



OUR PHILOSOPHY, THE INDUSTRY AND WHAT WE DO FOR YOU

The Stevens Group

Divisions of R.L. Stevens & Associates Inc.

- R.L. Stevens & Associates Inc.
- RLS Career Research International
- RLS Corporate Outplacement
- RLS Senior Executive Services

Established February 1, 1982

www.interviewing.com

R. L. Stevens & Associates, Inc.

Dear Career Seeker:

At R. L. Stevens (RLS) we realize that your career is one of the most important endeavors in your life. Market demand for selected skills in most careers is changing rapidly. Changing as well are the role of professionals and the way they will have to actively manage their careers.

The right position in the right career with the right compensation package gives you peace of mind, provides you with a sense of accomplishment and enables you to provide for your family and future.

To gain quality interviews, you need maximum exposure to the right opportunities, organizations and decision-makers. You first need the right market and career positioning (focus or direction), which then becomes the foundation for targeted marketing and job exposure and ultimately quality interviews and offers. RLS helps you differentiate yourself from the competition through targeted marketing and deep-level market research to maximize your exposure to opportunities. The marketing and research combine strategically and simultaneously, allowing you to effectively select and secure the best career options.

Early in my career, working extensively with advertising agencies, I learned the importance of differentiating products and targeting specific markets. Later, as RLS evolved in career consulting, we adopted many of the product marketing techniques to the successful marketing of individuals.

Should we decide to work together, our team will put our extensive focus, marketing and job exposure experience to work for you. We are dedicated to the single purpose of helping you choose and achieve your career goal as quickly as possible. Though we may not know what the future will bring, we can help you determine the career focus and resultant outcome you will bring to the future.

As a result of successfully applying proven core marketing and cyber marketing concepts to the individual career search, our company has become one of the largest and most successful career consulting firms in America.

We have an expanded virtual-servicing unit to serve an even greater number of professionals and maintain brick-and-mortar offices throughout the country. I am proud of the RLS team, which has helped thousands of people achieve maximum success in their careers, not only in the United States, but also in 48 countries worldwide.

R. L. Stevens provides you with the keys to authentic success: career focus and positioning, targeted marketing communications, access to leads and openings, and deep-level market exposure research in the advertised and unadvertised marketplace.

Welcome to R. L. Stevens & Associates, Inc., where our main priority is your individual career development.

Sincerely,

Randolph L. Stevens

Randolph L. Stevens
CEO



Randolph L. Stevens
CEO

CAREER MARKETING EXPOSES OPPORTUNITIES

Career Marketing is the art and science of identifying, targeting and directing your personal career search. Along with research and targeted job exposure, it is the core of what RLS does with you. Therefore, you should understand the concept of career marketing.

Today, companies must market themselves effectively to survive. A successful company must position each product properly, target it toward the right market, and brand its image to maintain the competitive edge.

Likewise, to gain a meaningful career, not just a good job, you must be properly positioned, packaged, priced and promoted. Your career transition requires the ability to target an employer's identified need and then demonstrate sustainable value to fill that need.

If you try to find a new job in the traditional manner, you may become frustrated by various subtle roadblocks. The difficulty of transferring your skills into another industry and the lack of knowledge of options available to you in different job functionalities are examples of such barriers.

RLS concentrates its marketing efforts on what you can and will contribute to an organization's growth, profit and future, rather than what you did in your past employment.

Each situation requires a unique approach. We tailor your career development and market exposure to suit your individual goals and requirements using our broad marketing background, our nationwide resources, and our credentials, experience and expertise.

We work exclusively for you, and if we partner with you, we will work with you to the successful conclusion of your career campaign. However, R. L. Stevens' services are not for everyone. To be considered for our services, you must demonstrate a strong potential for success in our evaluation. You must have marketable skills, must have a strong desire to succeed, and must be committed to giving top priority to your career search.

THE DILEMMA: LOOKING FOR A JOB OR CHOOSING THE RIGHT CAREER?

Our work with thousands of executives, managers and professionals brings one fact to the forefront: men and women with specialized experience, sound education, and proven accomplishment are always in demand. Businesses and organizations of all kinds are always eager for top talent. U. S. Department of Labor statistics show, even in tough job markets, 20 to 25 million people accept new jobs yearly.

