



Committed to Your Success

Established in 1996, Hutchison Group provides high-quality management consulting services to some of the world's best companies, delivering timely and effective solutions that produce measurable results. We strive to develop long-term business relationships founded on trust and integrity, and sustained by exceptional performance.



While we offer a wide range of services, we are especially noted for (1) helping management and union leaders establish productive working relationships, helping to maximize the talents of employees while avoiding costly strikes and disruptions; (2) negotiating competitive "win-win" labor agreements, and (3), our ability to design and implement innovative labor-cost strategies during mergers, acquisitions, and other business restructuring. Properly managed, these transitions (M&A) represent an important and unique "window of opportunity" to implement meaningful change that can improve business performance for years to come.

On behalf of our entire team, we thank you for visiting our web page and hope you will contact us for a free consultation to learn how our team of experienced professionals can help create a sustained competitive advantage for your business. All matters discussed with clients or prospective clients are held in strict confidence.

Contact Information:

Hutchison Group, Inc.
518-A Village Green Drive
Morehead City, NC 28557

Phone: (203) 233-6200
E-Mail: info@hutchgrp.com
Web: www.hutchgrp.com



About Our Company



In today's global marketplace, competitive advantage goes to the organization that continually seeks new and creative ways to improve in all areas of their business.

The Hutchison Group is an independent firm of experienced management consultants dedicated to helping our clients enhance their competitive position by working with management, union leaders and employees to maximize their people investment and minimize labor conflict. We offer a broad range of products and services designed to help reduce costs, improve productivity, and increase organizational effectiveness.

Innovative Labor Cost Strategies for Mergers, Acquisitions & Restructuring

While we offer a variety of services designed to maximize your business performance, we specialize in the design and implementation of innovative labor-cost strategies and negotiating new labor agreements during periods of business transition and restructuring, including: mergers & acquisitions, divestitures, consolidation, new plant start ups and expansions. We also assist distressed business operations restructure labor costs.

Building Management and Union Partnerships

More than ever, in today's challenging business environments it is essential that management and union leaders work together to help ensure the company's success. Our team of seasoned professionals have the experience and insights necessary to facilitate productive relationships between management and labor, even when there has been a history of conflict. Some of the initiatives we offer in this area include:

- **Labor Relations Assessments**
- **Management and Union Cooperation Workshops**
- **Employee Relations Training for Supervisors**
- **Team Building for Union Stewards and Supervisors**
- **Comprehensive Employee Communication Plans**

Exceptional Service and Teamwork

At the Hutchison Group, we recognize the importance of working closely with our clients to understand their specific needs, providing them with knowledge and experience not preconceived solutions. Working as an extension of our client's management team, we explore alternatives, set objectives, and identify the best approach for achieving measurable results.

Services to Help Ensure Your Success

Labor Relations

Labor-management cooperation, negotiate innovative labor agreements, labor-cost restructuring, change management, conflict resolution, employee communications, arbitration and mediation services.

Mergers & Acquisitions

Proven strategies to help achieve restructuring, divestitures, and M&A goals. Identify and evaluate acquisition candidates, due diligence, labor-costs, integration synergies, labor relations, contract negotiations, and divestiture planning.

Labor-Cost Restructuring

Innovative strategies and implementation plans to achieve a competitive cost structure. Evaluate flexibility, staffing ratios, compensation and benefits, job structure, work rules, and other opportunities to ensure competitive position.

Contract Negotiations

Innovative strategies and negotiator services for securing win-win contracts and agreements with customers, labor unions, and key suppliers. Conduct assessments to ensure a clear understanding of all key variables and prioritize issues.

Organization Effectiveness

Workforce-climate assessments, executive coaching and counseling, succession planning, team building, process flow, leadership training, staffing, outplacement, and executive recruitment programs.

Executive Recruitment

Provide staffing strategies and services to help ensure your business success. Services include staffing and talent assessments, executive recruitment, succession planning, outplacement and contract executives.

Strategic Planning

Customized strategic plans to identify and capitalize on key business opportunities. Special focus on business growth, restructuring, strategic alliances, partnerships, and supply chain optimization.

Our Clients ...and what they have to say about us

With decades of experience and a strong commitment to quality and performance, our team of consultants can design and implement effective business strategies to help your company succeed in today's competitive business environment. Here are a few of the companies we have worked with over the years and what they have to say.

