



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS
Office of the Secretary of State
Matthew A. Brown, Secretary of State

Corporations Division
100 North Main Street
Providence, RI 02903-1335
401.222.3040

PROFIT CORPORATION ANNUAL REPORT FOR THE YEAR 2005

Filing Period: January 1 - March 1 • Filing Fee: \$50.00

(FORM MUST BE TYPED OR PRINTED IN BLACK)

1. Corporate ID No. 114518		2. Name of Corporation RIGHT MANAGEMENT CONSULTANTS, INC.	
3. Street Address Principal Business Office 1818 MARKET STREET 33RD FLOOR		City Philadelphia	State PA
4. Business Phone No. 215-640-7100		5. State of Incorporation PENNSYLVANIA	6. SIC Code 7286
7. Brief Description of the Character of Business Conducted in Rhode Island TO PROVIDE CAREER TRANSITION SERVICES AND CONSULT WITH OUR CLIENTS TO HELP DESIGN CUSTOMIZED SOLUTIONS FOR ENHANCED ORGANIZATIONAL PERFORMANCE, LEADERSHIP DEVELOPMENT AND TALENT MANAGEMENT			
8. NAMES AND ADDRESSES OF THE OFFICERS: ("X" BOX FOR ATTACHMENT) <input type="checkbox"/> FILL IN SPACES BEFORE USING ATTACHMENTS			
President Name OWEN J. SULLIVAN		Vice President Name G. Lee Bohs	
Street Address 1818 MARKET ST 33RD FLOOR		Street Address 1720 CLOCKTOWER DRIVE	
City Philadelphia	State PA	City West Chester	State PA
Zip 19103		Zip 19380	
Secretary Name Theodore Young		Treasurer Name Charles J. Mallon	
Street Address 410 Gilpin Road		Street Address 1584 Silo Road	
City Narberth	State PA	City Yardley	State PA
Zip 19072		Zip 19067	
9. NAMES AND ADDRESSES OF THE DIRECTORS: ("X" BOX FOR ATTACHMENT) <input type="checkbox"/> FILL IN SPACES BEFORE USING ATTACHMENTS			
Director Name (N/A)		Director Name (N/A)	
Street Address		Street Address	
City	State	City	State
Zip		Zip	
Director Name		Director Name	
Street Address		Street Address	
City	State	City	State
Zip		Zip	
10. SHARES AUTHORIZED ("X" BOX FOR ATTACHMENT) <input type="checkbox"/>		11. SHARES ISSUED ("X" BOX FOR ATTACHMENT) <input type="checkbox"/>	
AUTHORIZED SHARES		ISSUED SHARES	
Number of Shares	Class/Series	Number of Shares	Class/Series
45,000,000 COMM \$0.01 PAR VALUE, 1,000,000 PREF NO PAR VALUE		0	

This report must be signed in ink by either the President, Vice President, Secretary, Assistant Secretary, Treasurer, Receiver or Trustee



114518

File Date **FILED**
Check No. **MAR 30 2005**
By: **6736**
FOR SECRETARY OF STATE USE ONLY

Under penalty of perjury, I declare and affirm that I have examined this report, including any accompanying schedules and statements, and that all statements contained herein are true and correct.

Signature of Officer **Charles J. Mallon** Date **3-28-05**
Print or Type Name of Officer **Charles J. Mallon**
Title of Officer **EVP + CFO**

