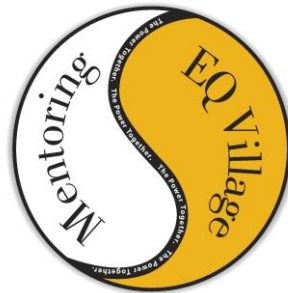


EQmentor, Inc.

EQmentor, Inc. is a privately-held company based in Charlotte, North Carolina, that utilizes a unique, innovative approach to increasing the performance of working professionals through an online mentoring process and an online cross-industry community of professional collaboration.

The core business of EQmentor is a subscription-based mentoring program that is delivered via the Internet, allowing the identity of mentors and mentees to remain anonymous and confidential to ensure open, honest, and unbiased communication. Complement to the core business is the only cross-industry peer collaboration area called the EQ Village.

Mentees are working professionals in the 25-45 year age group, with a desire to learn, be successful, and find a balance in life. The majority of mentors are Baby Boomers and retired executives. Mentors are matched to mentees based on industry and vocation, years of experience, personality characteristics, and developmental needs of the mentee.



Learning with EQmentor

- EQmentor allows adults to **learn at the time when they are prepared to learn**, versus at a scheduled course time.
- EQmentor offers **sustainability** to the mentee and to the overall learning process by the extended learning model.
- EQmentor is **anonymous and confidential**, allowing for open, unbiased, and non-judgmental communication, collaboration, and creativity.
- EQmentor is quickly growing to include the **largest repository of experiential knowledge**.
- EQmentor houses the EQ Village, a **community for cross-industry collaboration**.

Why EQmentor is Needed in Today's Workplace

- ✓ According to Daniel Goleman, 90% of the difference between star performers and average performers in senior leadership positions is. . . EQ.
- ✓ No extended training programs for EQ exist today.
- ✓ Existing training programs do not provide learning at the *point-of-need*.
- ✓ Every 8 seconds, a Baby Boomer is retiring from the U.S. workforce, taking their experiences with them.
- ✓ No consolidated repository of experiential knowledge exists.
- ✓ Generation X & Y will occupy over 65% of the workforce by 2010 – they will need mentoring with technology-enabled convenience, and in non-traditional ways.
- ✓ “Lack of personal growth” was cited as the top reason why executives become dissatisfied in their jobs.
- ✓ The Internet has emerged as a leading tool for communication, collaboration, and obtaining knowledge.

“Combining professional knowledge with experiential knowledge at the point-of-need through the mentoring process over an extended period of time is the most effective way to enhance EQ.”

~Dr. Izzy Justice, Founder and CEO, EQmentor Inc.

EQ Village: A Community of Collaboration

EQmentor offers a myriad of cross-industry collaboration forums to foster a peer-supported learning experience and to provide additional learning opportunities for working professionals to enhance their EQ in the **EQ Village**:

- ◆ **EQ Experience** – Users have access to collaboration forums for crowdsourcing innovation with a moderated cross-vocation, cross-industry working professional population.
 - **EQwiki** – Working professionals can contribute to an encyclopedia collaboratively written by the EQmentor community.
 - **EQideagora** – Working professionals can post an idea or a problem and seek to build solutions through collective community feedback.
 - **EQchat** – Mentor-facilitated chat sessions with a maximum of 15 mentees will discuss relevant and current topics impacting the workforce.
 - **EQdiscussion** – Designed for the EQmentor community to asynchronously discuss topics organized by category.
- ◆ **EQ Knowledge** – Users have access to a large amount of professional knowledge, through the Gale database. Users can search the database by company, industry or article.
- ◆ **EQ Wisdom** - EQmentor seeks to become the largest repository of experiential knowledge through mentor and mentee submissions.

The mentors-only forum mirroring the EQ Village is the **EQ Hut**. This support forum ensures mentors have all the resources they need including Master Mentors, chat, discussion, links, and toolkit.

Extended Learning Focusing on EQ Enhancement

An extended learning experience, which is a minimum of a six-month subscription, will give the mentor and mentee time to develop an effective, trusting relationship. In addition, the extended learning timeframe allows for *point-of-need* learning – another major cornerstone of adult learning. At EQmentor, mentors and mentees complete an emotional intelligence assessment, and the scored feedback can be utilized for creating goals for the mentee's EQ enhancement.



Company Challenge – Impact to Business

In addition to personal and professional growth, the mentees at EQmentor also directly impact business by working on a Company Challenge. Mentees select a business issue facing their department or company, research and discuss it with their mentor, and bring back 3-5 action items to positively address the issue – all implementable within 6 months.

Our Mission

To create the perfect learning experience!

Our Vision

To bring the best experience, the most relevant and current knowledge, and the wisdom of mentoring, to the point-of-need, for the working professional.