



## Overview

### *Accelerating Innovation through Proven Experience*

YourEncore has over 5,000 Experts in a growing network of talent that includes over 1,000 Ph.D.'s from a wide variety of scientific and engineering disciplines. These experts come from over 1,000 different companies and organizations – e.g., 3M, Abbott Labs, Alcoa, AT&T, BF Goodrich, Bristol-Myers, Boeing, DEC/Compaq, Delphi, Dow, DuPont, Eli Lilly and Co., Ethicon Endo-Surgery, General Electric, General Mills, GlaxoSmithKline, GyneLogix, Hill-Rom, Johnson & Johnson, Merck, Merrell, Pfizer, and Procter & Gamble – to name a few.

YourEncore has been in operation since October 1, 2003 and has made remarkable progress in establishing the benefit of our expert network. We are demonstrating every day the many ways our Member Companies are using retired experts to accelerate their innovation through proven experience. Examples are:

- Experts from other companies who have new perspectives and new innovative capabilities
- Experts that know the businesses or market areas you may want to enter and bring critical experience
- Experts that have unique skills to fill critical needs
- Experts who can provide talent “On Demand” without having to hire full time employees
- Experts to work with your suppliers or alliance partners and coach them on how to be better suppliers to your company or facilitate a knowledge transfer required by an alliance partnership

The Procter and Gamble Company and Eli Lilly and Company are the initial founding Member Companies. The Boeing Company joined as a founding member during our first year in business. We now have over 50 companies in our network and with several more top companies joining shortly.

The value proposition for our Member Companies is quite extensive. We build and manage our portfolio of high-quality talent by supporting the entire recruitment and enrollment process for our experts. We then make our Experts available to our Member Companies on demand. We provide a complete account team including an Account Manager and appropriate Technical or Scientific Advisors to assist our Member Companies in the identification and definition of problems and assignments. This team also facilitates the talent selection and matching process.

We ensure confidentiality for both our Experts and our Member Companies by managing the legal process to protect intellectual property confidentiality and ownership. We provide all administrative, legal, accounting, sales, marketing, and HR support for our experts making them available to our Member Companies at a very cost effective charge. Finally, because all retirees become employees of YourEncore, we provide insulation from co-employment issues while ensuring consistent contract terms and a simplified contracting process when utilizing retired talent.