

OUTPLACEMENT SERVICES

TO ENHANCE AND SUPPORT
TRANSITIONING EMPLOYEES

DEVELOPMENTAL COACHING

TO RETAIN AND DEVELOP
KEY EMPLOYEES

WWW.MERIDIANRESOURCESINC.COM

MERIDIAN CLIENTS & SERVICE REACH



MERIDIAN HAS PROUDLY GAINED THE CONFIDENCE AND TRUST OF MANY FORTUNE 500 AND GLOBAL 500 COMPANIES.

Meridian Resources can successfully meet the business needs of any size company in the United States, effectively assisting individuals in hundreds of towns and cities across the country.

TESTIMONIALS

“ Although no one likes to reduce their workforce, our company and our former employees have been extremely pleased with the services Meridian provides. Prior to Meridian, we used a national outplacement firm. Feedback from our former employees on the quality, level of service, passion and dedication that Meridian provides is exceptional and far superior to that provided by our previous vendor. Our former employees are pleased to have consistent unlimited support and serviced until they are placed, therefore no costly monthly extensions for our company. If your business has the unfortunate occasion to down size, try Meridian. You won't regret it and your former employees will appreciate you for it.

Charmaine Nephew, VPHR, tesa tape, inc.

About 10 years ago, I began a partnership with Meridian Resources to provide outplacement services that continues today. The results oriented model is creative and is delivered as promised. Separated employees have expressed their appreciation for our investment in their next position and stated that Meridian's model was fantastic. I always thank Meridian Resources for helping make an unfortunate situation much less worse. Great results!

Mark McLaughlin, Senior VPHR, Volvo Trucks/Mack Trucks


I have had the pleasure of working with Meridian as both a vendor and an end-user. They have a relaxed coaching style that instills immediate confidence in the candidate. The career/life counseling skills as well as the involvement in corporate settings gives Meridian a breadth of experience, which they selflessly share with others. Their passion for their work is evident, and their forward thinking demeanor empowers clients to succeed. The Meridian coaches can always be relied upon as friends and mentors. What else can you ask for? ”

Louise Bukda, Director of HR, Dow Jones

HERE ARE JUST A FEW OF MERIDIAN RESOURCES' SATISFIED CUSTOMERS:

- ADP
- Autism Speaks
- Bausch & Lomb
- Carolina Pad
- Clariant
- Compass Group
- Dow Jones
- Duke Energy
- Hanesbrands
- Komatsu
- Lockheed Martin
- Michelin
- Mitsubishi Polyester Films
- Syngenta
- Novo Nordisk
- tesa tape
- Virginia Tech
- Volvo Group

MERIDIAN'S OUTPLACEMENT APPROACH



THE SIMPLE TRUTH: THE PERSONALIZATION AND QUALITY OF OUTPLACEMENT SERVICES BEING PROVIDED BY MOST TRADITIONAL FIRMS CONTINUES TO RAPIDLY DECLINE.

Meridian Resources positively impacts people's careers and lives by removing the barriers associated with traditional outplacement offerings – time-limited programs, geographic limitations, and limited access to Coaching services. Meridian personalizes the transition process for Participants, so they leave your company with a positive perspective and a full appreciation of the services you offered.

OUTPLACEMENT, THE MERIDIAN WAY . . .

NO TIME LIMITS ON SERVICES

Meridian Resources offers Participants the luxury of full Outplacement Services with no time limits until they find their next career opportunity. With time-limited outplacement programs, benefits expire before most Participants find their next job. It's like getting fired twice!

NO COMMUTING REQUIREMENTS

Meridian Resources changed the model of how Outplacement Services are delivered. Research indicates that instead of the traditional "bricks and mortar" outplacement offices, Participants prefer the convenience of conducting their career search on their own timetable and typically from their home.

PERSONAL, DEDICATED COACHING

At Meridian Resources, a personal, dedicated Coach facilitates all services. Our Coaches take a proactive approach to partner with Participants and maintain regular interaction to ensure that individual needs are met. Participants can engage their Coach as often as they like, for as long as they need, to gain valuable advice, support, and motivation.

INTEGRITY BILLING

Meridian believes our Corporate Clients should be invoiced only for Participants who agree to enroll and engage in our service.

SERVICE GUARANTEE

If Participants find themselves back in the job market, after their services expire, they can resume service at no extra charge. This policy serves as insurance during the stressful time of starting a new job.

EMPHASIS ON OUTCOME



WITH NO TIME LIMITS, MERIDIAN HAS AN INVESTMENT IN ENSURING EACH PARTICIPANT REACHES A SUCCESSFUL CONCLUSION AND NEW OPPORTUNITY.

People who engage in outplacement services want one thing...a job. Unfortunately, all they typically get are impersonal group workshops and limited coaching that leaves them to do it on their own.

With a strategic focus of helping participants find a new job and life-changing transition coaching, Meridian facilitates successful outcomes for each individual.

WHAT MAKES MERIDIAN RESOURCES TRULY DIFFERENT FROM OTHER FIRMS?

COACHES TAKE AN ACTIVE ROLE HELPING PARTICIPANTS FIND A JOB THROUGH A STRATEGIC JOB SEARCH MARKETING PARTNERSHIP

At Meridian, each Coach takes a proactive role in helping every participant find and connect with viable opportunities to help them land a new job quickly.

