



INCREASE YOUR ROI

Hidden Risks of Workforce Reductions



COMPANY BRIDGE PROGRAM

Is Your Company Already Exposed?

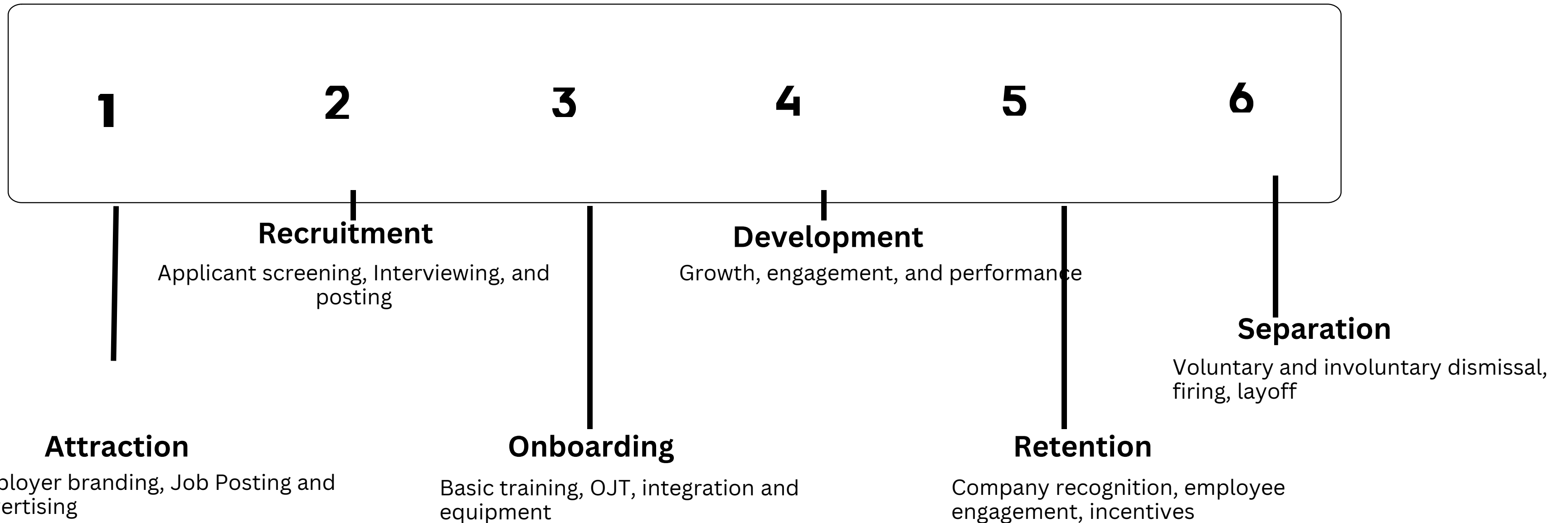
- ✓ Employee Lifecycle
- ✓ Legal exposure and wrongful termination risk
- ✓ Brand damage and employee backlash
- ✓ Financial losses beyond severance
- ✓ Maximizing Financial ROI
- ✓ How to protect your organization (our role)



