

RAISING THE CURTAIN

Get an inside look at this year's *HRO Today* Forum North America.

By The Editors

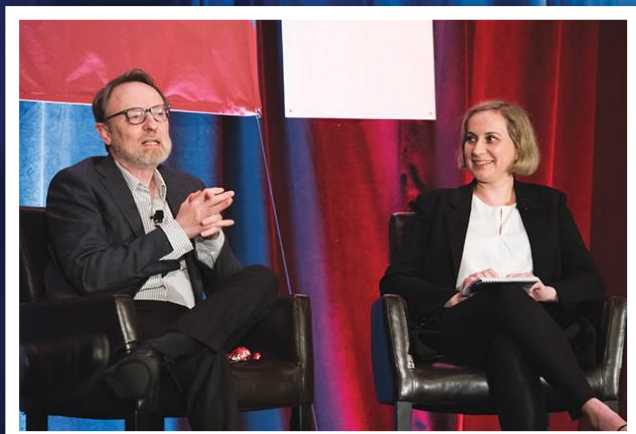
SESSIONS



Freddie Mac CHRO and Chief Diversity Officer Jacqueline M. Welch offers insight into her minority majority company's diversity and inclusion policies.



T-Mobile US CHRO Liz McAuliffe joins SharedXpertise CEO Elliot Clark for an intimate one-on-one interview.



Dr. Peter Cappelli, director of the Center for HR at the Wharton School, and Alina Polonskaia, Korn Ferry's global leader of diversity and inclusion solutions, discuss gender equity, diversity, employee engagement, and more in the Thought Leadership Town Hall meeting.

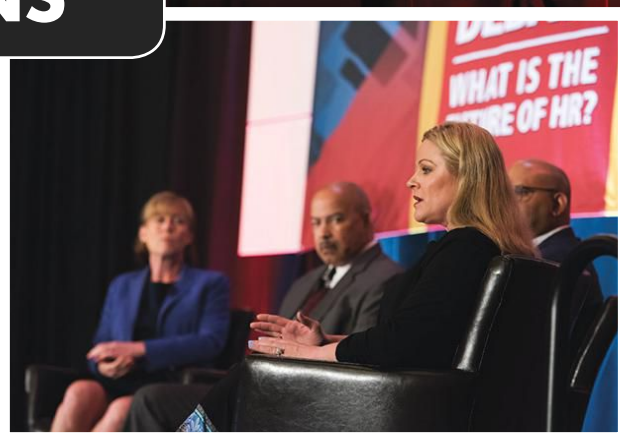


Today's top business leaders discuss the role of automation on HR—today and in the future. From left: Moderator Debbie Bolla, editorial director of *HRO Today*; Cindy Fiedelman, CHRO at Digital Realty Trust; Rebecca Sinclair, chief people and communications officer at American Tire Distributors; Nancy Hauge, CHRO at Automation Anywhere; and Roger Gaston, senior vice president of HR at Gates Corporation.

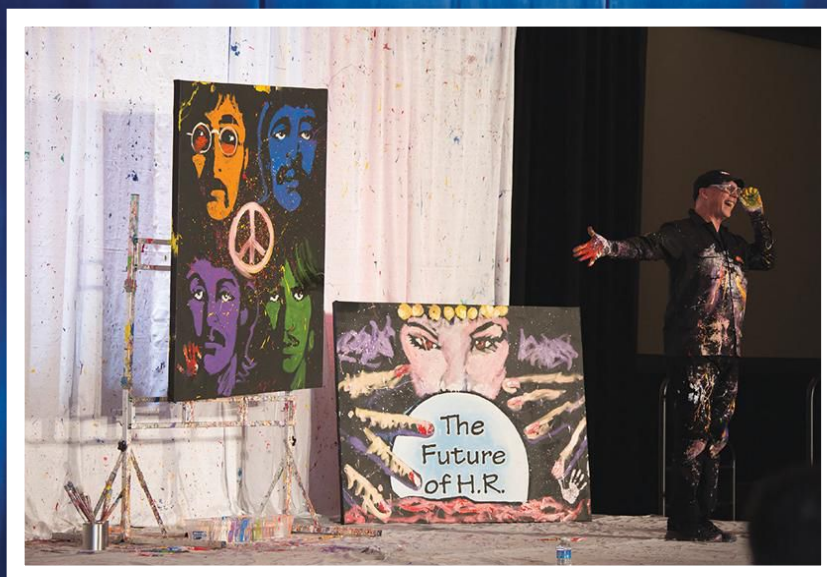
SESSIONS



Leading CHROs discuss the relationship between corporate responsibility and human resources. From left: Zachary Misko, president of the HRO Today Association; Candace Osunsade, senior vice president and chief administration officer at National Aquarium; Kevin Silva, executive vice president and CHRO at Voya Financial; LeighAnne Baker, corporate vice president and CHRO at Cargill; and Max Langenkamp, vice president of HR and chief diversity and inclusion officer at Cintas.



Jill Geimer, managing director and head of HR at Ecentria Group, shares her company's policies to combat violence in the workplace. Also pictured: Jeanie Heffernan, executive vice president and CHRO of Independence Health Group; Darryl Varnado, executive vice president and chief people officer at Children's National Health System; and Ranjeev Teelok, senior vice president of industry solutions at First Advantage.



Speed Painter Dan Dunn of PaintJam delivers attendees three custom paintings and an unforgettable experience fusing art and music.

