

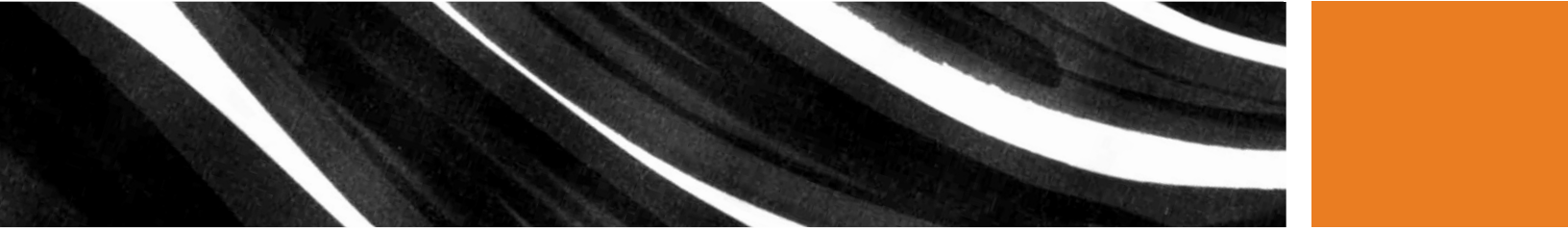
One Size Fits One

A Realistic Approach to Career Transition Achieves
the Best Outcome for Employers and Job Seekers

A Realistic Approach to Career Transition

As organizations meet the challenges in the global readjustment to economic trends, the critical decision to restructure and reduce employee headcounts becomes a strategic imperative. The best companies feel it is their responsibility to assist exiting employees with outplacement services to find a new job. How do you know how to best prepare them for reentry into the job market and provide the most effective level of career transition support?

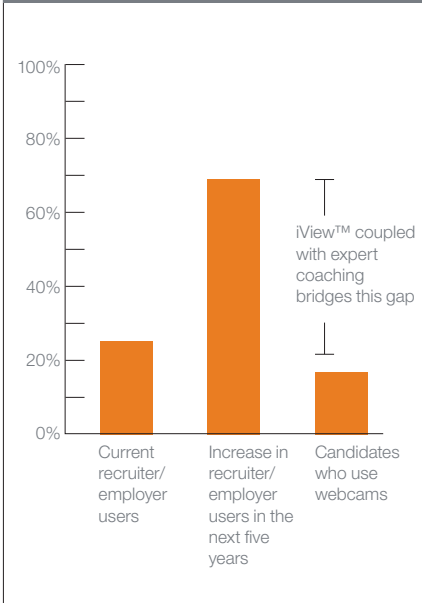
Right Management stands ready with the most effective outplacement solutions based on over 30 years of experience working with 2 million candidates in transition. Continual enhancements to our RightChoice® programs are grounded in the actual realities of how candidates find their next job, supported by research conducted with tens of thousands of outplacement buyers and users, employers, and recruiters. We deliver what candidates need and clients demand with exceptional results.



Some firms tout the virtues of Internet job boards as “the” answer to candidates seeking employment. Year after year, our research has shown this approach is but one way to secure meaningful job leads. RightEverywhere, our state-of-the-art web portal, provides candidates connections to over 5 million job postings on these boards and delivers targeted job leads directly to candidates on a daily basis through Right Job Opportunities, a specialized board with leads from our own client relationships. Yet, based on a survey of over 17,000 candidates in 2010, we know that only 25% actually find their new position through job board postings.

Overwhelmingly, candidates secure jobs by accessing the informal, unpublished or “hidden” market; in fact, 70% of candidates take this approach. Considering that 44% first became aware of their new position through networking, stellar networking skills are more important than ever for a candidate to secure a successful outcome. Employers themselves confirm its power. Approximately 80% say they locate candidates from their own networks—specifically company employees—more than from any other source.

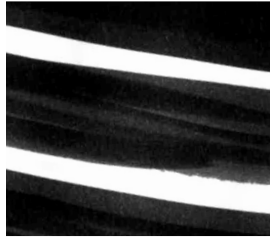
REMOTE VIDEO INTERVIEWS: THE NEXT WAVE OF RECRUITING TECHNOLOGY



It takes training and practice, however, to ensure that candidates show up well and generate job leads from that network. Skillful coaching by expert consultants equips job seekers to effectively articulate their value, present the highest quality professional brand, and distinguish themselves from the competition. Right Management works immediately with candidates to perfect their “30 Second Commercial,” which succinctly outlines their background, strengths and objectives, and provides iView, an innovative, Internet-based tool that enables candidates to practice independently and see how others see them, not only in the networking situation but also in interviews.

Online social networking presents additional opportunities to cultivate relationships and generate job leads. Our market research confirms that 95% of employers and 94% of candidates access LinkedIn and 31% of employers and 29% of candidates use Facebook in the recruitment/

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job search process. Both parties increasingly leverage this technology, and Right Management ensures that candidates have strategies in place to maximize it by offering on-demand webinars, profile resources, and Individualized Social Media Plans.

Effective job search strategies become all the more important for career changers. Employers know well that the job market constantly shifts. Jobs and entire job categories that once were plentiful now are disappearing or simply overwhelmed with qualified candidates. In addition, many candidates see the job search process as a valuable transition opportunity, a chance to reengineer their career and explore alternative paths.

This is where RightChoice® adds even more value. Our outcome-based model provides individualized coaching, targeted content, and the best technology to help job seekers shape their career and secure a best-fit role in any function or industry. Research confirms that we make it happen with 41% of our candidates landing jobs in a different function or industry from the ones they left behind. These candidates successfully shift their careers through comprehensive self-assessment, thorough analysis of the marketplace, and careful job search planning alongside an expert coach. In a market where employers look for the “ideal fit,” candidates need all the help they can get to identify that best next step and demonstrate how their skills and experiences make them ready to hit the ground running.

Ultimately, whatever the candidate's situation, it is the interview—and, these days, typically a series thereof—that translates a job lead into a job offer. When a candidate has access to coaching and technology enablers—like RightChoice® iView™—they can prepare, practice, and optimize their presentation and self-marketing skills. iView™, exclusive to Right Management, enables candidates to record themselves digitally, with voice and video, in a customizable, simulated interview. Using iView can help candidates build confidence and gain objective feedback to improve communication skills and directly increase their competitive advantage in interviewing.

Given the complexity of the job market—and Right Management's 30 years of experience and invaluable outcome-based approach—it is no wonder that 95% of our candidates are satisfied with our services. The fact that the #1 driver of satisfaction is our people, our coaches and staff, and that driver remains the same across all generations in the workforce does not surprise anyone who knows us.

Right Management prepares your employees for a successful career transition with expert guidance and state-of-the-art tools that result in meaningful outcomes. One-on-one coaching and consulting coupled with the best technology—e.g., RightEverywhere 24/7 and iView™—generate the greatest value for your investment. Our deliverables are measurable and reportable and based on the realities of the job search process. We help candidates turn leads into interviews that land jobs and provide successful career transitions.

About Right Management

Right Management is the global leader in talent and career management workforce solutions. As the workforce consulting experts within ManpowerGroup, the firm designs and delivers solutions to align talent strategy with business strategy. Expertise spans Talent Assessment, Leader Development, Organizational Effectiveness, Employee Engagement, and Workforce Transition and Outplacement. With offices in over 50 countries, Right Management partners with companies of all sizes—including more than 80% of the Fortune 500—to help grow and engage their talent, increase productivity and optimize business performance.