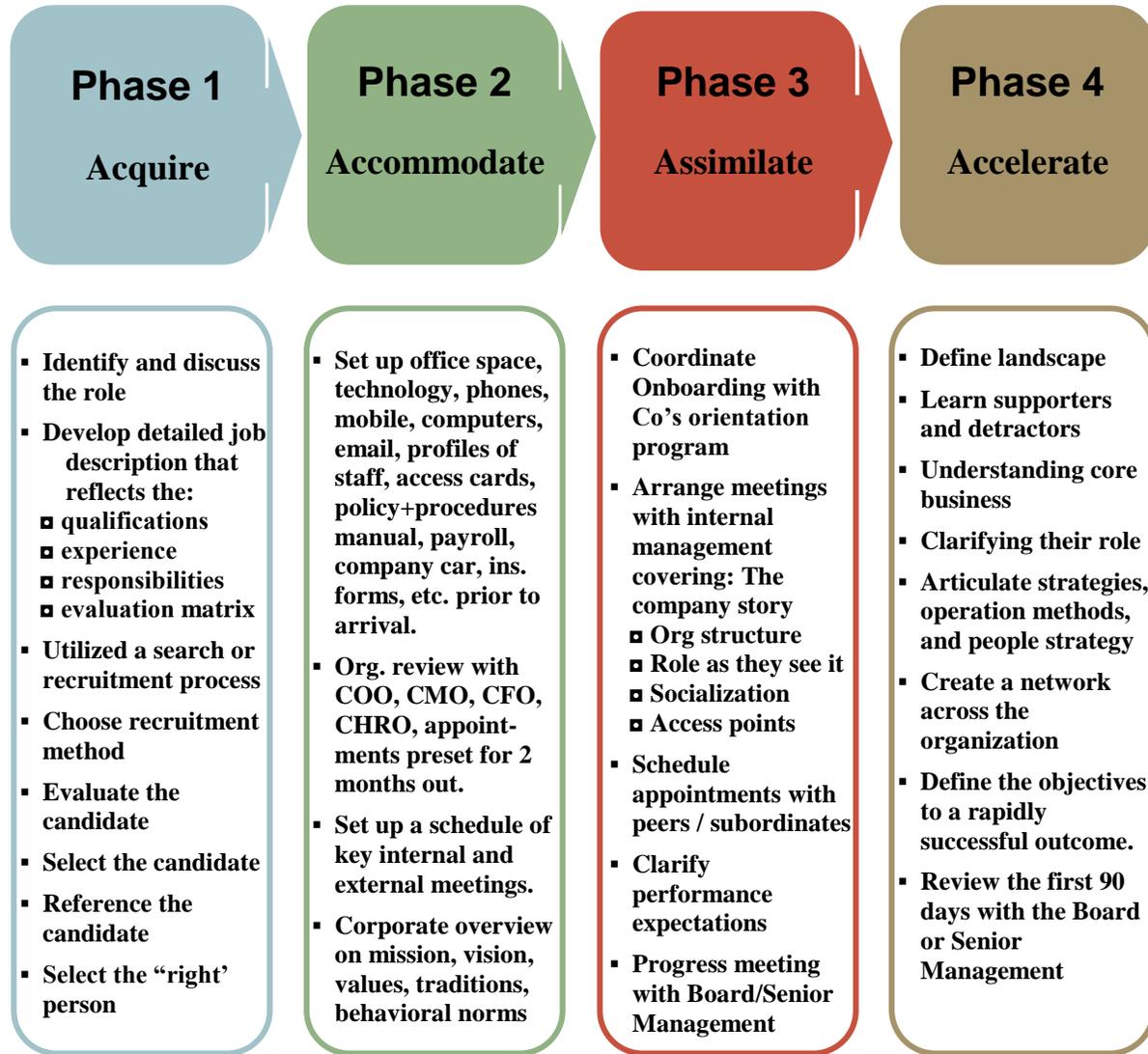




EXECUTIVE ONBOARDING PROGRAM



COMMUNICATIONS AND TIMING

Based upon the role of the individual or team, a specific plan and objectives should be developed with expectations integrated in the process of the first three months to four months, and on very specific programs, twelve months. Very specific internal and external networking meetings and/or activities should be developed to accommodate this process. Many times the new executive in conjunction with an onboarding program and the new network of people develops an overall business and human capital strategic plan to review with the Board or Senior Management.