Right Management Consultant Executive Officers

Chief Executive Officer	Owen J. Sullivan
Executive Vice President, Corporate Development	G. Lee Bohs 1720 Clocktower Drive West Chester, PA 19380
Executive Vice President, Chief Financial Officer and Treasurer	Charles J. Mallon 1584 Silo Road Yardley, PA 19067
Executive Vice President, E-Business	Howard H. Mark 5 Heron Hill Drive Downingtown, PA 19335
Executive Vice President, Marketing	William L. McCusker 9 Oak Hollow Court Voorhees, NJ 08043
Executive Vice President, Career Transition	Doug Matthews 905 Bilamy Court Cincinnati, OH 45224
Executive Vice President & Managing Director of Consulting Services	Chris Pierce-Cooke 119 S. Valley Road Paoli, PA 19301
Executive Vice President Australia & Asia Pacific Group	Edward C. Davies 607 St. Kilda Road Melbourne Victoria 3004 Australia
Executive Vice President, Global Response	James E. Greenway 1054 Wiegand Street Encinitas, CA 92024
Executive Vice President, North America	Mark A. Miller 2 Sutley Drive Voorhees, NJ 08043
Executive Vice President, European Group	Stuart Walkley The Old School, Bowl Hill Kingscourt, STROUD Gloucestershire, GL5 5DS UK
Executive Vice President, HR	Gayle I. Weibley Buttonwood Square-Suite 902 2001 Hamilton Street Philadelphia, PA 19130
EVP, General Counsel and Secretary	Theodore Young 410 Gilpin Road Narberth, PA 19072



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS
Office of the Secretary of State
Matthew A. Brown, Secretary of State

Corporations Division
100 North Main Street
Providence, RI 02903-1335
401.222.3040

PROFIT CORPORATION ANNUAL REPORT FOR THE YEAR 2004

Filing Period: January 1 - March 1 • Filing Fee: \$50.00

(FORM MUST BE TYPED OR PRINTED IN BLACK)

1. Corporate ID No. 114518		2. Name of Corporation RIGHT MANAGEMENT CONSULTANTS, INC.			
3. Street Address Principal Business Office 1818 MARKET ST. 33 rd FL		City PHILADELPHIA		State PA	Zip 19103
4. Business Phone No. (215) 640-7100		5. State of Incorporation PENNSYLVANIA			6. SIC Code 7286
7. Brief Description of the Character of Business Conducted in Rhode Island TO PROVIDE CAREER TRANSITION SERVICES AND CONSULT WITH OUR CLIENTS TO HELP DESIGN CUSTOMIZED SOLUTIONS FOR ENHANCED ORGANIZATIONAL PERFORMANCE, LEADERSHIP DEVELOPMENT AND TALENT MANAGEMENT					
8. NAMES AND ADDRESSES OF THE OFFICERS: ("X" BOX FOR ATTACHMENT) <input checked="" type="checkbox"/> FILL IN SPACES BEFORE USING ATTACHMENTS					
President Name THEODORE YOUNG		Vice President Name G. LEE BOHS			
Street Address 410 GILPIN RD.		Street Address 1720 CLOCKTOWER DR.			
City NARBERTH	State PA	Zip 19072	City WEST CHESTER	State PA	Zip 19380
Secretary Name THEODORE YOUNG		Treasurer Name CHARLES J. MALLON			
Street Address 410 GILPIN RD.		Street Address 1584 SILO RD.			
City NARBERTH	State PA	Zip 19072	City YARDLEY	State PA	Zip 19067
9. NAMES AND ADDRESSES OF THE DIRECTORS: ("X" BOX FOR ATTACHMENT) <input type="checkbox"/> FILL IN SPACES BEFORE USING ATTACHMENTS					
Director Name		Director Name			
Street Address		Street Address			
City	State	Zip	City	State	Zip
Director Name		Director Name			
Street Address		Street Address			
City	State	Zip	City	State	Zip
Director Name		Director Name			
Street Address		Street Address			
City	State	Zip	City	State	Zip
10. SHARES AUTHORIZED ("X" BOX FOR ATTACHMENT) <input type="checkbox"/> AUTHORIZED SHARES			11. SHARES ISSUED ("X" BOX FOR ATTACHMENT) <input type="checkbox"/> ISSUED SHARES		
Number of Shares	Class/Series	Par Value	Number of Shares	Class/Series	Par Value
45,000,000	COMM \$0.01 PAR VALUE, 1,000,000 PREF NO PAR VALUE		22,824,409	Common	\$.01

This report must be signed in ink by either the President, Vice President, Secretary, Assistant Secretary, Treasurer, Receiver or Trustee



* 1 1 4 5 1 8 *

File Date	FILED JUN 08 2004
Check No.	
By:	
FOR SECRETARY OF STATE USE ONLY	

Under penalty of perjury, I declare and affirm that I have examined this report, including any accompanying schedules and statements, and that all statements contained herein are true and correct.

