MAY 6–8, 2019
MGM NATIONAL HARBOR
WASHINGTON, D.C.

HOSTING THE GREAT DEBATE
WHAT IS THE FUTURE OF HR?

OUR VIP SPONSORS

ActOne Group
alexander mann solutions
AMN Healthcare
Hudson RPO
Korn Ferry
peopleScout
WilsonHCG
ADP
ALLEGIS GLOBAL SOLUTIONS
Cielo
inspirus
levelup
Randstad Sourceright
Yoh
WE FIND THE RIGHT TALENT TO DELIVER YOUR STRATEGY.

Every day you go without filling a position is a day you’re not operating at maximum capacity. Yet rushing to meet hiring goals with poor-fit candidates only results in turnover and a process restart.

Our industry-leading RPO solutions leverage data and state-of-the-art technology to help you streamline recruitment processes, optimize the candidate experience, and reduce recruitment costs—all without compromising on quality of hire.

Start your journey to more than at kornferry.com/rpo or call 1 800-633-4410
SERIOUS ISSUES REQUIRE SERIOUS DEBATE

People are messy. People are complex, occasionally conflicted, fallible and emotional. But managing people is the business of HR. And, the practice of HR is evolving rapidly. Do you know who has the right answers about the ultimate future of HR? No one. We are all on the same roller coaster ride together trying to see over the next rise because what follows may be a big stomach churning turn. So, everyone is trying to peer into the future because the only thing we are certain of is that evolution, or metaphorically the speed of this ride, is accelerating.

If no one has the answers, then we all have them. The HRO Today Forum this year is titled, “Hosting the Great Debate—What is the Future of HR?” The future of HR is the subject of a great debate and HRO Today is thrilled to host a dialogue amongst some of the top HR leaders in the world. We are going to address pressing strategic topics around automation and its opportunities and limits. We have a panel on the expanding role of HR and whether corporate responsibility should be part of HR’s purview and a troubling discussion on the cultural issues around workplace safety and security in the wake of a workplace shooting costing the lives of an HR manager and an HR intern. We have onstage interviews with the CHROs of T-Mobile and Aflac (yes, we even have questions for the duck). We have keynotes on diversity and inclusion featuring the CHRO of Freddie Mac and a breakfast keynote by the CEO of the The Muse about employer branding, where she will explain what they have learned will resonate with the millennial and Gen Z candidates.

We will be recognizing extraordinary leaders in our annual CHRO of the Year Awards Gala. We will be recognizing the TA leaders of the year in a special luncheon and honoring top employer brands in our first ever survey of HR leaders on employment branding. It will be a fun and exciting event where we hope you are informed, entertained and meet new friends! Welcome to the HRO Today Forum!

Sincerely,

Elliot H. Clark, CEO, SharedXpertise
Chairman, HRO Today Forum
2019 HRO TODAY FORUM SPONSORS

A SPECIAL THANKS TO OUR VIP SPONSORS

VIP SPONSORS

- ActOne Group
- ADP
- Alexander Mann Solutions
- Allegis Global Solutions
- AMN Healthcare
- Cielo
- Hudson RPO
- Inspirus
- Korn Ferry
- LevelUp
- PeopleScout
- Randstad Sourceright
- WilsonHCG
- Yoh

PREMIER SPONSORS

- Korn Ferry
- Hudson RPO
- WilsonHCG

GOLD SPONSORS

- ActOne Group
- Allegis Global Solutions
- LevelUp
- PeopleScout

SILVER SPONSORS

- ADP
- Advantage
- AMN Healthcare
- Broadleaf
- Cielo
- CSS
- First Advantage
- Guidant Global
- Hudson RPO
- Inspirus
- Montage
- Orion Novotus
- Pontoon
- Yoh
- ZipRecruiter
- Sevenstep

BRONZE SPONSORS

- Engage2Excel
- Saba
- Lumesse
- Social Talent

CHRO OF THE YEAR AWARDS GALA SPONSORS

- ActOne Group
- Allegis Global Solutions
- Inspirus

HRO TODAY AWARDS GALA RECEPTION SPONSOR

- ActOne Group

POST GALA COCKTAIL RECEPTION SPONSOR

- Korn Ferry
- WilsonHCG
- Yoh
A SPECIAL THANKS TO OUR SPONSORS AND MEDIA & ASSOCIATION PARTNERS

CHRO NETWORKING BREAKFAST SPONSOR

TALENT ACQUISITION BREAKFAST SPONSOR

HRO TODAY MAGAZINE PARTY SPONSOR

MOST ADMIREDBRANDBRAND AWARDS BREAKFAST SPONSOR

CENTER FOR HUMAN RESOURCES AT THE WHARTON SCHOOL TRACK SPONSOR

TALENT ACQUISITION LEADER OF THE YEAR AWARDS SPONSOR

THOUGHT LEADERSHIP SPONSOR

CHRO OF THE YEAR AWARDS GALA VIDEO SPONSOR

HEADSHOT LOUNGE SPONSOR

LANYARD SPONSOR

iREPORTER SPONSOR

MARKETPLACE SPONSORS

SUPPORTING SPONSORS

COFFEE BREAK SPONSOR

ASSOCIATION & MEDIA SPONSORS
VIP SPONSORS:

ActOne Group
ALLEGIS GLOBAL SOLUTIONS
KORN FERRY
inspirus
WilsonHCG
Yoh
THE ANSWER IS YES.

On behalf of the HRO Today Association and the entire HRO Today Family, we warmly welcome you to the annual HRO Today Forum North America.

This year’s theme is Hosting the Great Debate – What is the Future of HR? Despite technology disruption that has roiled much of American business, the need to attract, retain, protect and serve employees has insulated companies. But change is also washing over how we do business – and sending ripples across the HR industry. As you will learn from our speakers, panels and sessions, a rising cohort of tech-learning and enabled leaders are rethinking creative models and rethinking business. We are investing in this vision of the future. So is HR being shaken by technology, automation, process improvement, and new discoveries? The answer is yes.

Throughout the next several days, we will be exploring the highest standards of human resources in the management and support of services, technologies and overall HR functions. The HRO Today Association is also responding to the needs of our members and enabling technology to help us better manage social media, online networking, on-demand learning and virtual opportunities to engage.

Thought Leadership Councils (TLCs), exploring and discussing topics within Talent Acquisition, Talent Management, Employee Relations & Services, and Outsourcing, continue to draw a great line up of speakers, thought leaders and attendees. Our new committee structure empowers our members to help drive and get deeply involved in how the Association responds to industry needs, sets standards and practices, and enhances our user experience. Topics from many of the monthly TLCs and member discussions will be showcased throughout the event, in plenary tracks, best practice sharing sessions, panels, and sessions. While the next several days at the HRO Today Forum will provide an excellent opportunity for our members and each of the Forum delegates to participate in great conversations and best practice sharing, the Association allows you to continue these actions daily. Are you interested in opportunities to engage in networking with HR and business leaders and experts across the globe? Is online learning helpful to your organization and teams? Can the opportunity to engage in thought leadership and industry recognition help your employees and organization? The answers: Yes, yes, yes. If you are not already a member of the HRO Today Association, I urge you to do so and keep the conversation and learning active every month.

As business people, we like asking questions, hence our theme, “What is the Future of HR?” It can help clarify choices and allow us to focus on what really matters. But in an age of flux, paradox is ascendant. Success will come from embracing the convergence of HR and technology, and adapting to whatever happens to be the answer in any debate. This has always been the “business plan” for successful business leaders, who take opportunities that appear and run with them. More and more, we will all have to learn to run this way.

These are edge of your seat times. That's one reason we have focused on the art of discussion, exchange and maybe even an argument or two, as this year’s theme, Hosting the Great DEBATE. Here is an industry that has been disrupted many times before – by the creation of an ATS, the rise of social media in recruiting and marketing, video interviewing, the launch of the CRM and so much more – and has always managed to remake itself, even when the critics were most skeptical. So how will it work out this time? Who will be the superheroes and villains, and what will the next technology twist reveal? Whose ideas will fuel the discussion? Sit back and enjoy the debate. We're all living it. We might as well enjoy watching it.

I am delighted to be welcoming you to what promises to be a highly educational, collaborative, and successful conference!

Zachary
D. Zachary Misko
President and Executive Director
HRO Today Association
It’s all about the humans at Freddie Mac.

We’re actively engaging the differences of our employees, suppliers and partners to further drive our mission of making home possible. We call it inclusive engagement.

Congratulations to Jacqueline Welch, Freddie Mac CHRO and CDO, and the other finalists for being recognized as HRO Today’s CHRO of the Year nominees.
<table>
<thead>
<tr>
<th>TIME</th>
<th>SESSION</th>
<th>MEETING ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30 am – 8:30 pm</td>
<td>Event Registration</td>
<td>Prefunction Area</td>
</tr>
<tr>
<td>12:00 pm – 1:15 pm</td>
<td><strong>HRO Today Association Board Luncheon (Invitation Only)</strong></td>
<td>Aria Room</td>
</tr>
<tr>
<td>1:15 pm – 2:45 pm</td>
<td><strong>CHRO Executive Briefing (Invitation Only)</strong></td>
<td>Beau Rivage Room</td>
</tr>
<tr>
<td></td>
<td>• Elliot Clark, CEO, SharedXpertise, HRO Today</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Zachary Misko, President, HRO Today Association</td>
<td></td>
</tr>
<tr>
<td>1:15 pm – 2:00 pm</td>
<td><strong>Stacking Your Stack: Building a Tech Stack to Influence Your Recruitment Strategy for the Digital Transformation Era</strong></td>
<td>Bellagio Ballroom</td>
</tr>
<tr>
<td></td>
<td>• Steve Parker, Head of Product and Technology—QuantumWork Platform, Allegis Global Solutions</td>
<td></td>
</tr>
<tr>
<td>2:00 pm – 2:15 pm</td>
<td><strong>The Challenges and Opportunities of Quality of Hire</strong></td>
<td>Bellagio Ballroom</td>
</tr>
<tr>
<td></td>
<td>• Curtis Grajeda, Founder and Managing Partner, LevelUP</td>
<td></td>
</tr>
<tr>
<td>2:15 pm – 2:30 pm</td>
<td>Networking Break — Hosted by</td>
<td>Bellagio Foyer</td>
</tr>
<tr>
<td>2:30 pm – 3:15 pm</td>
<td><strong>Fact or Fiction: Is Your Talent Attraction Strategy from the Land of Make Believe?</strong></td>
<td>Bellagio Ballroom</td>
</tr>
<tr>
<td></td>
<td>• Jason Roberts, Global Head of Technology and Analytics Talent Innovation Center, Randstad Sourceright</td>
<td></td>
</tr>
<tr>
<td>3:00 pm – 6:00 pm</td>
<td>Headshot Lounge — Hosted by</td>
<td>Prefunction Area</td>
</tr>
<tr>
<td>3:15 pm – 3:30 pm</td>
<td><strong>MSP (Contingent Labor Resourcing and Management) Baker’s Dozen Announcement</strong></td>
<td>Bellagio Ballroom</td>
</tr>
<tr>
<td></td>
<td>• Larry Basinait, Vice President Market Research, SharedXpertise</td>
<td></td>
</tr>
<tr>
<td>5:00 pm – 6:00 pm</td>
<td><strong>HRO Today Awards Cocktail Reception (Invitation Only)</strong> — Hosted by:</td>
<td>Bellagio Ballroom</td>
</tr>
<tr>
<td></td>
<td>• ActOne Group</td>
<td></td>
</tr>
<tr>
<td>6:00 pm – 9:30 pm</td>
<td><strong>HRO Today Awards Gala – Requires Separate Admission from the HRO Today Forum</strong></td>
<td>MGM Ballroom A</td>
</tr>
<tr>
<td></td>
<td>• Elliot Clark, CEO, SharedXpertise, HRO Today</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Zachary Misko, President, HRO Today Association</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Debbie Bolla, Editorial Director, HRO Today</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>VIP SPONSORS:</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Allegis</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Korn Ferry</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Inspirus</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• WilsonHCG</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Yoh</td>
<td></td>
</tr>
<tr>
<td>9:30 pm – 10:30 pm</td>
<td><strong>HRO Today Awards Gala After-Party — Hosted by:</strong></td>
<td>Lobby Bar</td>
</tr>
</tbody>
</table>

*The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

Join us at the official
**HRO Today Awards Gala After-Party**
HOSTED BY

**WilsonHCG**

in the LOBBY BAR immediately following the Awards Gala!
RECRUIT TODAY.
OWN TOMORROW.