Despite the demand for high quality professionals, people sometimes become passive in their career searches because they lack one or more of the following:

- Knowledge of multiple job market channels and cyber marketing methods with less competition to gain maximum exposure to the best opportunities
- Knowledge of their functional and industry options or of employers' needs in these areas
- Recognition of where their skills are most marketable and what is the exact value of these skills
- Ability to develop a plan of action to obtain multiple, high-quality, simultaneous interviews
- Advanced writing skills to create highly effective marketing communications, such as targeted résumés and letters and, if appropriate, web portfolios
- Knowledge to counter-negotiate a salary range commensurate with their contribution
- Sufficient contacts or access to ample numbers of the right decision-makers

**YOUR CAREER
TRANSITION
REQUIRES THE
ABILITY TO
TARGET AN
EMPLOYER'S
IDENTIFIED NEED**

Many executives and professionals get into a rut. They tend to lose fulfillment or growth because they remain in positions too long. They fail to react early to warning signals in their company or industry because of the difficulties and risks involved in changing jobs. People wait for the “*right break*” and often move into positions that offer what appear to be better conditions, rather than strategically seek a role that capitalizes on what they are capable of achieving.

Most professionals conduct their search when they are dissatisfied with their careers. Work environment changes can sap the joy from a job. Once their career passion vanishes, they tend to distance themselves and, as a result, are perceived differently by the organization’s influencers. This detachment undermines their ability to conduct a job search properly. Thus, they become less able to contact new employers because there are time issues and an internal struggle to keep up appearances to retain their current employment.

When a career derails or when a career is created by default instead of design, the search is often long, difficult and frustrating. When a new position is not strategically developed through targeted direction and exposure, oftentimes it fails to live up to the candidate’s expectations. Customarily, each career transition is built on past moves and, thus, is typically detrimental to tomorrow’s progress.

TIME ISSUES AND THEIR RELEVANCE

According to the Department of Labor, job seekers working independently can take from 6 to 12 months to find a satisfying position. Employed job seekers are at a disadvantage because continuing to work effectively while running a professional career search is difficult. We will confidentially assist with your search while you continue to perform at work. Our up-front preparation typically cuts the search time by months.

There is a common misconception that good people are not unemployed for long. However, without professional assistance, even good people could not quickly identify industry and functional options, have a true understanding of what employers need, cultivate the best interview exposure, or conduct effective market research and capitalize on the data obtained.

The traditional search usually results in one’s feeling trapped into taking the first good offer. Many times the transition fails to advance the individual’s career to the fullest potential. When people lack time or expertise to plan career transitions carefully, lost ground is usually not apparent until years later.

Executives and professionals often sacrifice fulfillment or career growth by remaining too long in their positions. Most fail to react to early warning signals in their company or industry because of the difficulties and risks involved in changing jobs.

WHY THE DILEMMA?

According to “*Guide to Careers*,” an article written in *Business Week* magazine, “... more than 85% of the available jobs are unadvertised. To gain exposure to the best jobs, you must penetrate both the advertised and unadvertised job markets.”

Online job postings, recruiter agencies and newspapers constitute the smallest and most competitive part of the job market, generally called the “*advertised marketplace*.”

Most attractive job openings are found in the unadvertised job market and are filled privately with significantly less competition.

Although the Internet is useful for research, it is a poor place to find premium jobs because of the volume of competition. Forrester Research, one of the most widely respected companies of its kind, reported that only 4% of job seekers found jobs through the Internet.

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***“THE WALL STREET
JOURNAL”***

Consider these statistics:

- 15% of all substantive career opportunities are posted publicly through Internet postings
- 11% of executive placements are found through Internet job postings
- 8% of available jobs and opportunities in the USA are filled by recruiters
- 70% of companies do not post upper-level, executive positions

The R. L. Stevens’ marketing approach exposes each individual to the maximum number of available opportunities in both the advertised and unadvertised market segments.

A coordinated exposure approach gives you a controlled career response. You gain the leverage to compare, negotiate and deal from strength by steering your efforts toward those employers who have a recognized need for your skills. They see the value of your long-term employment in meeting their business challenges and contributing to their growth .

THE RLS COORDINATED EXPOSURE APPROACH

**LEAD SOURCES SHOWING
THE SYNERGISTIC
EFFECT OF MULTIPLE
SIMULTANEOUS ADVERTISED
AND UNADVERTISED
APPROACHES**

Advertised and Agency Sources – 15.5%

- Internet, Newspapers, Periodicals
- Employment Agencies, Head-Hunters, Recruiters, Executive Search Firms
- Government, Unions

Direct Contacts – 23.5%

- RLS Targeted CareerSearch™
- Employer Contact to RLS
- Company filters through CareerSearch™

Job Banks, Web-based Intranet Leads – 3.5%

Indirect Contacts – 31.5%

- Personal Contacts — Networking
- Targeted Companies through CareerSearch™
- Multiple Contact Development Module
- Local Career Forums
- Associations — Trade Journals

Spot Opportunities — 26%

- RLS Website Leads
- Emerging Industries and Growth Companies
- New Products
- Movement of Money — Restructuring Events
- Press Announcements
- New Plant Openings
- Mergers, Acquisitions and IPOs
- Competitor Employers

Once you have positioning and targeted-marketing tools, the goal is to create multiple interviews and offers by using all available marketing channels simultaneously. Thus, RLS provides access to leads, openings and deep-level market research in both the advertised and unadvertised marketplace to provide you with a distinct competitive edge.

These channels help to reveal job and career opportunities before organizations advertise, use the capabilities and resources of placement agencies, or retain recruitment firms. The results will give you a stronger advantage over your competition who are unaware of such opportunities.

INDUSTRY RESEARCH

Using a web-based system that can access over 4,000,000 companies and organizations within major industry categories, your Senior Marketing Consultant will provide you with the names of key decision-makers and their contact information. The geographically sorted research will also include companies by industry segment and for each will show number of employees, revenues, product summary, and competitors. We also maintain other statistical information about large, mid-sized and small organizations. You will have access to our secure Client Services Center to find unadvertised and advertised opportunities locally, regionally, nationally and worldwide.

You will be given a navigational tour of our data warehouse and will be assigned a Personal Identification Number (PIN) to allow you access to it from anywhere 24/7. Our proprietary resource center contains extensive, up-to-date-information on:

- Openings advertised in trade associations
- Non-profit organizations
- Foreign, national, global and U. S.-based multi-national companies
- Market intelligence on industries' initial public offerings (IPOs)
- Niche databases and news sources
- Over 100,000 openings in job banks

SPOT OR GROWTH OPPORTUNITIES

Spot opportunities are signals of the beginning of hiring patterns. Candidates can often create an ideal job description using this method. Frequently, hiring patterns begin six to eight months before any public awareness of a corporate transition, so getting inside early with decreased competition can be decisive. Spot opportunities can focus on an organization's immediate needs without cost to an employer, and because the specific position is not necessarily defined, employers are also more open to suggestions and general discussions from a candidate.

A spot opportunity also allows you to circumvent an HR Department that uses its criteria to screen out candidates. A spot opportunity gives you the early advantage of custom-creating a solution to an identified employer need and thereby developing a job role tailored more toward your specific talents and competence.

The use of a spot opportunity allows a job searcher to show sincere and specific interest in the particular organization. Firms prefer hiring people who really want to work for them and who have taken the time to research and identify ways to help them meet their short-and long-range objectives.

Your marketability expands because you are considered for a new situation early in the process and because you highlight specific information about the relationship between the company's needs and your capabilities.

**THESE CHANNELS HELP
SURFACE JOB CAREER
OPPORTUNITIES BEFORE
ORGANIZATIONS
ADVERTISE**

FREQUENTLY, HIRING PATTERNS BEGIN SIX TO EIGHT MONTHS BEFORE ANY PUBLIC AWARENESS OF CORPORATE TRANSITION, SO GETTING INSIDE EARLY WITH DECREASED COMPETITION CAN BE DECISIVE.

Using spot opportunities reduces liabilities and increases quality interview activity. By comparison, placement or standard résumé and response to online job postings or published advertisement approaches are often times counter-productive.

You will receive facts on growth companies, emerging industries, new products, the movement of money that signals company expansions, and much more. You will also receive information from varied sources on how to capitalize on the data, as well as on where to find and how to identify and pursue spot opportunities.

CONTINGENCY, RETAINER SEARCH FIRMS AND PLACEMENT AGENCIES

The services of R. L. Stevens are often mistaken for those of typical placement professionals. Recruiter firms represent employers, not job seekers. They are professionals who help client companies to search out an individual who has exact matching credentials for the available position. The idea is to find and pay for someone currently doing the job well.

