

GETFIVE
HR
NETWORK



BRIEFINGS FOR THE INFORMED PROFESSIONAL

76th HR Network Breakfast Seminar

Advances in Recruiting: Art of the Possible Vs. State of the Legal

#GetFive

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BRIEFINGS FOR THE INFORMED PROFESSIONAL

Friday, September 15th, 2017

Breakfast Seminar

CUNY GRADUATE CENTER

365 Fifth Avenue

7:30 A.M. - 8:00 A.M.

Registration & Continental Breakfast

8:00 A.M. - 9:30 A.M.

Presentation and Comments from the Audience

SHRM RECERTIFICATION

GetFive is Recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP.

ACTIVITY 17-XG6ST

1.5 PDCS

**HRCI RECERTIFICATION GENERAL
CREDIT HOURS AWARDED: 1.5**

PROGRAM: 325472

To receive recertification credit, please log-in to www.hrci.org, and click "My Recertification"



ABOUT GETFIVE

We're an HR department's greatest ally, delivering brilliant outplacement solutions. We're an executive's secret weapon, targeting solutions for more impactful leadership. We help your people find their footing faster using our time-tested and research-based method; it just works.

OUTPLACEMENT

Our proven 5-Step Method, based on 30 years of ongoing research, continually evolves as the world around us shifts and changes. Our certified coaches guide candidates through our step-by-step method – personalizing the experience, bringing the job seekers' techniques up to date, and supporting them throughout the entire process.

EXECUTIVE COACHING

Whether you have a team of 5 or 500, we can help your superstars develop, polish, and expand their leadership skills. From the strategic to the practical, we guide and advise your most promising leaders one-on-one, so you'll not only have a more effective leadership team, you'll have transformed careers. That makes your job a little easier and your company a whole lot stronger.

WHERE YOUR PROFESSIONAL SUCCESS GETS PERSONAL

Think of us for Outplacement Services, Leadership Development, Cross-Cultural Training, Team Building, Onboarding, Spouse Relocation Help, Retirement Planning, and a host of other services.

Welcome to the 76th HR Network Breakfast Seminar

Advances in Recruiting: Art of the Possible Vs. State of the Legal

TODAY'S BREAKFAST TOPIC

Advances in Recruiting: Art of the Possible Vs. State of the Legal

Recruiting technology is racing ahead, giving recruiters the ability to separate the needle from the haystack with growing precision and reduced labor intensity. At the same time, the ability to construct candidate profiles using digital crumbs is bumping up against privacy, ethical and legal boundaries. Restrictions on salary inquiries, while not a high-tech issue, is just one example of the tension between recruiting objectives and issues of privacy and fairness.

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THE HOST



DARREN KIMBALL

Chief Executive Officer, GetFive

Prior to joining the company, Darren enjoyed a 20-year career on Wall Street. Darren spent 10 years as a top-ranked analyst by Institutional Investor Magazine and was twice the Wall Street Journal's top sector stock picker. He has appeared on CNBC, CNN, and Bloomberg TV to discuss his views. Darren holds a B.S. in Economics with magna cum laude honors from The Wharton School of the University of Pennsylvania and has been a chartered financial analyst (CFA) since 1994.

THE PANELISTS



MARYALICE FEINSTEIN

Staffing Manager, Sales & Partnerships Staffing at Google

MaryAlice Feinstein has been with Google since 2007 and has spent her entire career in staffing covering tech, leadership and sales. She is a Staffing Manager in the Sales/General Business org and manages a team of recruiters in NYC. She is also the Global Staffing Lead for Google's Global Partnerships, Global Solutions and Hardware Sales teams and responsible for making sure headcount is filled internally and externally while always keeping Experience and D&I core to hiring.

Prior to Google, MaryAlice was with Keane, a mid-tier consulting company for close to 9 years and held roles in leadership staffing, program management, ATS management and workforce planning. She started her career right out of college as a technical recruiter at a small staffing company called CTG. She was based in Syracuse, NY but covered the tristate area where she was responsible for finding and placing database and networking professionals at Fortune 500 clients like IBM, Xerox & Kodak.

