

***OI Global Partners' Meeting
Brussels
April, 2015***

Our Business Today

Profile of Our Business

Service	2014 (%) of Revenue	2015 (%) of Revenue
Outplacement	24	35
Leadership Development	61	28
Executive Coaching	15	37
TOTAL	100%	100%

Profile of Our Business

Headcount

- 3 BD's
- 4.5 Operations / Admin
- Approx 40 consultants / coaches

Turnover

- A\$ 1.6M FY 2014
- Expected growth for 2015 20%

Coverage

- Denver, Co and Cincinnati, Oh

Our Clients Today

Industry

- Oil and Gas – Whiting Petroleum
- Health Care – Children’s Hospital
- Manufacturing – Ball Corporation
- Banking – Cobank, Credit Union of Colorado
- Telecom/Cable– Level 3
- Building Products - Probuild
- Retail – Macy’s

Denver/Cincinnati Market Review

Market situation:

- The strong economy, particularly in Denver is favourable to Leadership Development and Executive Coaching.
- Potentially due to the downturn in Oil, outplacement is up at the same time.
- Consumer and business confidence high

Products:

- Retail OP is flat and not something we pursue intentionally.
- Differentiator in the market of OP is the CoManaged Career Transition program.

Marketing Efforts:

- Currently working with Branding Expert on rebranding as our name gives buyers the impression we are solely career coaches.
- Strong 'awareness' marketing campaign that includes
 - Breakfast Series Events 2x/year in each location
 - DisruptHR Denver
 - Video Blog Weekly

Challenges / Opportunities:

- Development of new services
- Building stronger relationships with Non Oi Partners to gain more referrals
- Maturity of Firms in the US is a problem

How We Run the Business ?

Business Model

- 2 owners who each lead the different practices
- Consultant delivery model
- Consultants paid on “project price”

Systems

- CRM: ACT
- OI Solutions (candidate front end / candidate mgnt / client reporting)
- Quickbooks (Accounting)
- JotForms (Cloud based Program that allows client company to input candidates)