



Give every departing employee the guide they actually deserve.

More than half of people who lost their jobs get nothing at all. No coach. No resources. No window. Just a separation data and a good luck.

phae will.

The Problem

The ones who do get outplacement get a binder, a template, and a clock. Support that treats everyone the same, runs out whether or not they've landed, and was never built to understand who they actually are.

What phae Is

An AI-powered career and life guide that meets employees where they are – whether in crisis or ready to move. Personalized, private, and theirs to keep long after the outplacement window closes.

WHAT THEY GET

Everything they need to stabilize, reorient, and move forward.

Immediate Stabilization

Meets employees where they are. Stabilizes first. Goes deeper when there's bandwidth. No generic next steps until they're ready.

DNA & Action Plan

A living portrait of who they are, what they're built for, and what sustainable work looks like for their life. Options filtered through AI impact on their specific field.

Coaching & Job Access

Networking guidance, hidden job market access, and job notifications sourced directly from company career sites – not job boards. Forever.

WHY IT MATTERS

Offboarding with dignity.

83% of Americans say offering outplacement improves their opinion of a company. **phae** gives every departing employee something most never get – a real guide for what comes next. Company pays. Account belongs to the employee. No IT integration. Activates in minutes.

"As an HR professional with 20 years of experience, I think this could be very useful for companies... society wins."

– A. Nielsen