

**To: Valued Clients and Friends of the Firm**

**From: John McFerran, President**

**Re: Executive Changes**

At People First, we recently celebrated our 10<sup>th</sup> anniversary, and I must admit that I never anticipated that the firm would have enjoyed such tremendous success, growing to over 40 staff and having such great clients. I am pleased to announce another milestone for the firm with the addition of Len Hoey to our executive team.

Len will assume the leadership position of President of People First. This will allow me to be dedicated to leading our Executive Search practice. I will focus on client related activities and ensure we continue to provide the best possible service to our clients.

Len will focus on ensuring we continue to provide great client service, expanding our service offerings and geographic scope and leading our management team including Karin Pooley, VP of Recruiting Services; Sue Kathler, VP of our HR Consulting Solutions; Eileen Kirton, VP of Career Management; and Randy Oler, VP of our Business Development Group.

By way of introduction, Len has 20 years of management and executive level experience in the consulting engineering industry with Wardrop Engineering, a privately held international engineering firm. As a Managing Director, Member of its Board, and Vice President of its Infrastructure Division, Len was a significant member of the senior team that guided Wardrop through 5 fold revenue growth over the last 7 years. Len has earned CMA, MBA, and ICD designations.

Over the last several years, People First has embarked on a strategy to expand the breadth of solutions provided to our clients. To this end, we have broadened our service offerings to include:

- Recruiting Solutions – provided on either a retained or contingent basis, with consultants specializing in the areas of HR, Accounting & Finance, Engineering, Manufacturing, Office, Sales & Marketing, Information Technology, Transportation and Logistics.
- Executive Search – Search and related recruiting services including a dedicated research team to fill C-Suite roles for our clients.
- HR Consulting Solutions – Specialization in the areas of Organizational Development, Talent Management & Succession Planning, Leadership Development, Talent Assessments, Coaching, Organizational and Engagement Surveys, and Compensation & Total Rewards.
- Career Management – Working with organizations on outplacement of personnel, either on an individual or group basis, and career development solutions provided through our Career Compass program.

In addition, through our sister companies, all operating under the Groupworks banner, we design, develop and implement customized employee benefit programs to over 1,000 Canadian Corporations and over 200,000 Canadian employees. Today, Groupworks, our parent company, headquartered here in Winnipeg together with our People First operation, provides comprehensive HR solutions including recruitment, consulting, career management and employee benefit programs through 6 companies across 10 Provinces.

Len will begin his new role July 1. Please join me in welcoming Len to our firm. If you have any questions or would like additional information, please feel free to call me directly at 940-3902.