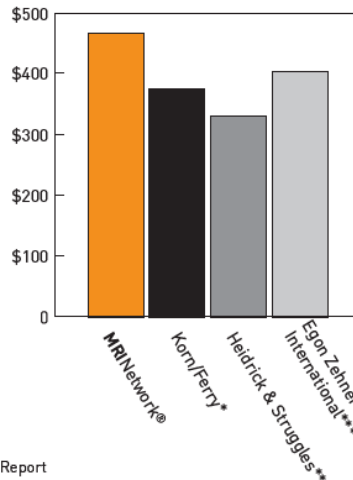


## STAFFING INDUSTRY LEADER

MRINetwork®, one of the world's largest search and recruitment organizations, provides staffing solutions specifically designed to meet the unique challenges companies today must face for effectively attracting and retaining solid talent. Whether you are top-grading your current staff or building a new team, MRINetwork has a solution for your needs.

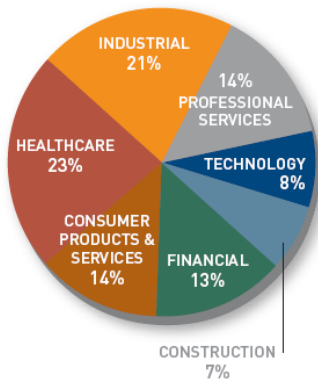
With approximately 950 offices in more than 35 countries, our recruitment specialists form partnerships with their clients to solve problems, control staffing costs and deal with the dynamics of today's economy.

MRINetwork  
THE LARGEST EXECUTIVE SEARCH FIRM IN NORTH AMERICA

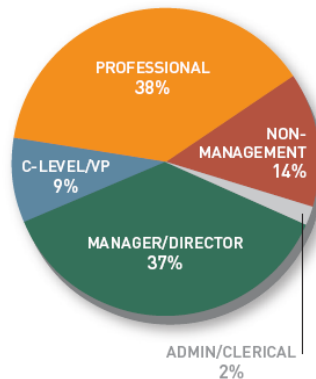


Revenue in Millions - US Dollars  
\*Source: Korn/Ferry International 2008 Annual Report  
\*\*Source: Heidrick & Struggles 2008 Annual Report  
\*\*\*Source: Staffing Industry Analysts

MRINetwork 2008  
PLACEMENTS BY INDUSTRY



MRINetwork 2008  
PLACEMENTS BY LEVEL



## INDUSTRY SPECIALISTS

Established in 1965, MRINetwork draws upon its strong heritage in permanent placement to find, attract, and retain candidates for its clients. With tens of thousands of placements every year in every major industry, at every position level, and in virtually every major company, our search consultants have a reputation as industry experts. Typically they have worked in the industries they serve before joining MRINetwork and, interacting in their marketplaces every day, they source exceptional candidates – most often candidates who are not active job seekers.

## TARGET SOLUTIONS

To reduce the inefficiency of working with multiple recruiters, we offer a complete portfolio of staffing tools to answer a wide range of needs and to establish reliable partnerships with our clients:

### Testing and Assessment

We offer testing tools that determine competency and the long-term compatibility of future employees with your business culture.

### Relocation Services

We help your candidates deal with the stress of moving by assisting them with coordinating the process at both ends.

### Contract Staffing

We provide professional candidates who can hit the ground running for as long – or short – a period of time as you need them.

### Background Screening

We provide access to a full suite of pre-employment screening services.

### Project Management

When complex staffing assignments require it, our online systems provide real-time exchanges between your hiring managers and our recruiters, expedite interviewing schedules, collect data, and track metrics.

### Compensation Surveys and Industry Intelligence

With our worldwide reach and industry penetration, we have the ability to provide realistic information on salary data and industry trends in every major business sector.

## ➤ 2010 PROJECTIONS THAT WILL INFLUENCE YOUR BUSINESS

- According to the Federal Reserve's Beige Book, modest improvement in the economy was seen in 10 of its 12 districts during the last few weeks of 2009, with the Philadelphia and Richmond districts being the exceptions. The Fed also reported that while consumer spending during this past holiday season was stronger than in 2008, it remained well below the 2007 levels.
- The official unemployment rate may have reached its peak during the fourth quarter of 2009, yet the average length of unemployment continues to rise--an average of 19.6 weeks in December 2008 turned to 29.1 weeks by December 2009. While the population of unemployed workers remains large, top performers are less likely to be among the long-term unemployed, implying a tightening market for top performers.
- Unemployment for those in management and professional occupations remained at 4.6 percent in December and has been on the decline since July. Unemployment for sales professionals, whose unemployment rate is reported separately from those in management and professional related occupations, seems to have at last leveled off, after more than doubling since the beginning of the recession. The Congressional Budget Office projects that total U.S. unemployment will remain at levels over 8 percent until 2012.

\*Source: Data reported from BLS analysis

## Are you positioned and prepared for the economic rebound?

Business leaders should start focusing on how they will ramp up hiring when the economic turnaround becomes a reality. During economic recoveries, companies that quickly react to hiring historically pick up market share from competitors not quite as agile. The key is to be prepared for when a ramp up is necessary.

Your hiring turnaround plan should include tactics that allow you to get a head start and provide a testing ground for your company's endeavors in all areas. Key elements should include:

- » Identifying precursors to a turnaround
- » Conducting competitive analysis
- » Revising strategic goals
- » Prioritizing positions to fill based on impact
- » Setting up a timetable
- » Preparing hiring managers
- » Anticipating candidate expectations
- » Devising a retention strategy

Companies that wait to develop a plan until hiring freezes are lifted, or until budgets are increased, will be too late to gain a competitive advantage. **MRINetwork** is positioned to help strategize your next move.

## OUR PROCESS

Filling a key position requires focused research, an organized approach and a systematic search process. We invest the time to understand your company, your values, and your business goals. We work with you to clarify your objectives and your job specifications. We know that candidates who thrive in one company may not necessarily thrive in another so we make sure that we have a feel for the character and culture of your organization.

If you are expecting too much and offering too little, we tell you before it is too late. If it appears to us that the solution to your problem is not just a new employee but a redefinition of the existing position, we tell you that too. In the course of asking and listening, we develop a partnership with you, and we design a targeted plan for your project.

### PLANNING AND RESEARCH

We begin by defining the scope of the project and creating a profile of the position to be filled. Using client competitor information, our industry sources and confidential referrals, we conduct thorough research to uncover potential candidates. We also draw upon the internal strength of **MRINetwork** and its sophisticated electronic capabilities.

### CANDIDATE CONTACT

Once candidates are identified, we make contact with them on a direct, personal basis. We become your spokesperson, presenting your objectives and your opportunity. At the same time, we examine the qualifications of each candidate against the comprehensive profiles developed during the planning stage. Only when a strong mutual interest is determined does the process continue.

### PRESENTATION OF CANDIDATES

Only the most qualified candidates are presented for your consideration. We also assist you in scheduling and monitoring the interview process with your management team.

### THE DECISION AND THE OFFER

While you alone make the decision on the best candidate for your organization, we assist you during this critical stage by facilitating communications on compensation, relocation, and benefits. We also assist the candidate through the emotional process of resigning the present position, including dealing with counteroffers.

### ONGOING RELATIONSHIP

Our goal is to provide you with people who contribute to your company's goals and make a real difference to your organization. At **MRINetwork** we do not consider a search successful unless this goal has been accomplished.