CHRO OF THE YEAR AWARDS



The 2019 CHRO of the Year Award Leaders of Distinction were honored at the *HRO Today Awards Gala*. From left: Darryl Varnado, chief people officer at Children's National Health System; Anna Spriggs, chief of HR and administration at Truth Initiative; Bonnie Daniels, senior vice president of culture and people services at MiTek Industries; Marissa Andrada, chief people officer at Chipotle Mexican Grill; Rebecca Sinclair, chief people and communications officer at American Tire Distributors; Jeanie Heffernan, executive vice president and CHRO at Independence Health Group; Linda Nedelcoff, executive vice president and chief strategy and HR officer at CUNA Mutual Group; LeighAnne Baker, corporate vice president and CHRO at Cargill; Andrea Larson, CHRO at Advisor Group; Elliot Clark, CEO of SharedXpertise; Nancy Hauge, CHRO of Automation Anywhere; Jacqueline M. Welch, senior vice president, CHRO, and chief diversity officer at Freddie Mac; John Murabito, executive vice president and CHRO at Cigna; Sean Kimble, vice president of HR at USA Compression; Marcus Griffin, senior vice president and HR director at Dufry Group; Max Langenkamp, vice president of HR at Cintas; Roger Casalengo, senior vice president of HR at Cobham Advanced Electronics Solutions; Alan May, executive vice president and CHRO at Hewlett Packard Enterprise; and Jill Geimer, managing director and head of HR at Ecentria Group.



Darryl Varnado, chief people officer at Children's National Health System, led the formation of a workforce management plan that completely reengineered management structures and the position control process across the enterprise, saving the organization nearly \$70 million in labor expense over three years.



Jacqueline M. Welch, CHRO and chief diversity officer at Freddie Mac, has spearheaded the organization's diversity and inclusion efforts. By making herself available for feedback and creating an environment where all levels of employees feel comfortable sharing their perspectives, she has empowered the workforce and improved engagement.

CHRO OF THE YEAR AWARDS



Jeanie Heffernan, executive vice president and CHRO at Independence Health Group, has completely transformed the organization's approach to D&I into a formal strategy that is valued across all levels of the business.



John Murabito, executive vice president and CHRO, was among several key leaders at Cigna involved in the planning and execution of its acquisition of Express Scripts, adding more than 20,000 employees into the organization's existing workforce of 40,000.



Max Langenkamp, vice president of HR and chief diversity and inclusion officer at Cintas, has worked diligently to drive ROI through the talent strategy. From leveraging data insights in talent acquisition to improving the onboarding process, he has been instrumental to Cintas' success.



Sean Kimble, vice president of HR at USA Compression, successfully managed the people components of the largest acquisition in the company's history. In a single day, Kimble and his team hired over 500 employees, yielding a 91 percent recommendation rate post-merger.

TA LEADER OF THE YEAR AWARDS



Meet this year's Talent Acquisition Leader of the Year Award Leaders of Distinction. From left: NN Srinivas, head of management recruitment, Americas at Cognizant; Lisa Pueschel, vice president of talent acquisition and workforce planning at Staples; George Smallwood, associate director of talent acquisition at AT&T; Crystal Stanfield, director of talent acquisition at SAC Wireless; Mike Vella, senior manager of talent acquisition at UniFirst; Greg Pardo, vice president of talent acquisition at Fresenius Medical Care North America; Simon Perkins, head of U.S. resourcing and onboarding at HSBC Bank; Amy Beales, director of talent acquisition at Children's National Health System; Rudy Ngnepi, head of global talent acquisition, workforce planning, and HR business analytics and insights at National Instruments; Leigh McCluskey, vice president of talent acquisition at Advisor Group; Kevin Bodine, executive director of talent acquisition at Health Care Service Corporation; Zachary Misko, president of the HRO Today Association; and Kristen Wright, executive vice president and chief marketing officer at Cielo.



Greg Pardo, vice president of talent acquisition at Fresenius Medical Care, repositioned the organization's talent acquisition function by introducing a three-year model called "Strategic Talent Acquisition Realignment & Transformation" (START), designed to align the talent acquisition mission with broader company goals and improve selection, retention, and engagement levels.



With Executive Director of Talent Acquisition Kevin Bodine at the helm of Health Care Service Corporation's talent acquisition function, the organization has more than doubled its filled positions since 2016. This success can be attributed to the company's integration of a new ATS and candidate resource management tool and a proactive approach to talent.



Leigh McCluskey, vice president of talent acquisition at Advisor Group, was tasked with implementing an entire talent acquisition function in just five months after the company first began to operate independently. Faced with the current competitive talent market, McCluskey and her team set forth to introduce a number of key initiatives, including a new brand strategy focused on inclusion.

MOST ADMIRED EMPLOYER BRAND AWARDS



Kathryn Minshew, CEO and founder of The Muse, keynotes the Most Admired Employer Brand Awards with an overview of how organizations can build an attractive and authentic employer brand.



Carol Darling, vice president of workforce analytics and compliance, accepts the overall Most Admired Employer Brand award honoring BAE Systems, a company that showcases a flexible work environment, career development programs, an opportunity to drive future improvements in the community, a shared ambition, and the potential to play a role in building breakthrough technology through its EVP.



Recruitment Marketing Manager Hanady Khourshid accepts the Most Admired Employer Brand award for use of imagery on behalf of CDW, an organization that communicates its EVP internally through its intranet and in presentations, and externally through email campaigns, on job boards, social platforms, and career website.



Andrew Wilkinson of PeopleScout, the sponsor of the awards, presents Amber Bartlett, director of TA strategy and operations the Most Admired Employer Brand award for healthcare. Fresenius Medical Care North America's use of videos, a new career site, and social media communication has resulted in improved applicant-to-interview ratios.