



YOURCAREERGROUP AG
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FACTS & FIGURES

THE COMPANY

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Internet: www.yourcareergroup.com
www.hotelcareer.com
www.gastronomiecareer.com
www.touristikcareer.com
www.recruitingdays.com

Chief Executive Officer: Herr Arne Lorenzen, Hotel Management Diploma
Herr Manuel Konen, Hotel Management Diploma

President of supervisory Board: Herr Dr. Christian Heyers

HOW EVERYTHING STARTED

July 1999: foundation of HOTELCAREER

The job exchange HOTELCAREER went online in July 1999 and has developed its reputation as "the" industry specialist within the job placement for the hotel, catering & tourism business. A profound knowledge about the hospitality industry background, multimedia experience as well as an extraordinary friendly and promptly reacting service have embossed the expansive development in the last few years. HOTELCAREER therefore became one of the most important recruitment tool within the industry.

December 2006: extensive relaunch of the job exchange website

With a fresh, young and modern layout and improved functionalities we have kept pace with the latest technological developments and changing user requirements. Besides the obvious changes in our look & feel we have re-programmed the entire job board technology making sure we are prepared for the next years to come.

January 2007: enlargement of the supply of the job exchange and change of the company's name

The approved concept of the job exchange HOTELCAREER - which has been successfully established on the market for the last 7 years, and which is since December online with a new layout, a new programming and extended features - has now been assigned on other domains. Besides the well-known website HOTELCAREER the domains GASTRONOMIECAREER (www.gastronomiecareer.com) and TOURISTIKCAREER (www.touristikcareer.com) have been generated.

Simultaneously to this advancement and the import of new websites, the name of the association of hotel career AG has been changed in YOURCAREERGROUP AG. The different domains HOTELCAREER, GASTRONOMIECAREER and TOURISTIKCAREER will in future be administrated under the roof of YOURCAREERGROUP AG.

Arne Lorenzen, Chief Executive officer of YOURCAREERGROUP AG explains: "HOTELCAREER is an established trade name. A development and specialisation on the catering and tourism areas is both from the applicants and companies view promising. Candidates will find the corresponding job advertisement faster and due to specific co-operations in the respective websites the adverts of the companies can better be located."

PRODUCTS

Job exchange

The following domains are administrated under the roof of YOURCAREERGROUP AG:

HOTELCAREER – job exchange and career website for hotel industry

GASTRONOMIECAREER – job exchange for catering industry

TOURISTIKCAREER – job exchange for tourism sector

Recruiting Days

In spring 2001 HOTELCAREER launched a new product to the market, the HOTELCAREER recruiting days. These career fairs are held regularly in several major cities in Germany and offer applicants and hoteliers to meet in person. A Curriculum vita reveals the experience and professional qualification of an applicant, but whether the chemistry is right is only revealed by meeting each other in person. More information you will find under www.recruitingdays.com

SERVICE PORTFOLIO OF THE JOB EXCHANGE

Service portofolio for companies

Administering job adverts

Each property is provided with a user name and password where the Human Resources Manager is able to administer job vacancies via the Internet at any time. Positions can be activated, deactivated, altered or deleted real-time by means of a simple mouse click.

Access to job seekers resumes

All clients have access to a pool of qualified job seekers, which have operational and management backgrounds. Clearly defined selection criteria enable to filter the pool for the right candidate. Job seeker profiles are automatically deactivated after being online for a period of four weeks. This guarantees that all applicants in the pool are actually seeking a new job.

Applicantfinder (Matching)

Job adverts are automatically matched with all current job seeker profiles by means of the

“applicantfinder” tool. Profiles matching the required job criteria are automatically send to the company centre by e-mail. Coded adverts do not display personal data; contact is established via the HOTELCAREER customer service.

Administering applications

Online applications are stored in the company centre and can be comfortably dealt with.

Statistics

Statistics inform the customer about how many applicants have looked at each of their job adverts.

Customer service

The customer service is characterized by service-oriented, extraordinarily friendly and promptly reacting customer service agents.

Administrative support

All customers are informed each week about all job postings online. This reminder will guarantee that all positions are up-to-date at any time.

Special form of advertising

Pre-opening or unfilled key positions? It is sometimes important to point out current themes empathetically and to aim them at a wide public. The editorial environment of start and linked pages in the HOTELCAREER internet job portal offers clients to present a theme of importance outside the regular job market.

Company's own job exchange

Individual hotels and hotel-chains may make use of YOURCAREERGROUP AG database, experience, expertise and technology in order to operate their individual job exchange on their own homepage. The Companies own job exchange will be kept automatically on the status quo due to the identical data record.

Service portfolio for applicants

All services for applicants are free of charge!