Signature of Officer Charles J. Mallon Date 5/25/04

Print or Type Name of Officer
Charles J. Mallon

Title of Officer
CEO, EVP & Treasurer

Right Management Consultant Executive Officers

Chief Executive Officer	Richard J. Pinola 1322 North Tulip Drive West Chester, PA 19380
Executive Vice President, Corporate Development	G. Lee Bohs 1720 Clocktower Drive West Chester, PA 19380
Executive Vice President, Chief Financial Officer and Treasurer	Charles J. Mallon 1584 Silo Road Yardley, PA 19067
Executive Vice President, E-Business	Howard H. Mark 5 Heron Hill Drive Downingtown, PA 19335
Executive Vice President, Marketing	William L. McCusker 9 Oak Hollow Court Voorhees, NJ 08043
Executive Vice President, Career Transition	Geof Boole 26 Mohawk Crescent Nepean, Ontario K2H7G6
Executive Vice President & Managing Director of Consulting Services	Chris Pierce-Cooke 119 S. Valley Road Paoli, PA 19301
Executive Vice President Australia & Asia Pacific Group	Edward C. Davies 607 St. Kilda Road Melbourne Victoria 3004 Australia
Executive Vice President, Global Response	James E. Greenway 1054 Wiegand Street Encinitas, CA 92024
Executive Vice President, Central & Western U.S. Group	R. William Holland 1613 Coachmans Drive Darien, IL 60561
Executive Vice President, North America	Mark A. Miller 2 Sutley Drive Voorhees, NJ 08043
Executive Vice President, European Group	Andrew McRae 20 Manor Court Road London W73FL
Executive Vice President, HR	Gayle I. Weibley Buttonwood Square-Suite 902 2001 Hamilton Street Philadelphia, PA 19130
EVP, General Counsel and Secretary	Theodore Young 410 Gilpin Road Narberth, PA 19072

PROFIT CORPORATION ANNUAL REPORT FOR THE YEAR 2003
Filing Period: January 1-March 1 • Filing Fee: \$50.00

(FORM MUST BE TYPED OR PRINTED IN BLACK)

1. Corporate ID No.

114518

2. Name of Corporation

RIGHT MANAGEMENT CONSULTANTS, INC.

3. Street Address Principal Business Office

1818 MARKET STREET, 33RD FL.

4. Business Phone No.

(215) 640-7100

5. State of Incorporation

PENNSYLVANIA

7. Brief Description of the Character of Business Conducted in Rhode Island

World's leading CAREER TRANSITION & ORGANIZATIONAL CONSULTING FIRM

8. NAMES AND ADDRESSES OF THE OFFICERS (*X* BOX FOR ATTACHMENT) *FILL IN SPACES BEFORE USING ATTACHMENTS

President Name

John J. Gavin

Street Address

1612 CLAUDIA WAY

City

State

Zip

NORTH WALES PA

19454

Secretary Name

Theodore Young

Street Address

410 Gilpin Road

City

State

Zip

NARBETH PA

19072

9. NAMES AND ADDRESSES OF THE DIRECTORS (*X* BOX FOR ATTACHMENT) *FILL IN SPACES BEFORE USING ATTACHMENTS

Director Name

Richard J. Pinola

Street Address

1322 NORTH TULIP DRIVE

City

State

Zip

West Chester PA

19380

Director Name

FRANK P. LOUCHHEIM

Street Address

1333 GRAVEL HILL ROAD

City

State

Zip

SOUTHAMPTON PA

18966

10. SHARES AUTHORIZED (*X* BOX FOR ATTACHMENT)

AUTHORIZED SHARES

Number of Shares

Class/Series

Par Value

30,000,000 COMM \$0.01 PAR VALUE, 1,000,000 PREF NO PAR VALUE

1,000,000 Preferred

NO PAR VALUE

11. SHARES ISSUED (*X* BOX FOR ATTACHMENT)

ISSUED SHARES

Number of Shares

Class/Series

Par Value

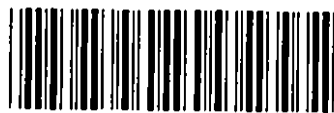
11,899,321

Common Stock .01 PAR VALUE

-0-

PREFERRED STOCK NO PAR VALUE

This report must be signed in ink by either the President, Vice President, Secretary, Assistant Secretary, Treasurer, Receiver or Trustee



