

Human Resources— Moves and Trends in the Market

Q1 2011



Welcome to *Human Resources Moves & Trends in the Market*, a quarterly report issued by Russell Reynolds Associates' Americas Human Resources Practice, representing a snapshot of HR Trends, projections, and Chief Human Resources Officer Moves primarily in the Fortune 500 within the past quarter.

Russell Reynolds Associates saw an increased amount of activity during Q1 across the Human Resources functions, continuing a trend that began in 2010 with more than 30 CHRO roles turning over in the Fortune 500—six in the first quarter alone. If Q1 is any indication, 2011 appears to be headed in the same direction with 13 CHRO moves in the first three months. This increase reflects the strong market for candidates and further demonstrates that companies are investing in the recruitment, development and retention of top talent. As companies focus on driving profitable, sustainable growth, many are assessing the HR function against business needs, resulting in the restructuring of the function, and the need to look externally to upgrade their talent, elevate their expertise and address existing gaps in their organizations. There is a continued focus on talent management, particularly leadership development, succession planning and performance management. We have seen a steady demand for commercially focused, innovative leaders with a demonstrated track record of strengthening and aligning the talent function to the needs of the business.

Recruitment of Chief Human Resources Officers remains steady coming out of 2010. There is a continued focus on identifying executives with a demonstrated ability to operate as a strategic partner to the CEO, senior business leaders and an organization's Board of Directors. While HR leaders have always had an important seat at the table, we have seen CEOs and boards looking to their HR executives to play a broader role as senior advisors to the business. Furthermore, we are seeing a renewed interest in HR executives as potential board members due to their deep expertise and valuable insight in handling complex talent, retention and compensation issues.

Identifying top compensation and benefits professionals to lead the total rewards function is still a priority for organizations. Given the evolving legislative landscape and increased visibility around executive compensation, professionals with executive compensation expertise—especially at the board level of public companies—remain in demand. As such, broader financial acumen and technical knowledge as well as strong leadership and influencing skills remain a key qualification for employers as it is essential in achieving the necessary board credibility.

Senior Human Resources Moves—Highlights from January through March 2011

Apache Corp

- **Margery Harris** was promoted to Senior Vice President, Human Resources of Apache Corp, where she has served as Vice President, Human Resources since 2007. Prior to joining Apache, Harris was Consultant/Principal of MMH Consulting Services, Executive Vice President and Senior Vice President, Human Resources at Texas Genco LLC; Senior Vice President, Human Resources and Administration of Integrated Electrical Services, Inc.; and, Vice President at Santa Fe Snyder Corporation. Earlier in her career, Harris was both a Lead Consultant at Hewitt Associates, a Financial Controller for Continental Airlines and a landman at Shell Oil Company.

Biogen Idec

- Biogen Idec announced the resignation of **Craig Eric Schneier** as Executive Vice President, Human Resources, Public Affairs and Communications.

Central Garden & Pet Company

- Central Garden & Pet Company has appointed **Janet M. Brady** Senior Vice President, Human Resources. Previously, Brady was Vice President, Human Resources at The Clorox Company. Since leaving Clorox in 2003, Brady has served on a number of boards including the MBK Foundation and Westaff.

Dean Foods

- Dean Foods has promoted **Tommy Zanetich** to Executive Vice President of Human Resources from Senior Vice President, Human Resources of the WhiteWave Foods division. Before joining Dean Foods in 2006, he was Vice President, Human Resources for Kraft Foods North America Customer Development.

EI DuPont de Nemours & Co.

- **Benito Cachinero-Sanchez** succeeds W. Donald Johnson as Senior Vice President of Human Resources of DuPont. Before joining the company, Cachinero-Sanchez was Vice President of Human Resources at Automatic Data Processing.

Eli Lilly & Co.

- **Steve Fry** has been promoted to Senior Vice President of Human Resources and Diversity for Eli Lilly & Co. He succeeds **Sue Mahony**, who has been named Senior Vice President and President of Lilly Oncology. Most recently, Fry was Vice President of Human Resources for the bio-medicines and emerging markets businesses. He is now a member of the Lilly executive leadership team and reports to Chairman, President and CEO John Lechleiter, Ph.D.

Entergy Corporation

- **Renaë Conley*** has formally assumed the role of Executive Vice President, Human Resources and Administration for Entergy Corporation. Since June, Conley has acted as Executive Vice President—Designate. She succeeds Terry Seamons, who will serve as Senior Vice President, Organizational Development and an advisor to Conley until he officially retires in December 2011. Prior to her most recent appointment, Conley spent 10 years as President and CEO of Entergy's Louisiana Utilities.

Hewlett-Packard Company

- HP appointed **Tracy Keogh** to serve as Executive Vice President of Human Resources. Keogh joins HP from Hewitt Associates and will report to President and CEO Leo Apotheker. She will be the global leader for HP's human resources and people strategies.

The Interpublic Group of Companies

- The Interpublic Group of Companies has announced the retirement of **Timothy A. Sompolski** as Executive Vice President, Chief Human Resources Officer.

ITT Corporation

- **Christopher A. Harrison** has been promoted to Vice President, Human Resources of ITT Corporation. Most recently, Harrison was Vice President of Human Resources for the Fluid and Motion Control Group within ITT. He will take over from Chairman, President and Chief Executive Officer Steven R. Loranger, who was leading Human Resources on an interim basis.

Lowe's Companies

- Lowe's Companies has promoted **Maureen K. Ausura** from Senior Vice President to Executive Vice President of Human Resources. She has been with the company in her previous position since 2005. Ausura manages all aspects of human resources for the nearly 240,000 North American employees. **MEMC Electronic Materials**

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- MEMC Electronic Materials announced that **Matt Herzberg** has joined the company as Chief Human Resources Officer. Most recently, Herzberg was Senior Vice President and Chief Human Resources Officer of Express Scripts.

Northwestern Mutual

- **Joann M. Eisenhart** has been named Vice President Human Resources for Northwestern Mutual and an Executive Officer of the company. Previously, she was Senior Vice President—Human Resources of Pfizer, which she joined after a long career with Rohm and Haas Co. Eisenhart succeeds Susan Lueger, who retired from Northwestern Mutual in July 2010.

Optimer Pharmaceuticals

- **Linda Amper** has been named Senior Vice President of Human Resources for Optimer Pharmaceuticals, reporting to the Chief Executive Officer. Amper joins Optimer from OSI Pharmaceuticals, where she was Vice President of Human Resources and Administration.

Sysco

- **Paul T. Moskowitz** joins Sysco as Senior Vice President, Human Resources. Most recently, Moskowitz served as Chief Human Resources Officer for Dean Foods. His career includes roles with increasing responsibility at Towers Perrin, Brinker International, Darden Restaurants, Yum! Brands and Pizza Hut USA.

Winn-Dixie Stores, Inc.

- Winn-Dixie promoted **Anita Dahlstrom-Gutel** to Senior Vice President, Human Resources. She joined the company almost two years ago and has most recently served as Vice President of Corporate Human Resources and Talent Acquisition/Management.

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Russell Reynolds Associates is a leading global executive search and assessment firm with more than 300 consultants based in 39 offices worldwide. Our consultants work closely with public and private organizations to identify, assess and recruit senior executives and board members to drive long-term growth and success. We value teamwork, serving our clients with a collaborative approach that spans our international network of sector and functional experts.

Our in-depth knowledge of major industries and our clients' specific business challenges, combined with our understanding of who and what make an effective leader, ensure that our clients secure the best leadership teams for the ongoing success of their businesses. For more information, please visit us at www.russellreynolds.com.