



January 15, 2009

Dear Client:

2008 was a challenging year for businesses. With the well-documented pressures on the credit, real estate, investment banking, and retail sectors impacting virtually every area of the global economy, any business that is serious about ensuring its long-term survival is working to improve its value to its clients.

For DoubleStar, 2008 was simultaneously an exciting and challenging year. On the exciting side, in addition to celebrating our 15th Anniversary as a privately-held business, we executed several notable projects that created positive results for our clients. I've enclosed a summary of our 2008 highlights for your review.

On the challenging side, as the year progressed and the job market tightened, our clients' needs changed dramatically. In response, and keeping true to our mission of leading the market in recruitment solutions innovation, we developed several new services that help our clients respond to the new economic pressure that every company will face in 2009:

1. Make every hire count (make fewer, more high-impact hires)
2. Spend less but produce better results
3. Build differentiating recruiting assets to improve competitive position moving forward

Our new solutions will help our clients achieve these business outcomes and produce an immediate return on their recruiting investment:

No-Risk Cost Reduction Assessments

We are offering our clients a comprehensive assessment of their recruiting function to find specific cost-reduction opportunities. These assessments have been identifying 20-30% overall recruiting cost savings that can make an immediate contribution on our clients' bottom line.

Talent Pipeline Development/Talent Market-Mapping Services

We have built the capability to map targeted segments of the talent market to help clients identify top talent in each occupational specialty they seek. Examples of this work include building talent maps of top competitors' organizations; creating databases of all Oncologists in a geographic region; or mapping all .Net Developers with specific industry experience. DoubleStar talent maps include contact and salary information, career orientation, and other recruiting relevant data necessary to recruit inactive candidates in mission-critical professions.

Web 2.0 Utilization Consulting

The results of our 2008 Recruiting Practices Survey showed that less than 20% of companies are using Web 2.0 tools effectively for recruiting, and of those who were, most were using only one or two. To help clients quickly integrate these tools and new recruiting practices into their operation, we will assess the current state of Web 2.0 utilization, build an adaptation plan, and assist your team in integrating the tools and learning the capabilities required to successfully utilize all forms of new media and digital recruiting.

Direct Sourcing Services

Our Talent Intelligence group can conduct direct sourcing/inactive candidate recruiting for our clients to accelerate their passive candidate recruiting capabilities. This service is available both as a fully outsourced or a project-specific solution.

In 2009, as hiring slows and companies re-prioritize their talent needs, recruiting teams will be challenged as never before to justify their business value to their organizations. I want you to know that DoubleStar stands ready to assist you to prevail in any way that our collective talents can help. We will continue to adapt, reinvent, and innovate so that we remain a vital, value-added partner for your staffing team.

Please feel free to call us directly to discuss how these new services can become part of your talent acquisition solutions.

Thank you for allowing us the privilege of working with your organization and being a part of your recruitment team. We are honored to have your trust and look forward to working with you to create a mutually successful 2009.

Sincerely,

A handwritten signature in black ink, appearing to read "Harry Griendling". The signature is fluid and cursive, with a large initial "H" and "G".

Harry Griendling
Founder and CEO

DoubleStar's 2008 Project Highlights

- We celebrated our 10th Anniversary as **Albert Einstein Healthcare Network's** RPO recruitment partner. That project produces 1500 hires annually for the health system and has reduced their hiring spend by over \$3 million annually. We are proud that this partnership represents the longest continuous outsourced recruiting relationship in the US.
- We were thrilled to be selected to provide RPO services to **Cephalon, Vertex, Pepco Holdings, and Noven Pharmaceuticals**. Each of these engagements delivered significant cost savings -- as high as 50% cost reduction and 30% reduction in hiring cycle times.
- We designed and delivered a customized training program for **Johnson & Johnson's** national recruiting team. The course, "Becoming an Internal Recruitment Consultant", was delivered in 5 US cities to J&J's team of over 200 recruiters and sourcing specialists, and included interactive, simulation-based training on Consulting Skills, Clarifying Hiring Requirements, Giving Feedback, and Increasing Hiring Manager Staffing Competence.
- We completed successful direct recruiting projects for **Teva Pharmaceuticals, MedRisk, Universal Health, Chase Card Services, Endo Pharmaceuticals, Philadelphia Stock Exchange/NASDAQ OMX, Radian Group, Aramark, Rohm and Haas, and VNA**.
- We completed several **national sales force expansion projects** that recruited, interviewed, selected, and offered high volumes of candidates in short project windows. These projects typically fill 50-150 positions at a fully-loaded cost of less than \$4,000 per hire.
- We completed our first year as **GlaxoSmithKline's** exclusive RPO partner for all US-based sales recruiting. This high-volume project has produced over 38,000 candidates to average over 200 interviews per week in support of making 1500 sales hires annually.
- We led the **organizational redesign of two Global Recruiting Functions**. In one case, we helped transform a regional decentralized model to a global Center of Excellence. In another, we helped create the company's first global recruiting organization following an acquisition of an EU-based competitor.
- Members of our consulting team were selected to deliver **featured/keynote presentations at local, national, and international conferences**, including the EU Recruiting Excellence Conference (Vienna, Austria), HRPA (Toronto, Canada), National Pharma Talent Management, Recruiting Excellence Conference, Tri-State SHRM Conference, Eastern Technology Council, SHRM Staffing, and AMSI Talent Management Conference.
- We conducted several significant process improvement assessments for leading healthcare entities in the region, including **Children's Hospital of Phila (CHOP), Christiana Care Health System, University of Massachusetts Health Care, and Genesis HealthCare**. This work helped clients create the changes they needed to compete more effectively in their respective talent markets.
- We executed a **competitive talent intelligence project** for one of the nation's top three insurance providers that produced a recruitable database of hard-to-recruit talent from their direct competitors. The database was pre-screened by our team and contained contact information, compensation, relocation, and career preferences, and organizational hierarchy.
- We released a web-based version of our award-winning **Workforce Analytics** tool, **Workforce Insight™**, enabling clients to better plan, execute, and measure the business impact of their talent management initiatives.