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**STUDY: STRATEGICALLY FOCUSED RPO
IS FOUR TIMES MORE LIKELY TO DELIVER “EXCELLENT” ROI**

-- Survey by Human Capital Institute for Futurestep to be Highlighted in December 10th
Panel in Washington, DC and as a Report to be Released in January --

LOS ANGELES, December 8, 2008 – According to a recent study of talent management practitioners, a Recruitment Process Outsourcing (RPO) effort that includes strategic components such as workforce planning and employment branding is more than four times more likely to yield “excellent” ROI ratings than an RPO focused only on tactical needs such as cost and time to hire. The survey was part of a recent study conducted by The Human Capital Institute (HCI), a global talent management professional association and think tank for Futurestep, a Korn/Ferry Company (NYSE: KFY) and industry leader in strategic talent acquisition.

The survey and associated report, *Recruitment Process Outsourcing: Today’s Challenges and Opportunities* draws on a poll of approximately 500 talent management practitioners. According to the report, 22% of respondents who engaged in strategically focused RPO projects cited an excellent ROI rating for their effort, compared to only 4% excellence ratings from those involved in tactically focused RPOs. Overall, 71% rated some level of satisfaction (ranging from neutral to excellent), while 29% expressed a need for improvement.

Results of the report will be highlighted in a December 11 panel discussion at the annual RPO Summit, held by the RPOA, an RPO industry forum based in Washington, DC. The presentation is titled *RPO Five Years Later: What Have We Learned; Where Are We Going?* The session, moderated by Futurestep COO Andrew Watt, will highlight findings from the study and provide insight from a panel of RPO and talent management experts. The featured panelists have experience leading talent operations in today’s top companies, including Coca-Cola, Weatherford International (a leading services provider in the Oil & Gas industry), and State Street Corporation.

“Findings of the survey support many of our long-held beliefs about RPO,” said Watt. “It is maturing as a practice and companies are translating RPO into significant value for the business. We’re looking forward to more emphasis on strategic impact as the industry evolves, but we’re excited to see a growing recognition of the need for a strategically focused RPO effort, especially as talent leaders face the challenges delivering core business value in a changing economy.”

Advance copies of the report will be made available at the RPO Summit event on December 11. To learn more about RPOA and the RPO summit, visit www.rposummit.com. The report is slated for official launch by the Human Capital

Institute, www.humancapitalinstitute.org in January 2009. Copies of the report will also be available on the Futurestep site at www.futurestep.com

About Futurestep

Futurestep, a Korn/Ferry Company, is the industry leader in strategic talent acquisition, offering fully customized, flexible solutions to help organizations meet specific workforce needs. Our full-spectrum portfolio of services includes: Strategic Recruitment Process Outsourcing (RPO), Project-Based Recruitment, Mid-Level Recruitment, Interim Professionals and Consulting Services. With locations on four continents and a record of success in securing top talent around the world, Futurestep provides the experience and global reach to identify, attract and retain the people who drive business success. To learn more, visit futurestep.com.

About Korn/Ferry International

Korn/Ferry International, with more than 90 offices in 39 countries, is a premier global provider of talent management solutions. Based in Los Angeles, the firm delivers an array of solutions that help clients to identify, deploy, develop, retain and reward their talent. For more information on the Korn/Ferry International family of companies, visit kornferry.com.

About the Human Capital Institute

The Human Capital Institute (HCI) is a catalyst for innovative new thinking in talent acquisition, development, deployment and new economy leadership. Through research and collaboration, our global network of more than 130,000 members develops and promotes creativity, best and next practices, and actionable solutions in strategic talent management. Executives, practitioners, and thought leaders representing organizations of all sizes, across public, charitable and government sectors, utilize HCI communities, education, events and research to foster talent advantages to ensure organizational change for competitive results. In tandem with these initiatives, HCI's Human Capital Strategist professional certifications and designations set the bar for expertise in talent strategy, acquisition, development and measurement. www.humancapitalinstitute.org