

► SPECIALISTERNE

**Reykjavik
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Founder
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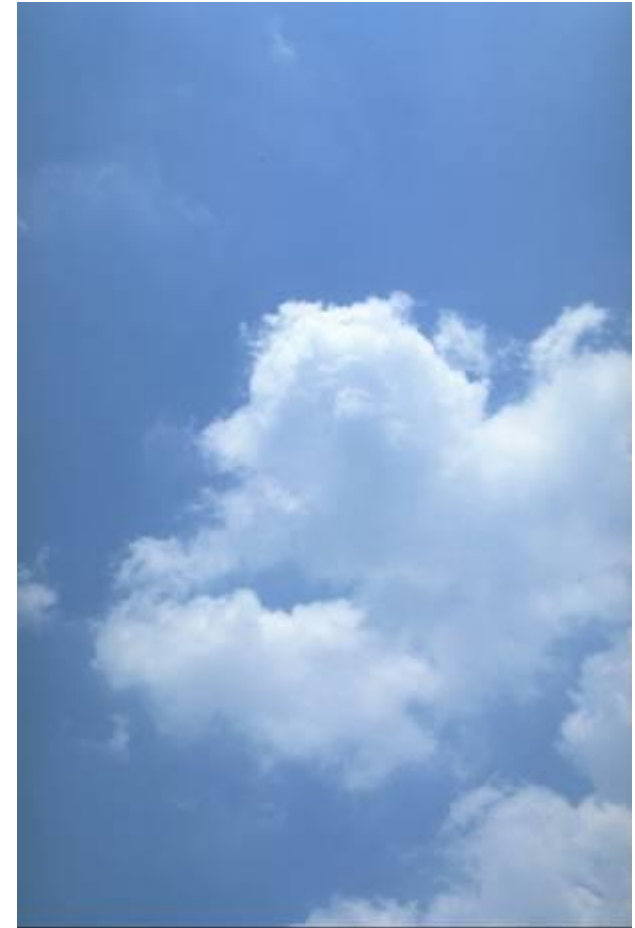
SPECIALISTERNE
Sense & Details





The vision

- we will provide persons with autism the possibility to use and empower their unique skills
- we will provide special skills to the corporate sector
- we will prove that persons with autism can take equal and active part in society
- we will compete at market terms and establish operations in Denmark and internationally





Personal background

Father of three boys – one with autism

15 years within IT in telco businesses

3 years as president of local autism organization

Autism Prize 2004 by Autism Denmark

IT Prize 2008 by Danish IT Industry Association





SPECIALISTERNE

Social Innovator

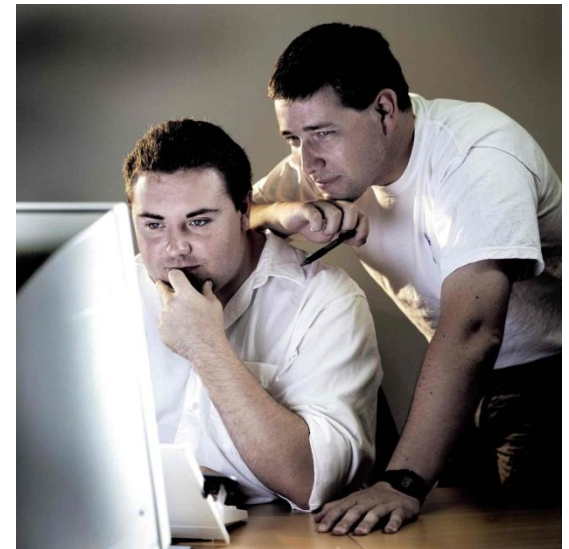
- >5 years of operational know-how
- autism characteristics are turned into advantages
- specialist services at market terms

Social Firm

- 'Best Large Social Firm Europe 2006'
- 40 persons with autism
- 15 persons without autism
- 25 trainees with autism

Social Entrepreneur

- 100+ employees with autism in Denmark
- 1000+ employees with autism internationally





