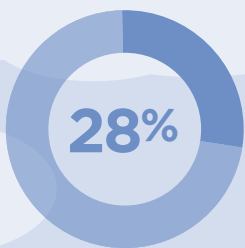


Climbing the Redeployment Mountain

For both executive and non-executive employees, Launch & Land will provide unlimited touch points, including access to consultants, online tools & resources and group learning opportunities, which will be delivered with consistency across the entire engagement. Quality reviews will be conducted with each affected employee to assure all stated deliverables have been received and to gauge the overall experience.

CANDIDATE LANDING



OF LANDINGS OCCUR WITHIN 90 DAYS

8) CANDIDATE FEEDBACK

Multiple mechanisms in place for candidate to provide feedback and share experiences throughout and upon conclusion of their programs.

7) REDEPLOYMENT END OR PROGRAM TRANSITION

Candidates not redeployed or landed externally within first 2 months receive 4 month programs with the continued strong support and services as Phase I.

6) UNLIMITED ACCESS

Candidates have unlimited access to individual consultations, group learning & online tools & resources.

5) SERVICE DELIVERY

Candidates can "consume" services according to their preferences in any order: individual consultations, group learning and/or online resources. All are managed through the portal.

4) PROACTIVE CONSULTATION

Dedicated Mullin Consultant proactively & continuously connects with candidate to provide services directed at personal career needs.

3) CONNECTIVITY

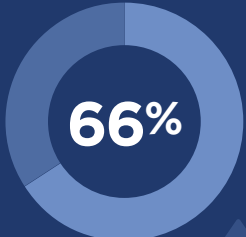
Connecting with consultants can include video conferencing, e-mail, on-demand resources, learning events, job search, offices and research tools.

2) ENGAGEMENT

Candidate is contacted by Mullin Consultant within 1 working day. Initial consultation confirms personal career goals as well as immediate objectives.

1) PROGRAM START

Candidate is enrolled in Phase I and assigned to a Consultant in an on-line collaboration platform.



OF LANDINGS OCCUR WITHIN 120 DAYS

\$200M

SAVED IN SEVERANCE AND SEVERANCE RELATED COSTS

97%
ENGAGEMENT RATE AND ENGAGED USERS



PROGRAM PARTICIPANTS SINCE 2010