* 1 1 4 5 1 8 *

File Date:

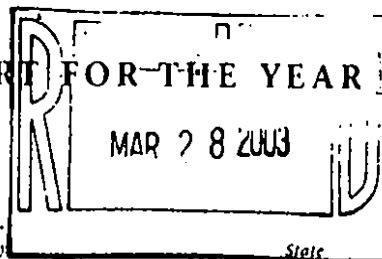
7/18/03

Check No.:

01867

By:

FOR SECRETARY OF STATE USE ONLY



Zip

19103

6. SIC Code

7286



RECEIVED
JUL 15 12 50 PM '03
19380

RECEIVED
JUL 11 12 50 PM '03
19035

19454

Under penalty of perjury, I declare and affirm that I have examined this report, including any accompanying schedules and statements, and that all statements contained herein are true and correct.

Charles J. Mallon

Signature of Officer

Date

7-15-03

Charles J. Mallon

Print or Type Name of Officer

EXP 2/03

Title of Officer

RMC BOARD OF DIRECTORS AND OFFICERS

Chairman and CEO
Board of Director

Richard J. Pinola
1322 North Tulip Drive
West Chester, PA 19380

Founding Chairman
Board of Director

Frank P. Louchheim
1333 Gravel Hill Road
Southampton, PA 18966

Vice Chairman of the Board
Board of Director

Joseph T. Smith
728 Dodds Lane
Gladwyne, PA 19035

President and Chief Operating Officer
Board of Director

John J. Gavin
1612 Claudia Way
North Wales, PA 19454

Board of Director

Frederick Davidson
607 St. Kilda Road
Melbourne Victoria 3004 Australia

Board of Director

Larry A. Evans
15 Haslet Avenue
Princeton, NJ 08540

Board of Director

Stephen Johnson
New Zealand House
80 Haymarket
London SW1Y 4TE

Excutive Vice President, Corporate
Development

G. Lee Bohs
1720 Clocktower Drive
West Chester, PA 19380

Executive Vice President, Chief
Financial Officer and Treasurer

Charles J. Mallon
1584 Silo Road
Yardley, PA 19067

Executive Vice President
E-Business

Howard H. Mark
5 Heron Hill Drive
Downingtown, PA 19335

Executive Vice President, Marketing

William L. McCusker
9 Oak Hollow Court
Voorhees, NJ 08043

Executive Vice President
Career Transition

Geof Boole
26 Mohawk Crescent
Nepean, Ontario K2H7G6

Executive Vice President & Managing
Director of Consulting Services

Chris Pierce-Cooke
660 Augusta Drive
Berwyn, PA 19312

Executive Vice President
Australia & Asia Pacific Group

Edward C. Davies
607 St. Kilda Road
Melbourne Victoria 3004 Australia

Executive Vice President
International & Latin America

Peter J. Doris
105 Rex Avenue
Philadelphia, PA 19118

Executive Vice President
West Group

James E. Greenway
1054 Wiegand Street
Encinitas, CA 92024

Executive Vice President
Central Group

R. William Holland
1613 Coachmans Drive
Darien, IL 60561

Executive Vice President
Eastern Group

Mark A. Miller
2 Sutley Drive
Voorhees, NJ 08043

Executive Vice President
European Group

Andrew McRae
20 Manor Court Road
London W73EL

Executive Vice President, Human Resources

Gayle I. Weibley
453 Kerr Lane
Springfield, PA 19064

Executive Vice President, General Counsel
and Secretary

Theodore Young
410 Gilpin Road
Narberth, PA 19072

ADDITIONAL OUTSIDE DIRECTORS

Board of Director

John R. Bourbeau
3600 Erie Drive
Orchard Lake, MI 48324-1524

Board of Director

Oliver St. Clair Franklin

4023 Apalagen Way
Philadelphia, PA 19144

Board of Director

Rebecca Maddox
1540 Jewel Box Avenue
Naples, FL 34102

Board of Director

Catherine Selleck
3 Oliver Court
Menlo Park, CA 94025

brd&ofcr list
as of 03/17/03



STATE OF RHODE ISLAND
AND PROVIDENCE PLANTATIONS
Office of the Secretary of State

