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FREDERICKSON PARTNERS NEWSLETTER - NEWS YOU CAN USE

August

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LETTER FROM VALERIE

Valerie Frederickson Founder & CEO

Covid-19 and Mental Health

One silver lining in this extended Covid-19 season is that leaders are finally speaking about mental health. Back in the spring when Covid shutdowns started, the people I spoke with most—CEOs, CPOs and CHROs—would say, "are you staying safe?" or "stay safe." Now the same group is asking me if I'm staying *safe and sane*. Meaning: "How crazy are you going while staying locked away and safe?"

Covid anxiety, depression, loneliness—all are symptoms that many of us are experiencing now. Social media is full of Mom memes about daytime drinking. binge swiping on Facebook, and obsessively reading news—all effects of our self-imposed lockdown. People are finally starting to be honest about how tough this is. Notably Michelle Obama recently talked about her own quarantine-related "low-grade depression" and how to cope. I, for one, am glad that mental health is out of the closet. I especially like the way HR executives are modeling good behavior by asking about and sharing these issues. For example, an HR executive confided that when taking a break from her nonstop, isolated workday to take a walk, she passed a group of stay-at-home Moms in a wading pool having afternoon cocktails and almost joined them.

Let's start being honest about how we're feeling and acknowledge that some days are, well, *tough*. And there's a toll in whatever burden we carry: loneliness in remote work, anxiety over the virus, feeling beaten up by news. Health is not just about getting in your workouts. As human beings, our health starts and stops with feelings that deserve to be heard.

At work, how can employers change company cultures to support mental health? I think it starts with self-disclosure and an "I'm not a superhero" mentality. I want to take my hat off to HR leaders doing a great job with that. People and HR leaders are in a perfect position, along with CEOs, to model good behavior in talking about how they and others are doing.

In mental health.

Valerie

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SAMPLE CURRENT HUMAN RESOURCE EXECUTIVE SEARCHES

Fintech

CHRO Northeast



Artificial Intelligence

Chief People Officer San Francisco, CA



Confidential

Head of People. Enterprise Software New York, NY



Semiconductor

VPHR Global Business Partners. Semiconductor Fremont, CA



Fintech

HRBP Chicago, IL



Pre-IPO B2C

Chief People Officer Detroit, MI



Biotech

SVP Human Resources San Diego, CA



Constructiontech

VP Total Rewards Global HR Operations. Scottsdale, AZ or multiple locations in Texas



Enterprise Software

Senior Director, HRBP. Enterprise Software San Mateo, CA



Fintech

Global Head of Total Rewards Brazil, U.S. or other



Venture Capital

Head of People Menlo Park, CA



EdTech

Head of People Silicon Valley, CA



Fintech

Global Head of Talent Acquisition Brazil, U.S. or other



Fintech

HRBP Mexico City, Mexico



Financial Services

Multiple Senior HRBPs Upper Midwest



Confidential

Head of Compensation San Francisco, CA



Consumer Goods

Head of Diversity and Inclusion San Francisco, CA



Fintech

CHRO San Mateo, CA



Venture Capital

HR Director Menlo Park, CA



Fintech

Director, HRBP Seattle



SaaS

Global VP of Total Rewards Miami or Dallas



SaaS

Chief People Officer Seattle, WA



B2B/SaaS

HRBPs All over the U.S.



SAMPLE RECENTLY COMPLETED HR AND PEOPLE SEARCHES



CHRO Philadelphia, PA CLOSED



Global Head of Talent Acquisition Sao Paulo, Brazil CLOSED



Director People Business Partners, Enterprise Functions Cambridge, Cambs CLOSED



VP, People and Culture Los Angeles, CA CLOSED



VP Human Resources London, U.K. CLOSED



Head of People Palo Alto, CA CLOSED

SAMPLE BEST OF THE REST HR SEARCHES

Director of Human Resources <u>C3.ai</u> Redwood City, CA Director of People Operations

<u>Chime</u>

San Francisco, CA

Directors of Human Resources

<u>Atomwise</u>

San Francisco, CA

MEDIA COVERAGE – CNN BUSINESS

In July, a *CNN Business* article described how Barry Lawrence Williams, former CEO and 14-time board member is now advocating to increase Black board membership.