To succeed, you begin by finding and recruiting the best talent.

Cielo's innovative and collaborative recruiting solutions meet your talent needs for today, so you can create your future.
# AGENDA AT-A-GLANCE

## DAY 2 – TUESDAY, MAY 7, 2019

<table>
<thead>
<tr>
<th>TIME</th>
<th>SESSION</th>
<th>MEETING ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30 am – 6:00 pm</td>
<td>Event Registration</td>
<td>Prefunction Area</td>
</tr>
<tr>
<td>7:30 am – 8:45 am</td>
<td>CHRO Breakfast (Invitation Only): Disruptive Ways to Add Business Value Through People — Hosted by Jean-Marc Laouchez, Senior Client Partner, President, Korn Ferry Institute</td>
<td>Beau Rivage Room</td>
</tr>
<tr>
<td>7:30 am – 8:45 am</td>
<td>Talent Acquisition Breakfast (Invitation Only): Recruiting in a Tight Labor Market — Hosted by Jeff Walker, Division Vice President, ADP</td>
<td>Aria Room</td>
</tr>
<tr>
<td>9:00 am – 5:00 pm</td>
<td>Headshot Lounge – Hosted by ZipRecruiter</td>
<td>Prefunction Area</td>
</tr>
<tr>
<td>9:00 am – 9:30 am</td>
<td>Setting the Stage for the Great HR Debate</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td>9:30 am – 10:00 am</td>
<td>Inside the HR Studio (Department) with Liz McAuliffe, EVP, HR, T-Mobile US, Inc — Hosted by Liz McAuliffe, EVP, HR, T-Mobile US, Inc. and Elliot Clark, CEO, SharedXpertise, HRO Today</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td>10:00 am – 10:35 am</td>
<td>HR Debate: Can Robots Run Many HR Functions? — Moderator: Debbie Bolla, Editorial Director, HRO Today</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td>10:35 am – 11:05 am</td>
<td>Keynote Address: An Expanded Focus – Inclusive Engagement</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td>11:05 am – 11:35 am</td>
<td>Networking Break — Hosted by Cintas</td>
<td>Prefunction Area</td>
</tr>
<tr>
<td>11:35 am – 12:10 pm</td>
<td>The HR &amp; Corporate Social Responsibility Debate — Moderator: Zachary Misko, President, HRO Today Association</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td>12:10 pm – 12:20 pm</td>
<td>Talent Acquisition’s Digital Transformation: Building the Road-map and Navigating the Tech Landscape</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td>12:20 pm – 1:25 pm</td>
<td>Talent Acquisition Leader of the Year Awards Luncheon – Hosted by Zachary Misko, President, HRO Today Association</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td>1:25 pm – 2:05 pm</td>
<td>Protecting HR and Our Workforce: A Violence in the Workplace Panel — Moderator: Jill Geimer, Managing Director, Head of Human Resources, Ecentria</td>
<td>MGM Ballroom B</td>
</tr>
</tbody>
</table>

*The use of this seal confirms that this activity has met HR Certification Institute’s (HRCI®) criteria for recertification credit pre-approval.*
<table>
<thead>
<tr>
<th>TIME</th>
<th>SESSION</th>
<th>MEETING ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>2:05 pm – 2:25 pm</td>
<td>Networking Break – Hosted by Claro</td>
<td>Prefunction Area</td>
</tr>
</tbody>
</table>
| 2:25 pm – 3:10 pm | Thought Leadership Town Hall Meeting with Alina Polonskaia & Dr. Peter Cappelli  
|                | • Moderator: Elliot Clark, CEO, SharedXpertise, HRO Today                  | MGM Ballroom B |
|               | • Alina Polonskaia, Global Leader, Diversity & Inclusion Solutions, Korn Ferry |              |
|               | • Peter Cappelli, Director of the Center for Human Resources, The Wharton School |              |
| 3:10 pm – 3:40 pm | Inside the HR Studio (Department) with Matthew Owenby, SVP & CHRO, Aflac  
|                | • Moderator: Debbie Bolla, Editorial Director, HRO Today                     | MGM Ballroom B |
|               | • Matthew Owenby, SVP & CHRO, Aflac                                        |              |
| 3:40 pm – 3:50 pm | Worker Confidence Index: A Leading Indicator of Economic Health            | MGM Ballroom B |
|               | • Kim Davis, Vice President, Yoh                                            |              |
| 3:50 pm – 4:00 pm | How Companies Invest and Measure the Impact of Employer Branding          | MGM Ballroom B |
|               | • Andrew Wilkinson, Executive Leader and Group Managing Director of Europe and Asia Pacific, PeopleScout |              |
| 4:00 pm – 4:30 pm | Networking Break — Hosted by                                             | Prefunction Area |
| 4:30 pm – 5:00 pm | The Art of HR                                                             | MGM Ballroom B |
|               | • Dan Dunn, Speed Painter                                                 |              |
| 7:00 pm – 10:00 pm | HRO Today Magazine Party @ Bobby McKey’s Dueling Piano Bar – Hosted by     | Bobby McKey’s Dueling Piano Bar |
|               | • Buses leave lobby at 6:30pm. Must bring a valid I.D.                     |              |

*The use of this seal confirms that this activity has met HR Certification Institute’s® (HRCI®) criteria for recertification credit pre-approval.*
Accelerating culture.

Hewlett Packard Enterprise employees around the globe congratulate our Chief People Officer Alan May for his nomination for the HRO Today 2019 Chief Human Resource Officer of Year Award. We applaud you and the other finalists for this prestigious honor. And we thank you for being a leader who focuses on making the HPE employee experience rewarding, inclusive, engaging, and fun.

You make us proud, Alan!
Our sincerest congratulations to our own Elisa Bannon-Jones, EVP, CHRO, and to all the finalists for HRO Today’s Talent Acquisition Leader of the Year Award nominees. You’re an inspiration to us all.

Committed to keeping people connected to what matters most to them, Frontier Communications Corporation is a leading provider of internet, TV, and phone services to business and residential customers. Our 22,000 employees in 29 states work every day to innovate, collaborate, respect and deliver for every one of our customers.
## AGENDA AT-A-GLANCE

<table>
<thead>
<tr>
<th>TIME</th>
<th>SESSION</th>
<th>MEETING ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30 am – 1:00 pm</td>
<td>Event Registration</td>
<td>Prefunction Area</td>
</tr>
<tr>
<td>9:00am – 1:00pm</td>
<td>Headshot Lounge – Hosted by ZipRecruiter</td>
<td>Prefunction Area</td>
</tr>
<tr>
<td>9:00 am – 10:15 am</td>
<td>Most Admired Employer Brands Awards Breakfast – Hosted by peopleScout</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td>• Debbie Bolla, Editorial Director, HRO Today</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Zachary Misko, President, HRO Today Association</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Keynote:</strong> Employer Branding: How To Attract The Next Gen Workforce</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Kathryn Minshew, CEO &amp; Founder, The Muse</td>
<td></td>
</tr>
<tr>
<td>10:15 am – 11:00 am</td>
<td>Perceptions Happen! Don’t Let Social Media Define Your Brand</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td>• <strong>Moderator:</strong> Andrew Wilkinson, Executive Leader and Group Managing Director of Europe and Asia Pacific, PeopleScout</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Amber Bartlett, Director of Talent Acquisition Strategy &amp; Operations, Fresenius Medical Care North America</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Amy Beales MS, FABC, Director of Talent Acquisition, Children’s National Health System</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Mike Vella, Senior Manager, Talent Acquisition, UniFirst Corporation</td>
<td></td>
</tr>
<tr>
<td>11:00 am – 11:15 am</td>
<td>Coffee &amp; Networking Break — Hosted by</td>
<td>Prefunction Area</td>
</tr>
<tr>
<td>11:15 am – 11:25 am</td>
<td>The Mythology of Leadership</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td>• Jeff Eggers, Executive Director, McChrystal Group Leadership Institute</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Leah Wolfeld, Director of Organizational Development, McChrystal Group</td>
<td></td>
</tr>
<tr>
<td>11:25 am – 11:55 am</td>
<td>The Role of Benefits Technology in Keeping Health Care Affordable</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td>• Misty Guinn, Director of Benefits and Wellness, RHA Health Services, LLC</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Emily Stickley, Vice President of Human Resources, ViaQuest</td>
<td></td>
</tr>
<tr>
<td>11:55 am – 12:25 pm</td>
<td>Stop Seeking Skills and Start Acquiring Talent – Interviewing for the Right Stuff</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td>• Lucas Berg, CEO, Talent Acquisition Concepts</td>
<td></td>
</tr>
<tr>
<td>12:25 pm – 12:45 pm</td>
<td>Review and Close</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td>• Zachary Misko, President, HRO Today Association</td>
<td></td>
</tr>
</tbody>
</table>

### GIVEAWAYS!

- **$50 Amazon Gift Card**
- **Google Home Mini**

During Interactive Networking Break on May 7
Driven by next generation, A.I. innovation we are transforming workforce quality and talent acquisition experiences, globally. Through decades of industry experience, and with services across 60+ countries, we understand what it takes to consult, design and build successful workforce management solutions regardless of the workforce category.

- Recruitment Process Outsourcing
- Managed Services Provider
- Services Procurement
- Integrated Talent Solutions
- Workforce Consultancy
- Sourcing Expertise
- Diversity Recruitment
- Campus Recruitment
- Recruitment Marketing
- Technology-Enabled RPO Solutions

We’re proud to have received Top 3 Global Ranking in the 2018 HRO RPO Baker’s Dozen Awards, along with being named #1 in the 2018 Total Workforce Solutions Baker’s Dozen

LEARN MORE AT ALLEGISGLOBALSOLUTIONS.COM
## AGENDA: MONDAY, MAY 6, 2019

<table>
<thead>
<tr>
<th>TIME</th>
<th>SESSION</th>
<th>MEETING ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30 am – 8:30 pm</td>
<td>Event Registration</td>
<td>Prefunction Area</td>
</tr>
<tr>
<td>12:00 pm – 1:15 pm</td>
<td><em>HRO Today</em> Association Board Luncheon (Invitation Only)</td>
<td>Aria Room</td>
</tr>
<tr>
<td>1:15 pm – 2:45 pm</td>
<td>CHRO Executive Briefing (Invitation Only)</td>
<td>Beau Rivage Room</td>
</tr>
</tbody>
</table>

**Elliot Clark**
CEO
SharedXpertise
*HRO Today*

**Zachary Misko**
President
*HRO Today Association*

---

Text RPOQUIZ to 41411 to find out if RPO is right for your company. Take the quiz to find out!

---

**MSP & RPO solutions helping you reach your contingent and permanent workforce goals**

Learn more @ AdvantagexPO.com

---

Talent is Always Our Answer.

