



FOR IMMEDIATE RELEASE

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New Firm Drives Shareholder Value through Human Capital Strategy

Philadelphia, Pa., April 5, 2006—Jim Geier, a 25-year HR executive veteran today announced the launch of a new practice, [Human Capital Consulting Partners](http://www.hccpartners.com). Human Capital Consulting Partners helps companies grow by aligning their human capital strategy with their business strategy. The firm advises companies how to attract, develop, engage, and reward their people to attain operating success.

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Human Capital Consulting Partners offers a full range of human capital consulting services, including:

- Human capital strategy
- Organizational design
- Culture alignment
- M&A due diligence and integration
- Leadership development
- HR department effectiveness
- Program design and implementation

“Now more than ever, it’s critical that companies address the people component of their business plans,” said Jim Geier, President of Human Capital Consulting Partners. “It is the glue that holds together each part of the organization. At Human Capital Consulting Partners, we focus on business first, and HR second. We specialize in practical and results-oriented strategies that can have a big-picture impact on organizations.”

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About Jim Geier

Geier is a senior human resources executive with more than 25 years of global and board-level corporate and consulting experience. During his career, he has developed and implemented global HR strategy, assisted in the evaluation of acquisitions and divestitures, lead acquisition integration, developed and coached senior management teams, and designed management development programs in top companies in manufacturing, life sciences, healthcare and financial services.

Most recently, Jim was Managing Principal and co-founder of Vienna Human Capital Advisors where he advised organizations including Berkshire Health Systems, Catholic Health Care Services, Henkels & McCoy, Philadelphia Young Playwrights, and Quaker Chemical Corporation. Previously, Jim was Vice President, Human Resources and a member of the senior management team at Quaker Chemical Corporation, and Vice President, Human Resources for the Americas Region at Rhône-Poulenc Rorer Pharmaceuticals (today Sanofi-Aventis), a global life sciences company.

Jim serves on the Board of Directors at Franklin Mint Federal Credit Union and Philadelphia Young Playwrights. Also, he is a member of Pennsylvania BIO, the National Association of Corporate Directors, the Society for Human Resource Management, the International Society for Human Resource Management, and the Human Resources Planning Society-Philadelphia Chapter.

About Human Capital Consulting Partners

Human Capital Consulting Partners helps companies grow by aligning their human capital strategy with their business strategy. The firm advises companies how to attract, develop, engage, and reward their people to attain operating success. The company acts as a trusted advisor to management, utilizing its global and board-level corporate experience to achieve big-picture impact through cultural change. Human Capital Consulting Partners analyzes business strategy, issues, and organizational dynamics and implements hands-on, practical, and results-oriented human capital strategies that drive business success. For more information, see www.hccpartners.com or call 251-244-8110.