

HRC OUTPLACEMENT SERVICE



HRC Associates
Recruitment &
Management Consultants

We Are Your People Partner



Value Proposition for Employers

- **Positive Employer Branding** - protecting and strengthening your corporate profile and reputation, both internally and externally, as caring and responsible
- **Corporate Responsibility** - reinforcing your commitment to satisfying your corporate responsibility to your employees
- **Increased Retention, Morale & Productivity** - demonstrating to your remaining employees that you care for the welfare of all your employees

Why Outplacement Services?

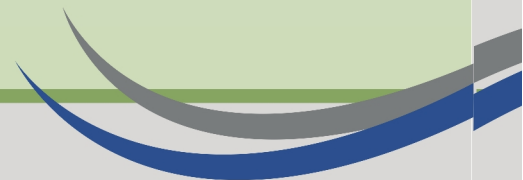
In today's uncertain economic climate, retrenchment, corporate restructuring and outright plant closures are a fact of organizational life. Company Executives are realising that the way in which they implement reorganisation or restructuring within their organisations, to either stabilise or position themselves for future growth, is directly influenced by the way in which they deal with both remaining and retrenched employees.

In times of change, outplacement services are increasingly tied to **Employer Branding**. This branding must sit high up on an organisation's priority list, as it can directly impact existing employee engagement, employee productivity, and also affect future talent acquisition.

A good company brand is not just about its products and services but also about its profile as an employer. Offering outplacement services communicates a strong message that you treat employees with dignity and respect even in the most difficult of times.

Outplacement Services will also assist you to facilitate an effective transition for outgoing employees and enhance your organisation's reputation and brand, while reversing any negative perceptions.

Your past and present employees are your future employer brand ambassadors.



Previous Outplacement Service Clients

- BG Trinidad & Tobago Limited
- BHP Billiton
- BP / Amoco
- Colgate – Palmolive
- GlaxoSmithKline Caribbean Limited
- GTECH Trinidad & Tobago
- Guinness Caribbean
- IBM World Trade Corporation
- Johnson & Johnson Trinidad Limited
- Kimberly Clark (Trinidad) Limited
- Nestle Trinidad Limited
- Petro-Canada (Suncor)
- Petrotechnics USA Limited
- Unilever Caribbean Limited

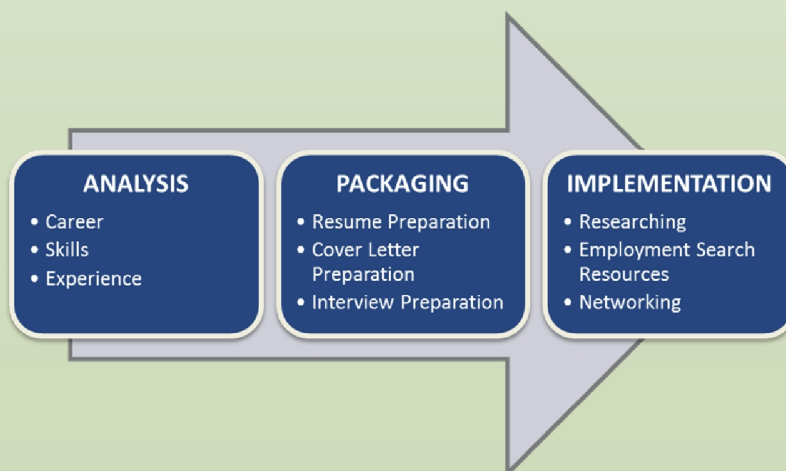


Our Outplacement Service

HRC will provide your exiting employees with the best current advice, tools, and training in the methods, strategies, and techniques for securing a new position.

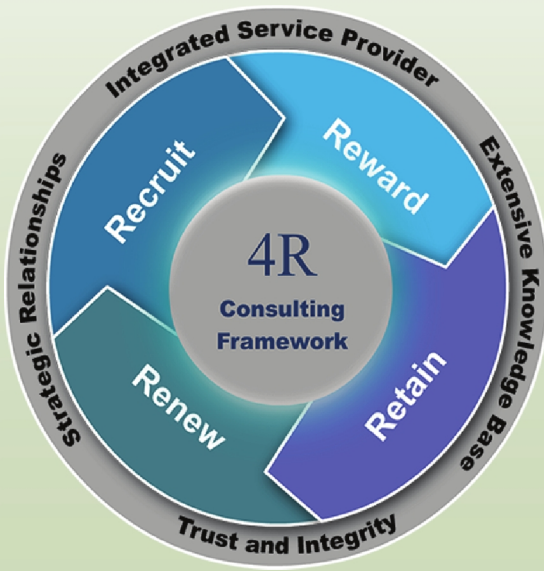
Our services are flexible. We will design a program to meet your employees' specific needs.

Individual Outplacement Services will be conducted during one hour sessions over a six to seven week period. Employees will be provided with job hunting guides and will be notified of suitable job opportunities in the market.



About HRC

Our 4R Consulting Framework – Recruit, Reward, Retain and Renew allows us to offer customised, integrated, high-quality recruitment and management consulting services focusing on the HR and Organisation Value Chain of our clients.



Our Services

⇒ RECRUIT

- Board Recruitment
- Executive Recruitment
- Interim Management
- Assessment

⇒ REWARD

- Compensation Design
- Salary Surveys
- Total Rewards
- Job Evaluation

⇒ RETAIN

- People Strategy
- Performance Planning
- Employee Engagement
- Culture Analysis

⇒ RENEW

- Organisational Analysis
- Change Management
- Business Process Improvement
- Outplacement Services

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