



RIGHT MANAGEMENT

Career & Retirement Planning Program

Right Management Information Session for Amway's VSP

- The purpose of this presentation is to provide employees who are considering the Amway Voluntary Separation Plan (VSP) with **information about Right Management's transition services**
- Participants will be on "mute" throughout the session
- Please **submit questions via the Chat** function so they may be addressed during the Q&A portion of the presentation
- A copy of this presentation will be made available with other VSP resources in Benefits Solver
- If you have questions regarding the VSP or your program benefits please refer back to the attachments in the e-mail sent on May 3rd regarding **Separation Support**
- **616-787-8600** or HumanResources@Amway.com from 9 a.m. to 6 p.m. EST Monday through Friday



Today's Agenda

Introduction to Right Management

The Market Today

Our Role and Your Options

The Right Resources & Events

How to Get Started

Q&A



About Right Management



ManpowerGroup®



Experis®
ManpowerGroup



Manpower®



Right
Management®
ManpowerGroup



80

COUNTRIES

2,900

GLOBAL OFFICES

3.4M

IMPACTED EACH
YEAR

11M

PEOPLE TRAINED



THE MARKET TODAY

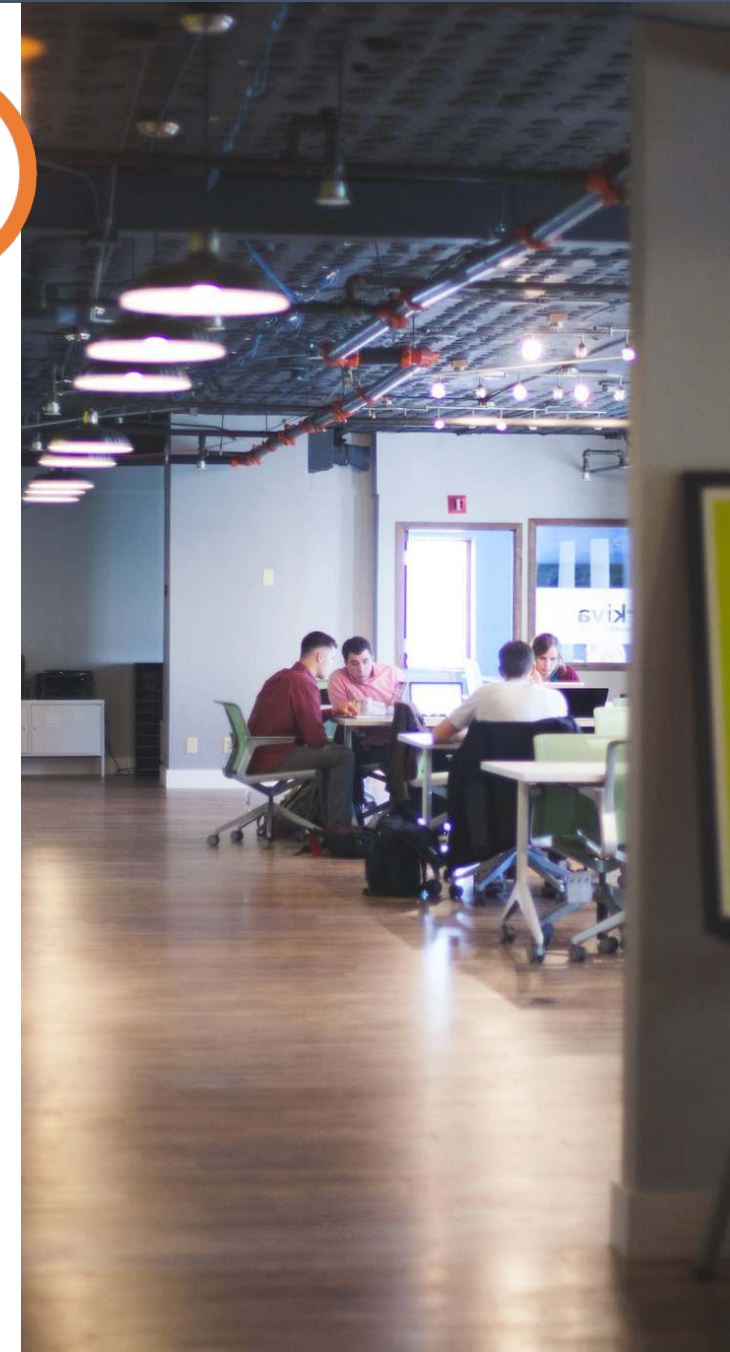
Taking Advantage of an Opportunity



The Market Today



- In March 2021, the national unemployment rate was at six percent, likely to improve throughout 2021.
- Michigan's **unemployment rate dropped** to 5.1% in March, marking 3 months of declines.
- Labor force participation rate for 55-64 age group = 65.3%, expected to increase through 2029 (as of Sept 2020)
- **Job demand has increased** 14% in U.S. from February to March 2021.
- Most employers (77%) are optimistic and expect pre-pandemic hiring levels will return by end of 2021, with the U.S. among those with the **strongest hiring outlooks**. (Manpower Q2 2021 Outlook).



The Market Today

Labor force participation rate for workers 55+ continues to rise

- This group accounts for nearly a **third of all contract/temporary/“gig” workers**
- Almost 51% of **small business owners** are 50 years old or older
- **Freelancers** age 55+ make up more than a quarter of all freelancers (26%), primarily doing skilled and project-based work



Recent Successes



Operations Manager: \$8B Agriculture Organization

