



Human Resource Management and Executive Search Consulting
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VF&Co HR Laundry List – December 1, 2000

Dear Friends:

The following is an updated list of our current HR searches. We'd love your networking assistance. If you have worked with any excellent HR folks who are currently available and actively looking, kindly forward them this email. For your non-HR friends and relatives, we've included at the bottom of the list a short description of some of our other current retained searches. If you would like to be added to or removed from our email list, please email me at Valerie@vfandco.com or give me a call directly at (650) 614-220.

This month, I would like to thank John Wilson, VPHR of Adecco, for referring so many wonderful HR candidates to us over the years, and for being such a good mentor and friend.

Take care, Valerie

HR Search #121 – Sunnyvale

HR Generalist for a high tech firm with an R & D, and manufacturing focus. Responsible for benefits administration, employee relations, recruitment, AAP/EEO administration, compensation analysis, HRIS implementation and supervision of office administration staff. Very high learning and growth potential. Five years HR experience required. PHR preferred. **Please email your resume to joyce@vfandco.com and reference search #121.**

HR Search #122 – San Francisco/East Bay

HR Manager in an internationally renowned consulting company. You will be responsible for providing strategic human resource direction to client groups in the field office. This role is pure generalist with a strong focus on employee relations, performance management, compensation and benefits administration and Affirmative Action planning. Must have at least four years of progressively responsible experience in human resources with the ability to influence upward and to market/roll out new human resource programs. A great opportunity to enhance your human resource experience with a manageable employee client group while enjoying the support of a local corporate headquarters. Please note: position may be relocated to San Francisco or San Ramon within the year. **Please email your resume to joyce@vfandco.com and reference search #122.**

HR Search #123—Mid Peninsula

Human Resources Managers for a publicly held provider of e-Business application software with high name recognition in Silicon Valley and beyond. Continued growth has created opportunities for HR professionals who are comfortable working in a fast-paced environment and with handling a variety of HR tasks. Job requires seven years of high tech HR experience, including recruitment, employee relations and OD. Current HR team is made up of strong professionals who gained their experience from cutting edge companies. An amazing place to work with great benefits. **Please email your resume to joyce@vfandco.com and reference search #123.**

HR Search #124-Peninsula

HR Business Partners will be responsible for working with internal clients to provide strategic human resource consulting. Lead and mentor managers in decision-making, ER, HR, and strategic

direction; provide leadership, advice, assistance and information to internal clients on all HR issues. Work on projects such as new systems, processes, and programs to increase productivity and increase retention. **Please email your resume to joyce@vfandco.com and reference search #124.**

HR Search #125 Peninsula

Compensation and Benefits Manager for a B2B back-end software company in the telecommunications field. It's OK if you're light on the compensation side, if you're strong on the benefits side. Great pay, nice HR executives, beautiful accessible location. **Please email your resume to joyce@vfandco.com and reference search #125.**

HR Search #126 Peninsula

Benefits Coordinator needed for a B2B back-end software company in the telecommunications field. Great pay, nice HR executives, beautiful, accessible location. **Please email your resume to joyce@vfandco.com and reference search #126.**

HR Search #127A-Z Bay Area

Contract HR Executives, international VPs of HR, Staffing Professionals, Contract Recruiters, HR Managers, ER Managers, HR Generalists, Compensation/Benefits Managers and Generalists, Benefits Coordinators, Recruiting Coordinators (all Bay Area) needed for our clients. Key qualifications: the ability to determine and prioritize client's needs; a track record in building HR policies and procedures from scratch; experience in vendor assessment, i.e. payroll systems, recruitment agencies; and the ability to work with executives and managers to bring them quickly up to speed on relevant employment law. The positions in which we have recently placed contractors are both long and short term. If you have always wanted to try contracting, we would love to meet you. Please email your resume to joyce@vfandco.com and reference HR search #1013. **Or...** tell us exactly what your ideal job/assignment is, and Joyce Irby, our Manager of HR Contracting and Consulting Services, will work with you to achieve your goals.

HR Search #128

Senior and Junior Staffing Professionals needed for 3 to 6 month contracts for large high tech firms. Companies are experiencing heavy ramp ups in IT, Web design, supply chain, software and applications engineering. We are looking for self-motivated individual contributors who can take a requisition and run with it, and also team based recruiters who can support specific areas of an organization's staffing process. **If you or someone you know is looking for a contract recruitment position at any level, please email your resume to joyce@vfandco.com and reference Search #128**



And On The Candidate Side...

We have: two Directors of Staffing, Staffing Manager, two Part-time Contract Recruiters (one very technical, one not very technical but with over five years of experience), numerous excellent VPs of HR, three HR Business Partners, two HR Admins, three Exec Admins, Professional Services Director, Enterprise Architect, Junior Hardware Engineer, International Strategic Marketing Professional, four Directors of Product Marketing, four VPs of BizDev, numerous VPs of Marketing, and a Junior Network Administrator. These are all candidates who have come to us to find their next position. We've met with them all, and have thoroughly interviewed them. Many of them we have known for years, and worked with previously in one capacity or another. Please contact Valerie@vfandco.com to discuss our current contingency pool.



Non-HR Searches:

Our other search practices, also like to network. They're looking for:

VP of Product Marketing for a wireless products company (way South Bay), **VP of Operations** for a hot global peripheral/device company (lower Peninsula), **VP of Product Marketing** and **VP of Engineering** for a global wireless products company (lower Peninsula), **Internet Supply Chain Managers**, **Internet/E-Business Architects (Director level)**; **E-Business Program Managers**; **two Business Development Managers for leading technology innovator (roll out new technologies, create partnerships)** (mid-Peninsula, and rest of country); **Director of Network Operations** (Brisbane); **Director of Professional Services** (Brisbane); **Business Development Managers** (Brisbane); **VP Marketing for a software company** (Sunnyvale); **Chief of Staff** for hot high tech research lab (maybe someone from a hospital or university (to \$220,000) (mid Peninsula); **Chief Marketing Officer** for a services company (Redwood City); and **Group Director of Product Marketing** for voice recognition software company (Menlo Park).

These candidates are very welcome to simply contact us by sending their resumes to recruiting@vfandco.com. They should note "HR Laundry List" in the header to get special treatment.