

CAMPUS PARTNERS

Campus Partners • 2400 Reynolda Road, Suite 100 • Winston Salem, North Carolina 27106 • www.campuspartners.com

August 19, 2004

David Moff
The HR Group, Inc.
445 Dolley Madison Road
Suite 208
Greensboro, NC 27410

Dear David:

I would like to take this opportunity to compliment and thank you and your group (Kathleen Natalie) for helping Campus Partners through a difficult time by providing Outplacement services for a reduction in staff. Throughout my preparation for a reduction in staff of 19 long-term employees, Kathleen was a source of comfort and she took a huge amount of work off my plate while I tended to the legal matters relating to a reduction in staff.

Kathleen coached me through the preparation of the actual day of the release. We went through talking points and scripts. She was available at the release meetings to talk with the employees and provide a sense what they should do next. She also organized two follow-up sessions for the employees to attend so they can begin the transition process. 11 of the 19 employees attended. Kathleen made these employees feel comfortable with how they need to proceed. They trusted and welcomed her advice. She also made herself available to the released employees throughout the week for any following questions they had. The employees that remained on staff could see that we were concerned for the well being of their fellow employees who were released.

Thank you for leading and guiding us through this difficult time. Please feel free to have any potential clients call me for a reference at (336) 607-3408. The HR Group has been a great resource for our small business. Thanks for all your support.

Sincerely,

Pat Shepherd
Director, Human Resources