Sr. Talent Acquisition Partner: \$2B Food Processing Company

Maintenance Technician: \$155B Automotive OEM

Sr. Software Engineer: \$26.5M Medical Imaging Company

Technical Researcher: \$1B Staffing/Consulting Company

Design & Release Engineer: Electric Vehicle Start-up

Business Development Representative: \$5M Mortgage Company

Supply Chain Planner: \$18B Grocery/Retail Chain

Manager Warehouse Operations: \$16B Aerospace Manufacturing Company

Taking Advantage of this Opportunity



80% +

Receive offers same or higher compensation



Employees transition up to
70% Faster
than national average



84%

More confident during transition (compared to **31%** prior to program)



95%

Satisfaction rating from individuals



25%

Changed industries or functions



10%

Pursued Self-Employment



13%

Engaged an active retirement



RIGHT MANAGEMENT

Our Role and Your Options





Our Role

Facilitate the discovery of future paths

Support the exploration of opportunities outside of the organization

Provide support to bridge the gap and execute your transition plan

Facilitate connections to activate and grow your network



Your Transition Options



Re-employment



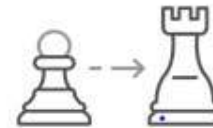
Gig Work, Portfolio Careers
or Academia



Retirement



Consulting



Entrepreneurship –
LLC or Franchising



Volunteer Work, Non-Profit
Opportunities and Boards

Program elements supporting career transition **journey**



Enrollment



Orientation Session

- Coach
- Road-Map of Services
- RightEverywhere.com

Exploration with Coach



- Define Focus
- Interests, Strengths, Drivers
- Career Path Options

Pursuit with Coach



- Networking Plan/Execution
- Interviewing
- Job Boards
- Recruiters
- Negotiating Offers



Continuing Alumni Resources

Your Successful Landing

- On-boarding Plan



Group Sessions

- Networking
- Connect with Peers
- Mutual Support



Planning & Preparation with Coach

- Resume & LinkedIn
- Reason for Leaving Statement
- 30-Second Commercial
- Professional Brand

What Former Voluntary Separation Individuals Have Said

“

“I was excited to take full advantage of the **resources** made available to me but was anxious about the uncertainty ahead. When the Right Management team helped me **organize** my plan of attack, my optimism was restored.”

