

Valerie
Frederickson
& Company

Human Resource Management and Executive Search Consulting
800 Menlo Avenue, Suite 220, Menlo Park, CA 94025
(650) 614-0220 www.vfandco.com

VF&Co HR Laundry List –January 15, 2001

Dear Friends:

With the recent changes in the Silicon Valley market we have quite a few stellar HR and staffing professionals looking for their next opportunity either as direct hires or on a contract basis. We have personally met with the people profiled below and are confident in their skill set. 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. If you or a colleague is looking for qualified, management level or above talent in HR, please contact us.

We have also included an updated list of our current HR searches. As always, your networking assistance is greatly appreciated. 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) 614-0220.

VF & Co is pleased to announce that we will be a featured vendor at the Churchill Club gathering on Wednesday, January 17th. The evening's topic is Breakthrough Technologies in Mobil and Wireless. Please stop by to say hello. We would love to see you!

Take care, Valerie

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Featured Candidates:

Vice President, Human Resources – Leader in HR with over fourteen years experience in high technology Silicon Valley companies, including work as an executive HR consultant for one of the Big Five. Committed, highly focused and motivated in her field. Has spoken at HR conferences regarding successful management of M & As, is a strategic partner in large organization re-design, and has managed global staffing from front-line to executive levels. Boundless abilities in all areas of HR. Pursuing certification as a Certified Compensation Professional as an enhancement to her experience in design and implementation of organization-wide performance management and competitive compensation programs.

VP/Director, Human Resources – SPHR with over fifteen years global, multi-site, multiple industry (including e-commerce) HR executive level experience. Expertise in mergers and acquisitions, change management, OD, staffing management (award winning staffing manager), and building the HR function for startups. Great consulting skills, with a can-do approach to ANY ER situation. Strategic minded and works well as integral part of executive team.

Human Resources Manager – PHR with six plus years of experience in telecommunications and e-commerce companies. Excellent ER management skills. Strong staffing abilities in both technical

and non-technical areas. Created HR function for a start-up. Has proactively managed through organizational change and achieved maximum employee retention.

Staffing Manager – Over seven years of progressive recruitment and staffing experience on both the agency and in-house sides. Cutting edge, strategic approach to managing and motivating recruiters to perform. Excellent track record in ramping up organizations; staffs with retention in mind; and has strong employer branding abilities

Staffing Specialist – M.A. in HR Development with four years of multi-industry staffing experience. Very aggressive in recruiting with outstanding client management skills. Understands importance of relationship building with hiring executives. Strong focus on improving and streamlining processes to ensure competitive timing of offers.

On the consulting/contracting side we have: two part-time technical **Contract Recruiters** (30+ hours/week), and numerous excellent **VPs of HR** available for projects.

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HR Search #101 – Mid-Peninsula

HR Manager for a web-based telecommunications firm with an R & D, sales and service focus. Responsible for benefits administration, employee relations, and generalist duties. Very high learning and growth potential. At least five years HR experience required. PHR preferred. Must have great software, and Internet utilization skills. Must have high interest in cutting edge technologies. **Please email your resume to joyce@vfandco.com and reference search #101.**

HR Search #102 – Mid-Peninsula

HR Director, US Operations in a well-established, yet start-up-like global, telecommunications company. You will be responsible for providing strategic human resource direction to client groups. This role is pure generalist with a strong focus on employee relations, performance management, compensation and benefits administration and organizational development. Must have at least eight 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 with growth potential as company expands its products and services. **Please email your resume to joyce@vfandco.com and reference search #102.**

HR Search #103 - Peninsula

Compensation Analyst 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 a generalist who is hungry to learn, and have outstanding Excel and Access skills. Great pay; supportive, mentoring HR executives; and beautiful accessible location. **Please email your resume to joyce@vfandco.com and reference search #103.**

Executive Non-HR Searches:

VP of Product Marketing for a wireless products company (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 Marketing Officer** for a services company (Redwood City); and **Group Director of Product Marketing** for voice recognition software company (Menlo Park).

Candidates for our executive searches are very welcome to contact us by sending their resumes to recruiting@vfandco.com. They should note “HR Laundry List” in the header to get priority attention.