Corporations Division
100 North Main Street, Providence, RI 02903-1331
401-222-3041



PROFIT CORPORATION ANNUAL REPORT FOR THE YEAR 2001

Filing Period: January 1-March 1 • Filing Fee: \$50.00

FORM MUST BE TYPED IN BLACK

1. Corporate ID No. (EIN) 114518	2. Name of Corporation Right Management Consultants, Inc.		
3. Mailing Address Principal Business Office 1818 Market Street, 33rd Floor		City Philadelphia	State PA
4. Business Phone No. (215) 640-7100		5. State of Incorporation Pennsylvania	6. SIC Code 7286

7. Brief Description of the Character of Business Conducted in Rhode Island

World's leading career transition and organizational consulting firm.

8. NAMES AND ADDRESSES OF THE OFFICERS (*X* BOX FOR ATTACHMENT) ☒ FILL IN SPACES BEFORE USING ATTACHMENTS

President Name John J. Gavin			Vice President Name Joseph T. Smith		
Street Address 1612 CLAUDIA WAY			Street Address 728 DODDS LANE		
City North Wales	State PA	Zip 19454	City Gladwynz	State PA	Zip 19035
Secretary Name Charles J. Mallon			Treasurer Name Charles J. Mallon		
Street Address 885 CLOVER PLACE			Street Address 885 CLOVER PLACE		
City Warminster	State PA	Zip 18974	City Warminster	State PA	Zip 18974

9. NAMES AND ADDRESSES OF THE DIRECTORS (*X* BOX FOR ATTACHMENT) ☒ FILL IN SPACES BEFORE USING ATTACHMENTS

Director Name Frank P. Louchheim			Director Name Richard J. Pinola		
Street Address 1333 Gravel Hill Road			Street Address 1322 North Tulip Drive		
City Southampton	State PA	Zip 18966	City West Chester	State PA	Zip 19380
Director Name LARRY A. EVANS			Director Name FREDERICK DAVIDSON		
Street Address 15 HASLET AVENUE			Street Address 607 ST. KILDA RD.		
City Princeton	State NJ	Zip 08540	City Melbourne	State Victoria Australia	Zip 3004

10. SHARES AUTHORIZED (*X* BOX FOR ATTACHMENT) ☐

Number of Shares	Class/Series	Par Value
20,000,000	Common stock	\$.01 par value
1,000,000	Preferred stock	NO PAR VALUE

11. SHARES ISSUED (*X* BOX FOR ATTACHMENT) ☐

Number of Shares	Class/Series	Par Value
7,563,369	Common stock	\$.01 par value
-	Preferred stock	NO PAR VALUE

This report must be signed in ink by either the President, Vice President, Secretary, Assistant Secretary, Treasurer, Receiver or Trustee

File Date: **10-29-01**

Check No.: **339144**

By: **22**

FOR SECRETARY OF STATE USE ONLY

Under penalty of perjury, I declare and affirm that I have examined this report, including any accompanying schedules and statements, and that all statements contained herein are true and correct.

Charles J. Mallon 10/26/01
Signature of Officer Date

Charles J. Mallon
Print or Type Name of Officer

EVP + CFO
Title of Officer

RMC BOARD OF DIRECTORS AND OFFICERS

Founding Chairman
Board of Director

Frank P. Louchheim
1333 Gravel Hill Road
Southampton, PA 18966

Chairman and CEO
Board of Director

Richard J. Pinola
1322 North Tulip Drive
West Chester, PA 19380

Vice Chairman of the Board
Board of Director

Joseph T. Smith
728 Dodds Lane
Gladwyne, PA 19035

Board of Director

Larry A. Evans
15 Haslet Avenue
Princeton, NJ 08540

Board of Director

Frederick Davidson
607 St. Kilda Road
Melbourne Victoria 3004 Australia

President and Chief Operating Officer
Board of Director

John J. Gavin
1612 Claudia Way
North Wales, PA 19454

Executive Vice President & Managing
Director of Consulting Services

Chris Pierce-Cooke
660 Augusta Drive
Berwyn, PA 19312

Executive Vice President, Chief
Financial Officer Secretary and Treasurer

Charles J. Mallon
885 Clover Place
Warminster, PA 18974

Executive Vice President
North Central & Canadian Group

R. William Holland
1613 Coachmans Drive
Darien, IL 60561

Executive Vice President
Eastern Group

Mark A. Miller
2 Sutley Drive
Voorhees, NJ 08043

Executive Vice President
Australia & Asia Pacific Group

Edward C. Davies
607 St. Kilda Road
Melbourne Victoria 3004 Australia

Executive Vice President
International & Latin America

Peter J. Doris
105 Rex Avenue
Philadelphia, PA 19118

Executive Vice President
West Group

James E. Greenway
1054 Wiegand Street
Encinitas, CA 92024

Executive Vice President
Career Transition

Geof Boole
26 Mohawk Crescent
Nepean, Ontario K2H7G6

Executive Vice President
E-Business

Howard H. Mark
5 Heron Hill Drive
Downingtown, PA 19335

ADDITIONAL OUTSIDE DIRECTORS

Board of Director

John R. Bourbeau
3600 Erie Drive
Orchard Lake, MI 48324-1524

Board of Director

Oliver St. Clair Franklin
4023 Apalagen Way
Philadelphia, PA 19144

Board of Director

Keiichi Iwao
5-4, Kojimachi
Chiyoda-ku, Tokyo Japan

Board of Director

Rebecca Maddox
12 Willowbrook Lane
Newtown, CT 06470

Board of Director

Catherine Selleck
3 Oliver Court
Menlo Park, CA 94025

Board of Director

Dr. Marti Smye
63 Inglewood Drive
Toronto, Ont. Canada M4T 1H2



STATE OF RHODE ISLAND
AND PROVIDENCE PLANTATIONS
Office of the Secretary of State

Edward S. Inman, III, Secretary of State
Corporations Division
100 North Main Street, Providence, RI 02903-1335
401.222.3040

PROFIT CORPORATION ANNUAL REPORT FOR THE YEAR 2002

Filing Period: January 1 - March 1 • Filing Fee: \$50.00

(FORM MUST BE TYPED IN BLACK)

1. Corporate ID No. 114518		2. Name of Corporation RIGHT MANAGEMENT CONSULTANTS, INC.			
3. Street Address Principal Business Office 1818 MARKET STREET, 33RD FLOOR			City PHILADELPHIA	State PA	Zip 19103
4. Business Phone No. (215) 640-7100		5. State of Incorporation PENNSYLVANIA			6. SIC Code 7286
7. Brief Description of the Character of Business Conducted in Rhode Island WORLD'S LEADING CAREER TRANSITION AND ORGANIZATIONAL CONSULTING FIRM					
8. NAMES AND ADDRESSES OF THE OFFICERS ("X" BOX FOR ATTACHMENT) <input checked="" type="checkbox"/> FILL IN SPACES BEFORE USING ATTACHMENTS.					
President Name JOHN J. GAVIN		Exec. Vice President Name G. Lee Bohs			
Street Address 1612 CLAUDIA WAY		Street Address 1720 Clocktower Dr.			
City NORTH WALES.	State PA	Zip 19454	City West Chester	State PA	Zip 19380
Secretary Name CHARLES J. MALLON		Treasurer Name CHARLES J. MALLON			
Street Address 1584 SILO ROAD		Street Address 1584 SILO ROAD			
City YARDLEY	State PA	Zip 19067	City YARDLEY	State PA	Zip 19067
9. NAMES AND ADDRESSES OF THE DIRECTORS ("X" BOX FOR ATTACHMENT) <input checked="" type="checkbox"/> FILL IN SPACES BEFORE USING ATTACHMENTS.					
Director Name RICHARD J. PINOLA		Director Name JOSEPH T. SMITH			
Street Address 1322 NORTH TULIP DRIVE		Street Address 728 DODDS LANE			
City WEST CHESTER	State PA	Zip 19380	City GLADWYNE	State PA	Zip 19035
Director Name LARRY A. EVANS		Director Name FRANK P. LOUCHHEIM			
Street Address 15 HASLET AVENUE		Street Address 1333 GRAVEL HILL ROAD			
City PRINCETON	State NJ	Zip 08540	City SOUTHAMPTON	State PA	Zip 18966
10. SHARES AUTHORIZED ("X" BOX FOR ATTACHMENT) <input type="checkbox"/> 11. SHARES ISSUED ("X" BOX FOR ATTACHMENT) <input type="checkbox"/>					
AUTHORIZED SHARES			ISSUED SHARES		
Number of Shares	Class/Series	Par Value	Number of Shares	Class/Series	Par Value
21,000,000			11,899,321	COMMON STOCK	.01 PAR VALUE
			-0-	PREFERRED STOCK	NO PAR VALU