Unlike a typical placement agency, which serves the needs of its client companies by filling a specific job order and limits a candidate to his or her career history, R. L. Stevens focuses its efforts exclusively on you. Our reverse approach allows clients to achieve greater marketability, more varied options and sustainable success.

R. L. Stevens will provide you access to data from executive search firms and recruiter placement agencies. By using software selectivity, you can reformat this data by geographical parameters, functional disciplines and industry segments. The information will enhance your targeting and maximize agency coverage: it will be a tremendous time-saver for you.

When you are unemployed or have a desire to advance, change industries, or restructure your career, chances of success with placement agencies are low. You also run the risk of

being stereotyped into what you have done, instead of being appreciated for what you can provide.

Except in the case of critical hiring, placement assignments are slow because many hiring firms are reluctant to pay agency fees. Compensation offered to the candidate may be lower to defray those fees.

RLS optimizes your placement endeavors and opens to you new areas because of the perfect alignment of marketing and positioning to the needs of the employer. Our HR placement approach aims you where you are headed, not just where you have been.

CAREER COACHES AND COUNSELORS

Our services are sometimes confused with those of Career Coaches and Counselors. These professionals give you *coaching* and *counseling* often spanning many months of meetings with the primary emphasis on identifying causes of career misalignment. They may use vocational testing and assessment tools as well as other services, such as interviewing, negotiating, résumé and letter development, and job search instruction.

Although good at what they do, Coaches and Counselors are not career marketers. Their efforts are not focused on how to capitalize on cyber marketing. Moreover, they do not specialize in conducting market research to identify opportunities or in providing openings, opportunities, decision-maker names, and unadvertised market exposure.



SPECIALIZED SUPPORT DURING YOUR CAMPAIGN

RELOCATION ASSISTANCE PROGRAM: Over the years we have helped thousands of our clients relocate. Accepting a position in a different area involves many issues besides the subtleties of securing a career position elsewhere.

R. L. Stevens and its relocation partners will provide information on your target destination, its housing and schools, as well as cost-of-living comparisons.

CAREER CAMPAIGN SUPPORT: Your Senior Marketing Consultant will counsel you during the career search to its culmination. Customized assistance includes continued interview preparation and debriefing, additional market research as-needed, and a special emphasis on counter-negotiations during job offers.

We guarantee to stay with you until you are in a new career position provided that you stay in touch with us using our Weekly Activity Report, which helps us better assist you during the search. Our assistance is available to help you resolve any job-related issues that arise.

THE RLS MARKETING APPROACH

KEY BACKGROUND AND ASSESSMENT PROFILE DATA

R. L. Stevens initiates your personalized marketing exposure program by assigning you a Senior Marketing Consultant. Other staff members may also be consulted to assist you in achieving optimal career development and market exposure. Your Senior Marketing Consultant possesses extensive credentials and is a dedicated, highly skilled professional career marketer. Specialized materials will be given to you specifically designed so that we can analyze your important business and personal background data. Our unique method uncovers your recognized, marketable skills and accomplishments. The RLS Career Profile Analysis helps in creating career options and opportunities. Most often it will give you new insight into yourself. You may also be asked to complete specialized Assessments. These materials measure your personal strengths and tap undiscovered resources relative to functional job titles.

CAREER PLANNING CONSULTATION

Upon your completion of the assessment profile data, your Senior Marketing Consultant will discuss in detail your qualifications, experience and relevant career accomplishments. Our comprehensive evaluation will be used to establish your positioning options and market exposure needs.

MARKETABILITY ASSESSMENT

We will identify your marketable skills and saleable career assets. Whatever potential liabilities exist, appropriate corrective strategies will be developed. Liabilities may relate to age, unemployment, education, multiple job changes, too broad/narrow a background, lack of experience trying to enter into a new industry, employment with one company too long, or employment as an entrepreneur who desires to re-enter the job market. Other liabilities may include changing from a specialized sector, such as the military, government or academia to the private sector.

**A MORE FOCUSED APPROACH
INCLUDES A PLAN FOR
CONTINUED CAREER
GROWTH AS WELL AS
COMPENSATION
ON A LONG-TERM BASIS.**

**THE SMARTEST JOB SEEKERS
ARE ALWAYS PREPARED.**

**MOST PEOPLE
UNDERESTIMATE
BOTH THEIR OPTIONS
AND INCOME
POTENTIAL.**

CAREER AND INDUSTRY OPTIONS

We have helped thousands transfer skills, advance their position, or move into new careers and industries. RLS reviews career transitions you can pursue in different functional areas, related and growth industries and advanced positions in your field. This is extremely important, especially since we find that most people severely underestimate both their options and income potential. They tend to have tunnel vision, viewing themselves exclusively by what they have done, i.e., their career history.

