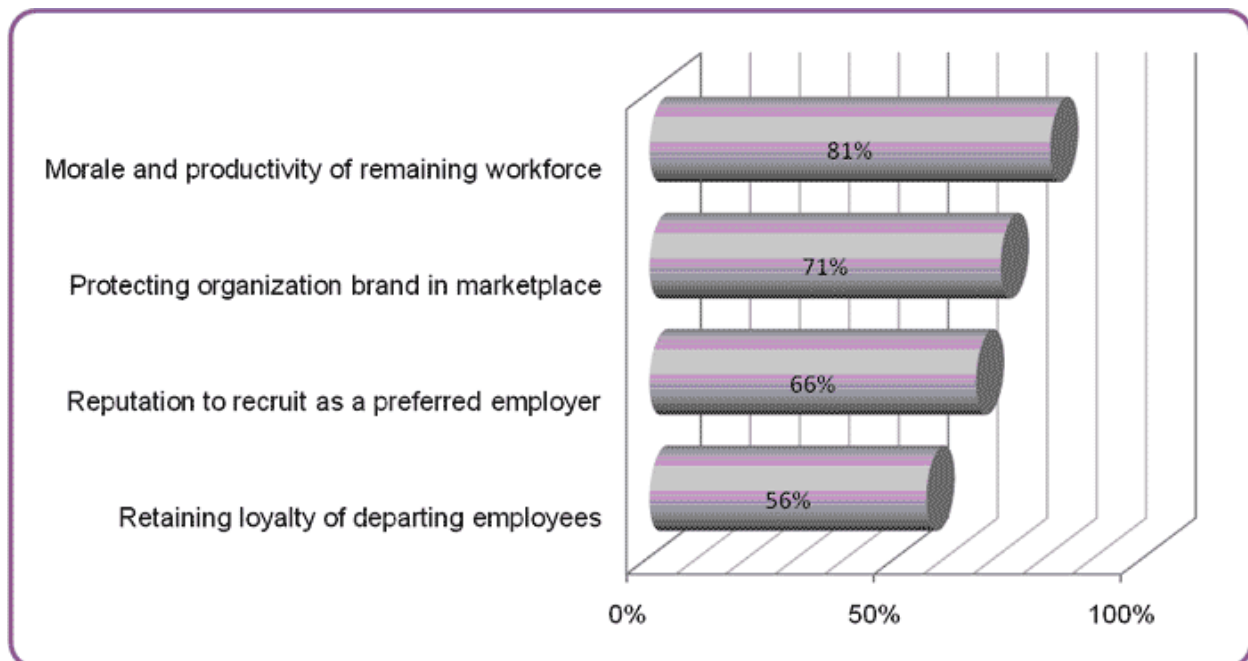


Global Trends in Outplacement Practices

DBM's* study of global trends includes feedback from 45 countries and over 1,200 business leaders (91% were HR professionals). The survey was completed in April, 2009 and highlights the most important benefits of Outplacement support:

Most Important Benefits of Outplacement Support



Most Valued Components of Outplacement Services

The survey included feedback from over a 15,000 individuals currently in career transition. Participants identified the components of outplacement services they valued most:

- Direction and guidance from experts
- Connection to job leads and networking opportunities
- Industry-shifting coaching to help them appropriately reposition for a major career shift
- Access to both in-office and online services in a just-in-time manner

(* partnered with the Human Capital Institute).