

HR Industry Newsletter  
October 2006

**Tips, Trends & Thoughts from Valerie**  
Boo!

Dear Friends:

Happy Halloween, especially to our friend Howard Cardon, a former Disney HR executive now with Knight-Ridder, who sent us a large box of gourmet Halloween cookies yesterday, motivating all of us to come to work today in costume. If you are in Menlo Park today please come by and check us out. Somehow, in true Freudian style, each of our costumes represents a certain true part of us:

I'm a dead socialite from the 1890's, Tim Paulsen is a Hells Angel, Lindsay Silver is a Nerd, Jaclyn Kokores is Aphrodite, Kelly DeWitt is a Stunt Pilot, and Jeff Beyers is Speed Racer. Our Controller, Moe Moghni—according to post-SOX regulations—came dressed as a Controller with coat, starched shirt, tie and glasses.

Two scary things going on right now:

1. It is getting increasingly difficult to find enough bodies for certain jobs. I had to go to five Halloween stores in order to find enough skeletons for our house. Like a long, drawn out search for the right HR executive, I think it paid off. [Click here](#) to see pictures.
2. In light of more Stock Option Back Dating problems, the battle grows stronger and the opposing sides set stakes in the ground regarding who gets to own Exec Comp: the CFO or HR. Look for an article on this next month.

This month we would like to thank Jerry Olsen of Addison Avenue for all his referrals!

Take care,  
Valerie

**Ask Valerie**

CFOs, Stock Options, and Benefit Plans

Dear Valerie:

I'm really sick of dealing with my CFO, which seems to stand for Cheap Financial Officer.  
-Disconnected in Danville

Dear Disconnected:

This is going to get worse, not better, unless you change. Finance has their own worldview and you have to do it their way because it's also the CEO's way. More companies want HR executives with

management, finance, or any non-HR in their background so that they will make better decisions. In a recent conversation between an HR professional and one of our consultants, the HR person said, "A board member told me that I would not be promoted until I understand more about finance!" If someone gave me such a specific directive, I'd be all over it. Read *Finance for Non Financial Managers*, which helps readers become familiar with essential financial information, showing them how to "speak the language of numbers" and implement financial data in their daily business decisions. In addition, it clarifies how and why financial decisions impact business and operational objectives.

Dear Valerie:

With all the scandals of stock options backdating and the related lawsuits and executive resignations, will companies still give out options?

-Wondering in Willow Glen

Dear Wondering:

Yes, but the trend is to only give them to executives and certain key engineers. While there are companies in the news because of stock options, the problems center around the policies those companies used in accounting for and distributing options, and how certain executives followed or didn't follow the policies, not in the benefit itself. And it's a really tough, emotional non-black and white issue right now. We'll see more before it's over.

Dear Valerie:

Why are so many companies looking to end their traditional defined benefit pension plans?

-Perplexed in Pleasanton

Dear Perplexed:

Companies want to shift the risk from the employer to the employee as a hedge against lawsuits due to perceived bad investment decisions. In the short term, some employees will win, some will lose. Do you really want to be in a situation where a corrupt group of people can take away your life's savings?

## **Industry Events**

The New War for Talent: Competing for the Best Life Sciences Stars in a Diminishing Pool

2006 MEDIC Conference

November 13-14, 2006, Fairmont Hotel, San Francisco, CA

In less than a year, the job market has gone from a buyers' market to a sellers' market, making it extremely difficult to find the talent companies need. Executives are now asking themselves how they can compete for the key players they need to succeed. At the 2006 MEDIC Conference, Valerie Frederickson and a panel of HR experts will discuss the challenges, trends and practical solutions to attract and retain your most important asset—your people. Join HR executives:

- Theresa Hope-Reese, VPHR, Avanir Pharmaceuticals
- Lorna Larson, VPHR, Autobyte
- Gary Albright, Well-known Talent Management Leader
- Moderator: Valerie Frederickson, CEO and Founder, Valerie Frederickson & Company

This is the only conference geared specifically to HR pros in the life sciences industry and it will be a great opportunity for you learn from and network with the best and brightest of the industry.

HR Executive Career Success: Careerpathing to Win in the Global HR Marketplace

November 28, 2006 (7:30–9:30AM), ABD Insurance, Redwood City, CA

As more and more companies increase expansion beyond the US borders, HR executives must have the skills and experience to make strategic decisions to manage their company's global human resources.

Valerie Frederickson leads a panel of senior HR executives who have successfully made the transition:

- Tom Ezrin, Interim VPHR, KLA-Tencor
- Jing Liao, VPHR, Avanex
- Moderator: Valerie Frederickson, CEO and Founder, Valerie Frederickson & Company

This quarterly breakfast event, sponsored by VF&Co, ABD Insurance, and Littler Mendelson, is by invitation only but we encourage you, as a friend of VF&Co, to participate. For an invitation, contact our Marketing & PR Team at [mpr@vfandco.com](mailto:mpr@vfandco.com).

### [Current Human Resource Executive Searches](#)

Cool Search of the Month!!!