**RECRUIT SKILLED TALENT**
Discover the speed and precision of our skilled talent acquisition experts.

**RECRUITMENT PROCESS OUTSOURCING**
Outsource your high-volume, surge and project recruiting.

**HIRE MILITARY TALENT**
Enhance your workforce with highly qualified military veterans.

[www.orion-novotus.com](http://www.orion-novotus.com)  800.856.0143
Numbers don't lie.

When you need the partner that delivers results.

Buses leave the MGM National Harbor theater lobby starting at 6:30 p.m.
Must bring a valid I.D.
83% of human capital leaders around the globe say the goal of their talent strategy is to make a measurable impact on business performance, up from 57% just three years ago.

Are you driving the C-suite’s vision forward, or are you just filling jobs? We have the insights you need to understand the market, unleash your total workforce and advise your company’s leaders.

Visit Randstad Sourceright’s booth at the 2019 HRO Today Forum to request your complimentary copy of our 2019 Talent Trends Report.
<table>
<thead>
<tr>
<th>TIME</th>
<th>SESSION</th>
<th>MEETING ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:15 pm – 2:00 pm</td>
<td><strong>Stacking Your Stack: Building a Tech Stack to Influence Your Recruitment Strategy for the Digital Transformation Era</strong>&lt;br&gt;With immense competition to find and attract candidates, it is imperative that organizations build a technology recruitment stack that is targeted to their organization and has the ability to impact their recruitment strategy and outcomes at all levels. Join Steve Parker, Head of Product and Technology of QuantumWork from Allegis Global Solutions for this insightful session on how to take your recruitment tech stack to the next level to compete for top talent.</td>
<td>Bellagio Ballroom</td>
</tr>
<tr>
<td>2:00 pm – 2:15 pm</td>
<td><strong>The Challenges and Opportunities of Quality of Hire</strong>&lt;br&gt;Curtis will dive into his theory on re-engineering recruitment to improve efficiencies and ultimately improve Quality of Hire. He will also touch on the effect of Candidate Experience, and challenge the traditional interview structure to highlight gaps and prove the overarching importance of culture fit.</td>
<td>Bellagio Ballroom</td>
</tr>
<tr>
<td>2:15 pm – 2:30 pm</td>
<td>Networking Break — Hosted by <a href="#">Bellagio Foyer</a></td>
<td>Bellagio Foyer</td>
</tr>
<tr>
<td>2:30 pm – 3:15 pm</td>
<td><strong>Fact or Fiction: Is Your Talent Attraction Strategy from the Land of Make Believe?</strong>&lt;br&gt;Trouble attracting the top-notch talent required to keep you ahead of the competition? Find out what really matters to job seekers when Randstad Sourceright’s Jason Roberts, Global Head of Technology and Analytics, explores what Randstad has learned that can help you to leverage your employer brand, candidate experience and use of technology to optimize your attraction strategy. In this highly interactive session moderated by Jason, you will work with your HR peers in small groups discussing your current challenges, successes and failures in a best practice sharing exercise that will help you position your business as an employer of choice and provide practical solutions you can implement to drive your talent strategy.</td>
<td>Bellagio Ballroom</td>
</tr>
<tr>
<td>3:00 pm – 6:00 pm</td>
<td>Headshot Lounge – Hosted by <a href="#">ZipRecruiter</a></td>
<td>Prefunction Area</td>
</tr>
<tr>
<td>3:15 pm – 3:30 pm</td>
<td><strong>MSP (Contingent Labor Resourcing and Management) Baker’s Dozen Announcement</strong></td>
<td>Bellagio Ballroom</td>
</tr>
</tbody>
</table>

*The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.*
### TIME  |  SESSION  |  MEETING ROOM
--- | --- | ---
5:00 pm – 6:00 pm  |  *HRO Today Awards Cocktail Reception (Invitation Only) – Hosted by [ActOneGroup](https://www.actonegroup.com)*  |  Bellagio Ballroom

6:00 pm – 9:30 pm  |  *HRO Today Awards Gala – Requires Separate Admission from the HRO Today Forum*  |  MGM Ballroom A

#### VIP AWARDS GALA SPONSORS:

VIP AWARDS GALA SPONSORS:

### 2019 *HRO Today* CHRO of the Year Award Finalists Include:

<table>
<thead>
<tr>
<th>Marissa Andrada</th>
<th>Tanya Axenson</th>
<th>LeighAnne Baker</th>
<th>Roger Casalengo</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief People Officer</td>
<td>VP, HR</td>
<td>CHRO &amp; Corporate VP</td>
<td>SVP</td>
</tr>
<tr>
<td>Chipotle Mexican Grill</td>
<td>Aerotek</td>
<td>Cargill</td>
<td>Cobham Advanced</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Electronic Solutions</td>
</tr>
<tr>
<td>Bonnie Daniels</td>
<td>Jill Geimer</td>
<td>Marcus Griffin</td>
<td>Nancy Hauge</td>
</tr>
<tr>
<td>SVP of Culture &amp; People Services</td>
<td>Managing Director, Head of HR</td>
<td>HR Director</td>
<td>CHRO</td>
</tr>
<tr>
<td>Mitek Industries, Inc.</td>
<td>Ecentria</td>
<td>Dufry</td>
<td>Automation Anywhere</td>
</tr>
<tr>
<td>Jeanie Heffernan</td>
<td>Sean Kimble</td>
<td>Max Langenkamp</td>
<td>Andrea Larsen</td>
</tr>
<tr>
<td>EVP and CHRO</td>
<td>VP of HR</td>
<td>VP of HR and Chief Diversity and Inclusion Officer</td>
<td>CHRO</td>
</tr>
<tr>
<td>Independence Health Group</td>
<td>USA Compression</td>
<td>Cintas</td>
<td>Advisor Group</td>
</tr>
<tr>
<td>Alan R. May</td>
<td>John Murabito</td>
<td>Linda Nedelcoff</td>
<td>Kathie Patterson</td>
</tr>
<tr>
<td>Chief People Officer</td>
<td>EVP and CHRO</td>
<td>EVP, Chief Strategy &amp; HR Officer</td>
<td>CHRO</td>
</tr>
<tr>
<td>Hewlett Packard Enterprises</td>
<td>Cigna</td>
<td>CUNA Mutual Group</td>
<td>Ally Financial</td>
</tr>
<tr>
<td>Rebecca Sinclair</td>
<td>Anna Spriggs</td>
<td>Darryl Varnado</td>
<td>Jacqueline M. Welch</td>
</tr>
<tr>
<td>Chief People and Communications Officer</td>
<td>Chief of HR and Administration</td>
<td>Chief People Officer</td>
<td>CHRO and Chief Diversity Officer</td>
</tr>
<tr>
<td>American Tire Distributors</td>
<td>Truth Initiative</td>
<td>Children’s National Health System</td>
<td>Freddie Mac</td>
</tr>
</tbody>
</table>

9:30 pm – 10:30 pm  |  *HRO Today Awards Gala After-Party – Hosted by [WilsonHCG](https://www.wilsonhcg.com)*  |  Lobby Bar
CONGRATS

It is with great excitement that we congratulate our Chief People Officer, Rebecca Sinclair, and the other finalists nominated for HRO Today’s CHRO of the Year Award.

Rebecca keeps us driving forward with her transformational thinking and servant-leadership spirit that embodies the modern role of today’s CHRO. Miles ahead of the competition, she continues to propel our people and our business into the future.
## AGENDA: TUESDAY, MAY 7, 2019

<table>
<thead>
<tr>
<th>TIME</th>
<th>SESSION</th>
<th>MEETING ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:30 am – 6:00 pm</td>
<td>Event Registration</td>
<td>Prefunction Area</td>
</tr>
<tr>
<td>7:30 am – 8:45 am</td>
<td>CHRO Breakfast (Invitation Only): Disruptive Ways to Add Business Value Through People — Hosted by</td>
<td>Beau Rivage Room</td>
</tr>
<tr>
<td></td>
<td>(Invitation Only): Disruptive Ways to Add Business Value Through People — Hosted by</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Korn Ferry</td>
<td></td>
</tr>
<tr>
<td></td>
<td>This invitation-only breakfast will focus on disruptive ways to add business value through people, such as “self-disruptive leadership,” “purpose activation” and “advanced talent segmentation.”</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Hosted by Korn Ferry</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Jean-Marc Laouchez</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Senior Client Partner</td>
<td></td>
</tr>
<tr>
<td></td>
<td>President</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Korn Ferry Institute</td>
<td></td>
</tr>
<tr>
<td>7:30 am – 8:45 am</td>
<td>Talent Acquisition Breakfast (Invitation Only): Recruiting in a Tight Labor Market — Hosted by</td>
<td>Aria Room</td>
</tr>
<tr>
<td></td>
<td>Aria Room</td>
<td></td>
</tr>
<tr>
<td></td>
<td>As the labor market tightens, so does the talent pool of qualified candidates. 70% of candidates are searching for opportunities on mobile devices, and employers have to meet these in-demand candidates where they are. To compete, companies need to be innovative, develop recruitment strategies at lightning speed, adopt new technologies and automation and leverage real time data analytics. To be successful you have to win over the right talent quickly and serve them with a great experience. Join us at this exclusive event as we:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Provide a brief on the tight labor market</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Identify some best practices and proven recruitment strategies top companies are using</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Discuss tools to help attract candidates and deliver an engaging candidate and hiring manager experience</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Jeff Walker</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Division Vice President</td>
<td></td>
</tr>
<tr>
<td></td>
<td>ADP</td>
<td></td>
</tr>
<tr>
<td>9:00 am – 5:00 pm</td>
<td>Headshot Lounge – Hosted by ZipRecruiter</td>
<td>Prefunction Area</td>
</tr>
<tr>
<td>9:00 am – 9:30 am</td>
<td>Setting the Stage for the Great HR Debate</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td>Elliot Clark</td>
<td></td>
</tr>
<tr>
<td></td>
<td>CEO</td>
<td></td>
</tr>
<tr>
<td></td>
<td>SharedXpertise</td>
<td></td>
</tr>
<tr>
<td></td>
<td>HRO Today</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Zachary Misko</td>
<td></td>
</tr>
<tr>
<td></td>
<td>President</td>
<td></td>
</tr>
<tr>
<td></td>
<td>HRO Today Association</td>
<td></td>
</tr>
<tr>
<td>9:30 am – 10:00 am</td>
<td>Inside the HR Studio (Department) with Liz McAuliffe, EVP, HR, T-Mobile US, Inc</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td>Liz McAuliffe</td>
<td></td>
</tr>
<tr>
<td></td>
<td>EVP, HR</td>
<td></td>
</tr>
<tr>
<td></td>
<td>T-Mobile US, Inc.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Elliot Clark</td>
<td></td>
</tr>
<tr>
<td></td>
<td>CEO</td>
<td></td>
</tr>
<tr>
<td></td>
<td>SharedXpertise</td>
<td></td>
</tr>
<tr>
<td></td>
<td>HRO Today</td>
<td></td>
</tr>
</tbody>
</table>

*The use of this seal confirms that this activity has met HR Certification Institute’s® (HRCI®) criteria for recertification credit pre-approval.
Unlock the power of **diversity and inclusion** with the Inspirus Employee Engagement Platform:

- Promote awareness and celebrate accomplishments
- Increase understanding and educate
- Reinforce inclusive behaviors with recognition
- Promote events celebrating diversity and inclusion

Inspirus seeks to influence the employee experience and champion diverse perspectives through Sodexo’s six Quality of Life dimensions: recognition, health and well-being, personal growth, physical environment, social interaction, and ease and efficiency. Through a mix of digital and physical solutions, the Inspirus Employee Engagement Platform bridges the gap between digital and personal recognition. The result brings a sense of inclusion to all employees. We bring joy to work, one experience at a time.

inspirus.com | 🌐-twitter-facebook
INDEPENDENCE BLUE CROSS SALUTES

The 2019 Chief Human Resources Officer of the Year Award finalists

Independence Blue Cross congratulates its own Jeanie Heffernan, EVP & Chief HR Officer, for being named a finalist for the 2019 Chief Human Resources Officer of the Year Award. We recognize Jeanie and all the finalists for their leadership and commitment to making a difference in their workplace and in the community.