“I embraced the vast amount of **experience** embedded in the **process**, confident that if I followed the **plan**, I would ultimately reach my **desired transition goal** – and that proved to be true.”

“The coach I worked with had an outstanding understanding of **career planning** and **job search**. His clarity of thought and ideas on how to approach situations was very **instructive**...excellent **perspective** and **advice**.”

“Working this process has taught me that no matter where you are in your career, the importance of **staying topical** and keeping your **network** alive can't be understated.”

“I have enjoyed having the whole team available to me. Access to 1-to-1 meetings with my **coach**, **networking** events and **information** sessions helped me get what I needed to **support** my transition.”

”



RIGHT MANAGEMENT

The Right Resources & Your Events



Your RightChoice Program



Personal & On-Demand Coaching

Assigned, experienced Right Management Coach to help you execute your transition plan



Social Media Plan

Work with our team of experts to develop an online presence to leverage the networking power of social media



Individual Assessments

Working closely with your coach, you'll assess all your transition options including consulting, entrepreneurial pursuits and retirement



Brand and Marketing

Develop your brand and work with our consultants to leverage the marketing tools necessary to share your story



Expanded Network

Broaden your reach, learn how to make the right connections and gather the right information



Thousands of On-Line Resources

24/7 access to curated content to support you in your journey

Your Resources



Transition Support Platform



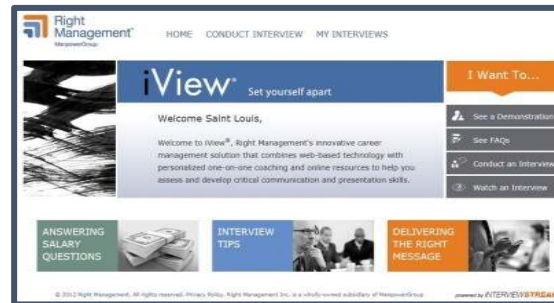
On-Line Content



AI Powered Resume
Tool



Advanced Research
Tools



Virtual Presence Tool



Plan for Your Next Chapter

Life Options Suite



RIGHT MANAGEMENT

How to Get Started



Things to Avoid Doing...

- × Sending out **resumes** before working with Right to develop one that will work for you in today's marketplace
- × "Shot-gunning" resumes to recruiters or employers
- × Not mapping out a **transition strategy**
- × Responding to job postings before you have determined if they are a "fit" for your next career step
- × Calling people and asking if they know of a job for you before you learn how to **effectively network**
- × Going on **interviews** before you are prepared to present yourself most effectively
- × Sharing your current earnings or what you want, need or expect to earn before learning how to **negotiate**
- × Assuming you must stay in your current career path

A Look Ahead – Your Exclusive Events



Orientation Session



Social Security Insights Presentation

Live or on-demand videos



Income for Life (Retirement) Insights



Financial Pathways / Planning in Transition



Market Insights Presentation



Second Act - Career Exploration



Consulting

Starting Your Own Business

Becoming a Franchisee

Volunteering or Working for a Non-Profit

How to Get Started

Once you are approved, take one of the following steps to register for your program and take advantage of individualized support:

Reach out to Right Management:

- Call or Text: **1-800-249-0295**
- Email: right.detroit@rightgreatlakes.com
- Scan this **QR Code** for more info on Right Management



Everyone will be contacted, following approval, to discuss next steps

Right Management Information Session for Amway's VSP

VSP Key Dates and Timing:

- **June 17, 2021:** VSP Offer window closes
- **By Approx. July 9:** You will be notified regarding your VSP acceptance & anticipated departure date
- You may **contact Right Management and begin your transition services** after your separation date, following the return of a signed Severance & Release Agreement and expiration of the revocation period
- If you decide to sign up with Right Management, then **you must begin career transition services within 60 days of your last day with the Company**
- If you have questions regarding the VSP or your program benefits please refer back to the attachments in the e-mail sent on May 3rd regarding **Separation Support**
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Q & A