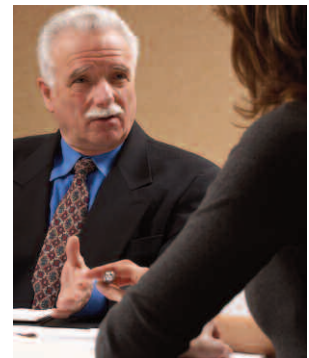
CAREER SEARCH GOALS

After analyzing the advantages and disadvantages of potential moves, our next step is to establish obtainable search goals. When more than one goal is possible, we may design multiple campaigns.

MARKETING ACTION PLAN (MAP™) FOR GENERATING QUALITY INTERVIEWS

Once definitive career goals are established, your Senior Marketing Consultant will develop a systematic Marketing Action Plan with different marketing channels for obtaining quality interviews. You and your Senior Marketing Consultant will review the Marketing Action Plan in significant detail covering:

- Decision-makers' names and contact information
- The latest advances in research and identification of those avenues, including emerging opportunities, likely to achieve the most positive returns for you in the shortest timeframe
- Essential marketing principles, which include image development, market selection, communications, interviewing and negotiation
- Guidelines and coaching on contact development, handling confidentiality and network-building
- Tailored approaches to prospective employers and cyber marketing strategies
- The most effective use of references and emerging opportunities for each marketing channel we implement: the what, how, when and where to help you obtain a better career position faster



When you receive multiple bids for your talents, you are in the best posture to negotiate a first-rate package. In today's competitive job market, targeted productive activity and strategic leverage are drivers to obtain a great career fit and top compensation.

Sources for targeted marketing exposure include, but are not limited to, new branch or company openings and expansions, selected contingency and retainer agency listings, access to unadvertised openings that span the local, regional, national and worldwide marketplace. Strategies will be provided for targeted networking, contact development, cyber marketing, capitalizing on online social networks and therefore gaining referrals.

All of these venues are important components to maximize market exposure through the penetration of the unadvertised job market.

CAMPAIGN DEVELOPMENT STRATEGY

After the Marketing Action Plan is formulated, several private sessions will be scheduled with your Senior Marketing Consultant to develop the campaign actions necessary to activate the Plan.

A SUPERIOR RESUME THAT PRE-SELLS YOU

Depending on a client's specific situation, objective and marketing project, we have developed many effective résumé varieties as part of a comprehensive marketing communications strategy. These include, Functional and Letter Résumés, an Executive Portfolio, Networking Résumé, Curriculum Vitae (as appropriate), Career Biography and Accomplishment Summaries. In addition, we leverage strategies to execute cyber marketing, including specialized Profiles showcasing strengths in specific areas, such as a Web Portfolio and HyperCards.

We create customized communication strategies for all written materials. The traditional résumé rarely reaches the appropriate decision-maker because of the number of résumés in today's marketplace. Our experience and skill in developing powerful marketing communications materials pre-sell and posture you ahead of your competition.

Unfortunately, most résumés are somewhat generic and do not truly emphasize exact future contributions to an organization. The pertinent persuasiveness of a targeted résumé addresses the employer's specific needs and therefore generates interview activity.

We develop résumés and approach interviews from a marketing perspective, rather than communicating a good history of job responsibilities and accomplishments. The strategy is based on the marketing concept that consumers are pre-sold through advertising. A consumer usually enters the point of purchase already desiring to buy the product.

The more you target your assets to an employer's exact needs in the résumé, the more likely you are to be invited in for an opportunity with less pressure being placed upon you during the face-to-face interview.

We create a highly-effective, personal résumé that is designed to reflect and communicate your image based on your target. We present your most distinctive assets while minimizing liabilities in the marketing communications.

INTERVIEWING

People with the best credentials do not automatically get the best positions. The smartest job seekers are always properly prepared. Interviewees who use marketing concepts to strategically showcase their strengths in solving a company's specific business challenges gain the strongest competitive advantage in securing the choicest opportunity.

R. L. Stevens' clients benefit from utilizing proven interview techniques and obtaining pre-interview research that creates value during the interview, based on targeting the organization's needs.

