



**AUSTRALIA'S I.T. EMPLOYER OF THE YEAR
- FROM SMALL TEAMS GREAT THINGS CAN BE ACCOMPLISHED -**

10.00am 27 October 2004

Australian Project & Consulting Services (APCS) has been recognised as Australia's top IT employer for 2004, as voted by its employee's who were confidentially surveyed by ZDNet Australia magazine.

Employees of Australia's IT companies were asked to nominate their company for consideration as best Australian IT Employer of the year. The employees of each company were put through a comprehensive confidential survey that included three categories – career and development, atmosphere and communication and technical environment. Australian Project & Consulting Services (APCS) was voted the best employer of the year, an accomplishment that recognises APCS's unique and refreshing company attitude to its employees and the overall vibe of their company.

'We are over the moon with the recognition from our employees and ZDNet Australia's readers, it has always been our objective that our employees are our first priority with the benefits of this work environment flowing through to our clients. Being included in the top 10 with high profile companies was an enormous honour, winning the award is a great reflection on the company as a whole and the work life balanced environment that we set out to uphold for all staff,' said Craig Dennis, Co-Founder APCS

When ZDNet Australia asked APCS employees to rate their company, they gave it an 8.6 for the developmental and career opportunities, a 9.5 for atmosphere and communications, and 8.9 for the technical environment and extras. When asked how happy they were on a scale of 1 to 10, APCS scored 9.2.

"Overall the company achieved a score of 9.1, thus beating some of Australia's largest and most successful IT companies. Not only did APCS achieve the highest rating overall, it also topped all other finalists in almost every section - being the standout element that earned the boutique consulting organisation the prestigious award for 2004," said Brian Haverty, Editorial Director, ZDNet Australia.

Of the 30 companies short listed from hundreds of nominations received by ZDNet Magazine, the finalists were APCS, Acer Computer Australia, Alcatel Australia, CSC, EDS, EMC, Hewlett-Packard, IBM, Techex Communications and WestNet.

The culture at APCS can be attributed to:

1. Family friendly organisation that allows staff the flexibility to work from home. Staff are provided with broadband internet access at home so they have the choice.
2. Philosophy of shared ownership. Staff are encouraged to behave as if the business was theirs. They are regularly consulted about business direction, management issues, and marketing strategies.
3. Represent themselves as an ethical, independent and highly professional organisation that knows how to and when to have fun and when to be serious.
4. Above average remuneration, workplace social events, and the company's broader commitment to social justice.

Media contact: Jennifer Muir

T: 61 2 9818 1388 M: 0415 401 200 E: Jennifer@juicegroup.com.au





'It was extremely important for all of us when we set up the company to allow quality time for families and personal life. Technology has given us a lot of freedoms that ironically the IT industry is poor at putting into practice for staff. We maximise every opportunity to create flexible, manageable and inclusive work conditions for everyone.'

'As we grow and take on high profile project management contracts the challenge is to ensure that the work environment remains consistent, staff feel challenged and included and that the company grows to meet everyone's expectations especially the clients,' said Craig Dennis, Co-Founder APCS

-ends-

Media contact: Jennifer Muir
T: 61 2 9818 1388 M: 0415 401 200 E: Jennifer@juicegroup.com.au

