

HR Industry Newsletter  
December 2006

Tips, Trends & Thoughts from Valerie  
**Tis the Season for Giving**

Dear Friends:

Omar, 9, and Yanet, 4, live in a clean and well organized one-bedroom apartment in East Palo Alto along with their mom, Erica, 25, who is our housekeeper, her boyfriend, Mauricio, 24, a painter, their Uncle, Nito, 26, who is a painter and gardener, and sometimes Mauricio's younger sister, her husband, and their two babies. This hard working, immigrant family is from Arteaga, in the Mexican state of Michoachan. Their Guatemalan neighbor, Alba, her toddler, and her newborn baby were also living there for a while. At this time of year, I'd like to tell you a little about this family and how they're doing.

Little Yanet loves to hug people and to say Te quiero! (I love you!). She has large brown eyes with delicate eyebrows, and usually has two long, curly pigtails. She is either laughing or pouting. She loves to brincar (jump around). She is cute, bubbly, and a passionate little drama queen.

Omar is the serious, sensitive type who looks down at his shoes but notices everything. He is doing extremely well in Mrs. Gordo's fourth grade bilingual class and came in second recently at a regional tennis tournament. Omar has a problem with one leg, which hurts him and made him limp when Adam and I took him hiking recently in Rancho San Antonio. He wears out his shoes unevenly, and may need some physical therapy for the leg in order to strengthen it.

Both children are smart and energetic and are always looking for things to do. Their mother, uncles, and family friends work extremely hard to give them any and all opportunities that exist, but because of the challenging circumstances they face, it is often hard to provide some of the things we take for granted. Yanet and Omar love to read but have never had access to enough books, and because many of their family members speak only Spanish, the books they are given at school are too difficult for their parents to read to them.

There is this amazing charity in San Francisco that Jon Carroll wrote about in the SF Chronicle recently. It's called the [Children's Book Project](#). The project gives free books to children and families who can't afford them. Kelly DeWitt (on our search team) and I drove up there a couple of weeks ago and spent an hour choosing age-appropriate books in both English and Spanish for the kids. Books like Buenas Noches Luna (Good Night Moon), Corduroy El Osito, (the Little Bear, Corduroy), and basically every good quality book we could think of. They had 13-volume encyclopedias in Spanish, so we got one for their apartment, and one for Mrs. Gordo's class. I brought over 100 books that night, and Tio Nito, helped me unload them. We crammed the books into their little apartment, and I had the joy of watching the kids yell, "Valeria, I have this book at school!! This one's my favorite!" and watching Tio Nito open a picture encyclopedia (for the first time in his life) and tell me about Javelinas on the ranch, and how to BBQ them, and Erica, the mom, eagerly reading a book in Spanish about children's health and nutrition.

Being able to read (and having some fun material to read) will help make this a family that gets out of poverty, doesn't go prison, and gets out of the sad cycle of malnutrition, broken homes, and powerlessness. When Tio Nito was mowing my lawn over the weekend, he told me about how every

night he reads Good Night Moon in Spanish to Yanet, and how he and Omar read a book about armaments. Yeah, it was a sticker book, but at least it was still a book.

At this time of year especially, I'd like to thank Mrs. Gordo of Green Oaks Academy for caring about Omar and his family; the volunteers of the East Palo Alto Tennis Program for making a difference in all these kids' lives; the good folks at the Children's Book Project; and everyone else who works to make the poorest of the working poor have some of the same chances we do.

This month we would like to thank an old friend, Rich Schlenker, CFO of Exponent (remember the Failure Analysis Associates' sign on 101 in Menlo Park?) for referring us a new HR search client. Rich, you were awesome on our panel back in 1998, and we hear that you have only grown better!

Take care,  
Valerie

### **Ask Valerie**

This month, these true questions are so silly that no answers are necessary. Consider it a holiday gift! Please email over your best and worst HR questions to [tim@vfandco.com](mailto:tim@vfandco.com).

Dear Valerie:  
I can't stand the smell of some of my employees' lunches. What can I do?  
-Sickened in San Mateo

Dear Valerie:  
I've had employees complain that our bathrooms are unsanitary. How can I get my employees to stop leaving shoe prints on the toilet seats?  
-Confused in Cupertino

Dear Valerie:  
My employer has proposed a relo-package to Singapore for me, my wife, and our two kids. How can I get an additional relo package for my mistress?  
-Distressed in Daly City

### **Industry Events**

NCHRA HR Week West  
February 20-22, 2007, Hyatt Regency, Santa Clara, CA  
Attend two Strategic HR conferences at once—choose the seminars that suit your interests.

WorldatWork Work-Life 2007 Conference & Exhibition  
February 21-23, 2007, Arizona Biltmore Resort & Spa, Phoenix, AZ  
Gain critical information on how to implement work-life balance strategies to attract, retain, and develop your talent.