Coupled with the standard offerings you expect from a career transition service, each Meridian Coach and the Meridian team are charged with making every effort to advance and accelerate the job search effort including:

- *Optimization of Resumes, Electronic Resumes, and Social Networking Profiles for search engines*
- *Introduction of participants to target companies through the Meridian DirectConnect™ program*
- *Generation of pre-qualified job leads for individual participants through the Personal Coach*
- *Identification of networking leads through Meridian's business network and customized research*
- *Marketing of participants to HR and Recruitment Professionals*

AFTER ALL, ISN'T A JOB WHAT THEY WANT?

The satisfaction of our Corporate Clients and Participants is paramount. We ensure integrity, believe in what we do and insist on holding ourselves accountable in all facets of our business.

At Meridian Resources, success is guaranteed.



OUTPLACEMENT DISTINCTIONS

Beneath the sales talk and high-tech presentations lie very real differences between Meridian Resources and our traditional outplacement competitors.



	MERIDIAN RESOURCES	OUR COMPETITORS
LENGTH OF SERVICES	<p>UNLIMITED SERVICES & SUPPORT</p> <p>Proactive and on-going help with full service and support until Participants land a new job. No costly extensions.</p>	<p>Time-limited programs with fees for extensions. Additional support is participant initiated and limited.</p>
COACHING	<p>ONE-ON-ONE PERSONAL DEDICATED COACH</p> <p>Each Participant is carefully matched with a dedicated personal Coach. Lower caseloads allow for frequent interaction.</p>	<p>Limited personal coaching. Most assistance provided through group workshops.</p>
TRANSITION APPROACH	<p>PROACTIVE MARKETING</p> <p>Coaches take an active role in helping participants find new opportunities, including making calls to target companies on their behalf.</p>	<p>Participants are taught job search skills and expected to launch and implement the plan to find a job on their own.</p>
AVAILABILITY OF SERVICES	<p>FLEXIBILITY FOR PARTICIPANTS</p> <p>Services provided when and where each Participant wants, ensuring better outcomes. Coaches available days, evenings, weekends and holidays.</p>	<p>Limited availability. Participants must commute and are limited to Monday thru Friday, 9:00 to 5:00 to receive services.</p>
SPOUSE / PARTNER SUPPORT	<p>UNDERSTANDING THAT CAREER TRANSITIONS AFFECT EVERYONE</p> <p>Unlimited, full service support for spouse/partner transitions.</p>	<p>Limited support available, typically for an additional fee.</p>
GUARANTEE	<p>SERVICE GUARANTEE</p> <p>Participants who complete their search and later re-enter the job market, for any reason, can resume services at no additional cost.</p>	<p>No guarantee. Service ends upon the acceptance of any job.</p>

OUR APPROACH TO DEVELOPMENTAL COACHING



STUDIES HAVE SHOWN THAT COACHING CAN YIELD AN AVERAGE RETURN ON INVESTMENT OF ALMOST SIX TIMES THE INITIAL INVESTMENT.

One-on-one coaching is a proven, highly effective method of improving performance through the assessment and development of key business competencies.

Meridian's **Success Coaching** program is designed to achieve specific outcomes for both the individual and the organization. Meridian offers an innovative results-driven developmental coaching solution priced to enable a corporate sponsor to consider a personal, customized approach for all management levels of their organization.

DEVELOPMENTAL COACHING, THE MERIDIAN WAY . . .

RESULTS ORIENTED COACHING WITH NO TIME LIMITS

Meridian Resources offers Participants the luxury of full coaching services based on outcomes not time-limits. Coaching continues until the desired results are achieved and documented.

COACHING, WHERE AND WHEN NEEDED

Meridian's platform helps meet the needs of today's busy Executives and Managers. Just-in-time coaching services are delivered by telephone, video-conferencing and face-to-face* facilitated meetings. Coaches maintain a flexible schedule of availability including evenings, weekends and holidays.

COACHING CAN BENEFIT . . .

- High-potential Employee Development
- Key Employee Retention
- Succession Planning
- Internal Career Management



DEVELOPMENTAL COACHING DISTINCTIONS



Meridian's results-oriented model makes a dramatic difference in how Developmental Coaching services are delivered and priced.

	MERIDIAN RESOURCES	OUR COMPETITORS
TARGET EMPLOYEE	<p>BROAD APPLICATION</p> <p>Designed for any management or professional employee who may be newly recruited, promoted, transferred, fast tracked, or designated as high potential.</p>	Reserved for senior-level executives.
LENGTH OF SERVICES	<p>NO TIME LIMITS</p> <p>Continues until results are achieved and documented.</p>	Generally lasts for a predetermined time.
FOCUS	<p>OUTCOME-BASED</p> <p>Focused on outcome to achieve specific, agreed-upon goals.</p>	Focused on process and general results.
APPROACH	<p>OPTIMIZES PERFORMANCE</p> <p>Developmental – to optimize performance.</p>	Often remedial to fix problem people.
FLEXIBILITY	<p>EXPANDED ACCESSIBILITY</p> <p>Flexible accessibility, allowing for more Coach/Participant interaction and better results.</p>	Often interferes with work responsibilities due to inefficient and cumbersome delivery process.
MEASUREMENT	<p>EXPANDED ACCESSIBILITY</p> <p>Results measured and documented at the end of each assignment to validate success.</p>	No measurement to quantify end results.



MERIDIAN RESOURCES

Meridian Resources, Inc. was founded with the primary goal of revolutionizing the Outplacement industry by putting service, integrity, and affordability back in the business. For ten years we have been responding to the ever-changing needs of our Participants.

Our professional coaching team applies decades of successful experience in the outplacement and coaching industry to the solutions we offer our Clients. We have delivered the progressive responses that Corporate Clients and Participants have asked for.

We listened intently, then carefully formulated new and more effective methods and tools for delivering the highest value of services available today.



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