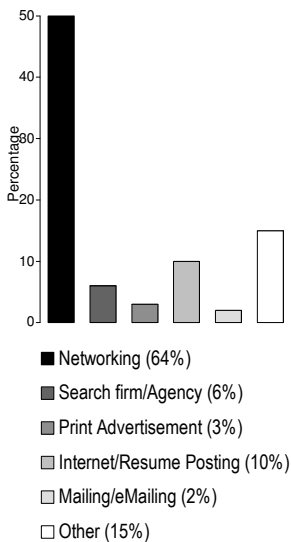




Welcome to DBM, Your Partner in Seeking Future Career Opportunities

“Source of new employment in the United States”



Across all industries and age groups, 64% of professionals cited networking, including utilizing introductions provided by DBM, as the most effective way to secure re-employment.

How strong is your network?

To assist you in making a smooth transition to the next opportunity, DBM has been retained to provide career services for you, at **NO COST TO YOU**.

Your specific career transition program, the Three-Month Powerstart, is described in detail in the accompanying fact sheet, and, includes the following elements:

- **Career Self-Assessments to Identify your Interests and Strengths**
- **Up to Six Individual Sessions with a Career Consultant to guide you through the Transition Process**
- **Assistance with Resume Development and Preparation, Finding the Hidden Job Market, Preparing for the Interview, etc.**
- **Comprehensive, consultant-facilitated online seminars, covering career search, entrepreneurial, and retirement options**
- **Access to DBM’s Proprietary WebCenter, which includes:**
 - **DBM JobScout, more than 160,000 live job leads**
 - **Comprehensive industry and company research databases, on more than 2 million companies**
 - **Networking database of active DBM clients**
 - **Proprietary internet directory to over 2000 job-related internet sites**
- **Skill enhancement through access to over 3500 e-learning programs in personal, professional and technical skills development**
- **Lifetime access to DBM’s Alumni Career Connection, a career management resource**

DBM has more than 38 years of experience in career transition training and consulting. We have assisted over two million individuals in managing their careers and identifying the next “best-fit” opportunities. No company understands the effects of job loss on employees better – or knows how to help them to focus on the future and find work faster – than the people at DBM.

We are career transition experts; and, we are committed to providing the very best support for your job search campaign. Our professional consulting team has many years of business and career management experience and looks forward to assisting you with information and guidance in uncovering and preparing to pursue the opportunities that may bring you the greatest success and satisfaction.

A full description of your Powerstart program is included in this packet. We look forward to helping you make a successful career transition.

To schedule an appointment with the DBM Consultant, Katherine Yagel, you may call her directly at 650-365-3018 or send an email to Katherine@yagel.com. You may also call this toll-free number 1-800-980-8090, or call DBM Account Executive, Barbara Langham at 408-501-2903 to begin your program.

Please note: Services must be initiated within six months of the date on which written lay-off notification was received.

Do's & Don'ts

Based on DBM's extensive experience helping thousands of people cope with a job loss, we've developed a list of Do's and Don'ts to guide your thoughts until you launch your job search. Full use of the DBM outplacement and career transition services can help improve your work-related experience and help you find the best new opportunity for you.

The resume is your “ad” for the purpose of generating job interviews. How compelling is your resume?

How powerfully does it convey your skills, traits, and accomplishments?

DO'S

DO share your open and honest feelings with your most immediate family/closest friends. Be careful not to take your frustrations out on them.

DO talk with a DBM consultant to discuss how to successfully cope with your job loss. Saying the right things can gain valuable support from your contacts.

DO begin to collect your thoughts about what type of job and type of company you'd like to pursue and assemble relevant information to update a resume.

DO create a fact sheet of your recent work experience and accomplishments.

DO make a list of friends and acquaintances who know you. DBM will help with strategy about how to network to tap into the “hidden job market”.

DO take full advantage of your DBM career transition service. Finding the ideal position is worth the effort.

DON'TS

DON'T discuss your job loss with those you know (outside of your most immediate family/closest friends) until you have carefully prepared a job search strategy.

DON'T ask friends, acquaintances, peers or former associates for “a job”. Learning how to network effectively involves a two-way process without “putting them on the spot”.

DON'T send out old résumés or begin your job search until after you have identified your ideal positions and have a well thought out search strategy.

DON'T “throw together” a resume; instead, use DBM professional help to do it right.

DON'T talk to networking contacts until you have identified target opportunities and have a resume with accomplishments to strongly support your objectives.

DON'T procrastinate. Finding the right opportunities does take time and effort.



You are responsible for your own career management.

How important is it for you to find the “best fit” opportunities in the shortest amount of time now and in the future?

Who is DBM?

DBM (Drake Beam Morin, Inc.) is a global human capital management services firm, providing transition services to private, public, not-for-profit and government companies. DBM has been the leader in the field of career transition training and consulting since 1967. Founded by psychologists, DBM started as a firm specializing in the assessment and selection of employees. This expertise was then applied to employees leaving companies, launching DBM's distinguished reputation as the world's leading provider of outplacement services. DBM annually guides more than 7,000 organizations and 250,000 individuals through key transitions caused by significant change events or by the dynamic ongoing employee changes which impact business daily.

What are Career Transition Services?

The career transition process is about letting go of the past and looking ahead. It is also about preparing you with new, cutting-edge tools that will not only ensure successful career transition, but will also increase your ability to own and manage your career.

Our approach to Career Transition Services is unique because our programs are based on delivering clear, specific outcomes that help you to drive toward and measure success. Our programs go beyond the teaching of job-hunting skills to focusing on helping individuals to land the job that is the “right” fit.

In our outplacement activities, we work with individuals to develop a personal marketing plan. DBM uses a consistent approach enabling you to identify your personal value, enhance your marketability, and land the next opportunity in the shortest period of time.

Will DBM find me a job?

No, DBM's role is to provide you with information and guidance in determining your value and direction, and, in preparing you for finding the best-fit opportunities now and in the future.

Why is my former employer providing this service?

In recognition of your past contribution, your former employer is providing this service **at no cost to you**. The service has been provided to:

- Offer you professional assistance in dealing with your career transition successfully
- Provide you with the tools you need to get organized quickly and keep control of your job search
- Enable you to summarize your skills, accomplishments and values so that you can focus on the type of work that brings you the greatest success and satisfaction
- Assist you in developing attention getting letters, resume, and other written materials
- Teach you to uncover the best opportunities by using the latest search techniques
- Fine-tune your interviewing skills to increase the chances of getting the offers you desire

What do previous DBM Clients have to say about their DBM Career Transition Program experience?

“My time spent with DBM proved to be very beneficial in aiding me with my job search. I would highly recommend it to anyone going through a career transition.”

The more prepared you are for the interview, the better impression you will make.

“When I was down, my Consultant always found a way to give me the courage I needed to move ahead. His high energy and enthusiasm were uplifting and contagious.”

How prepared are you to answer the tough questions in a job interview?

“Your assistance has turned a shocking experience into an eye-opening, life-changing one. I know that the assistance I received has made the journey easier and more focused.”

“It was a very positive feeling having DBM supporting me and my job search. Thanks for everything!”

“Very helpful in adjusting my attitude and outlook in seeking a new position. Overall presentation of what is happening (now) in the business of marketing oneself in the current job market was most useful.”

“Consultant was extremely supportive and understanding. She is extremely professional and knowledgeable.”

“DBM was quick to teach me networking and marketing – myself.”

How do I get started?

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