

An Introduction to OI Global Partners for Firms in North America Considering Partnership

2019



Who We Are

OI Global Partners, Inc. is a Delaware corporation whose two stockholders are CareerNet International, Ltd. and OI Partners, Inc. with over 1,000 consultants and 225 offices in over 30 countries. Our reach assures customers a broad suite of talent management services and a deep base of experienced consultants. *Local experts. Global perspective.*

OI Global Partners offices are locally-owned and operated by local experts positioned throughout the world. Local ownership means clients benefit from a local point of contact, faster decision-making and more customized services delivered with a commitment to excellence.



What We Do

We're passionate about leading **Organizations** and **Individuals** through change, designing custom solutions to meet a global marketplace.

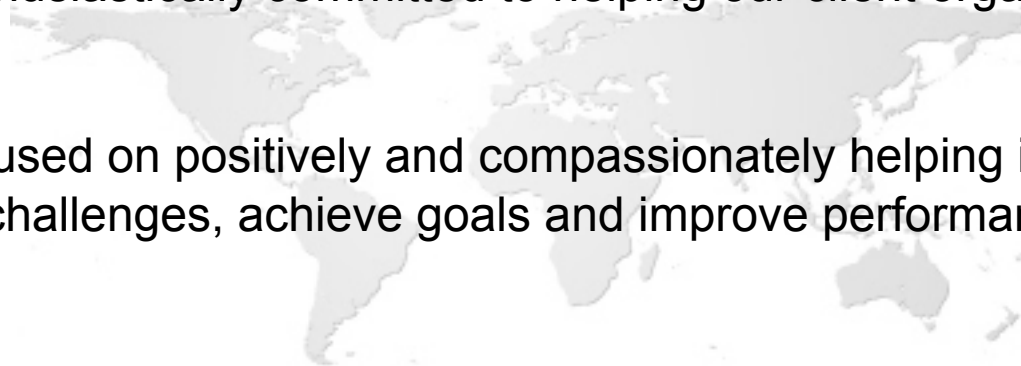
We serve our clients' total talent management consulting needs:

- [Career Transition](#)
- [Executive Coaching](#)
- [Leadership Consulting](#)
- [Workforce Solutions](#) including Search and Recruitment



Our Values

- We hold strongly to delivering consistently high-quality services and programs across all of our offices. Clients can count on the same quality of service in every location.
- We believe relationships are extremely important. It is our goal to create high-touch, one-to-one experiences with lasting results.
- Our core value: “A partner never lets a partner down.”
- We are extremely resourceful, collaborative and flexible.
- We are enthusiastically committed to helping our client organizations succeed.
- We are focused on positively and compassionately helping individuals overcome challenges, achieve goals and improve performance.



Benefits to You and Your Firm

If you have a Career Transition practice—or want to develop one—OI Global Partners provides:

- A high-quality marketing and delivery network on which you can depend.
- State-of-the-art technology tools and program resources that are otherwise unaffordable to an individual partner, such as OI Solutions.
- Marketing communications, PR, and social media to promote your business.
- Marketing opportunities that are only available to international providers by leveraging the OI Global Partners brand.
- A 60,000-name customer and prospect list.
- A “board of advisors” comprised of your partners who are always willing to advise, support, educate, share materials, and help you develop new services.
- A foundation to create capacity for global business.
- Annual global partners’ meetings and regional partners’ meetings.
- A reliable resource for continuous knowledge of industry trends.
- A supportive, collegial community of fellow professionals.
- A career coach certification program.

Benefits to You and Your Firm

If you have an Executive Coaching or Leadership Development practice—or want to develop one—OI Global Partners provides:

- A global footprint with marketing opportunities that are only available to international providers.
- A professional website that is updated and maintained for you, driving business and enhancing your brand.
- The ability to deliver work globally.
- A supportive, collegial community of fellow professionals, ready to collaborate with you.
- Annual global partners' meetings and regional partners' meetings for keeping current on best practices and knowledgeable about industry trends.
- Certifications at a reduced price.
- Assessments at a reduced price.



Benefits to You and Your Firm

If you have a Recruiting firm—or want to develop one—OI Global Partners provides:

- The ability to post job openings on the OI Solutions Job Board.
- Access to resumes that outplacement candidates are posting on the OI Solutions portal.
- 13 assessments your job search candidates can take online, with results shared with candidates and their recruiters.
- Access to Lexis/Nexis to research companies and find executive contacts.
- Marketing communications, PR, and social media to promote your business.
- A “board of advisors” comprised of your partners who are always willing to advise, support, educate, share materials, and help you develop new services.
- Annual global partners’ meetings and regional partners’ meetings.
- A reliable resource for continuous knowledge of industry trends.
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OI Global Partners The Americas

As of March 2019

Anderson Keegin & Associates
Career Consultants
Career Management Partners
DNA Outplacement
Feldman Daxon Partners
Fitzgerald, Stevens & Ford
High Potential, Inc.
HR Solutions
ICC, Inc.