Resources

Autism characteristics

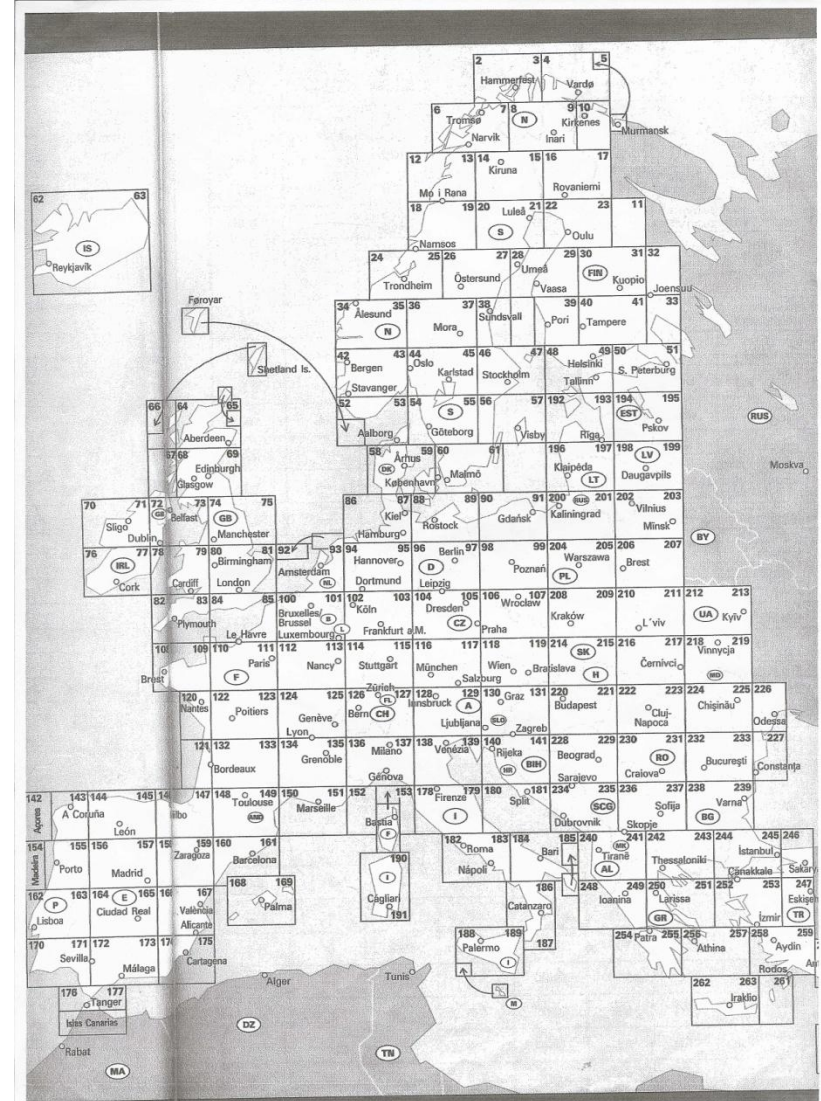
- motivation
- engagement
- focus
- persistency
- precision
- attention to details
- follow instructions
- structured way of working
- high learning ability

Barriers

- IT relevant education
- job experiences
- reduced working hours
- stress
- special understanding needed



Skills of Lars Sonne





Skills of Kenny Carstensen

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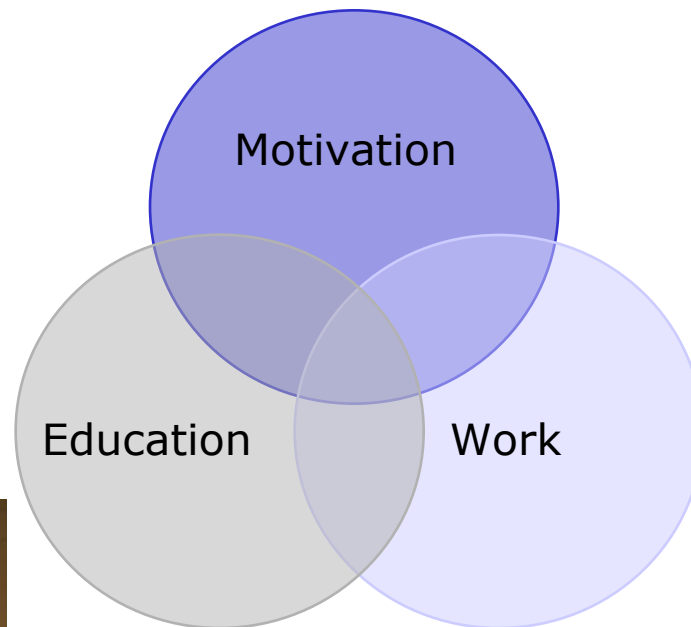
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Handling the barriers





SPECIALISTERNE provides

For the employee

- training
- structured working methods
- tailored working environments
- clear references and instructions
- personal support
- development plans tailored the individual
- working hours according to the individual threshold
- limited stress situations

For the customer

- single point of contact
- mapping customer needs with employee skills
- full responsibility for quality of work
- limited risk
- no special understanding required
- choice of tasks being solved at SPECIALISTERNE or at the customer premises



Services

Tests/Verification

- static
- dynamic

Data

- conversion
- entries
- quality control

Documentation

- test
- manuals
- function point counting
- configuration management

Programming

Customers

Global IT companies

- CSC
- Microsoft
- Oracle
- Cisco
- SIEMENS

Danish companies

- LEGO
- TDC
- KMD
- Grundfos
- Cryptomathic



References customers

CSC: "The domain of medications was unknown, but SPECIALISTERNE was very soon ready to start testing anyway. SPECIALISTERNE completed a test case app. 20% faster than application testers within CSC. Both the result and the documentation of the tests were absolutely satisfactory."

Microsoft: "We 'generalists' tend to see what we expect to see. SPECIALISTERNE are fantastically concrete, and only see facts. They are therefore really good at pointing out errors and aberrations. We take advantage of this ability, and we appreciate our cooperation highly."



Reference



"I am impressed by the achievements of the SPECIALISTERNE company. SPECIALISTERNE shows that there is a place for everybody in the labour market. Integration of people with disabilities into the first labour market can be a clear win-win situation for employees and employer if all potentials are fully used. As such SPECIALISTERNE sets an example for Europe."

EU Commissioner Employment, Social Affairs, Equal Rights, Vladimir Spidla April 2008



Reference

The brilliance of SPECIALISTERNE is their approach of matching the considerable skill sets of people with Aspergers Syndrome and High Functioning Autism to the diverse needs of business and other organizations world wide.

Just like everyone else, the people supported by Specialisterne achieve gainful employment in the market place by using their strengths —
Just like everyone else.

Stephen Shore, doctor, author, Asperger, board member
American Autism Society



Roadmap

Let the know-how of SPECIALISTERNE benefit

- people with specialist personalities
- business sector
- communities

SPECIALIST
PEOPLE
FOUNDATION



ONE MILLION SPECIALIST PEOPLE



Questions and comments



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