

# Outplacement Services for Consumer Staples Organizations **Relevante**

Support workforce transitions while protecting supply continuity, food safety, customer trust, and brand reputation across food, beverage, household, and personal care companies.

## Who We Serve

- Food and Beverage Manufacturing
- Consumer Packaged Goods (CPG)
- Household and Personal Products
- Grocery and Supermarkets
- Alcoholic Beverages and Brewing
- Tobacco and Nicotine Alternatives
- Agriculture and Food Processing Supply Chain
- Wholesale and Distribution Networks



## What We Deliver

### Speed and Stability

- Launch in 24 to 48 hours
- Leader communication toolkit for plant and field environments
- Enrollment workflow for hourly, shift-based populations

### High-touch Support

- 1:1 coaching for frontline, technical, and corporate roles
- Resume and LinkedIn aligned to hiring norms for operations and CPG
- Interview prep and job search execution plans

### Visibility for HR

- Dashboards by site, shift, and job family
- Weekly progress reporting and theme tracking
- Escalation path for sensitive cases and leaders

## The Consumer Staples Workforce Reality

Consumer Staples workforce changes often happen under continuous operations where service levels, production schedules, and safety compliance cannot slip. Organizations may need to right-size plants, optimize distribution, or adjust demand planning while maintaining consumer trust and retailer relationships. Workforces can span hourly plant teams, drivers and warehouse staff, quality and food safety, and corporate functions. Outplacement must scale, respect shift realities, and support rapid reemployment pathways.

### Common Sector Challenges

- 24/7 operations and shift schedules that limit availability
- Safety, quality, and compliance requirements (food safety, GMP, HACCP, OSHA)
- High-volume frontline populations plus technical quality and supply chain roles
- Brand and retailer relationship sensitivity during public transitions

## Role Coverage Grid

### Plant and Operations

- Production, packaging, maintenance, supervisors, EHS support

### Quality and Safety

- QA/QC, food safety, lab techs, regulatory compliance, GMP roles

### Supply Chain and Distribution

- Warehouse, drivers, planners, procurement, inventory, logistics leads

### Sales and Commercial

- Account managers, trade marketing, merchandising, category support

### Corporate and Shared Services

- Finance, HR, IT, customer service, legal, communications

## What HR Gets

- Launch plan and leader talk track with plant-ready messaging templates
- Orientation options built for shifts
- Weekly dashboards by site and job family plus escalation support
- Optional add-on: manager enablement coaching for separations in frontline settings

# Program Menu

# Relevante

## Core (Hourly and Frontline)

- Orientation and assessment
- Resume and job search profile support
- Interview prep and rapid reemployment plan
- Weekly accountability coaching

## Professional (Managers and Specialists)

- Everything in Core
- Targeting strategy by role family (ops, quality, supply chain, commercial)
- Networking plan and recruiter strategy
- Offer evaluation and negotiation support

## Executive (Director, VP, C-Suite)

- Everything in Professional
- Leadership branding and narrative
- Market mapping and targeted outreach plan
- Thought leadership and stakeholder messaging support



## Consumer Staples Specific Modules

- **Shift-friendly job search playbook:** fast applications, scheduling, and interview readiness for hourly talent
- **Operations and supply chain positioning:** quantifying throughput, service levels, cost, and safety outcomes
- **Quality and compliance narrative:** framing GMP, HACCP, OSHA, and audit readiness without proprietary disclosure
- **Distribution pathways:** coaching tailored for warehouse, transport, and logistics career transitions
- **Community and brand sensitivity:** messaging discipline and employee support for high-visibility plant actions



**Ready To Protect Continuity And Brand Trust While Supporting Your People Through Change?**

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## How We Run It

- **Day 1 to 2:** HR kickoff, program configuration, communications toolkit
- **Week 1:** Orientation, intake, assessment, first coaching session
- **Weeks 2 to 4:** Branding, targeting, networking activation
- **Weeks 4+:** Interview cycles, offer evaluation, negotiation support
- **Ongoing:** Weekly employer reporting, escalations, outcomes tracking

## Outcomes And Reporting

### What we track

- Enrollment and engagement by site, shift, and role family
- Milestones: branding complete, applications launched, interviews secured
- Time to first interview activity
- Offer activity and placement signals (when available)
- Themes by job family (plant vs QA vs warehouse vs corporate)

### What HR receives

- Weekly progress snapshot
- Risk flags and support needs
- Theme summaries and recommended actions for leaders