Michigan
Indiana
Texas
Brazil, Peru, Colombia, Chile
Canada
Massachusetts
Illinois
Indiana
Colorado

Jo-Anne Smith & Associates
Leathers Milligan
Lifocus, Inc.
Miles LeHane LLC
PeopleFirst HR Solutions
Quest Management Consultants
The Innis Company
Wallace Associates
XMi HR Solutions

California
Arizona
Rhode Island
Virginia
Wisconsin
Missouri
Texas
Kansas
Tennessee



OI Global Partners EMEA

As of March 2019

Placementgroup	Austria	Erin Consulting	Kenya
Meesschaert & Partners	Belgium	Meesschaert & Partners	Luxembourg
Dittmann Consulting	Czech Republic	Van Ede & Partners	Netherlands
Pro-Source	Finland	Din Utvikling Consulting	Norway
HowToWin	Denmark	Laser Outsourced Recruitment	South Africa
OASYS Consultants	France	Starck & Partner	Sweden
SKP	Germany	OASYS Consultants	Switzerland (French)
Harmonics Career Crafting	Ireland	Mäder & Partner	Switzerland (German)
OP Solution	Italy	HDA Associates	United Kingdom

Asia



Choice Career Services	Australia
Choice Career Services	New Zealand
Leverage LLP	Japan
MDS – OI Partners	China
MDS – OI Partners	Hong Kong
MDS – OI Partners	Taiwan
HK3 Asia	Singapore
HK3 Asia	Malaysia

Our History and Organization

OI Partners, Inc. began as Outplacement International in 1987 with 17 offices in the U.S.

Today, **OI Partners, Inc.** is a privately-held Delaware corporation and is governed by a Board of Directors comprised of the owners of up to nine partner firms. Three directors are subsequently selected to serve as officers. The Board is ultimately responsible for all OI Partners activities. The Directors' terms are three years with no Board member serving more than two terms consecutively. The Board of Directors represents all firm sizes and may include owners outside the U.S.

In 2012, an alliance with **CareerNet International, Ltd.** (based in Amsterdam) created **OI Global Partners, Inc.**, representing one of the largest independently-owned and operated career and talent management consultancies in the world. **OI Global Partners, Inc.** is governed by a Board comprised of four Directors, with two Directors from each founding company.

All decisions affecting OI Partners, Inc. are recommended and approved by the Board of Directors, OI Partners stockholders and/or the partner firm owners as required by the organization's governance.

OI Partners stock is available to be purchased by individual partner firm owners in good standing and upon recommendation and approval of the Board. No firm can hold more than 20 shares of stock. All partner firms must own a minimum of two shares of stock once approved.

Legal matters, including trademarks and stock certificates, are managed through our World Headquarters in Nashville, TN and through the resources of our legal counsel.



What are the fees?

Application Fee. Submit the application with a check for \$1,000 payable to OI Global Partners. If you withdraw from the process or if your firm is not accepted as a partner, 70% of the fee will be refunded.

OI Solutions Assessment. Firm pays a monthly OI Solutions fee beginning the first full month after acceptance, determined by market size which covers unlimited licensed use of both the Career Center and the Career Center Manager. No set-up fees; no additional fees charged per account.

General Assessment Fee. Monthly assessment fees begin the first full month after acceptance. Fees vary depending on market size.

OPTIONAL FEES

Referrals. Referrals made between OI Global Partners firms require a designated split among the referring firm, the servicing firm and OI Partners. Fees are based on type of service provided and are reported through an online referral system. Fees to all parties are payable upon receipt of payment from the client.

Newsletter. Monthly content in graphically-pleasing format designed to be customized and distributed via email by partner firms.

Assessments pay for ...

Subscribed Technology Services: OI Solutions, email management and hosting services for our corporate website and proprietary referral management system

Operations & Administration: Staff and operations of our World Headquarters including legal fees, dues and subscriptions, and insurance expenses

Partner Meetings & Board Meetings: Some costs associated with in-person annual meetings, strategic planning sessions, and monthly Board and partner conference calls

Marketing & Branding: Expenses associated with major sales efforts, including website development, SEO & Analytics for the corporate website, social media and the use of professional consultants

Communications & PR: Public relations efforts including the use of a professional consultant for national media exposure

Partner Selection and Engagement: Recruitment and selection of new partner firms as well as expenses associated with the retention, engagement, and certification of current partners

Practice Area Development: Expenses associated with the development of career and talent management products and services for use by all firms



What are your Commitments as a NEW PARTNER?

When your firm is accepted to OI Global Partners, you, as the firm owner, are required to sign a “Commitments” document.

This document assures all partner owners know the expectations the organization has of you, and that you have direction for successful participation in the organization.



What are our expectations for ALL partners?

1. Commitment to an integrated, larger entity which will make all partners more competitive and successful
2. Co-branding
3. Investment of your time and talent by actively participating in developing and promoting OI Global Partners
4. Timely payments of assessments and referral fees to OI Partners, Inc. and partner firms
5. Agreement to abide by the creed: “Never let a partner down”

