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Press Release

19 January 2007

EnOcean wins award as top employer

Wolfgang Clement presents the Oberhaching-based company with the *Top Job* accolade for its outstanding HR management

Oberhaching – EnOcean GmbH is one of the 100 best employers among Germany's small and medium-sized enterprises (SMEs) according to this year's nationwide *Top Job* corporate benchmarking competition. This accolade has been awarded for the past five years to mid-sized firms for their outstanding HR management policies. Wolfgang Clement, Germany's former economics minister, will be presenting EnOcean with the prestigious *Top Job* award this Friday evening at an official ceremony in Duisburg-Nord Industrial Landscape Park.

On this occasion the mentor of the *Top Job* initiative will be recognising EnOcean's achievements in the categories Leadership & Vision, Motivation & Dynamism, Culture & Communication, Staff Development & Prospects, Family & Social Awareness, and Internal Entrepreneurship. First, however, the company - which specialises in wireless sensors - had to undergo a thorough two-stage process devised by the Institute for Leadership and Human Resource Management at the University of St. Gallen, Switzerland. In the first stage, the HR experts working under Professor Heike Bruch, the Institute's director, captured the company's key performance indicators in a questionnaire. The second stage was to conduct a detailed online staff survey. EnOcean was only too willing to take part in this poll, as its managing director Markus Brehler explained at the outset: "We know that we are doing a good job for our employees. Companies that don't attach much importance to HR management don't even take part in this kind of survey." He was delighted to see his firm's good ranking despite the strong competition: "We are now officially one of the best employers in Germany's SME sector. This will make us even more attractive to highly qualified workers in future." A total of over 150 companies entered the *Top Job* competition this year.

In their appraisal, the experts from the Institute for Leadership and Human Resource Management highlighted EnOcean's results in the category Culture & Communication. The company's success story began with an idea: wireless sensors that work by harvesting energy from the environment without the need for batteries. A number of products and applications now use the sensors manufactured by this Siemens spin-off. Good ideas are generated in a good working environment. EnOcean ensures

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that this environment exists by encouraging open communication channels, flattening hierarchies and reducing bureaucracy. In addition, this young company offers regular training and development programmes that improve its employees' technical expertise as well as honing their soft skills. This has produced a strong, highly motivated team of technology enthusiasts.

In addition to the comprehensive benchmarking report, the prestigious award and a highly enjoyable evening in the company of Wolfgang Clement, all 100 companies are featured in a book published by Bruch and Clement entitled *Top Job – Germany's 100 best SME employers*. They are also presented in detail on the website at www.topjob.de and supported with professional public relations work. Furthermore, as a *Top Job* award-winner they automatically belong to the network of top employers and benefit from meetings and contacts with the other 99 finalists. The application process for the next *Top Job* competition commences on 1 February 2007.

Mentor and partners

The project's mentor is Wolfgang Clement, Germany's former economics minister. Its partners are AGP – Arbeitsgemeinschaft Partnerschaft in der Wirtschaft e. V.; Akademie für Führungskräfte der Wirtschaft GmbH; HRblue AG; Gallup Deutschland GmbH; Kienbaum Consultants International GmbH; Klaus Lurse Personal + Management AG; Scheelen AG; Schindlerhof Klaus Kobjoll GmbH; SKP – Dr. Stoebe, Kern & Partner HR Managementberatung AG; and the *Süddeutsche Zeitung* newspaper.

Project management

The *Top Job* project is managed by Dr Heike Bruch, professor and director of the Institute for Leadership and Human Resource Management at the University of St. Gallen. She has earned a prominent reputation in the fields of change management and leadership in particular.

Organiser: compamedia GmbH

compamedia specialises in organising benchmarking projects and creating networks for small and medium-sized enterprises. It concentrates on promoting its projects in the media, leaving technical implementation to its specialist partners. In addition to the *Top Job* employer-benchmarking competition, compamedia coordinates two other prestigious projects that highlight the achievements of Germany's SME sector: the *Top 100* innovation project under the mentorship of Lothar Späth, and *Ethics in Business* with Ulrich Wickert as patron.

This text is available in digital format from masurat@compamedia.de; photographs of the awards ceremony will be available in the Press section of www.topjob.de from Saturday, 20 January. Your contact can provide pictures of the prize-winning company.

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