

TRANSITIONAL SERVICES: FIRST & FOREMOST

Ranked #1 HR Outsourcing Vendor for Outplacement Services by Black Book for 2008.
<http://theblackbookofoutsourcing.com>.

As the founder of corporate transitional services, we don't rest on our laurels. We turn to our years of experience to tell us what yields the fastest and best results. Thus, we remain **Number #1** in transitional services and outplacement services.

While other companies offer transitional services as one of many services, we have not diluted our focus.

- **We believe in personal attention and pro-active coaching.**
- **We are the only major company specializing exclusively in high impact outplacement and transitional services.**

OUR RESULTS

We get significantly different results than anyone else in the industry. We do that by co-owning their job search.

Results are: getting jobs under 3.1 months & 87% getting job equal or better. We customized the program, write the resume, we do all the training up front and most importantly, we give people a coach that keeps them on track during their search. This is high impact transitional services and high impact outplacement; coaching executives and making their search efficient and effective as possible.

No one can match our level of services at our price. Bottom line, we provide relationships, responsiveness and results unequalled in the transitional services/outplacement world. That's why we are delighted to consider assignments from any company that cares enough about its employees to rely on **Challenger, Gray & Christmas, Inc.**

THE CHALLENGER PROMISE

We Promise You Extraordinary Results

In the most recent quarter, our average client found a new job in 3.1 months & 87% received equal or better salaries.

No other firm tracks performance more closely. None get better bottom-line results.

We Promise You 100% Focus on Your Outplacement Efforts

Challenger, Gray & Christmas, the founders of the outplacement industry is dedicated solely to providing high impact outplacement service and counsel.

We have not diluted, and will never divert, our single-minded focus on what we do best.

We Promise You Superior Client Counseling

Challenger doesn't use part-time or adjunct counselors. All of our counselors:

- Have full-time positions with full-time client responsibility and lengthy tenure
- Complete a formal certification program with rigorous ongoing performance monitoring
- Are entirely client-dedicated with no business or sales role
- Are matched to each individual via comprehensive client pre-assessment
- Programs are customized for an individual's needs and goals
- Provide one-on-one counseling to every client regardless of program level
- Provide high impact, best practices outplacement services

Challenger identifies and hires the most skilled, experienced and educated counselors and holds each of them to the highest standards of professional excellence.

We Promise You'll Benefit From Our Financial Independence

We are the world's largest independent outplacement company. We don't have a public parent company in an unrelated industry pressuring us to:

- Engineer quarterly profits
- React to corporate stock price decline
- Undergo rounds of reorganization
- Cut prices to gain short-term revenue boost at expense of reduced services
- Re-allocate resources to non-outplacement priorities

We can afford to view our business from a long-term customer-oriented perspective continually re-investing in service, counsel and overall resources.

We Promise You Superior Customer Service

- Our time-tested process ensures:
- Proactive customer service
- Responsive program customization
- Vigilant project monitoring

- Timely customer reporting
- Outstanding overall account management

Exclusive and Confidential Programs and Pricing

- **Executive Level Outplacement Designed for the executives and senior level managers**
- **Personnel decisions and outplacement handled out of San Francisco and San Jose, CA.**

Individual Outplacement Program

- **Designed for managers, directors and first level Vice Presidents**
- **Unlimited program duration**
- **One year guarantee**

Select Outplacement Program

- **Designed for mid-level employees and professional non managers**
- **Three month and six month duration**

Virtual Outplacement Program

- **Designed for all levels of employees**
- **Online outplacement program supported by full time coaches**
- **Three month duration**

Group Outplacement

- **Designed for larger scale layoff situations**
- **Groups of 10 – 20 participants**
- **Two day program**