SHRM Global Forum Conference & Exposition

March 19-21, 2007, Hyatt Century Plaza, Los Angeles, CA

Hear from global HR experts and learn about: strategic HR management, Organizational Effectiveness and Employee Development, Global Staffing, International Assignment Management, Global Compensation and Benefits, and International Employee Relations and Regulations.

SHRM Staffing Management Conference & Exposition

April 23-25, 2007, New Orleans Marriot, New Orleans, LA

Enhance your knowledge of staffing and take away tools that you can put to use right away.

### **Current Human Resources Executive Searches**

Cool Search of the Month!!!

Calling all Compensation Analysts, Recruiters, and HR Generalists!!!

The HR job-market is very tight and we have a high demand for talented up-and-comers to help lay the foundation for great companies in the Bay Area. We guarantee you a 48-hour response time and can place you on a contingency or retained basis with one of our long-term, trusted clients. Recent college graduates with one to five years of generalist or specialist experience are ideal. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Vice President of Human Resources (San Jose, CA)

Reporting to the CEO of this billion-dollar semiconductor company, the VPHR will lead, develop, and oversee a strong global HR team. The VPHR will oversee HR information technology ensuring appropriate data management, security, metrics and delivery. The ideal candidate will have experience leading large organizational changes, and a strong background in training, recruiting, and ER. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

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

Take on the top position for a successful 400-employee, publicly held, global technology company. Role includes active involvement with the Compensation Committee and responsibility for all SOX compliance issues. Global responsibility for HR in the US and sites abroad. Modest international travel involved. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

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

World's largest telecommunications/networking company needs a VP who will be responsible for delivering all HR strategies and programs for client groups in the Americas. The successful candidate will possess strong business acumen and have the ability to build and lead successful teams in a matrix-reporting environment. Prefer Fortune 500 experience in business and HR roles. Spanish or Portuguese fluency a plus. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Director of Compensation and Benefits (San Jose, CA)

Successful, publicly held semiconductor company needs a Director of Compensation and Benefits. Responsibilities include building sales-compensation models, creating benchmarking tools, working with executive compensation packages, and leveling compensation in Asia. Desired candidate should possess a 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).

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. Be the top HR expert inside the company and in line for the VP role. Lots of room to shine, make a mark, and get promoted. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

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

For a leading provider of advanced process equipment for the global semiconductor industry. Responsibilities include collaborating with other regional HR leaders, ensuring the effective deployment of corporate HR strategies, and acting as a resource for Country Leadership, offering council and coaching. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Human Resources Business Partners (Asia Pacific)

Reporting to the Global VPHR of Business Partners, this position will ensure that the business units in the Asia Pacific region align with overall company objectives for this large, public, and rapidly growing telecommunications/networking company headquartered in Singapore. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Director of Human Resources (Mountain View, CA)

Director of Human Resources needed for a rapidly growing successful technology company. Reporting to the VPHR, this individual will develop business partner relationships with Sales, Marketing, Operations, and Finance, while helping to establish the foundation of HR for the company. Global tech experience is a plus, along with the ability to develop and implement processes around training and development, ER, and global mobility. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Director of Human Resources (Redwood City, CA)

Growing Silicon Valley consulting company is looking for an experienced HR Director to lead all HR processes for their 200-person consulting and services firm. The ideal candidate will have a background that demonstrates his or her ability to lead an HR function or group and successfully get results in all areas of HR. Experience with C&B strategy, OD, and HR leadership crucial. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Senior Human Resources Manager (San Francisco, CA)

Senior Manager of Human Resources needed to help organize and lead this public and thriving computer services company. Reporting to the VPHR, this position will not only cover all international Human Resources, but will advise on comp strategy, HRIS, and performance management. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

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, MHR, and GHR roles, and our goal is to place one high level HR contractor a week. Our priority contract position for this month is:

Cool Contracting Assignment of the Month!!!

Compensation Analyst (San Francisco, CA)

Privately held company in San Francisco seeks Compensation Analyst. Clients include the vast majority of the Fortune 500. Ideal candidate will possess two to five years Human Resources Generalist experience with emphasis in compensation, can thrive in a fast-paced, dynamic environment, and has worked with Radford surveys. Competitive compensation on a contract basis, with full-time potential. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

HR Generalist (Redwood City, CA)  
Benefits Manager (Union City, CA)  
Recruiter/HR Generalist (Mountain View, CA)

#### Recently Closed Searches

Vice President of Human Resources over Global Business Partners (San Jose, CA)  
Vice President of Human Resources (Santa Ana, CA)  
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)  
Leader of Human Resources and OD, biotech 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)  
Executive Search Associate (Menlo Park, CA)

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

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

- Provide complete HR services for the small US 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
- Train Executives on effective listening skills
- MBTI teambuilding meeting facilitation