Independence Blue Cross shares this commitment. We embrace a bold, innovative vision to help improve the lives and health of the communities we serve.
<table>
<thead>
<tr>
<th>TIME</th>
<th>SESSION</th>
<th>MEETING ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:00 am – 10:35 am</td>
<td>HR Debate: Can Robots Run Many HR Functions?</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td>AI, automation, and machine learning are changing the way organizations approach their HR processes. Recent research published by <em>HRO Today</em> found that AI adoption was at 57.4 percent in 2018 with 53.7 percent of all respondents with plans to implement intelligent technology. So will robots run HR one day in the near future? Hear both sides of the debate in this interactive session.</td>
<td></td>
</tr>
</tbody>
</table>
|                 | **Moderator:** Debbie Bolla  
|                 | **Cindy Fiedelman**  
|                 | **Roger Gaston**  
|                 | **Nancy Hauge**  
|                 | **Rebecca Sinclair**  
|                 | **Moderator:**  
|                 | **Debbie Bolla**  
|                 | **Cindi Fiedelman**  
|                 | **Roger Gaston**  
|                 | **Nancy Hauge**  
|                 | **Rebecca Sinclair**  
| 10:35 am – 11:05 am | Keynote Address: An Expanded Focus – Inclusive Engagement               | MGM Ballroom B   |
|                 | Humans are all different. As a minority majority company, learn how Freddie Mac is inclusively engaging the differences of their employees, suppliers and partners to spark productive dialogue, work through unconscious bias and ignite innovation. As you’ll learn from their journey, inclusion and diversity are not just a business imperative; it’s the right thing to do. |                   |
|                 | **Jacqueline Welch**  
|                 | **Chief Human Resources Officer**  
|                 | **Chief Diversity Officer**  
|                 | **Freddie Mac**  
| 11:05 am – 11:35 am | Networking Break — Hosted by  
|                 | Prefunction Area  
| 11:35 am – 12:10 pm | The HR & Corporate Social Responsibility Debate                      | MGM Ballroom B   |
|                 | As more and more employees seek purpose in their work, some HR teams have become more involved in their organization’s corporate responsibility (CR) initiatives, including employee volunteerism, employee engagement programs, and community involvement. This interactive debate will provide insight into: Does CR fall under HR’s umbrella? How do CR and HR align? And ultimately, should HR oversee CR? |                   |
|                 | **Moderator:**  
|                 | **LeighAnne Baker**  
|                 | **Max Langenkamp**  
|                 | **Moderator:**  
|                 | **Zachary Misko**  
|                 | **Chief HR Officer and Corporate Vice President**  
|                 | **VP of HR and Chief Diversity and Inclusion Officer**  
|                 | **HRO Today Association**  
|                 | **Cargill**  
|                 | **Cintas**  
|                 | **National Aquarium**  
|                 | **Voya Financial, Inc**  
|                 | **SVP, Chief Administrative Officer**  
|                 | **EVP & CHRO**  
|                 | **Kevin Silva**  
| 1105 am – 12:10 pm | The HR & Corporate Social Responsibility Debate                      | MGM Ballroom B   |
|                 | As more and more employees seek purpose in their work, some HR teams have become more involved in their organization’s corporate responsibility (CR) initiatives, including employee volunteerism, employee engagement programs, and community involvement. This interactive debate will provide insight into: Does CR fall under HR’s umbrella? How do CR and HR align? And ultimately, should HR oversee CR? |                   |
|                 | **Moderator:**  
|                 | **LeighAnne Baker**  
|                 | **Max Langenkamp**  
|                 | **Moderator:**  
|                 | **Zachary Misko**  
|                 | **Chief HR Officer and Corporate Vice President**  
|                 | **VP of HR and Chief Diversity and Inclusion Officer**  
|                 | **HRO Today Association**  
|                 | **Cargill**  
|                 | **Cintas**  
|                 | **National Aquarium**  
|                 | **Voya Financial, Inc**  
|                 | **SVP, Chief Administrative Officer**  
|                 | **EVP & CHRO**  
|                 | **Kevin Silva**  

*The use of this seal confirms that this activity has met HR Certification Institute’s® (HRCI®) criteria for recertification credit pre-approval.*
INVESTING IN PEOPLE

Has many healthy returns.

Congratulations to our CHRO nominee, John Murabito! By championing an inspired workforce, John and his team have helped improve the health, well-being and peace of mind of those we serve.

In the past two years, they've empowered employees with a complete transformation of Cigna's career architecture and HR service delivery model.

By investing in people and the platforms to support them, and in combination with the recent Express Scripts acquisition, our 74,000+ employees have the opportunity to positively impact millions around the world.
In a highly competitive business environment, companies are embracing digital transformation as a key strategy for success. Digital transformation helps organizations tackle traditional problems with more innovative and effective solutions. And while many areas of the business have been successful at implementing a digital transformation strategy, the need in talent acquisition has never been greater. In this session, Chris will be sharing our latest thought leadership report focused on helping companies build a roadmap for their digital transformation and navigate a complex technology landscape.

**Chris Allen**  
Director of Client Services and Innovation  
Alexander Mann Solutions

### 2019 HRO Today Talent Acquisition Leader of the Year Award Finalists Include:

<table>
<thead>
<tr>
<th>Finalist</th>
<th>Position</th>
<th>Company</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elisa Bannon-Jones</td>
<td>CHRO</td>
<td>Frontier Communications</td>
</tr>
<tr>
<td>Amy Beales, MS, FABC</td>
<td>Director of TA</td>
<td>Children’s National Health System</td>
</tr>
<tr>
<td>Greg Pardo</td>
<td>VP of TA</td>
<td>Fresenius</td>
</tr>
<tr>
<td>Simon Perkins</td>
<td>Head of US Resourcing &amp; Onboarding</td>
<td>HSBC Bank</td>
</tr>
<tr>
<td>Crystal Stanfield</td>
<td>Director, TA</td>
<td>SAC Wireless, LLC</td>
</tr>
<tr>
<td>Rudi Ngnepi</td>
<td>Head of Global TA, Workforce Planning &amp; HR Business Analytics and Insights</td>
<td>National Instruments, Global HR</td>
</tr>
<tr>
<td>NN Srinivas</td>
<td>Head, Management Recruitment (Americas)</td>
<td>Cognizant</td>
</tr>
<tr>
<td>George Smallwood</td>
<td>Associate Director, TA</td>
<td>AT&amp;T</td>
</tr>
<tr>
<td>Kevin Bodine</td>
<td>HCSC Executive Director, TA Health Care Service Corporation</td>
<td></td>
</tr>
<tr>
<td>Leigh McCluskey</td>
<td>VP, TA</td>
<td>Advisor Group</td>
</tr>
<tr>
<td>Lisa Pueschel</td>
<td>VP, TA &amp; Workforce Planning</td>
<td>Staples</td>
</tr>
<tr>
<td>Mike Vella</td>
<td>Senior Manager, TA</td>
<td>UniFirst</td>
</tr>
<tr>
<td>TIME</td>
<td>SESSION</td>
<td>MEETING ROOM</td>
</tr>
<tr>
<td>--------------</td>
<td>-------------------------------------------------------------------------</td>
<td>--------------</td>
</tr>
<tr>
<td>1:25 pm – 2:05 pm</td>
<td>Protecting HR and Our Workforce: A Violence in the Workplace Panel</td>
<td>MGM Ballroom B</td>
</tr>
</tbody>
</table>

On February 15, 2019, a terminated employee at the Henry Pratt Company in Aurora, Illinois shot and killed HR manager Clayton Parks and an HR intern, Trevor Wehner, who had begun his internship that morning. A very tragic moment in a long line of tragic moments of unrestrained violence in a seemingly civilized world that has too many of these uncivilized incidents.

Violence in the workplace remains a real threat to America’s workforce. According to the U.S. Occupational Safety and Health Administration (OSHA), approximately two million workers are victims of workplace violence every year and this number is increasing. Even more alarming is that homicide is the fourth-leading cause of workplace deaths. In addition to the human toll, estimates put the total economic cost of workplace violence at over $55 billion.

During this session at the HRO Today Forum, a panel of esteemed HR executives will discuss best practices to protect the workforce, the organization and the human resources profession itself when violence intrudes into the workplace.

- **Moderator:** Elliot Clark  
  CEO  
  SharedXpertise  
  HRO Today

- **Jill Geimer:**  
  Managing Director,  
  Head of Human Resources  
  Ecentria

- **Jeanie Heffernan:**  
  Executive Vice President  
  and Chief Human Resource Officer  
  Independence Health Group

- **Ian Meklinsky:**  
  Co-Chair Labor and Employment Department  
  Fox Rothschild

- **Ranjeev Teelok:**  
  Senior Vice President  
  Industry Solutions  
  First Advantage

- **Darryl Varnado:**  
  Executive Vice President  
  and Chief People Officer  
  Children’s National Health System

<table>
<thead>
<tr>
<th>2:05 pm – 2:25 pm</th>
<th>Networking Break – Hosted by Prefunction Area</th>
</tr>
</thead>
</table>

| 2:25 pm – 3:10 pm | Thought Leadership Town Hall Meeting with Alina Polonskaia & Dr. Peter Cappelli | MGM Ballroom B |

Got questions? We’ve got answers. SharedXpertise and HRO Today CEO Elliot Clark will moderate a town-hall-style meeting with the expertise of Peter Cappelli, the Director of Wharton School's Center for Human Resources, and Alina Polonskaia, Global Leader, Diversity & Inclusion Solutions for Korn Ferry. In this interactive session, Clark will take questions on the hottest issues in HR and D&I, proposed economic policies and how they will affect the work, and the trends and innovations changing the future of HR. The spotlight is on the audience, as you get to set the agenda for this thought-provoking session.

- **Moderator:** Elliot Clark  
  CEO  
  SharedXpertise  
  HRO Today

- **Alina Polonskaia:**  
  Global Leader, Diversity & Inclusion Solutions  
  Korn Ferry

- **Peter Cappelli:**  
  Director of the Center for Human Resources  
  The Wharton School

*The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.*
Transforming the Way the World Finds, Engages and Optimises Talent

Talent Acquisition is evolving. Attracting, engaging and securing talent, crafting a dynamic employer brand, and responding to peaks in demand, all in a world where scarce candidates desire digitally optimised experiences, requires a whole new approach.

We’re here to help transform your talent acquisition.

At Alexander Mann Solutions, we intelligently combine deep global, regional and sector expertise with latest technologies – including robotics and artificial intelligence – to deliver the talent solutions our partners need to succeed. Which is why we’re the only provider to be recognised by HRO Today in their Recruitment Process Outsourcing Baker’s Dozen as a Top 4 Global “Overall Winner” for 12 consecutive years and running.