Applicant Centre

Applicants may use their personal applicant's centre to prepare and store a cover letter and CV and have them at their disposal for future online applications. They also have the option to fill in a given application form, which will result in a structured CV with all required data. A photo can be loaded onto the system and attached to each online application. Applicants apply directly for positions offered out of their applicant centre.

Jobfinder (Matching)

The Jobfinder tool will automatically notify applicants via e-mail if a new job offer meets their specific requirements, which they have defined beforehand.

Post resumes/profiles

Applicants can post their CV so that it can be viewed by prospective employers. It is possible to post up to three different profiles, which can be changed any time.

Statistics

Statistics inform applicants about how many companies have looked at their posted resumes.

Search functions

An assortment of selection criteria enables applicants to search and filter for detailed or general positions. The possibility to select several search criteria at the same time (multiple selections) makes YOURCAREERGROUP AG very user-friendly. The filter or search results can be further listed chronologically by date or alphabetically by position or company name.

Job adverts

All job adverts include a link to the homepage of the advertising company, a "Tell a Friend" button, a link to all other vacant positions of the chosen company, an online-application form and a print button.

Photo service

Photos can be scanned free of charge and integrated into the applicants centre.

PARTNER SECTION

All vacancies which are publicised on our job exchange appear automatically on different (industry) websites from our following listed partners.

Many co-operations are targeted on particular domains. Thus is the co-operation with the high-circulated magazines "Catering Inside" (catering journal) and "Kueche" (federation organ of the federation of the German cook) a targeted commercialisation and Media Presence of GASTRONOMIECAREER guaranteed, while the magazine "Tophotel" (the most subscribed German-speaking hotel trade journal) refers to the job exchange HOTELCAREER. The domain TOURISTIKCAREER will be strengthening by the co-operation with the magazine "Touristik Report".



www.tophotel.de

TOP HOTEL is a hotel magazine which is widespread in the German speaking market. TOP HOTEL was founded in 1983 and is the first hotel journal worldwide which received the 5-Star-Diamond-Award der American Academy Of Hospitality Sciences (New York). TOP HOTEL is an exclusive partner from YOURCAREERGROUP AG.

www.gast.at

Austria's leading newspaper for gastronomy and hotels ÖGZ offers with its business-to-business website gast.at daily information for professionals. ÖGZ is sent weekly to over 22.000 customers. Moreover there are special interest supplements as Weingalerie (vine), Unique (hotel) and Imbiss (for Fastfood companies).

www.karriere.de

„Junge Karriere“, the magazine for young professionals and Managers offers his attendant a jobturbo with over 150.000 jobs. The vacancies of the clients of YOURCAREERGROUP AG are presented here exclusively for the areas hotel, catering and tourism.

IHA Hotelverband Deutschland e.V.

YOURCAREERGROUP AG is donating member of the German hotel association IHA. The hotel association is representing and voicing the interests of German hoteliers in industry- specific and/or economical matters.

TRAVEL ONE

TRAVEL ONE stands for hands-on professional information for travel agencies and all other distribution channels of the tourist industry. We reach the travel agencies in Germany, as well as service providers and suppliers of the travel industry, with the TRAVEL ONE Magazine, TRAVEL ONE Morning News and TRAVEL ONE Online. With the TRAVEL ONE After Six discussion forum we remain in touch with decision-makers and offer a platform for sharing information within the industry. In addition, TRAVEL ONE writes the Business Travel Tips for Handelsblatt business journal. As a media partner of Berlin Fair we produce the official ITB Fair Catalogue and the ITB Quickfinder.

www.cim-publications.de

As a leading European trade journal for the local and global meeting business, Conference & Incentive Management addresses decision-makers and planners of events in companies, agencies and associations. CIM is a bilingual (German and English) publication that comes out six times a year; with a print-run of 22,500 copies. CIM reports regularly about trends, destinations and technologies in the meeting and incentive business, and about event marketing. The journal offers its readers great benefits. For many years its competent and independent journalists have built a reputation for their critical reflections on industry topics.

www.skål.org

Skål International is a professional organisation of tourism leaders around the world, promoting global tourism and friendship. It is the only international group uniting all branches of the travel and tourism industry. Its members, the industry's managers and executives, meet at local, national, regional and international levels to discuss and pursue topics of common interest.

Skål International today has approximately 22,000 members in 500 Clubs throughout 90 nations. Most activities occur at local level, moving up through National Committees, under the umbrella of Skål International, headquartered at the General Secretariat in Torremolinos, Spain.