Senior Director, Global Compensation and Benefits (San Jose, CA—relo fine)

One of the world's largest technology companies needs a Senior Director of Global Comp and Benefits. Responsibilities include developing overall compensation philosophy, managing HR costs, ensuring the global Expatriate program is operationally sound, and analyzing benefits and perquisite programs of merged and acquired companies. Desired attributes include direct and effective communication style, extreme customer focus, and an ability to set and maintain an aggressive pace. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

For the following positions, email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Senior Vice President of Human Resources #1 (Silicon Valley, CA—relo fine)

SVP of HR to lead global operations for a \$20B revenue technology company. The company, which has over 120,000 employees, is uniquely positioned for dramatic organic growth over the next few years. Confidential search.

Senior Vice President of Human Resources #2 (Silicon Valley, CA—relo fine)

Well-run and well-respected global technology company needs a SVPHR due to retirement. Confidential search.

Vice President Human Resources in charge of Global Business Partners (San Jose, CA—relo fine)

Strategic VPHR needed for second-in-command role at one of the world's largest technology companies that is in rapid growth mode and has a new executive team.

Vice President of Human Resources (Los Angeles, CA—relo fine)

Experienced HR leader needed to partner with the CEO of a profitable Los Angeles area medical center on change and growth initiatives.

Vice President of Human Resources (Santa Ana, CA—relo fine)

Extremely profitable, publicly-held, health care services company conducting many acquisitions seeks Vice President of Human Resources who will work closely with the CEO.

Vice President of Human Resources in the Americas (San Jose, CA—relo fine)

World's largest telecommunications/networking company needs a Vice President of Human Resources who will be responsible for delivering all HR strategies and programs for all client groups in the Americas.

Senior Human Resources Director in charge of Business Partners (San Jose, CA)

Large, publicly-held technology company with an HR department in a state of flux needs experienced HR executive to manage all worldwide HR business partners and Staffing Manager.

Director of Human Resources, Asia Pacific (anywhere in Asia—relo fine)

For a leading provider of advanced process equipment for the global semiconductor industry.

Human Resources Director (Santa Clara, CA)

An equipment and imaging company in growth mode seeks an HR Director who will lead the expansion process.

Global Compensation Manager (San Jose, CA—relo fine)

Large high-tech manufacturer seeks Compensation Manager with expertise in all aspects of general compensation.

Human Resource Generalist (San Jose, CA—relo fine)

Great role with high exposure for an up-and-comer with five years of experience who wants a global role in a fast-growing, highly profitable public tech company with a really nice and smart VPHR.

Calling all HR Generalists and HR Business Partners moving here from out-of-state or back from global assignments. We guarantee you a 24-hour turnaround on a phone interview and can quickly place you on a contingency basis with one of our long-standing clients.

Current Non-HR Executive Searches

Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

French-speaking CEO for tech startup (San Francisco, CA)

CFO for a large, global public tech company (San Jose, CA)

Contract Positions (Start Immediately)

We are looking for candidates for a variety of HR contract positions—generalist and specialist roles; short and long-term assignments—in small and large companies across industries. Our current contract positions include a variety of SVPHR, VPHR, DHR, and MHR roles, and our goal is to place one high level HR contractor a week. Our priority contract position this month is:

CFO for a private school district in Atherton

If you'd like to find out more about this position or other contract opportunities or know someone who does contact our Executive Search Team at [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Recently Closed Searches

Director, Business Human Resources (Palo Alto, CA)

Senior Director of Human Resources (Redwood City, CA)

Senior Vice President of Human Resources, high-tech company (Milpitas, CA)  
Director of Human Resources, private school (Atherton, CA)  
Director of Global Staffing (San Jose, CA—relo fine)  
Leader of Human Resources and OD, bio-tech company (Auburn, CA)  
Director of Human Resources and Labor Relations (San Francisco)  
Senior Human Resources Manager, high-tech company (San Mateo, CA)  
Director of Global Compensation, Benefits, Global Relocation, and HRIS (San Jose, CA)  
Manager of Human Resources with strong ER background (San Jose, CA)

#### VF&Co Internal Positions

We are continuing to expand! Come work in beautiful downtown Menlo Park. Enjoy a well-run small business with 11 years of profitability, wonderful co-workers, a Who's Who list of clients, virtually unlimited opportunity, and over 50 stores, restaurants, dry cleaners, book stores, etc. all one block away. Help us take our successful business to the next level and have fun doing it! Best fit is a well-read, well educated, kind, ethical, polite yet funny, multi-lingual, multi-cultural Type A individual who enjoys collaborating but is self-motivated and highly driven, and willing to participate in bake-offs and costume contests. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

HR Contingency Placement Recruiter (Menlo Park, CA)

#### [Current HR Consulting Projects](#)

Valerie Frederickson & Company is truly your HR Business Partner. Here are just a few of the critical HR and management needs currently being addressed by VF&Co consultants:

- Provide complete HR services for the small U.S. branch of a European company
- Supply temporary staffing manager during leave of absence of permanent staff member
- Integration of Equity Edge stock administration system
- Coaching and management consulting for HR senior staff
- Contract recruiters for HR department
- Consultation on post-merger integration issues, communication and compensation/benefits
- Identify critical behaviors and competencies required to succeed in the "corporate culture"
- Develop step-by-step diversity recruiting procedures
- Design performance management system combined with individual development programs
- Finesse the hire of a senior executive with the company's board of directors
- Train a public company's sales force in diversity sensitivity
- Coach CEO on management and leadership "issues"
- Support a start-up's management team's efforts to develop an "Advisory Council"
- Consult with pre-IPO company Executive Team on strategy and team effectiveness