MaryAlice is also a Career Guru for Google (Google 20% project) and for the last 7 years she has coached Googlers. She has experience coaching on career conversations and areas of development and growth. Being a Career Guru at Google gives her an opportunity to also pursue one of her passion areas, Career Coaching. She also gets to use her MBTI certification and work with people on their Myers-Briggs assessment results. Helping others find their way in their career and grow, has been one of the most rewarding experiences for MaryAlice while at Google.

THE PANELISTS



MARTIN SCHMELKIN
Partner at Jones Day

Marty Schmelkin represents employers in all aspects of employment law, advising on litigation strategy, leading workplace training programs, coordinating the implementation of policies and programs across multiple global jurisdictions, and counseling on recruitment, hiring, compensation, promotions, as well as disciplinary and termination activity. He brings a unique perspective to the practice, having served as an in-house counsel for 15 years at a leading global financial institution. Marty understands the legal and business challenges facing employers and has a particular in-depth experience with financial services firms, including investment banks, hedge funds, private equity firms, and asset managers. He counsels financial services firms on employment related FINRA arbitrations and regulatory filings. Marty also has worked

extensively in the area of corporate diversity and advises employers on their implementation of diversity policies and programs in the United States and on a global basis.

Prior to joining Jones Day, Marty worked for 15 years in the legal department of Goldman Sachs, where he was a managing director and associate general counsel in the employment law group. While there he spent time in the firm's Hong Kong office covering employment law matters throughout Asia and also had responsibility for employment law in non-U.S. offices in the Americas.

Marty is a member of the board of the Cornell University School of Industrial & Labor Relations (ILR) Alum



TOM OSMOND
*Managing Director and
Head of HR Platforms and
Analytics at BlackRock*

Tom Osmond joined BlackRock in 2014 from Goldman Sachs, where he spent 14 years, most recently as Global Head of Human Capital Management (HCM) Solutions. Responsible for establishing the HCM Solutions platform, Tom created the firm's People Analytics function and led the technology and innovation strategy across Talent Management, Business Partners, Employee Relations, and Technology, integrating the talent agenda with reporting infrastructure to drive people decisions. He also ran Talent Practices, including promotions, the firm's employee opinion survey and performance reviews. During his time at Goldman Sachs, Tom was Global Head of Recruiting, Global Head of Corporate Training (GS University) and served as an HR Business Partner, Talent Consultant, and Employee

Relations Advisor. Prior to Goldman Sachs, Tom spent seven years as a human resources consultant with PricewaterhouseCoopers.

Tom received his MBA from Columbia Business School. Prior to Columbia, he earned a BA from the College of the Holy Cross and an MA from the University of Delaware.

He currently serves on the client advisory boards of several HR technology and data analytics vendors as well as LinkedIn's Expert Advisory Board.

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UPCOMING SEMINARS

All HR Network Breakfasts are held at The Graduate Center at 365 Fifth Avenue

Fri, January 26, 2018

Fri, April 13, 2018

Thurs, June 14, 2018

7:30 A.M. - 8:00 A.M.

Registration & Continental Breakfast

8:00 A.M. - 9:30 A.M.

Program

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See GetFive Coaching in Action

Attend a GetFive workshop in person. You'll see the difference, and understand why more companies choose GetFive as their outplacement provider.

CONTACT LINSEY ODRE TO SCHEDULE AN OBSERVATION:

212.286.4500 | linsey@getfive.com

FROM HR EXECES

"The outplacement services at [GetFive] are top-notch. What I like about [GetFive] is the practical, hands-on experience. All of my former employees feel they got that personal connection with someone, which really made the difference for them."

**ASSOCIATE EXECUTIVE DIRECTOR, HUMAN RESOURCES,
NOT-FOR-PROFIT**

"Outbound employees are thrilled because they get a personalized service with the resources to back it up. Nobody wants to need outplacement, but when they do, they want [GetFive]"

SENIOR HR BUSINESS PARTNER, COMPUTER SOFTWARE COMPANY

FROM PAST MEMBERS

"[GetFive] provides a basis for lifelong skills. For instance, you learn what your strengths are, you learn what you're passionate about, you know what you're worth and you know how to talk about this with confidence."

DIRECTOR, PUBLISHING

"[GetFive] helps open your eyes to things you can't see. If you give them a little bit, they're going to give you a whole lot more. I was able to change careers and industry. Take advantage of it."

MANAGER, BANKING