EMPLOYEE LIFE CYCLE



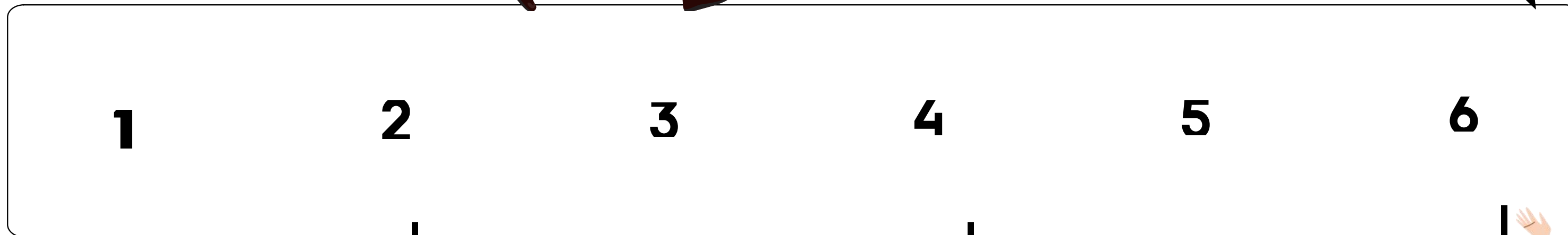
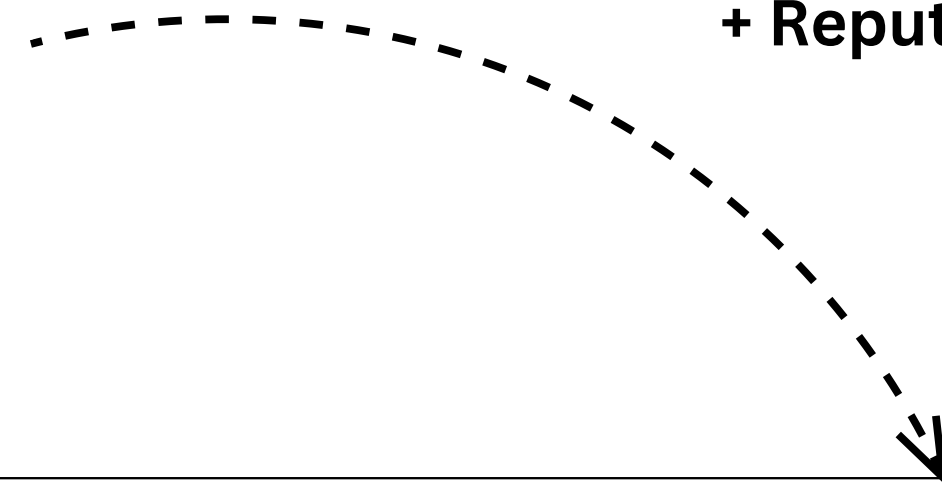
Most Companies Focus Here... and Ignore the Highest Risk Stage



EMPLOYEE LIFE CYCLE



Separation = Highest Legal + Reputational Risk Point



1

2

3

4

5

6

Recruitment

Applicant screening, Interviewing, and posting

Development

Growth, engagement, and performance

Separation

Voluntary and involuntary dismissal, firing, layoff

Attraction

Employer branding, Job Posting and advertising

Onboarding

Basic training, OJT, integration and equipment

Retention

Company recognition, employee engagement, incentives.



DEPARTURE



What Actually Happens When Exits Are Mishandled



**FINANCIAL
COSTS**



**CULTURE & MORALE
IMPACT ON THE
REMAINING EMPLOYEES**



**KNOWLEDGE LOSS AND
IT'S IMPLICATIONS**

HOW ONE TERMINATION BECOMES A PUBLIC RELATIONS NIGHTMARE



Negative Word-of-Mouth /
Glassdoor / Social Media



Loss of Consumer
Confidence



Disruption in Customer
Relationships



Loss of Brand Advocates
and Brand Trust



Public Perception of Poor
Management



Legal and Ethical Concerns

HOW DO WE MAXIMIZE OUR RETURN ON INVESTMENT?

- ✓ Exit Interviews
- ✓ Knowledge Transfer Programs
- ✓ Alumni Network

- ✓ Outplacement Services | Bridge Program
- ✓ Fair and Transparent Severance Packages
- ✓ Intellectual Property and Confidentiality



OPTIMIZING EMPLOYEE OFFBOARDING



EFFECTIVE EXIT INTERVIEWS

Provide valuable insights into why employees are leaving and gain feedback on the company, team, or supervisor.

- Encourage Positive Departures
- Protect Intellectual Property and Confidentiality
- Track and Analyze Turnover Data
- Reinforce a Positive Image of the Company
- Alumni Network
- Review Company Policies

EXIT INTERVIEW

4 Thoughtful Exit Interview Questions

LEGACY:

What do you believe you will be remembered by? And why?

