

IMPACT Group Founder, President and CEO Announces Retirement Plans Lauren Herring to Succeed as President and CEO

May 27, 2008 – SAINT LOUIS – Laura L. Herring, founder, President and CEO of IMPACT Group, a WBE-global career transition firm announced today her plans to retire effective January 1, 2009. Lauren Herring, President of Global Services at IMPACT Group and daughter to Laura Herring will be new President and CEO.

“Twenty years ago, I became aware of the serious issues a family could suffer due to relocation-related issues and created programs to serve those unmet needs,” said Laura Herring, president and CEO of IMPACT Group. “Today, IMPACT Group has not only supported over a half of a million relocated employees, spouses and families, but has truly become a global leader in corporate transition services that supports employees as they transition in, within and out of an organization.”

Herring continues, “Lauren has been instrumental in the advancement of our technology offerings, product development and overall growth of the company since she joined the firm in 2001. Over the past four years, she took the company overseas opening more than 26 locations worldwide. She was the visionary behind the strategic acquisition of Spherion’s Human Consulting Group, which added an additional 150 Global and Fortune 500 companies to IMPACT Group’s client roster. Lauren watched me turn an idea into a reality twenty years ago and has now taken my vision to the next level – growing the company to a multi-million dollar global organization. It is a natural fit that she becomes the President and CEO in 2009 when I retire. I am truly thrilled that she has the passion and the desire to grow the company.”

“I am as excited as I am honored to continue in Laura’s footsteps,” said Lauren Herring. “This is a very exciting time for IMPACT Group. I am confident that, as Laura transitions her leadership role, the new leadership team we have developed will be poised for a smooth transition. Laura has created a dynamic and successful organization that is powered by her vision, mission and values of making a positive impact on the lives we touch. IMPACT Group remains steadfast in its passion for innovation, growth and in providing best-in-class transition services to meet the transition needs of a company’s workforce. I will miss working side-by-side with Laura, but I know she will remain close to her friends and colleagues here at IMPACT Group. “

During the past two years IMPACT Group has prepared for this succession plan by expanding the leadership team to include a Vice President of Business Development, a Director of Human Resources and an upcoming appointment of a Chief Financial Officer. The executive management team is designed to support the unprecedented growth within the organization.

Psychologist Laura Herring is considered a pioneer in the career/life transition industry. An internationally known speaker, Laura regularly addresses career/life transition issues at global and national conferences, and has been featured in articles in *The Wall Street*

Journal, Washington Post, Boston Globe, St. Louis Post-Dispatch, St. Louis Business Journal, Chicago Tribune, USA TODAY, Newsweek, Fortune Magazine, Mobility Magazine and HR Executive. She is currently authoring a book, *Purpose, Passion, Profits: Lessons Learned while Making a Positive Difference in Business* to be released next year.

In 2007, Laura was given the Golden Plate Award by the Old Newsboys' Day organization for setting up the Women's Initiative Group. Additionally, under Laura's leadership, IMPACT Group received the distinguished Jeffrey Butland Family-Owned Small Business Award and was named one St. Louis' Top 50 Companies by the Regional Chamber & Growth Association. In October of 2007, Laura was named to the prestigious Committee of 200, an organization by invitation only of the Top Female Executives in the world. Past honors for Laura include selection as one of the Top Women Entrepreneurs in St. Louis in 1991, 1992, 1993 and 1995, receipt of The Alliance of Women's Organizations' 1993 "Woman of Achievement" award, recognition of IMPACT Group as one of the Top 25 Small Businesses in St. Louis, and her inclusion in the "Top 50 Who's Who in St. Louis Business" in 1994. She is a recipient of NAWBO's Distinguished Woman Entrepreneur of the Year Award and the St. Louis Business Journal's 25 Most Influential Business Women award in 2004. In 2005 and 2007, she won the "Top 500 Woman-Owned Business" awarded by Diversitybusiness.com.

About IMPACT Group

As the Transition Expert, IMPACT Group supports the workforce as they transition in, within and out of the organization. By serving over 300 Fortune and Global 500 Companies, we are known as The Transition Expert. IMPACT Group is recognized worldwide as the leader in relocation and career transition solutions. Since 1988, we have leveraged the expertise of our highly skilled staff and innovative technology solutions—along with the passion we have for making a positive impact on the lives we touch—to revolutionize the way companies implement Outplacement, Relocation and Retirement Coaching services. Visit us online at: www.impactgrouphr.com.