

# 10 reasons to work for Sycor

## 1 Employee focus

As an IT service provider, Sycor relies on the qualifications and motivation of its employees. Thanks to them, we give IT a face. Our vision, values and guidelines define how we aim to conduct ourselves in our relationships with each other and our customers. Our „Energy“ training program supplements external training courses to ensure continual professional development. As further evidence of our focus on employees, Sycor was named a top employer in the University of St. Gallen's Top Job initiative in 2009.

## 2 Career paths

We never lose sight of your career, whether it's with our modular trainee program for graduates or our technical and management career paths spanning a range of development stages. With our program for young professionals, we foster our employees even further, preparing them for future careers as specialists and managers.

## 3 Participation/inclusion of employees

We use flat hierarchies and inclusion in the strategic process to give our employees the opportunity to participate constructively in Sycor's continued development. This is why we conduct regular employee interviews and surveys. We encourage our employees to express their opinions through various forums such as workshops and to communicate their suggestions for improvement to the company. Based on their needs and requirements, every Sycor employee is responsible for his or her own working environment and task assignments.

## 4 Work-life balance

We offer our employees flexible working schedules. This allows you to model your working time, scope and location (e.g. working from home) as flexibly as possible to meet your personal situation. We also operate a day care center with full-time staff in cooperation with partner companies. In recognition of this commitment, we received a special award from the jury of the „Family-Friendly Company“ competition held by the Southern Lower Saxony Foundation in 2009. Our wide range of sports and health programs are further evidence of how our company fosters work-life balance (see also 9. Benefits).

## 5 Open communication

Once a month, we hold an Open Bar and a Coffee Session. At the Open Bar, the Executive Board reports on current news and developments and answers employee questions. At the Coffee Session, our managers discuss a broad range of issues with employees in a relaxed atmosphere. Our employees can actively contribute to Sycor Insider, our employee magazine. The Insider reports on interesting and sometimes unusual topics from the world of Sycor. Regular meetings and our Intranet site support the daily flow of information.

A person in a red shirt stands in a field of yellow flowers, viewed from behind with arms raised against a clear blue sky. The scene is bright and open, symbolizing freedom and achievement.

# 6

## Interesting tasks

Working at Sycor means participating in national and international projects. You will work in different teams, usually across different departments, which means that you will often meet with a variety of employees from around the world. The tasks are varied, giving you space for personal and professional development.

# 7

## A company with a future

In 2011, Sycor has boosted its sales to 41.2 million euros. The number of employees increased to 440 (effective January 1, 2012) due to company acquisitions. We aim to build on this success and continue expanding in the future. We can't do this without new employees. We give you the opportunity to make a contribution and help us reach this goal.

# 8

## Good working atmosphere

We live by our vision and our values, as well as our management guidelines. We value a working relationship between employees and managers based on mutual trust and appreciation. Sycor employees work as a team in a light-hearted and fun working environment. Our fantastic company parties reflect this spirit again and again.

# 9

## Additional benefits

As a Sycor employee, you will benefit from our favorable pension scheme and additional dental insurance. We also offer nationwide gym memberships at discounted rates and company athletic activities. We are continually expanding our range of health programs. For example, we offer annual flu vaccinations and inexpensive massages, right on our promises. We also provide coffee, tea and mineral water.

# 10

## Attractive positions at a variety of locations

The Sycor Group has eight locations in Germany and offices in another seven countries around the world. In combination with our many projects on a national and international level, fascinating new job opportunities are constantly arising. Our flexible home office solutions provide even more freedom for employees.



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