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|  | <p><i>"Your support to United Technologies Corporation with our recent divestitures, acquisitions, and other business restructurings was invaluable and appreciated by everyone involved."</i></p> |
|  | <p><i>"Your assistance with the divestiture of our advanced composite research, design and manufacturing facilities was instrumental in helping us secure a good deal with the right buyer."</i></p> |
|  | <p><i>"The new job structure and other cost reductions you were able to negotiate played an important role in making the acquisition possible Thanks again for an outstanding job."</i></p> |
|  | <p><i>"Mr. Hutchison is a skilled negotiator and was instrumental in the design and implementation of key HR innovations in some of our most difficult labor environments."</i></p> |
|  | <p><i>"Thank you for your contribution in the acquisition of the Boeing facility in St. Louis ...It was a complex case and you did a brilliant job!"</i></p> |
|  | <p><i>"The insights and guidance you provided our negotiating team played a key role in helping to achieve our objectives for this project."</i></p> |
|  | <p><i>"The services you provided in helping with our new plant start-up for the Pratt and Whitney engine program were exceptional. Many thanks from our entire staff."</i></p> |

Experience & Professionalism



A reputation for quality and creative thinking is directly attributable to the performance and abilities of an organization's people. Our team of business professionals have backgrounds in a wide variety of management disciplines, including: labor relations, contract negotiations, business restructuring, human resource management, labor law, operations management, strategic planning and organization development.

Combined with decades of experience working for large international corporations, we have the skills and experience to evaluate, design, and implement effective business strategies to achieve your business goals.

Team Members

The following is a list of our consultants. All of our team members have years of experience in their respective fields and are dedicated to helping our clients achieve their business goals and objectives. For more information on our team members, please visit our web site at www.hutchgrp.com.

- **Cameron J. Hutchison** - *President & Founder*
- **Michael "Mick" Roberts** - *Vice President & Principal*
- **Douglas Brennan, J.D., P.E.** - *Operations, Finance & Strategic Planning*
- **Patrick Winn, J.D.** - *General Counsel, Labor Law*
- **Don Abbott** - *Business Operations & Restructuring*
- **Mark Kozin** - *Human Resource Management*
- **Marsha Boratynski, Ph.D.** - *Organization Development*
- **Michael London** - *Public Relations & communications*
- **W.C. Dyer** - *Lean Manufacturing, ISO Certification & Change Management*



CAMERON J. HUTCHISON

President & Founder



For over twenty five years, Cameron Hutchison has been instrumental in helping companies successfully restructure their labor costs for improved performance and profitability. He is highly regarded for his ability to develop and implement innovative strategies during mergers, acquisitions, divestitures, and business restructuring. Other areas of specialization include transition management, labor relations and contract negotiations, conflict resolution, developing effective people organizations and securing valuable government economic incentives.

Mr. Hutchison has worked with such well known companies as, United Technologies Corporation, The Boeing Company, Onex Corporation, PepsiCo, The Dow Chemical Company, Hamilton Sundstrand, GKN Aerospace, Spirit AeroSystems, Westinghouse, Allison Transmission, Hawker Beechcraft and The Carlyle Group.

Recent projects include negotiating new and innovative labor agreements for General Motors and Boeing divestitures; helping the buyers to successfully restructuring labor costs and work practices. The results dramatically improved the new entity's ability to compete while creating opportunities for future job growth.

Prior to establishing the Hutchison Group in 1996, Mr. Hutchison spent seventeen years as a senior executive for the Westinghouse Electric Corporation and Sundstrand Corporation where he worked for Harry Stonecipher, former President and CEO of McDonnell Douglas and The Boeing Company. His educational background includes an MBA in labor relations and an MS degree in industrial psychology. He has successfully completed pre-doctoral studies and executive development programs at the Harvard Business School and Columbia Graduate School of Business. Mr. Hutchison taught business curriculum at Ohio State University, and is frequently requested to speak and publish articles in his area of expertise. Most recently he was invited to present at the United States Federal Mediation and Conciliation Services annual conference.

Mr. Hutchison has received numerous awards, including the Excellence Award for Best Merger & Acquisition, sponsored by KPMG Consulting and UK based HR magazine. His work has also been recognized by the Director of the US Federal Mediation and Conciliation Service and by such publications as Business Week. He has served on various boards and on business development commissions for two State Governors.

Contact Information:

Tel: (203) 233-6200

Email: cameron@hutchgrp.com

Web: www.hutchgrp.com