Contact:
Chris Allen
chris.allen@alexmann.com
alexandermannsolutions.com
CINTAS IS PROUD TO HONOR

MAX LANGENKAMP

AND THE OTHER FINALISTS FOR THE HRO TODAY’S CHIEF HUMAN RESOURCE OFFICER OF THE YEAR AWARD

We salute your spirit.
We admire your dedication.
And we respect your hard work and achievements.
<table>
<thead>
<tr>
<th>TIME</th>
<th>SESSION</th>
<th>MEETING ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>3:10 pm – 3:40 pm</td>
<td>Inside the HR Studio (Department) with Matthew Owenby, SVP &amp; CHRO, Aflac</td>
<td>MGM Ballroom B</td>
</tr>
</tbody>
</table>

Matthew Owenby, SVP and CHRO of Aflac and HRO Today’s 2018 CHRO of the Year Award winner for Lifetime Achievement, takes the stage with Editorial Director Debbie Bolla to discuss the insurance company’s approach to the employee experience through innovative initiatives.

Matthew Owenby  
SVP & CHRO  
Aflac

Debbie Bolla  
Editorial Director  
HRO Today

*The use of this seal confirms that this activity has met HR Certification Institute’s® (HRCI®) criteria for recertification credit pre-approval.

Delivering your most valuable asset: talent

Broadleaf offers talent acquisition and management services to a wide range of industries. With decades of experience delivering customized, dynamic solutions—Broadleaf drives results.

Our total talent management services include:

- Managed Services Programs
- SOW & Procurement Management
- Recruitment Process Outsourcing
- Payrolling Services
- IC/Freelancer Compliance
- HR Consulting

broadleafresults.com
WBENC Certified WBE
MiTek congratulates Bonnie Daniels and all the finalists for the HRO Today Chief Human Resources Officer of the Year Award.

Bonnie Daniels is an integral leader with MiTek as part of our vision to transform global communities by delivering real breakthroughs in building™ to provide safe, affordable housing for all. As people of action inspired to lead, learn and grow courageously beyond any boundaries, Bonnie and her team strive to accomplish great things together as one diverse community.
<table>
<thead>
<tr>
<th>TIME</th>
<th>SESSION</th>
<th>MEETING ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>3:40 pm – 3:50 pm</td>
<td>Worker Confidence Index: A Leading Indicator of Economic Health</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td>Does worker confidence matter? Yes, it does! For more than 16 quarters Yoh and SharedXpertise have been tracking worker confidence as a leading indicator of consumer confidence and worker satisfaction. Join us as we reveal the latest data around job security, the likelihood of a promotion and raise, and trust in leadership that may be making your workforce happier – or not.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kim Davis</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Vice President</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Yoh</td>
<td></td>
</tr>
<tr>
<td>3:50 pm – 4:00 pm</td>
<td>How Companies Invest and Measure the Impact of Employer Branding</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td>This <em>HRO Today</em> Flash Report, sponsored by PeopleScout, examines how organizations measure the impact of their employer branding activities and ways they invest in those brands. Best practices are shown by comparing those that consider their employer brand a high priority vs. those attaching less significance to it.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Andrew Wilkinson</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Executive Leader and Group Managing Director of Europe and Asia Pacific</td>
<td></td>
</tr>
<tr>
<td></td>
<td>PeopleScout</td>
<td></td>
</tr>
<tr>
<td>4:00 pm – 4:30 pm</td>
<td>Networking Break — Hosted by</td>
<td>Prefunction Area</td>
</tr>
<tr>
<td>4:30 pm – 5:00 pm</td>
<td>The Art of HR</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td>Human Resources can be considered both a science and an art. Many have built illustrious careers centered on organizing knowledge and defining best practices for the majority of HR situations. However, managing people requires a personal investment and individual treatment of each situation. An art that cannot be taught, only intuited through experience.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>We are excited to welcome famous speed painter Dan Dunn to the <em>HRO Today</em> Forum 2019 for a presentation of his amazing PaintJam performance (as seen on The Tonight Show with Jimmy Fallon), fusing art and entertainment for an unforgettable experience. As an added bonus, all art created at the event will be raffled off as prizes for conference attendees!</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Dan Dunn</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Speed Painter</td>
<td></td>
</tr>
<tr>
<td>7:00 pm – 10:00 pm</td>
<td><em>HRO Today</em> Magazine Party @ Bobby McKey’s Dueling Piano Bar - Hosted by</td>
<td>Bobby McKey’s Dueling Piano Bar</td>
</tr>
<tr>
<td></td>
<td>Attendees of the 2019 <em>HRO Today</em> Forum North America are invited to the <em>HRO Today</em> Magazine party at Bobby McKey’s Dueling Piano Bar on May 7, 2019 in National Harbor, Maryland!</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Buses leave the MGM National Harbor theater lobby starting at 6:30 p.m.</td>
<td></td>
</tr>
<tr>
<td></td>
<td><em>Must bring a valid I.D.</em></td>
<td></td>
</tr>
</tbody>
</table>
CONGRATULATIONS, NANCY HAUGE!

And thank you for your leadership shaping the future of work at Automation Anywhere.

Automation Anywhere is the partner of choice for organizations building AI-powered intelligent digital workforces using Robotic Process Automation (RPA).

Over 1,400 organizations use this AI-enabled solution to manage and scale business processes faster, with near-zero error rates, while dramatically reducing operational costs.

For additional information, visit www.automationanywhere.com.
<table>
<thead>
<tr>
<th>TIME</th>
<th>SESSION</th>
<th>MEETING ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00 am – 1:00 pm</td>
<td>Event Registration</td>
<td>Prefunction Area</td>
</tr>
<tr>
<td>9:00 am – 1:00 pm</td>
<td>Headshot Lounge – Hosted by ZipRecruiter</td>
<td>Prefunction Area</td>
</tr>
<tr>
<td>9:00 am – 10:15 am</td>
<td>Most Admired Employer Brands Awards Breakfast — Hosted by PeopleScout</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td><strong>Keynote:</strong> Employer Branding: How To Attract The Next Gen Workforce</td>
<td></td>
</tr>
</tbody>
</table>

_HRO Today_ is proud to announce the inaugural Most Admired Employer Brand Awards, presented by PeopleScout. This award program was created to nominate a company whose employer brand is widely recognized as deserving of the “most admired employer brand” title. Winners will be announced at this exclusive awards breakfast.

In addition to the award ceremony, we will also be joined by Kathryn Minshew, CEO & Founder of The Muse, for a presentation on employer branding and the next generation. Millennials and Gen Z workers have high expectations of their future employers. They care about a company’s reputation and they want to research its culture before they even apply for a role. Companies have to focus on building an employer brand that authentically shows what makes your company special. Kathryn will share strategies for attracting these workers to your company.

Debbie Bolla  
Editorial Director  
_HRO Today_

Kathryn Minshew  
CEO & Founder  
The Muse

Zachary Misko  
President  
_HRO Today Association_

2019 Most Admired Employer Brand Awards Finalists Include:
<table>
<thead>
<tr>
<th>TIME</th>
<th>SESSION</th>
<th>MEETING ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:15 am – 11:00 am</td>
<td>Perceptions Happen! Don’t Let Social Media Define Your Brand</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td>每*日 people form opinions about your organization as an employer based on how they perceive you through social media. With the proliferation of online information available about employers today, that perception is your candidates’ reality. You need to manage that perception or you could lose control of your own employer brand. Learn the secrets to creating and maintaining a great employer brand from experts on the practitioner and advisor side including anecdotes of prior successes and prior challenges and how to meet them.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Moderator: Andrew Wilkinson</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Executive Leader and Group Managing Director of Europe and Asia Pacific</td>
<td></td>
</tr>
<tr>
<td></td>
<td>PeopleScout</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Amber Bartlett</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Director of Talent Acquisition Strategy &amp; Operations</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Fresenius Medical Care North America</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Amy Beales, MS, FABC</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Director of Talent Acquisition</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Children’s National Health System</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mike Vella</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Senior Manager, Talent Acquisition</td>
<td></td>
</tr>
<tr>
<td></td>
<td>UniFirst Corporation</td>
<td></td>
</tr>
<tr>
<td>11:00 am – 11:15 am</td>
<td>Networking Break — Prefunction Area</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Hosted by</td>
<td></td>
</tr>
<tr>
<td>11:15 am – 11:25 am</td>
<td>The Mythology of Leadership — MGM Ballroom B</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Leadership is necessary to human endeavor. We obsess over our leaders, and assess them as good or bad, strong or weak. Increasingly, we are frustrated with the choice of leaders on offer and the legacy they leave behind. In this short 10-minute presentation, using a few historical cases, Jeff explains this frustration by exposing the disconnect between our popular conception of leadership and how it is actually experienced, leveraging vignettes from his best-selling book Leaders: Myth and Reality to discuss his research on the realities of leadership.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Jeff Eggers</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Executive Director, McChrystal Group Leadership Institute</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Leah Wolfeld</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Director of Organizational Development, McChrystal Group</td>
<td></td>
</tr>
</tbody>
</table>

Hi, we’re Hudson RPO. Pleasure to meet you.

Benefit from a highly experienced and tenured team serving the Americas, Asia Pacific, and EMEA since 1999.

Explore retained search, end-to-end RPO, on-demand RPO, project RPO, sourcing, assessments, employer branding, recruitment technology, consultancy, and more.

Hire smarter thanks to expertise across a range of sectors, including financial services, media, medical device, pharma, and tech.

Scale with flexible talent delivery and custom service offerings.

*The use of this seal confirms that this activity has met HR Certification Institute’s® (HRCI®) criteria for recertification credit pre-approval.
LevelUP is an international market leader, providing Talent Solutions that connect organizations to exceptional talent. We ensure that a company’s comprehensive corporate duty successfully concludes, and experiences continued success. It is our privilege to partner with clients to deliver outstanding results in the human capital advisory space.
2019 Most Admired Employer Brand Awards Breakfast

Sponsored by: peoplescout™
A TRUEBLUE COMPANY

Congratulations to the finalists of *HRO Today*’s inaugural awards!

- Alcon
- BAE Systems
- CDW
- First Advantage
- Fresenius Medical Care
- Take Flight Learning
<table>
<thead>
<tr>
<th>TIME</th>
<th>SESSION</th>
<th>MEETING ROOM</th>
</tr>
</thead>
<tbody>
<tr>
<td>11:25 am – 11:55 am</td>
<td>The Role of Benefits Technology in Keeping Health Care Affordable</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td>In the wake of the growing consumerization of health care, employees are grappling with the newfound responsibility of selecting, managing and paying for their benefits. At the same time, employers and benefit administrators are faced with the challenge of keeping health care affordable while offering a variety of plan options to give employees the coverage they need at a price they can afford. In this session, you’ll learn how ViaQuest and Benefitfocus applied technology to design affordable and personalized benefits plans and effectively communicate options to their diverse employee bases, driving participation and smart decisions for their workforce.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Misty Guinn</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Director of Benefits and Wellness</td>
<td></td>
</tr>
<tr>
<td></td>
<td>RHA Health Services, LLC</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Emily Stickley</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Vice President of Human Resources</td>
<td></td>
</tr>
<tr>
<td></td>
<td>ViaQuest</td>
<td></td>
</tr>
<tr>
<td>11:55 am – 12:25 pm</td>
<td>Stop Seeking Skills and Start Acquiring Talent – Interviewing for the Right Stuff</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td>This presentation will cover how to define the right stuff and debunk some current hiring myths and ethos that hold us back. We will explore what really matters in developing a candidate profile. We will discuss converting those profiles into an interview process that improves outcomes. Finally, we will address hiring discipline to drive consistency. This presentation is backed by a case study.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Lucas Berg</td>
<td></td>
</tr>
<tr>
<td></td>
<td>CEO</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Talent Acquisition Concepts</td>
<td></td>
</tr>
<tr>
<td>12:25 pm – 12:45 pm</td>
<td>Review and Close</td>
<td>MGM Ballroom B</td>
</tr>
<tr>
<td></td>
<td>Zachary Misko</td>
<td></td>
</tr>
<tr>
<td></td>
<td>President</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>HRO Today Association</strong></td>
<td></td>
</tr>
</tbody>
</table>

*The use of this seal confirms that this activity has met HR Certification Institute’s® (HRCI®) criteria for recertification credit pre-approval.*
A new way.  
A better way.

Changing the way the world recruits talent with workforce solutions that put people first.

MSP
RPO
SOW

Uniting Bartech with Guidant Group across the globe, we are committed to collaborating, thinking creatively and delivering new and better solutions for the workplace of today.

guidantglobal.com

We champion a better way; a more forward thinking way of working.
Designing better ways to work through cutting-edge products, premium services and exceptional experiences that enable people to reach their full potential. HR, Talent, Time Management, Benefits and Payroll. Informed by data and designed for people. Learn more at ADP.com.

Advantage xPO provides customized workforce solutions. xPO helps our customers manage their day-to-day business affairs so they are free to focus on their core business activities. xPO offers assistance in a range of areas, including Recruitment Process Outsourcing (RPO), Managed Service Provider (MSP), direct placement services, payroll, and BPO - functional outsourcing for corporate divisions.

ActOne Group is a global enterprise that provides employment, workforce management, and procurement solutions to a wide range of industries, Fortune 500 organizations, local and mid-market companies, and government agencies. Started in 1978 by Founder and CEO, Janice Bryant Howroyd (JBH), we operate in 19 countries across the world, with over 17,000 clients and 2,600 employees worldwide. We are the largest privately-held, woman and minority owned workforce management company in the U.S.

We are Alexander Mann Solutions and we’re passionate about helping companies and individuals fulfill their potential through talent acquisition and management. Today, over 4,000 of our talent acquisition and management experts partner with more than 100 blue-chip organizations, operating in 40 languages, and over 90 countries. We deliver a distinctive blend of outsourcing solutions and—through Talent Collective—a full range of consulting and specialist services. We provide unrivalled experience, capability and thought leadership to help clients attract, engage and retain the talent they need for business success. For more information, visit www.alexandermannsolutions.com.

What are you #WorkingFor?

The things we work for are what define us. At ADP we’re designing a better way to work, so you can achieve what you’re working for.

Discover HR, Talent, Time Management, Benefits & Payroll, informed by data and designed for people. Learn more at design.adp.com.
Managing your workforce effectively is crucial to your organization’s success. Our comprehensive Workforce Solutions include executable Managed Services Program (MSP), Recruitment Process Outsourcing (RPO) and Consulting Services that enable facilities to successfully reduce complexity, increase efficiency, and improve patient outcomes. Call (866) 871-8519 or contact us online today.

Chances are you needed your order yesterday. Our unrivaled distribution network ensures you have the product you need, exactly when you need it. With more than 140 distribution centers and mixing warehouses and a fleet of 1,500 delivery trucks, ATD delivers more SKU’s with same day and next day delivery options than any other wholesaler.

Automation Anywhere empowers people whose ideas, thoughts and focus make the companies they work for great. We deliver the world’s most sophisticated Digital Workforce Platform making work more human by automating business processes and liberating people.

Aya Healthcare is reimagining healthcare staffing and workforce solutions across the United States. We are the largest privately held travel nurse and workforce solutions provider and deliver solutions for all aspects of healthcare staffing including locums, allied health and just-in-time local staff. The company continues to experience rapid growth as it reshapes the healthcare workforce landscape through its transformative use of technology including its cloud-based MSP solution and real-time Shifts app for per diem clinicians. Aya’s platform provides access to one of the largest sources of contract clinicians in the country, which improves efficiency, increases quality and reduces costs for healthcare systems. To learn more about Aya Healthcare, visit www.ayahealthcare.com.

Founded in 1965, Broadleaf Results, Inc. builds talent acquisition and management solutions that provide high caliber labor across all worker classifications. Offering a variety of workforce solutions—including managed service programs, recruitment process outsourcing, services procurement, payroll services, and others—Broadleaf is a leading provider of integrated total talent management. Concierge-level support and decades of process optimization expertise allow Broadleaf to deliver our clients’ most valuable asset: talent.

Children’s National Health System, based in Washington, DC, has been serving the nation’s children since 1870. Children’s National is ranked as one of the nation’s top five children’s hospitals by U.S. News & World Report, ranked #1 in neonatology, and is Magnet®-designated for excellence in nursing. Home to the Children’s Research Institute and the Sheikh Zayed Institute for Pediatric Surgical Innovation, Children’s National is one of the nation’s top NIH-funded pediatric institutions. With a community-based pediatric network, regional outpatient centers, an ambulatory surgery center, two emergency rooms, an acute care hospital, and collaborations throughout the region, Children’s National is recognized for its expertise and innovation in pediatric care and as an advocate for all children.

Cielo is the world’s leading strategic Recruitment Process Outsourcing (RPO) partner. Cielo leverages its global reach, local talent acquisition expertise and customized solutions to help clients achieve a sustained advantage and outstanding business outcomes through their talent practices. Cielo’s dedicated recruitment teams serve clients in the financial and business services, consumer brands, technology and media, engineering, life sciences and healthcare industries. Cielo’s global presence includes more than 2,000 employees, serving 177 clients across 95 countries in 39 languages. Cielo knows talent is rising – and with it, an organization’s opportunity to rise above. For more information, visit cielotalent.com.
91% of background screens are completed in a single day.

Our recent trends and insights report cross-referenced customer screening preferences with aggregate data from our 66+ million annual global searches.

We Are Your First Advantage.

Learn how these insights could impact your business. http://learn.fadv.com/2019TopScreeningTrends
Congratulations to Anna Spriggs, Chief of Human Resources & Administration, and her fellow finalists for their outstanding recognition as HRO Today’s Chief Human Resource Officer of the Year Award nominees.

Truth Initiative® is a national public health organization that is inspiring tobacco-free lives and building a culture where all youth and young adults reject tobacco. The truth about tobacco and the tobacco industry are at the heart of our proven effective and nationally recognized truth® public education campaign, our rigorous and scientific research and policy studies, our community and youth engagement programs supporting populations at high risk of using tobacco, and our innovations in tobacco dependence treatment.
Cigna is a global health service company with 95 million customers around the world and more than 40,000 employees worldwide. As your partner in health, we’re available for our customers 24/7 with an expansive network built to help them meet their health goals. We’re on a mission to improve the health, well-being and peace of mind of those we serve. For more than 200+ years, we’ve worked in the spirit of true partnership to change lives — keeping you healthy with preventive care, simplifying access to health care, and helping you recover from illness or injury to provide for your families. When it comes to you, our customers and their families, we’re in this together, all the way.

Headquartered in Cincinnati, Ohio, Cintas Corporation provides highly specialized products and services to over one million customers that range from independent auto repair shops to large hotel chains. Cintas leads the industry in supplying corporate identity uniform programs, providing entrance and logo mats, restroom supplies, promotional products, first aid, safety, fire protection products and services, and industrial carpet and tile cleaning. We operate more than 400 facilities in North America—including six manufacturing plants and eight distribution centers.

How do you know if your HR programs are working? And can you measure their success relative to your peers? Imagine a world where you can overlay your internal company data with external market data to perform advanced analyses. You can walk into your next executive meeting prepared with facts and data. Claro is a platform of unique workforce insights that helps organizations improve employee engagement, reduce voluntary attrition, and discover diverse talent faster. Gain a better understanding of how you compare with your peers in specific markets or specific skill sets, benchmark employee flight risk, plus learn how your workforce reacts to company announcements and a whole lot more.

Cognizant (Nasdaq-100: CTSH) is one of the world’s leading professional services companies, transforming clients’ business, operating and technology models for the digital era. Our unique industry-based, consultative approach helps clients envision, build and run more innovative and efficient businesses. Headquartered in the U.S., Cognizant is ranked 195 on the Fortune 500 and is consistently listed among the most admired companies in the world. Learn how Cognizant helps clients lead with digital at www.cognizant.com or follow us @Cognizant.

Since 1999, CSS Inc. has been delivering HR screening services worldwide. Their services include background screening, drug testing, administrative solutions, and monitoring. CSS is proudly accredited by the NAPBS and certified by the EU-US & Swiss-US Privacy Shield. They offer domestic/international criminal, credentialing and verification searches that ensures security within the workforce.

In a landmark partnership, HRO Today and the Wharton Center for HR have combined forces to create the CHRO Today Executive Network (C-TEN). The C-TEN provides CHROs with resources to help them succeed: professional development, innovation, best practices, and direct access to a community of peers. Contact Renee Preston for more: 215-606-9562.

Engage2Excel knows that creating engaging experiences is essential for motivating employees to care more, work smarter and stay longer. We understand what your employees really want because we look at the entire employee lifecycle through a scientific lens. Our talent acquisition, employee recognition and engagement survey solutions are tailored to your organization’s unique business objectives and help you measure, manage and improve engagement, performance and retention. Learn how your organization can create unique candidate and employee experiences — from pre-hire to retirement by visiting: engage2excel.com

We help you find and retain qualified people quickly and efficiently. Our robust combination of searches and services provide the insights to help to reduce your risk while dramatically improving the quality of your talent and the reliability of your renters. For these reasons, we have become a trusted partner to over 35,000 organizations worldwide – we deliver the results you need to propel faster, more informed decisions.
Freddie Mac makes home possible for millions of families and individuals by providing mortgage capital to lenders. Since our creation by Congress in 1970, we’ve made housing more accessible and affordable for homebuyers and renters in communities nationwide. We are building a better housing finance system for homebuyers, renters, lenders, investors and taxpayers. Learn more at FreddieMac.com.

Fresenius Medical Care North America (FMCNA) is the premier health care company focused on providing the highest quality care to people with renal and other chronic conditions. Through our industry-leading network of more than 2,200 dialysis facilities, outpatient cardiac and vascular labs, and urgent care centers, as well as the country’s largest practice of hospitalist and post-acute providers, Fresenius Medical Care provides coordinated health care services at pivotal care points for hundreds of thousands of chronically ill customers throughout the continent. As the world’s only vertically integrated renal company, we also offer specialty pharmacy and laboratory services, as well as manufacturing and distributing the most comprehensive line of dialysis equipment, disposable products and renal pharmaceuticals. Our integrated approach helps to not only improve patients’ health outcomes, but also reduce the total cost of care.

Frontier Communications Corporation (NASDAQ: FTR) is committed to helping customers navigate internet and entertainment services. As a leader in providing communications services to urban, suburban, and rural communities in 29 states, Frontier offers a variety of services to residential customers over its FiOS and Vantage fiber-optic and its copper networks, including video, high-speed internet, advanced voice, and Frontier Secure® digital protection solutions. Frontier Business™ offers communications solutions to small, medium and enterprise businesses. For more information, visit frontier.com.

Guidant Global is a new dynamic in workforce solutions. It was recently formed from two companies coming together: Bartech, headquartered in the US, and Guidant Group in London. They are both part of Impellam, the leading provider of managed services and specialist staffing expertise based in the UK, North America, Australasia, Asia Pacific, the Middle East and mainland Europe. By uniting Bartech and Guidant Group we have unprecedented insight into the world at work. We listen. We understand. We partner. At Guidant Global we champion a smart, creative approach to talent management — with our clients, suppliers, candidates and each other. We also assist our clients in sourcing, assessing and implementing complex talent solutions which engage contingent workers, consultants and freelancers for more information please visit: www.guidantglobal.com.

HCSC is the largest member-owned insurer in the United States and fourth largest overall, operating through our Blue Cross and Blue Shield plans in Illinois, Montana, New Mexico, Oklahoma and Texas. Founded in 1936, the company serves more than 16 million members across five states and employs more than 20,000 people in over 60 local offices. HCSC is dedicated to expanding access to high-quality, affordable health care and equipping members with tools and resources to make the best health care decisions for themselves and their families.
Where do HR leaders go for advice, support, and best practices?

"C-TEN provides the opportunity for networking, professional development, idea exchange, and the sharing of functional news and updates, all in a more collegial and casual environment not offered by other groups."

ROGER GASTON
Executive VP, Gates Corporation,
C-TEN Chairman

LONELY AT THE TOP
In perhaps no other role does this phrase describe daily life as well as it does for a CHRO. Opportunities to learn and connect with other CHROs in an educational setting did not exist UNTIL NOW.

LANDMARK PARTNERSHIP
HRO Today magazine and the Wharton Center for Human Resources have combined forces to create the CHRO Today Executive Network (C-TEN).

SAFE PLACE
C-TEN is a safe place to seek advice on the critical issues keeping you up at night, share successes, and discuss future trends.

EXCLUSIVE COMMUNITY
Gain access to resources that help you succeed: professional development, innovation, best practices, and peer-to-peer networking.

For more information, contact Renee Preston at: Renee.Preston@SharedXpertise.com or +1 (215) 606-9562. hrotoday.com/c-ten
Congratulations to Mike Vella, Senior Manager, Talent Acquisition at UniFirst Corporation, along with the other finalists for HRO Today’s Talent Acquisition Leader of the Year Award. Mike exemplifies the team spirit, innovative know how, and family-oriented culture that makes UniFirst a leading employer in the uniform services industry. We think he’s kind of a Big Deal!
Hewlett Packard Enterprise

The advanced research from Hewlett Packard Labs changes the world. We’re a powerful innovation engine for HPE, our customers and our industry, delivering breakthrough technologies and pioneering revolutionary research. We address everything from IT trends to complex consumer and social challenges. That’s because our ideas and technology fuel the next generation of Hewlett Packard Enterprise products—and the next generation of technologists, teachers, physicians and artists.

HRO Today Association

The HRO Today Association is a membership channel and community dedicated to professional development, peer-to-peer networking, opportunities, and topical service & technology promotions to help you better your business. Since 2002, HRO Today has been at the forefront of the service delivery industry and has an unrivaled network of content and contacts that have helped to shape how the HR industry has evolved. Our content is designed to enable HR to produce workforce productivity and offer a range of benefits such as better practices, functional training, networking in person and online, regional and interest group meetings, opinion pieces, annual awards and much more. Membership of the HRO Today Association puts you in the community that serves to improve the business of HR for themselves, their companies and the industry as a whole. For more information, please visit www.HROToday.com/Association.

Inspirus

Inspirus believes employees make up the foundation of culture, which is shaped and evolved through everyday experiences that are essential to the development of strong, high-performing organizations. We seek to influence the employee experience through our six quality of life dimensions: recognition, health and well-being, personal growth, physical environment, social interaction, and ease and efficiency. Only Inspirus combines an integrated rewards engine, learning courses, communication tools, and analytics into a single platform spanning recognition, well-being, safety, milestone awards, and community involvement. Through Sodexo’s broader mission of improving the quality of life of all we serve, Inspirus aims to bring joy to work, one experience at a time. Visit inspirus.com for more information.

Hudson RPO

Where can your talent take you? Higher levels of productivity and profitability, satisfied customers — a lasting source of competitive advantage that will drive your organization forward. A role that makes the most of your strengths and is in sync with your passions, where you can realize your career goals while doing satisfying, meaningful work in an environment that fits you both personally and professionally. Hudson can get you there.

Independence

2.5 million in the region, Independence Health Group is the leading health insurance company in the Philadelphia region, and we’re expanding across the country. Our mission to build healthier lives for you, your family, and your employees shapes our actions and decisions every day. At Independence, we see each of our members as an individual, with unique needs and concerns. We’re dedicated to harnessing the very latest ideas and technologies to deliver access to care that meets those needs and surpasses your expectations.

Sevenstep

Sevenstep’s unbounded vision and approach to recruitment outsourcing delivers true business outcomes with every hire.

Our global delivery footprint spans six continents, and we work with some of the world’s leading brand names to help them find, engage and secure the best talent in the marketplace. Sevenstep is annually ranked as a top enterprise RPO provider on HRO Today’s Baker’s Dozen list for Customer Satisfaction.

Find out how we can help you make RPO spell ROI.

Contact: hello@sevensteprpo.com

SEVENSTEP

www.sevensteprpo.com
The Future of Hiring Starts Here

ZipRecruiter uses industry-leading AI to transform the way you find and hire top talent.

Contact entsales@ziprecruiter.com to learn more
Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people. Our 7,500 colleagues serve clients in more than 50 countries. We offer five core solutions.

- Organizational Strategy
- Assessment and Succession
- Talent Acquisition
- Leadership Development
- Rewards and Benefits

LevelUP creates sustainable talent programs that blend best practices, utilize innovative technology, and leverage relationships to develop and drive initiatives. We take great pride in people— in the quality of our workforce as well as the talent we deliver to our clients. It is our passion to deliver professional talent and workforce solutions designed to meet your specific hiring needs and goals.

MiTek is a diversified global supplier of software, engineered products, services and automated manufacturing equipment. Specializing in the residential construction industry, MiTek provides a technologically advanced, high-quality, and reliable approach to business workflow—as well as the design, manufacturing and construction of residential structures.

Montage is the single solution to engage, interview and hire better candidates, faster.

For more than 40 years, National Instruments has developed high-performance automated test and automated measurement systems to help you solve your engineering challenges now and into the future. Our open, software-defined platform uses modular hardware and an expansive ecosystem to help you turn powerful possibilities into real solutions.

Newton Talent was launched as its own company in 2015 to serve mid-market and Fortune 1000 companies across North America. Our team is passionate about serving clients and candidates, and it is our goal to become your most trusted partner for all your recruiting needs. We look forward to the opportunity to serve you and your most precious asset, your talent.

Orion Novotus, an Orion Talent company, is the mid-market leader in recruitment process outsourcing (RPO) and an organization committed to delivering recruiting solutions that are fundamentally different and outcomes that are fundamentally better. An annual fixture of HRO Today’s Baker’s Dozen, Orion Novotus provides businesses with recruitment process outsourcing (RPO) and consulting services that result in measureable, lasting workforce improvements: better hires, shorter hiring cycles, lower costs and greater efficiency. Our commitment to excellence in recruiting fundamentals has made us both a leader across the industry and a trusted partner embedded in our clients’ talent organizations. Acquired by Orion Talent in 2016, the company has greatly expanded its reach and capabilities to meet the complex talent needs of businesses today. With offices from coast to coast and a recruiting force of hundreds, Orion Novotus provides a full range of recruitment optimization and consulting solutions, from project-based and co-sourced solutions to comprehensive recruitment process outsourcing.

Paradox is the AI company that believes recruiting is a people game. Our flagship product is Olivia, the AI recruiting assistant obsessed with improving and reinventing the candidate experience. Olivia allows recruiters to focus on what they do best, human interaction—while she focuses on experience, automation and intelligence. Olivia helps companies capture and screen candidates, improve conversions, and answer all candidate questions. She delivers one-to-one candidate experience at scale and even handles interview scheduling.
Congratulations to Crystal Stanfield, Director of Talent Acquisition, and all the other finalists on their nomination for HRO Today’s Talent Acquisition Leader of the Year award.

Crystal, your leadership, strategic vision and tenacity has been the secret sauce to our growth strategy. We couldn’t be prouder of having you lead the change as SAC connects the world to 5G, Private Networks and FirstNet.
PeopleScout, a TrueBlue company (NYSE: TBI), is the world’s largest recruitment process outsourcing (RPO) provider managing talent solutions spanning the global economy, with end-to-end managed service provider (MSP) and talent advisory capabilities supporting total workforce needs. PeopleScout has earned 98 percent client retention while managing the most complex programs in the industry. The company’s thousands of forward-looking talent professionals provide clients with the edge in the people business by consistently delivering now while anticipating what’s next. Affinix, PeopleScout’s proprietary talent acquisition platform, empowers faster engagement with the best talent through an artificial intelligence (AI)-driven, consumer-like candidate experience with one-point applicant tracking system (ATS) and vendor management system (VMS) integration and single-sign-on. Leveraging the power of data gleaned from engaging millions of candidates and contingent associates every year, PeopleScout enhances talent intelligence for clients across more than 70 countries with headquarters in Chicago, Sydney and London and global delivery centers in Toronto, Ontario; Montreal, Quebec; Charlotte, North Carolina; Bristol, England; Krakow, Poland and Gurgaon and Bangalore, India. For more information, please visit www.peoplescout.com.

We aim to be our clients’ preferred partner for their HR strategic transformation, acting as a global architect of products that transform the working world. We deliver Talent Consulting, MSP, RXO and Onsite programs that make our clients’ business fit for future and support them to achieve their strategic targets. Our teams are dedicated to creating additional value by co-designing recruitment and global HR advanced solutions and experiences with our customers.

The combination of human and intelligence elevates the conversation and potential. It’s the capability to drive decisions about meeting short-term operational needs and advancing longer-term strategic plans. It’s the motivation to drive progress, to never stand still. This is what we call the human intelligence advantage. Randstad Sourceright helps companies discover and develop their human intelligence advantage. We quantify the impact of your talent strategies and develop solutions to maximize future success. Our scope spans your organization and outside influencers—functions, geographies, past results, present situation, future ambitions, industry trends, and technology — demonstrating the visible impact of HR. Our subject matter experts and thought leaders around the globe continuously build and evolve our approach and solutions across recruitment process outsourcing (RPO), managed services programs (MSP), and integrated talent solutions.

Saba Lumesse offers a radically different approach to talent management. Instead of starting with technology, we focus first on an organisation’s vision and culture. Once we understand their needs, we provide people-centric solutions around talent acquisition, performance, learning, and engagement that help them work, learn, and grow together to build a thriving future for the organisation.

SAC people help customers keep the world connected with new ideas, innovations and solutions. SAC is the #1 U.S. turnkey builder of wireless networks. We put customers first. We encourage our people to grow and learn, work as one team, keep 100% safe, and act with integrity. We help customers acquire and develop sites to build, commission, maintain, operate and upgrade wireless networks. Learn more at www.sacw.com.

Sevenstep is a global leader in recruitment outsourcing and annually ranked as a top enterprise RPO provider on HRO Today’s Baker’s Dozen list. Known for its unbounded vision and partnership-driven approach, Sevenstep persistently defies industry convention to provide its clients with true talent acquisition wins resulting in real business gains. A powerful set of agile solutions support any and every aspect of a company’s recruitment needs: Enterprise, Project, Blended, Data Analytics, and Employer Branding & Talent Attraction. And with a global delivery footprint spanning 47 countries and six continents, Sevenstep is a nonstop recruitment force determined to push beyond limits and embrace possibilities.

SocialTalent is more than just a company. It started with an idea, the vision of two guys who believed they could make people happier by changing the way people work while getting better results. This vision has quickly become a reality across the world, where learning, amplified by automation and software, is changing how people work; making people happier and companies more successful.
NN has transformed talent attraction, employment branding and technology deployment of Cognizant’s recruiting culture.

Getting things done in new ways promotes the importance of taking a candidate-centric approach through groundbreaking recruitment technologies, process enhancements, building specialized teams and focusing on innovation.

He co-founded and currently directs Cognizant’s Talent Innovation and Design Lab created to solve complex corporate recruitment challenges and highlight the value of new solutions.

NN has over a decade of experience with Cognizant, in a variety of progressive roles in HR Leadership and Talent Management.

Congratulations!

NN Srinivas
Head of Management Recruitment
North America and Latin America

Finalist for the 2019 HRO Today Talent Acquisition Leader of the Year Award

cognizant.com
In a landmark partnership, HRO Today and the Wharton Center for HR have combined forces to create the Talent Acquisition Leader Executive Network Team (TALENT). The TALENT provides resources to gain a competitive edge in recruitment that helps advance the path to CHRO. Contact Renee Preston for more: 215-606-9562.

Truth Initiative is a national public health organization that is inspiring tobacco-free lives and building a culture where all youth and young adults reject tobacco. The truth about tobacco and the tobacco industry are at the heart of our proven-effective and nationally recognized truth® public-education campaign, our rigorous and scientific research and policy studies, and our innovative community and youth engagement programs supporting populations at high risk of using tobacco. The Washington, D.C.,-based organization, formerly known as Legacy, was established and funded through the 1998 Master Settlement Agreement between attorneys general from 46 states, five U.S. territories and the tobacco industry. To learn more about how Truth Initiative speaks, seeks and spreads the truth about tobacco, visit truthinitiative.org.

UniFirst is one of North America’s largest workwear and textile service companies, providing managed uniform, protective clothing, and custom corporate image apparel programs to businesses in diverse industries. In addition to outfitting nearly 2 million workers in clean uniforms each workday, we also have a hand in keeping their businesses clean, safe, and healthy through our Facility Service programs… allowing us to be a single-source solution for a variety of needs.

WilsonHCG helps companies reach their talent objectives by transforming the way they think about the recruitment function. No matter your talent needs, we can help: We’ve pinpointed the most experienced candidates for hard-to-fill C-suite positions and hired thousands of immediate-need employees within a short span of time.

There are a lot of companies that focus on talent solutions, but we’re different. We know you’re looking for more than filled seats, and that’s why we offer the industry’s most comprehensive and flexible talent solutions — and take a proactive approach. As a result, you’ll hire people that excel at their jobs and align with your corporate culture, leading to an innovative and cutting-edge company.

For more than 75 years, Yoh has provided the talent needed for the jobs and projects critical to our clients’ success. For clients with workforce management needs, our Enterprise Solutions team delivers large-scale workforce solutions, including Managed Services, Recruitment Process Outsourcing, Vendor Management Systems, Independent Contractor Compliance, and Payroll Services. Our Specialty Practices recruiting experts find high-impact professionals in Aerospace and Defense, Engineering, Health Care, Life Sciences, Information Technology, Interactive Entertainment and Telecommunications. For more information, visit yoh.com.

ZipRecruiter is a leading online employment marketplace. Powered by AI-driven smart matching technology, the company actively connects millions of all-sized businesses and job seekers through innovative mobile, web, and email services, as well as partnerships with the best job boards on the web. ZipRecruiter has the #1 rated job search app on iOS & Android. Founded in 2010, the Santa Monica-based marketplace has over 1000 employees in two states and three countries.
Come visit the Headshot Lounge and have your complimentary professional headshot taken. We’ll have an expert photographer and make-up artist on hand to take your headshot, which will be emailed to you soon after.

Perfect for updating your resume and social pages, a new—and professional—headshot is a must!

**Monday, May 6**
3:00 pm - 6:00 pm
Location: Prefunction Area

**Tuesday, May 7**
9:00 am - 5:00 pm
Location: Prefunction Area

**Wednesday, May 8**
9:00 am - 1:00 pm
Location: Prefunction Area
LANDMARK PARTNERSHIP
In a landmark partnership, HRO Today magazine and the Wharton Center for Human Resources have combined forces to create TALENT – the Talent Acquisition Leaders Executive Network Team.

“Good talent managers help others make beneficial connections; great talent leaders make connections that help themselves for the betterment of others. TALENT empowers good-to-great results by offering you a dynamic platform to leverage vetted global HR expertise, designed to help you effectively connect for your personalized benefit.”

Karen Feeney, MSHR, SHRM-SCP, FMP, TALENT Vice Chair, Senior HR Operations Manager, Children’s Hospital of Philadelphia

OPPORTUNITY
This is your opportunity as a talent acquisition executive to:

- Engage with other leaders
- Share past successes and failures
- Learn about standards and practices to reduce waste and improve customer service, candidate experience, and employer brand
- Gain a competitive edge that helps you on your career path to CHRO

JOIN TODAY
For more information, contact Renee Preston at: Renee.Preston@SharedXpertise.com or +1 (215) 606-9562.

SPECIAL OFFER
TALENT members can include a membership in the HRO Today Association for their HR team at a special rate.

MEMBERSHIP
Includes 2 passes to the HRO Today Association Summit!

hrotoday.com/TALENT
Transform the hiring experience
Interview technology built for the enterprise

transformhiring.com
SMOOTH MOVE, RUDI

Congrats to Rudi and the other finalists in the dance-off for HRO Today's Talent Acquisition Leader of the Year Award.

Rudi and his Global Talent Acquisition team live NI's values of continuous improvement, innovation and integrity every day, truly fostering our company's vibrant, diverse culture through the work they do and talent they bring. Thanks for your energy and leadership, Rudi!

We Build Tools That Simplify Complexity

NI's modular hardware platforms and system design software – such as LabVIEW – help engineers do more, innovate faster, and easily integrate new technologies.
HUNTING FOR PEOPLE
BUT COMING UP EMPTY?

• Experienced and Knowledgeable Management Team
• Implementation and Technology Expertise
• Tailored Approach for Efficient and Effective Programs
• Quality, Compliance and Cost Management

Yoh can help attract elusive talent. Become a top recruiting predator and take a bite out of high recruiting and program costs. Better management, increased quality, and service that exceeds your expectations. Don’t let recruiting success escape your grasp, get a jaw-dropping program this year.

MSP | RPO | SOW | PAYROLL | IC COMPLIANCE
Know greater talent." | yoh.com
We’re proud of employees like Kevin, whose work and dedication help us live our purpose:

“\To Do Everything in Our Power to Stand with Our Members in Sickness and in Health”\n
Congratulations to Kevin Bodine, executive director of talent acquisition for Health Care Service Corporation, and the other finalists for the HRO Today’s Talent Acquisition Leader of the Year Award.
Thank you to our North America Board of Advisors for your ongoing support and leadership.

Gary Bragar  
HRO Research Director  
Nelson Hall

Brian Bules  
Head of Global Talent Solutions and Operations  
GSK

Stacey Cadigan  
Partner  
ISG

Peter Carvalho  
President  
AllSTEM Connections

Courtney Cook  
Vice President, Strategic Development  
Korn Ferry

Kim Davis  
Vice President, Sales  
Yoh

Valerie Egan  
Talent Acquisition Strategist  
Girl Scouts USA

Craig Fisher  
Head of Marketing Allegis Global Solutions

Lisa Forman Johnson  
Vice President, Human Resources  
MVM, Inc.

Paul Harty  
Chief Solutions Officer  
Sevenstep

Lori Hock  
CEO, Hudson Americas  
Hudson Global, Inc.

Pat Klaman  
Vice President, Business Development  
Randstad Sourceright

Terri Lewis  
Senior Vice President, Global Human Resources  
Pontoon Solutions

Taryn Owen  
President  
PeopleScout

Mike Ryan  
Senior Vice President of Client Strategy  
Madison Performance Group

Donna Sinnery  
Chief Human Resources Officer  
Teknor Apex

Joshua Smith  
Senior Vice President  
Advantage xPO

Michael Spear  
Director of Recruiting, North America  
gategroup

Dan White  
President, Strategic Workforce Solutions  
AMN Healthcare

John Wilson  
CEO  
WilsonHCG

Kristen Wright  
Chief Marketing Officer  
Cielo

www.hrotoday.com/association
SAVE the DATE

HRO TODAY ASSOCIATION SUMMIT

SEPTEMBER 12

2019

PHILADELPHIA, PA

MAKING PROVIDERS BETTER ORGANIZATIONS

The HRO Today Association Summit is the premier one-day industry conference and training retreat for HR services and technology providers, analysts, and practitioners working in or with a services partner.

BE PART OF A DIALOGUE FOCUSED ON MODERNIZING STANDARDS AND PRACTICES IN HR!

For more information, visit hrotoday.com
CONGRATULATIONS TO OUR FINALISTS!

Amy Beales, MS, FABC
Director of Talent Acquisition

Children’s National proudly recognizes Amy Beales, finalist for HRO Today’s Talent Acquisition Leader of the Year Award. Amy excels at recruiting world-class doctors, specialists, and supporting staff who believe in the values we have at Children’s National.

Congratulations Amy!

Darryl Varnado
EVP and Chief People Officer

Children’s National proudly recognizes Darryl Varnado, finalist for HRO Today’s CHRO of the Year Award. Darryl’s focus on leadership and talent development has allowed Children’s National to remain one of the nation’s leading pediatric hospitals.

Congratulations Darryl!
At Pontoon we partner with companies just like yours throughout this transformation - leveraging our ecosystem to co-design talent solutions that meet your strategic objectives. We deliver talent consulting, MSP, RXO and Onsite programs that make our clients’ business fit for future and allow them to focus on what they do best.

TALENT PLAYS A CRITICAL ROLE IN DRIVING YOUR STRATEGIC SUCCESS.

pontoonsolutions.com
Contact Renee Preston, Vice President of Member Services, at renee.preston@sharedxpertise.com or +1 (215) 606-9562.
At Fresenius Medical Care, we are passionate about delivering the highest-quality care to people with kidney disease—helping them lead longer, better and healthier lives.

We are a global leader in healthcare because of the unwavering dedication our team brings to work every day. Whether in nursing, accounting, engineering, nutrition or management, we all play a vital part in the future of healthcare.

Our success depends on having the best and brightest employees. Everyone who works with us embodies our six core values—supporting our goal of improving the lives of every patient, every day.

JOBS.FMCNA.COM
Save the Date!
May 4–6, 2020
www.HROTodayForum.com
Give your recruiting team the lift they need.

Let Newton Talent’s PowerSourcing fill their talent pipeline...so they can get back to creating the relationships that land top talent, faster.

Our skilled sourcing professionals work with your team to ensure your recruitment funnel is filled with suitable candidates for any role, and advise them on regional and talent market obstacles that can be hindering your recruitment success.

Learn more at newtontalent.com/powersourcing
SAVE THE DATE!

Hong Kong • 3-4 June, 2019

www.HROTodayForum.com/APAC

@HROToday #HROT2019

PREMIER INTERACTIVE BEST PRACTICE DISCUSSION SPONSOR

GOLD SPONSOR

THOUGHT LEADERSHIP WORKSHOP SPONSOR

MOST ADMIRE EMPLOYER BRAND AWARD BREAKFAST SPONSOR

ALLEGIS GLOBAL SOLUTIONS

KORN FERRY

alexander mann solutions

peoplescout
YOUR GLOBAL TALENT PARTNER FROM NOW TO NEXT

Global Headquarters
860 W. Evergreen Ave.
Chicago, IL 60642
United States

EMEA Headquarters
265 Tottenham Court Rd.
London, W1T 7RQ
United Kingdom

APAC Headquarters
10 Barrack Street, Level 8
Sydney, NSW 2000
Australia

peoplescout.com
The ActOne Group is a global enterprise that provides employment, workforce management, and procurement solutions to a wide range of industries, Fortune 500 organizations, local and mid-market companies, and government agencies.