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Backgrounder: **What the Industry is Saying About EPOCH<sup>SM</sup>  
and the Market for Interim Executive Free Agents**

“Hiring and keeping good employees is not only important to business – it’s essential. The workforce is aging and there are fewer men and women in the younger generation to take the place of experienced, retiring Baby Boomers. For HR professionals, this means the race to locate, hire and retain qualified employees is on.”

- “Top 10 Best Practices in HR Management 2007”  
A Special Report for the *HR Daily Advisor*  
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“Finding the executives to be the creative leaders of tomorrow can be like doing a jigsaw puzzle. When organizations need help obtaining this kind of talent, it’s not about the tenure - it’s all about the match. Companies driving for innovation and excellence would do well to assess all that the coming flood of talent available interim style has to offer.”

- Juli Ann Reynolds, President and CEO  
The Tom Peters Company

“In the next 15 years, 30 million Americans will reach traditional retirement age, but many of them will not choose a traditional retirement. Highly-talented, experienced and healthy people in this generation will be looking for new ways to engage with work that could include interim projects, part-time employment or non-profit work. Companies like EPOCH and others that find creative ways to tap this vast, highly experienced labor pool will help organizations meet their ongoing need for senior talent and enrich the lives of those who try the portfolio life.”

- David D. Corbett, founder of New Directions, a Boston-based provider of career transition services for senior-level executives and professionals and author of *“Portfolio Life: The New Path to Work, Purpose and Passion After 50.”*

“The pressure on companies to find the senior executive talent they need to provide leadership, excellence and innovation is growing every day. By pioneering the field of interim executive engagements, EPOCH helps organizations find the executive talent they need on a free agent basis. This is a significant innovation in the field of talent acquisition. How fitting that the basic idea for EPOCH was conceived at our World Innovation Forum last year. I felt so strongly about the potential of their approach that I was excited to join their Advisory Board.”

- Carlos Rohm, President & CEO of HSM Group, sponsor of the World Innovation Forum and other global business conferences

“It used to be that the bargain between employee and employer was that the employee gave loyalty and the employer gave security ... The bargain now is that the individual gives talent and the organization provides opportunities.”

- Daniel H. Pink, Author, *“Free Agent Nation: How America's New Independent Workers are Transforming the Way We Live.”*

“A systematic work force audit and planning initiative reveals where gaps will occur and their impact on customers and shareholders. From there, the talent pipeline should be managed to ensure that the supply of qualified talent will meet the demand forecast for critical growth positions. These efforts can bring millions of dollars of savings through improved employee selection and reduced turnover, and training time.”

- Andrew Appel, writing in *Chief Executive* magazine, May 2007

“The confluence of a bulging aged population and a shrinking supply of youth are unlike anything that has happened since the dying centuries of the Roman Empire.”

- The late management guru, author and consultant Peter Drucker

More information on EPOCH and its Executive Referral Network can be found on the Web at <http://www.epochworkforce.com>.

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