We also provide recognized techniques for stressful, difficult and behavioral interview questions, including addressing sensitive salary issues and other important concerns.

We will show you how to leverage your success by controlling the direction of any interview to maximize your overall effectiveness. This is especially critical when changing industries, functions, seeking advancement, or desiring a better work-life balance.

**THE MORE YOU TARGET
YOUR ASSETS TO AN
EMPLOYER'S EXACT
NEEDS IN THE RESUME,
THE MORE LIKELY YOU
ARE TO BE INVITED IN
FOR AN OPPORTUNITY.**

NEGOTIATING

We cover how and when your present income should be revealed, exactly what should be negotiated, the greatest level of responsibility, compensation package and other extras.

Most job candidates lack the expertise and knowledge to counter offer and obtain items other than salary. Perks may include bonuses, vacation time, stock options, health insurance, 401K, flexible hours, professional growth opportunities, accelerated salary reviews and more.

Many people ask what are the financial advantages of working with our organization. A high percentage of our clients win offers of 20% to 30%, or even 50% more than their previous compensation. Increases up to 100% have been achieved in certain cases. We will review the offer or offers, and calculate short and long-term counter-offers and strategies.

Compensation however, is not the only issue for most people. Job satisfaction, work environment, length of commute, potential for growth, etc., are all factors in a rewarding career position. A more focused approach includes a long-range plan for continued career growth and compensation.



STATE-OF-THE-ART JOB SEARCH TECHNIQUES

The RLS CAREER SEMINAR (DVD SET) in combination with the online workbook, provides you with knowledge of job markets, the latest job-hunting techniques and explores marketplace dynamics. This expands your knowledge to ensure the highest level of productivity as your career campaign unfolds and includes how to:

- Identify the job market in its present state
- Isolate, highlight and communicate your strengths
- Minimize liabilities and present them as assets
- Employ references, personal contacts and research
- Save time by placing the Internet search into perspective
- Master interviewing and negotiating control strategies
- Determine targeted research needs, guidelines and relevant sources
- Ensure maximum efficiency and lost time through campaign organization
- Access unadvertised opportunities through targeted market exposure

**THE MANNER IN WHICH
YOU NEGOTIATE INTO AN
ORGANIZATION CAN
SET THE TONE OF THE
RELATIONSHIP WITH YOUR
NEW EMPLOYER FOR YEARS
TO COME.**

THE RLS COMMITMENT TO MANAGE YOUR CAREER

YOUR CAREER — A LIFETIME INVESTMENT OF TALENTS, EDUCATION AND EXPERIENCE

When you are in a job that suits your temperament, fits your abilities, and uses your competencies to make a difference, you acquire the joy of the job that ensures continued enthusiasm for your work.

For nearly three decades our major objectives have been:

- To help campaigns move efficiently, whether you are employed or unemployed
- To help you win the position that is right for you functionally, and also achieves the best growth and financial rewards
- To guarantee to work with you until you are in a new position of your choice

THE RLS LIFETIME COMMITMENT OPTION

At R. L. Stevens & Associates, our concept of career management involves more than just assisting you to win an excellent position. By investing in yourself, your percentage *return on investment* is substantially higher than any investment such as stock market and real estate.

By taking advantage of our Lifetime Option, you are entitled to be in our network with the potential to receive support for subsequent searches during the remainder of your career. This option allows us to help you professionally manage your career on an “as-needed” basis on matters such as your continued marketability, career options and advancement, changing industries, interpreting annual performance assessments or helping you negotiate salary reviews.

CAREER MARKETING FOR THE 21ST CENTURY

R. L. Stevens & Associates, Inc. helps clients professionally manage their careers from job searching, to career advancement and transitioning, to career retirement. The result is for you to be able to reflect on your career at its culmination and see that it was well planned with positive contributions.

Our marketing exposure strategies provide definitive career positioning and direction. We assist clients to leverage their strengths and assets in the advertised and unadvertised marketplace. Using proven product marketing techniques, our clients secure new career positions more rapidly.

Once you have invested in yourself, you will earn more money, be more productive, positioned and better equipped to change jobs. Thus, you will be better prepared to strategically plan your progress and retirement throughout the balance of your career.

Your career should have balance, including growth, challenge, job satisfaction and the proper compensation. We will work diligently with you to meet your career goals. Our priority is your individual career development and long-term success.