Wirtschaftswoche

Wirtschaftswoche is the most famous German economic trade magazine. It offers a job portal with thousands of current job ads. [hotelcareer](http://hotelcareer.com) is the exclusive partner for the category hotel, catering and tourism. All job ads which are posted by YOURCAREERGROUP AG are also presented on this job portal.

www.hdvnet.de

„The hotel manager association German e.V.“ (HDV) exists predominantly of active hotel managers in Germany. The association represents the interests of the hotelier. YOURCAREERGROUP AG supports as a sustaining member the activities of the HDV.

www.ifh-worldwide.com

IFH® is a well known consultancy for the hotel and service sector offering trainings and seminars to actively support the success of its clients. Since 1989 IFH® is working in Europe, North America and Asia, focusing on companies trying to enhance their marketing, sales and quality management performance. IFH® offers a job exchange for the hotel industry which is linked to YOURCAREERGROUP AG.

www.kochwelt.de

The „Kochwelt“ is a co-operation of about 12 leading companies of the industry with the combined intention to offer clients an ideal service. An information website from experts for caterer. The YOURCAREERGROUP AG controls the job exchange of “Kochwelt” and presents there the vacancies of the GASTRONOMIECAREER clients.

www.handelsblatt.com

Handelsblatt.com is the online version of the biggest German economic newspaper. It also offers an online job portal with more than 150.000 jobs. YOURCAREERGROUP AG is the exclusive partner for the category hotel, catering and tourism.

www.wellness-spain.com

The internet sites from Wellness Spain include everything you need to know about wellness trips, hotels, thermal springs, entertainment and many more. All information refers to Spain or Portugal. YOURCAREERGROUP AG operates the job board of wellness-spain.com and wellness-portugal.com and represents all job offers from the clients of YOURCAREERGROUP AG.

YOURCAREERGROUP AG FIGURES (status quo: August 2010)

The following figures are valid for the job boards HOTELCAREER, GASTRONOMIECAREER and TOURISTIKCAREER (references: AwStats statistics).

Visits per month:	About 820,000
Vacancies online:	Currently over 8,700
Number of clients:	In total we have more than 11,000 international clients from the hotel, catering and tourism industry. Currently more than 2,600 publish their vacancies on our job board.
Partner:	Right now all jobs published in the YOURCAREERGROUP network are also promoted through currently more than 47 partners (websites; search engines, print media etc)..

REFERENCES

The following hotel chains have listed job postings for all their German properties:

- [▫ ALDIANA Cruises](#)
- [▫ Althoff Hotels & Residences](#)
- [▫ ArabellaStarwood Hotels & Resorts](#)
- [▫ Arcona Hotels](#)
- [▫ Crowne Plaza Hotels](#)
- [▫ Hilton Hotels](#)
- [▫ Event Hotels](#)
- [▫ Express by Holiday Inn](#)
- [▫ Holiday Inn Hotels](#)
- [▫ Hyatt Hotels](#)
- [▫ InterContinental Hotels & Resorts](#)
- [▫ InterCity Hotels](#)
- [▫ Jolly Hotels](#)
- [▫ Kempinski – Hoteliers since 1897](#)
- [▫ Le Méridien Hotels](#)
- [▫ Lindner Hotels & Resorts](#)
- [▫ Mandarin Oriental](#)
- [▫ Maritim Hotels](#)
- [▫ Millennium Hotels & Resorts](#)
- [▫ Mövenpick Hotels & Resorts](#)
- [▫ Park Plaza Hotels](#)
- [▫ Queensgruppe Deutschland](#)
- [▫ Radisson SAS Hotels & Resorts](#)
- [▫ ROBINSON CLUB](#)
- [▫ Seaside Hotels](#)
- [▫ Sheraton Hotels](#)
- [▫ Steigenberger Hotel Group](#)
- [▫ The Leading Hotels of the World](#)

The following hotel chains have listed job adverts for various properties:

- [▫ Marriott Hotels](#)
- [▫ Dorint Hotels](#)
- [▫ Swissôtels](#)
- [▫ Best Western Hotels](#)
- [▫ Relais & Châteaux Hotels](#)
- [▫ Park Inn Hotels](#)
- [▫ Geisel Hotels](#)
- [▫ NH Hoteles](#)

YOURCAREERGROUP AG is also displaying job adverts of a multitude of renowned individual and privately-owned hotels throughout Europe.

COMPANIES OWN JOB EXCHANGE

List of references for Company's own job exchanges:

- www.lhw.com (The Leading Hotels of the World)
- www.lindner.de
- www.themandala.de
- www.maritim.de
- www.nassauer-hof.de
- www.queens-hotels.de
- www.sacher.com
- www.ichotelsgroup-jobs.com (InterContinental Hotels Group)
- www.robinson.de
- www.eventhotels.de
- www.althoffhotels.de
- www.estrel.de
- www.rotheforelle.de

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