

PRESS RELEASE

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For Immediate Release

THOMAS & ASSOCIATES, INC. RESPONDS TO ARTS & CULTURE COMMUNITY'S DEMAND FOR OUTPLACEMENT SUPPORT SERVICES IN FACE OF CURRENT ECONOMIC CLIMATE

FEBRUARY 5, 2009, New York, NY: As the economic climate continues to offer new challenges, museums and arts organizations and businesses are increasingly seeking assistance with workforce reduction. Extensive recent layoffs at Sotheby's and organizations of a similar scale point to a general trend for the immediate future across for and non-profit boundaries. Faced with substantial reductions in staff, many such organizations are finding themselves unable to easily transition into new workforce arrangements, both with outgoing and remaining employees.

"Demand for outplacement support services has seen an unprecedented spike," notes Geri Thomas, President of Thomas & Associates, Inc. At least three museums of major international standing have approached her firm of Thomas & Associates, Inc., for assistance with this and related issues and the need for services specifically tailored to the arts industry has never been higher in the 30 years since she began working in the community.

"It's important that HR Directors at museums and arts businesses realize the necessity for comprehensive planning when workforce reduction becomes the only option," Thomas says. *"There are ways to immediately address and alleviate the situation that do more than provide stopgaps until hiring can recommence. Retaining positive communication with outgoing employees, negotiating public relations, keeping staff morale positive and adjusting to a streamlined organizational chart are all imperative."*

Thomas points out that arts organizations can actually help outgoing employees advance their career by providing them with the proper tools. *"HR Departments can help them strategize and move on to their next position, assisting with resumes, reference support and interviewing skills. Seminars and career advisory sessions can address both group and individual concerns. With proper care, arts organizations can turn an unfortunate necessity into a proactive and even positive experience."*

Geri Thomas is President of Thomas & Associates, Inc., an innovative firm with offices in New York and Chicago that offers staffing, consulting and professional development programs for museums and art businesses nationally and internationally. She has been involved in executive search, strategic planning, organizational development, and human resource initiatives for such organizations as The Metropolitan Museum of Art, the American Museum of Natural History, the Corning Museum of Glass, the Hudson River Museum, the Studio Museum in Harlem and Christie's.

Please contact David V. Griffin at 212-779-7059 for further information and to speak to Geri Thomas concerning her thoughts on the above and related developments.

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