ADVICE TO SUCCESSOR:

If you could offer one piece of advice to the person stepping into your role, what would it be?

FIRST-DAY REFLECTION:

Reflecting on your first day here, what advice would you give to yourself if you could go back in time?

FUTURE IMPACT:

What aspects of your experience here will you carry forward into the next chapter of your career?

INSTITUTIONAL KNOWLEDGE

KNOWLEDGE TRANSFER PROGRAM

Structured programs for departing employees to document their knowledge and train their successors.

-  **Mentorship Program**
-  **Knowledge Data Bases**
-  **Train the Trainer**

STRONG ALUMNI NETWORK

Establish and nurture an alumni network that keeps former employees engaged with the company.

-  **Alumni Mixer**
-  **Alumni Mentor Program**
-  **Network Event**

WORKFORCE TRANSITION SUPPORT

Programs created to support departing employees and help them transition smoothly to the next phase of their professional careers. Key components include:

01

Career Coaching:

One-on-one sessions to identify skills and career paths.

02

Resume and Interview Prep:

Workshops for resume updates and interview practice.

03

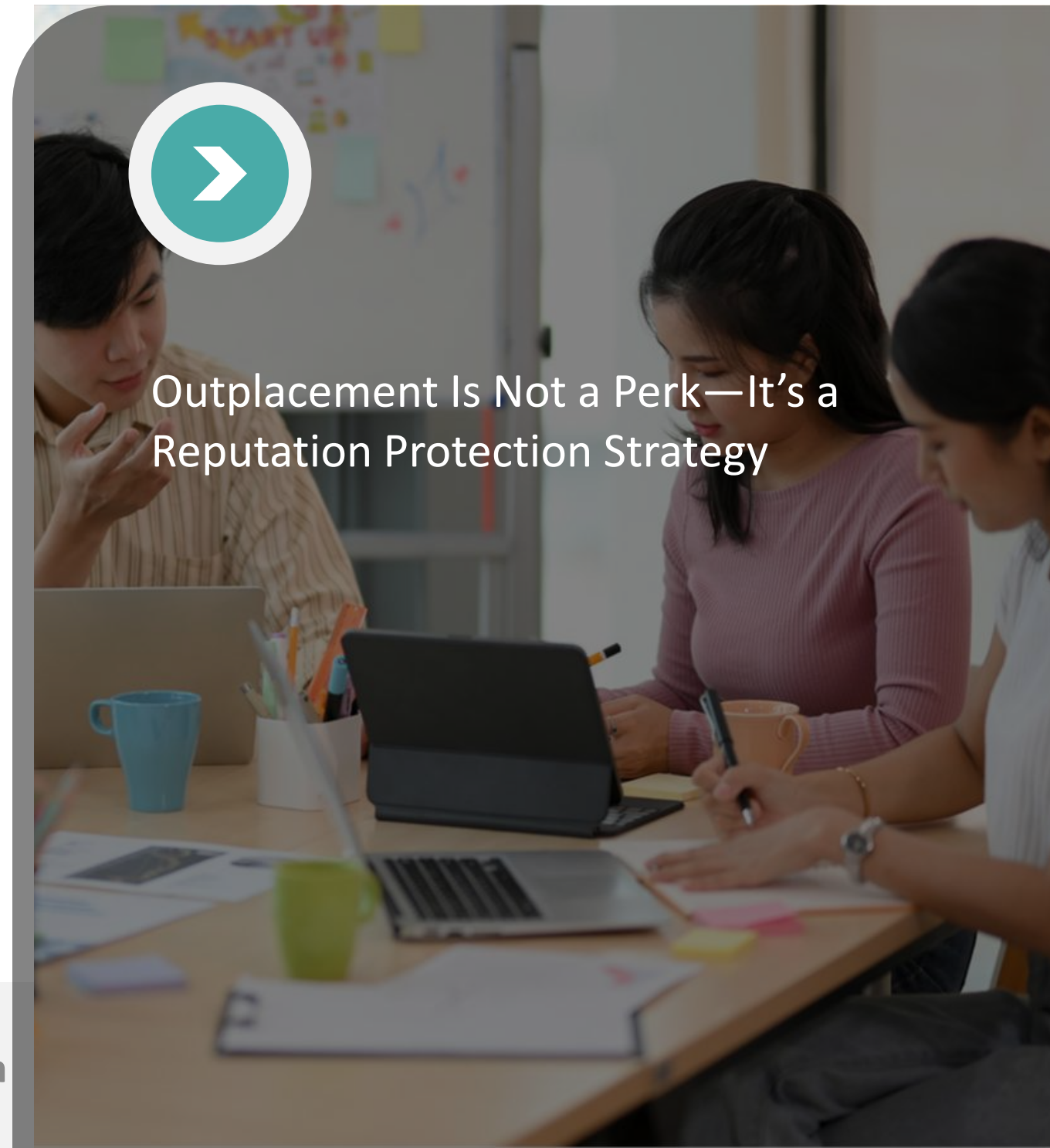
Skill Development:

Training programs to enhance or acquire new skills.

04

Networking:

Opportunities to connect with industry professionals and job fairs.



Outplacement Is Not a Perk—It's a Reputation Protection Strategy

SEVERANCE PACKAGE

Fair and transparent severance packages are essential for ensuring that departing employees are treated with respect and dignity. Key elements of a fair and transparent severance package include:

Clear Communication:
Detailed information about terms and conditions.

01

Consistent Criteria:
Uniform standards for severance pay and benefits.

02

Financial Compensation:
Reasonable severance pay based on salary and tenure.

03

Benefits Continuation:
Extended health insurance and other benefits.

04

Unused Vacation/PTO:
Payout for accrued but unused time off.

05

Reference:
Provide a statement about their skills and character.

PROTECT INTELLECTUAL PROPERTY AND CONFIDENTIALITY

ACTION:

Enforce non-disclosure agreements (NDAs) and conduct exit interviews to remind departing employees of their confidentiality obligations.



BENEFIT:

Protects sensitive information and mitigates risks associated with intellectual property leaks.



THESE MISTAKES TRIGGER LAWSUITS



Most companies don't realize they've made these mistakes until it's too late

- Failing to follow company workforce reduction procedures can lead to legal exposure.
- Skipping progressive discipline steps may result in wrongful termination claims.
- Ignoring collective bargaining agreements can trigger union grievances or lawsuits .
- Not providing proper WARN Act notices (federal/state) when required can result in hefty fines.
- Discriminatory dismissal patterns (age, race, gender, etc.) may violate EEOC regulations.
- Failing to document performance issues prior to termination weakens your legal defense.

SELF-ASSESSMENT: Is Your Company at Risk?



In the last 12 months, did your company conduct a workforce reduction or termination without a documented, step-by-step process in place beforehand?



If a terminated employee filed a wrongful termination claim today, does your HR team have a paper trail strong enough to defend every decision?



Does your company have a written policy ensuring all managers follow the same progressive discipline steps before terminating an employee?



If your company conducted a workforce reduction of 50+ employees in 60 days, does someone on your team know your WARN Act obligations at both the federal and state level?



Has your leadership team considered the long-term cost of a poorly handled workforce reduction on revenue, recruiting, employee morale, and brand reputation?

KEY TAKEAWAYS

“The next termination you handle without a plan could be the most expensive decision your company makes this year.”



Protecting
organizational
reputation and brand
equity.



Maintaining morale and
reducing employee
turnover.



Preserving institutional
knowledge.



Legal and ethical
treatment of departing
employees.

Effective management of employee exits is crucial for organizational success and ROI.

ACT NOW!

Before Your Next Termination or Workforce Reduction—Talk
to Us!





COMPANY BRIDGE PROGRAM

Company Transition Specialists



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