This report must be signed in ink by either the President, Vice President, Secretary, Assistant Secretary, Treasurer, Receiver or Trustee

FILED

SEP 20 2002

File Date	20. 11. 02
Check No.	107 475
By:	
FOR SECRETARY OF STATE USE ONLY	

Under penalty of perjury, I declare and affirm that I have examined this report, including any accompanying schedules and statements, and that all statements contained herein are true and correct.

Charles J. Mallon 9-18-02
Signature of Officer Date
Charles J. Mallon
Print or Type Name of Officer
EVP + CFO Secretary + Treasurer
Title of Officer Form 630 12/01

RMC BOARD OF DIRECTORS AND OFFICERS

Chairman and CEO Board of Director	Richard J. Pinola 1322 North Tulip Drive West Chester, PA 19380
Founding Chairman Board of Director	Frank P. Louchheim 1333 Gravel Hill Road Southampton, PA 18966
Vice Chairman of the Board Board of Director	Joseph T. Smith 728 Dodds Lane Gladwyne, PA 19035
President and Chief Operating Officer Board of Director	John J. Gavin 1612 Claudia Way North Wales, PA 19454
Board of Director	Frederick Davidson 607 St. Kilda Road Melbourne Victoria 3004 Australia
Board of Director	Larry A. Evans 15 Haslet Avenue Princeton, NJ 08540
Board of Director	Stephen Johnson New Zealand House 80 Haymarket London SW1Y 4TE
Executive Vice President, Corporate Development	G. Lee Bohs 1720 Clocktower Drive West Chester, PA 19380
Executive Vice President, Chief Financial Officer Secretary and Treasurer	Charles J. Mallon 1584 Silo Road Yardley, PA 19067
Executive Vice President E-Business	Howard H. Mark 5 Heron Hill Drive Downingtown, PA 19335
Executive Vice President, Marketing	William L. McCusker 9 Oak Hollow Court Voorhees, NJ 08043

Executive Vice President
Career Transition

Geof Boole
26 Mohawk Crescent
Nepean, Ontario K2H7G6

Executive Vice President & Managing
Director of Consulting Services

Chris Pierce-Cooke
660 Augusta Drive
Berwyn, PA 19312

Executive Vice President
Australia & Asia Pacific Group

Edward C. Davies
607 St. Kilda Road
Melbourne Victoria 3004 Australia

Executive Vice President
International & Latin America

Peter J. Doris
105 Rex Avenue
Philadelphia, PA 19118

Executive Vice President
West Group

James E. Greenway
1054 Wiegand Street
Encinitas, CA 92024

Executive Vice President
Central Group

R. William Holland
1613 Coachmans Drive
Darien, IL 60561

Executive Vice President
Eastern Group

Mark A. Miller
2 Sutley Drive
Voorhees, NJ 08043

Executive Vice President
European Group

Andrew McRae
20 Manor Court Road
London W73EL

ADDITIONAL OUTSIDE DIRECTORS

Board of Director

John R. Bourbeau
3600 Erie Drive
Orchard Lake, MI 48324-1524

Board of Director

Oliver St. Clair Franklin
4023 Apalagen Way
Philadelphia, PA 19144

Board of Director

Rebecca Maddox
1540 Jewel Box Avenue
Naples, FL 34102

Board of Director

Catherine Selleck
3 Oliver Court
Menlo Park, CA 94025