

Dear Friends:

In this email, you'll find the following: a list of our current retained searches; upcoming HR networking opportunities and events; advice for HR executives doing a job search; a case study on a project we recently completed; and information on our company's services.

It's a painful sign of the times to write you a HR networking letter when I don't have any HR searches for you to share with your colleagues. Last year, I placed over 30 HR people, and this year-to-date have placed two. It would be more embarrassing, except that the HR search firms who compete against us in this niche don't seem to have any HR searches either. During this funky time, however, it's more important than ever for all of us to network, and for me to be able to offer you value both regarding your own careers and job searches, and regarding the work you do when you have a job.

So, I'm changing the format of this email letter to include all the searches we currently have (three good ones, just none in HR), my best HR job search techniques and advice, and information on services my firm provides that are especially relevant in a depression or recession or repression.

First, our current searches. We are truly blessed that a very large VC firm has taken the time to get to know us personally over a quarter, and then has started referring us searches. Even after competing against three other competitors for one specific search, we have won their referral business. We think this is because we never took on searches we had no plans to finish, work flexibly, and have always maintained intimacy and trust with our clients. We recently completed a major international CFO search in less than three weeks, and did it on an hourly basis (with the majority of the fees paid after placement.) Also, please note that we have developed a new Board of Directors placement practice.

Retained Searches:

**Search #801 Vice President of Business Development/Sales/Marketing
Menlo Park, CA**

Vice President of BD/S/M for a software startup serving the legal intellectual property and patent community, selling to both law firms and enterprise customers. This startup company offers both salable document management and project management software for patents, currently in Beta test with marquee customers, and professional services that augment their innovative online services and software tools. The VP is responsible for direct and indirect sales of all products and services, business development efforts, all channels, marketing strategy and implementation, including branding, advertising, PR, pricing and positioning, and the development and management of the Sales and Marketing departments. Comprehensive sales and marketing expertise (10 years minimum; at least five years in a senior leadership role), experience with technical service oriented customer relationships and a familiarity with the intellectual property enterprise community (or similar group) is essential. Must have a proven track record in sales management, and the ability to thrive and lead in a fast paced, chaotic environment.

Please email your resume as a Word document attachment to Bryan Power, Manager of Client Services at VF&Co at bryan@vfindco.com and reference search #801

**Search #802 Chief Financial Officer
Menlo Park, CA**

Chief Financial Officer for a software startup serving the legal intellectual property and patent community, selling to both law firms and enterprise customers. This startup company offers both salable document management and project management software for patents, and professional services that augment their innovative online services and software tools. As CFO, lead financial operations, financial strategies, Investor Relations and build the financial infrastructure of the company. The CFO will be counted on to partner with the CEO for fundraising efforts, (currently raising Series B) including interfacing within the investor community, conducting due diligence and valuation analysis, financial projections and value based economic/pricing analysis. The CFO will also run all IT, facilities, and human resources, and serve as a *de facto* COO. Please have Big 5 accounting experience, large company experience, significant startup company experience as a CFO (more than three years with the actual CFO title), local VC contacts, and good operations and management experience. MBA preferred.

Please email your resume as a Word document attachment to Bryan Power, Manager of Client Services at VF&Co at bryan@vfindco.com and reference search #802

**Search #803 International Vice President of Commercial Sales
Silicon Valley, Europe, or New York**

International Vice President of Commercial Sales for a major international high tech corporation. Lead all international sales, marketing, product development, and customer service efforts for a Worldwide Sales Organization of a leading international high tech company. Lead a large global team with current sales over US \$4 billion. You will have a large dispersed workforce consisting of 1000s of employees, including country managers, regional managers, various direct, OEM, and channel sales forces, product marketing professionals, customer service, and other areas. Over 20 years of experience in international sales management, including managing large global workforces, is required. Board of Directors-level presence, multilingualism, along with the ability to manage large teams internationally while directing global marketing strategies, is desired.

Please email your resume as a Word document attachment to Bryan Power, Manager of Client Services at VF&Co at bryan@vfindco.com and reference search #803

**Search #804 Board Members
Silicon Valley and Nationwide**

Experienced senior executives with significant P&L experience at the C-level and above are sought for Board of Directors positions with well-funded startups. Act on behalf of the VC firm to represent the investors, and help direct the company's plans and growth.

Client Services Spotlight: One of our most recent clients is a local insurance company that has decided to close its operations here in Menlo Park and move to Texas, where costs of employment are much cheaper. In talking with the new VPHR, he expressed a concern that his company had never provided many resources for its employees, a trend that he sought to turnaround with his arrival. Having never worked with VF&Co. before, he explained that his experience with the larger outplacement firms was to “have a place where the displaced employees could go to sign in, make some phone calls and send some emails and conduct their job search.” We told him that as a small, high touch consulting firm, we did not have a facilities based outplacement service. Instead, we commit our clients’ resources towards their individual needs – through experienced career counselors (versus the new hires and process based approach marketed by the large firms), real job development done by researchers experienced in accessing the hidden job market and a heavy focus towards the positive personal and professional development that is so hard to generate in such a harsh local job market. Given that several of the employees had been laid off upwards of eight months ago and were still out of work, he felt that this premium on customizing the services towards the needs of each individual was the best approach to his outplacement and gave us the opportunity in the face of relationships with the larger firms that existed over many years. Once the project was underway, this insurance company found that our flexibility and personal attention, in making sure that each individual had access to the resources that were provided, had an extremely positive impact on a group of laid off employees facing an unforgiving labor market.

On the Move: