Konieczny has grown the HR BPO business from creative

largest HR BPO provider in the world-with more than 30

concept to proven business solution. Hewitt is now the

# BENEFITS



**President and CEO, Winston Financial Services** As owner of Winston Financial Services, Bradley leads his employees to provide benefits solutions including health & welfare consulting, voluntary benefits, employee communications, and outsourced benefit administration.

**Robert Bradley** 



VP Client Services and Business Development, Secova Prior to the merger of Empact and Secova, Carter was a cofounder of Empact and its' chief operating officer. Previously, he was managing director and assisted in the design of Empact's HealthLine and its business plan.

Joel Carter



#### President, Outsourcing, Mercer

Miller leads the global provider's offerings of complete outsourcing solutions for defined contribution and defined benefit plans, health and benefits administration, absence management administration, and BPO for HR services.

Jeff Miller

# **MULTI-PROCESS**



#### **President and Executive Director, Neeyamo Enterprise Solutions** Bildikar has taken a lead in addressing what has been

under-addressed need of a segment of the industry–the mid-market segment.

Ashok Bildikar



Campbell leads all management and operational activities in both North and South America. He has extensive experience in business process oursourcing, HR outsourcing, and related technology services.

President, North Americas, NorthgateArinso

Trey Campbell



### President, HR Management, Convergys

Gibson is responsible for meeting the company's revenue and profitability targets for this line of business. Prior to his current appointment, Gibson has held a number of senior executive positions at Convergys.

John Gibson



Senior Director, Innovation Deployment, Accenture Higgins currently serves as senior director of innovation deployment for HR BPO and learning BPO at Accenture, where he is responsible for leading the deployment and adoption of innovative solutions and capabilities.

John Higgins



# percent of the total HR BPO market.

Konieczny



President, HR BPO, Hewitt

**Executive Managing Director, ACS** As a long-time veteran of the learning industry, Klingshirn has extensive experience with learning service delivery, strategies, and outsourcing. An author and speaker, he oversaw some recent significant wins for ACS.



#### **President, National Account Services and ES International, ADP** Lee leads an organization of nearly 7,000 associates providing HR, behavits, and payroll outsourcing services to the

largest companies and institutions in North America.

Regina Lee



### Chairman/CEO, Ceridian Corporation

Prior to joining Ceridian in 2006, Marinello was president and chief executive officer of multiple large GE businesses, including Fleet Services, Consumer Financial Services, Auto & Home Insurance, and the GE Financial Network.



Marinello

### Partner, IBM

Prior to his role as partner at IBM focusing on outsourcing and offshoring, Nelson was executive director at Exult, executive director at Hewitt, and vice president of HR and British Petroleum.

Howard Nelson



#### CEO, Paterson Global HR & Payroll

An industry pioneer, Paterson designed a payroll system intended for the Internet that helps resolve the lack of one platform payroll system offering that helps companies payroll employees while managing the inherent risks.

Karen Paterson



**President, Global Benefits Outsourcing, Hewitt Associates** Rising has full P&L responsibility for the business and the 16,000 associates supporting the company's benefits clients globally. He has proven experience launching new businesses and accelerating growth in established organizations by delivering client-focused results.

Jay Rising



# GM, Global HR and Learning Business Transformation Outsourcing, IBM

In her role as GM, Rogers focuses on working with multinational clients from the industrial, financial services, and distribution sectors.

Mary Sue Rogers



#### Group Chief Executive, Business Process Outsourcing, Accenture

Salvino is responsible for Accenture's comprehensive portfolio of cross-industry and industry-specific business process outsourcing (BPO) services globally.

Mike Salvino



Chief Executive Officer, Caliber Point Business Solutions Srinivas brings in more than two decades of experience in industries like banking & finance, insurance, and IT/ ITES. His areas of specialization include mergers & acquisitions, audit and accounting, banking, corporate planning, quality operations, and business development.

**R U Srinivas** 



Senior Vice President, GM HR Outsourcing, Ceridian As the leader of Ceridian's HRO business, Strodtman drives the development of HRO services and delivery capability and is accountable for the on-going service provision to Ceridian's HRO clients.

Keith Strodtman





Chairman & CEO, Diamond H Recognition Through Chambers' leadership, Diamond H has more than quadrupled in size and has expanded its service offerings to fulfill the complete needs of companies seeking service recognition solutions. In 2007 Diamond H was recognized as "One of the 60 Best Companies to Work for in Texas."

Peter Chambers



President and CEO, Rideau Recognition Hart has been the driving force in Rideau's growth as one of North America's largest recognition and reward compa-nies. He has been an active member of Recognition Profes-

sionals International (formerly NAER) since 2001.

Peter Hart



### CEO, Grass Roots America

With Grass Roots offices in 17 countries and presence in over 120 markets across the globe in North America, Latin America, Europe, Middle East, Africa, and Asia Pacific, Humphreys focuses on the company's America presence.

Stephen Humphreys



Chief Executive Officer, O.C. Tanner Named chief executive officer of appreciation solutions

provider O.C. Tanner in March, Petersen is focused on not only developing the best products, but also creating longterm partnerships with clients to pursue excellence in employee engagement, brand equity, and business results.

**David Peterson** 





#### Vice President, SourceRight Solutions

Chief Executive Officer, SeatonCorp

Considered a true industry pioneer, Beck joined Spherion in 2004, following a two-year consulting relationship with the company. In her current role, she has direct responsibility for all SourceRight Solutions client relationships.

Previously COO of SeatonCorp, Beharelle is a seasoned

veteran of the RPO industry with more than 18 years of professional services and recruitment industry experience. He holds as MBA from the Wharton School of Business.

Patrick

Beharelle

Jennifer Beck



Senior Vice President, Adecco Group-North America Beygelman oversees the North American RPO business and global RPO program sponsorship and is also responsible for design and commercialization of innovative HR products and services.



Founder and CEO, Alexander Mann Solutions Alexander Mann Solutions keeps moving from strength to strength, as witnessed by turning over £350 million a year and employing 1,000 people in more than 60 countries. Blair was named Veuve Clicquot's Business Woman of the

Rosaleen Blair

Year for 2007.



President, Workforce Solutions, Advantage xPO Appointed to her new role at Advantage xPO in 2009, Browne will oversee Radia's RPO division and programs across an impressive platform of worldwide clients. She was formerly president of PeopleScout.

Karen Browne



Senior Vice President, SourceRight Solutions Callahan is responsible for leading the division's strategic development and executing its business growth and operational excellence. In a very short period of time, Callahan secured some of the more innovative RPO engagements.

Rehecca Callahan



President, Chief Executive Officer, PrincetonOne. With more than 20 years in the industry and as founder of the company, Campeas provides direction and leadership for the corporation to ensure its continued growth and achievement of strategic goals.

David Campeas







#### Senior Vice President, Adecco

Davis has senior executive leadership experience on both sides of the desk, including corporate HR, career management, consulting, staffing, and outsourcing. He also led the national sales efforts for top six world staffing company.

Kim Davis



U.S. Managing Director, Manpower Donovan is responsible for managed service programs, re-

cruitment process outsourcing, and other outsourced business solutions. She oversees the business division that provides strategy and develops global workforce solutions.





### Principal, Kenexa

Geisert represents the next-generation of RPO experts. Given his impressive background in advertising, he blends the best of employment branding with the scalability of RPO, delivering appealing recruitment brands to clients.

Tim Geisert



Chief Operating Officer and President, Kenexa Kanter was appointed COO and president of Kenexa in 2006 and serves on its board of directors. From 1997 to 2003, he served as the company's president of human capital management and VP of business development

**Troy Kanter** 



Senior Vice President, Outsourcing and Consulting Group, Kelly OCG Kleiner became responsible for the Global Outsourcing and Consulting Group in June 2007 and continues to have

responsibility for the company's international business.

**Rolf Kleiner** 



Chief Executive Officer, The WorkPlace Group Under Lindner's leadership, The WorkPlace Group has helped employers hire thousands across 44 different countries from small employers through the Fortune 50.

Steve Lindner



## Executive Vice President, Aon Consulting

Lopes is responsible for the recruitment process outsourcing/employment process outsourcing (RPO/EPO) group. He also leads the Benefacts group, which provides clients with tools to help employees understand their benefits.

Robert Lopes



#### Chairman and CEO, Pinstripe

A well-known pioneer of the RPO industry, Marks has helped client organizations turn themselves into recruiting powerhouses, upgrading their talent and increasing their success in the market.

Sue Marks



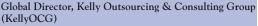
#### President, The RightThing

With more than 16 years in the RPO industry, Minier established a comprehensive global outsourcing solution. She is a member of the Society for Human Resource Management.

Jamie Minier



Misko



With more than 15 years' experience, Misko works with Fortune 500 clients to develop and implement innovative talent management solutions within a company.



### Principal, Kenexa RPO

stewart has served as the practice leader since 2008. He joined in 2007 as the chief people officer to lead the company's global expansion efforts. Previously, he was area human resources director of DENTSPLY International.



# Phil Stewart



#### CEO, The RightThing

With his 20-plus years of experience in the recruitment industry, Terhark emphasizes individual attention and customized service to produce results clients expect when engaging in RPO.



#### SVP, RPO National Practice Leader, Aon Consulting Tomlinson lead the migration of commercial RPO best practices into the federal government, as demonstrated through high-volume recruitment outsourcing engagements with the Department of Homeland Security.

Patrick Tomlinson



### Chief Operating Officer, Futurestep

With more than 24 years of experience in the human capital industry,Watt helps lead Futurestep's talent acquisition programs by focusing on the company's dedication to delivering quality results to clients around the world.

Andy Watt



#### President, CEO, and Founder, Accolo

For more than 22 years, Younger's passion to dramatically improve how people and jobs find each other has drawn upon his deep understanding of technology and the recruitment process.

John Younger









Vice President, Graebel Relocation Services Worldwide Bates has assisted many of the Fortune 100 companies in developing programs that measure and manage a variety of outsourced relocation services. In the past 10 years, his programs have provided millions of dollars in cost savings.

George Bates



**Executive Chairman & CEO, The MI Group** With an ongoing vision of developing outsource technology innovations that ease the administrative burden of its clients, Bennett has been instrumental in driving the development of an enterprise SAP technology that manages the outsourced workflow and lifecycle of corporate relocation programs.

**Rick Bennett** 



Senior Vice President, Global Performance Solutions and General Manager, Western Region, Cartus Prior to his current role, Brannan was SVP Human Resources Outsourcing, and was responsible for strategic development and execution of Cartus' HRO business segment.

In the industry 29 years, Graebel is recognized for his

Mike Brannan



Bill Graebel

Photo

Unavailable

Anand

Nallathambi

#### thought leadership in fostering customer-focused paradigm shifts within the company's six divisions and in the industry. He helped create a by-invitation Relocation Alliance.

aebel



CEO, Graebel Companies

First Advantage Corporation Nallathambi joined First Advantage as president following the acquisition of First American's Credit Information Group. Having joined First American in 1995, he held management and strategic business development positions.





Michele R. DeRycke

Senior Director, Screening Solutions, Lexis-Nexis Risk & Information Analytics Group DeRycke manages all outsourcing programs with focused liaison responsibilities between outsourcing partners and the domestic handling teams to promote quality.



### General Manager, Intelius

Since joining Intelius, Owen has helped the company quickly build market share and secure large and key corporate accounts. Previously he held script positions at Siebel Systems and Wind Rive Systems.

Todd Owens



### Chief Executive Officer, LexisNexis Group

Prozes led the transformation of LexisNexis from a collection of individual country operations with two products and developed it into a provider of online, technologically-based content enabled solutions.

Andrew Prozes