Tech reporter Sara Ashley O'Brien spoke with CEO Valerie Frederickson about the importance of Black representation on boards. <u>More here</u>.

CNN Business: <u>He's served on 14 boards. Now he wants</u> <u>companies to find other Black candidates</u>. July 24, 2020



MEDIA COVERAGE – SHRM

Journalist Roy Maurer interviewed Valerie Frederickson extensively for an article in Society for Human Resource Management or SHRM's on-line magazine in early August.

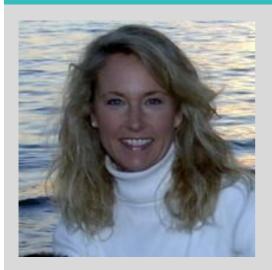
Roy's article covers the rise in diversity, equity and inclusion (DE&I) roles since the death of George Floyd in late May. More here.

Find out more also about Frederickson Partners' recently expanded D&I practice.



SHRM: New DE&I Roles Spike After Racial Justice Protests August 6, 2020

SAMPLE COMPLETED PEOPLE/HR SEARCH – GRAIL, INC.

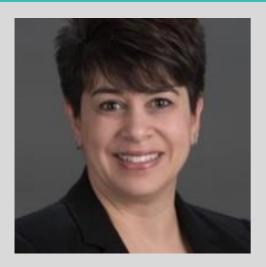


GRAIL is a rapidly growing biotech company with a mission to develop tests for detecting cancer early, transforming care and improving survival. Its new Head of Talent leader will drive a cohesive and compelling recruitment plan for the organization, operate as a strategic advisor to leadership, and serve as a steward of GRAIL's inclusive and diverse culture as the company embarks on sizable future scale and growth.

We're excited to announce that we recently completed GRAIL's Head of Talent search, placing Kelly Carlson. Kelly joins GRAIL from Automation Anywhere, where she was the Senior Director of Global Talent Acquisition. Kelly has deep global experience as a Talent Acquisition leader, including positions with major name brands Google, Apple, Nokia, Plantronics and Nestlé. Kelly attended California State University East Bay, where she studied Human Resource Management.

We'd like to congratulate and welcome Kelly to GRAIL!

SAMPLE COMPLETED PEOPLE/HR SEARCH – VELOCITY VEHICLE GROUP



Velocity Vehicle Group is a privately owned group of companies in the commercial vehicle industry, located in the Los Angeles metro area, VVG recently created a new role, Vice President of Human Resources, who as the first senior HR executive in the company will help to position it for high growth, and define an overall people strategy.

We're delighted to announce we've placed <u>Deborah Cegielski</u> (<u>dcegielski@vgtruck.com</u>) as Vice President of Human Resources. Deborah joins VVG from OSI Systems where, as CHRO, she led a team of over 100. Previously Deborah has held senior HR leadership positions with Ametek, United Technologies and XLA, Inc. Deborah has an M.B.A. from Northeastern University and an M.A. from University of Oklahoma and attended the University of Virginia Darden School of Business.

Congratulations and welcome, Deborah!

THE COVID CORNER

In July we spent a week in an almost deserted fishing village way up in Northern California. where you can kayak on a river for two hours, and only see three fisherman and a handful of seals.

In August, we're spending a week at Lake Shasta with a houseboat, which is the ultimate aquatic social distancing.

2020 Question for Parents: Back to School?

My current Covid preoccupation is if I'm making the right decision keeping the twins at home this year. Is doing our five-kid homeschool the right thing? This is a question that keeps me awake from 3:00 and 5:00 a.m. many nights.

Quarantine Meme of the Month

I've been fantasizing about going to Hawaii or Mexico or San Diego this winter—just anything to avoid what seemingly will be a loooong cold season in our house with nowhere to go. The big question on my mind is, will we be in a good position to do air travel next summer?



Our cool vacation rental truck

I CAN'T WAIT TO WALK DOWN THE AISLE SOMEDAY...AND HEAR THOSE MAGICAL WORDS.. "THIS IS YOUR PILOT SPEAKING."

