants are used in the construction of highways, bridges, commercial and industrial complexes, single and multi-family homes, and a myriad of other structures fundamental to America's economic vitality and quality of life.

About StepStone Solutions

StepStone Solutions helps businesses get increased performance from their people, helps them build and develop global talent pools, and helps people find new jobs that match their talents. Across the world, thousands of organizations rely on StepStone Solutions every day to improve their business performance and talent development strategies while millions of people rely on StepStone Solutions to improve their careers. StepStone Solutions delivers world class technology and services for finding,

recruiting, retaining, managing and developing talented people.

StepStone Solutions provides a complete set of Total Talent Management solutions. StepStone Solutions' on-demand (SaaS) software and services enable organizations to implement efficient processes, including: attraction and hiring, post-hire talent management, performance management, compensation management, skills and competency management, career and succession planning, training and development management.

At the end of March 2010 almost 1,500 organizations, including many of the world's leading businesses, use StepStone Solutions' software and services. It operates in 16 countries and employs around 450 people. Its global customers include Aviva, BASF, Deloitte, Deutsche Telekom, Lufthansa, Kruger Products, PUMA, and Virgin Atlantic.

For more information see: www.stepstonesolutions.com.

Read our blog at: www.stepstonesolutions.com/communitypost

Take the Talent Strategy Assessment at: www.talentstrategyassessment.com