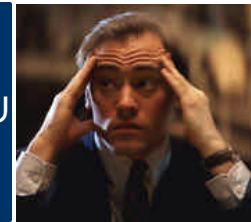


A solid Outplacement Program may be the most important separation benefit you provide in a “Down Market.”



The current credit crisis is impacting corporations across all industries without discrimination. Reductions in Workforce continue to appear on the front page of every newspaper with alarming regularity. Today's leaders are facing extraordinarily tough decisions in the design of severance packages supporting separating employees.

### **For the Separated Employees ... what is the value of Outplacement in a Down Market?**

Being laid off is a traumatic event in the life of the employee and his/her family. The reality is – the best Outplacement programs are designed to help the employee overcome this trauma, while also providing the tactical weapons they'll need.

- Competitive Edge
- Introduction to Decision Makers
- Marketing Support to Potential Employers
- Strategy – Coaching – Due Diligence
- Outcomes – Outcomes – Outcomes ... Isn't this how outplacement should be measured?

Outplacement programs delivered through one-on-one, personalized coaching relationships, by nature, provide a more supportive and productive environment compared to those programs that herd employees like cattle through a series of classroom lectures.

### **For the Employer ... What is the value of Outplacement in a Down Market?**

- **“Best of” companies know that their departing employees are customers.** While no one likes losing his or her job, transitioning employees appreciate that the company thought enough of them to offer search assistance.
- **Objectively, employees who have strong job search assistance reemploy quicker than those who do not.**
- **Unemployment claim experience is reduced, thus lowering the UE contribution rate.**

### **Why Choose The Curtiss Group International as your Career Transition provider?**

- We offer **cost-effective Outplacement Programs** that out-deliver other providers on service and outcomes. If you have been working with another Outplacement provider or are preparing for an RIF – you **MUST** talk to us. Understand all of your options. The IS a better alternative out there.
- We absolutely differentiate ourselves in the market through out **one-on-one, personalized service** delivery. The Curtiss Group coach assigned to your separated employee is committed to getting them reemployed. Our coaches have held leadership positions in industries that cover the spectrum. They bring a “real world” coaching flavor to the process and your employees benefit from their networks and experience.
- We are conveniently located with offices across the state of Florida and have been a Career Transition Industry leader for over 29 years. As a CPI Partner, we are also positioned to support clients in over 200 locations worldwide.