

Valerie Frederickson & Company

HR Search List 5-4-00

Dear Friends:

We have a number of HR searches going on, and could use your networking support. If you have worked with any excellent HR folks who are actively looking and currently available, kindly forward them this email. Also, please note that we have moved to beautiful new offices. Our new address is 800 Menlo Avenue, Suite 220, Menlo Park, CA 94025. Our phone and fax remain the same. Phone: 650 614-0220, and fax 650 614-0223. My email will remain the same at Valerie@vfindco.com. For your non-HR friends and relatives, we've included at the bottom of the list a short description of some of our other current retained searches.

Thank you, and best of luck for a wonderful 2000. Valerie

HR Search #406

International VPHR needed for a startup wireless communications spin-off of a prestigious, global technology. Work hand in hand with the European President to define plan, and run the organization. Polish, sophistication, and the ability to work well with a global team are important.

Please email your resume to recruiting@vfindco.com and reference HR search #406.

HR Search #406B

Director of HR for a unique B2B e-commerce global products exchange. Please have both international HR strategic planning abilities, and hands-on domestic and international HR experience including compensation and benefits, hiring, etc.

Please email your resume to recruiting@vfindco.com and reference HR search #406B.

HR Search #407:

SVPHR and Administration with senior nd needed for a San Francisco-based B2C startup in the children's Internet science and technology education and entertainment field.

Company is currently securing its second round of funding, has approximately 10 employees, and needs to quickly ramp up. Here's your chance to put your mark on a company from the beginning. Help design the company's organizational chart, set up and run HR and recruiting, develop and mentor the existing employees, and help mould the company's culture. They have a great new CEO in place from the entertainment industry and have already formed alliances with national and international leaders in entertainment and education.

Email resume to recruiting@vfindco.com and please reference HR Search #407.

HR Search #408:

VP/Director (full-time preferred, contractor OK) needed for a wildly profitable (think equity) B2B vertical e-commerce Internet exchange startup located in Mountain View.

Manage all recruitment efforts, including supervising all recruiters, designing and implementing an aggressive online recruiting presence, and designing and implementing an

HR strategy. Company is in the process of expanding from 10 to 100 employees, and needs someone fast, flexible, intense and fun (a “gamer”) to really roll up their sleeves and run HR. Company is venture funded, and is currently turning away Blue Chip strategic partners for Series B.

Please email your resume to recruiting@vfandco.com and reference HR Search #408.

HR Search #409

HR Compensation and HRIS Senior Representative/Manager needed for an internationally renowned, successful, stable, publicly held, 600 employee, professional consulting firm located on the mid-Peninsula. Provide HR strategic consulting to internal clients who are the company’s practice leaders, most of whom have Ph.D.s and are leaders in their particular fields. In addition to learning the Business Partner model of HR, assume management level responsibilities for two recruiters and an HR administrative assistant, and be a team player in a small, highly educated, sophisticated HR department. Tuition reimbursement is available to pursue your masters.

Please email your resume to recruiting@vfandco.com and reference HR Search #409.

HR Search #410

Contract HR Manager/Representative needed for a downtown Palo Alto high tech company. Handle recruiting, ER, all generalist HR.

Please email your resume to recruiting@vfandco.com and reference HR search #410.

HR Search #410B

Director of HR for the mid-Peninsula-based independently run, internationally renowned research lab of a large high tech company. Serve as Business Partner to the senior lab executive. Know what it takes to recruit and retain top engineering talent, and be able to persuasively represent Silicon Valley to HQ.

Please email your resume to recruiting@vfandco.com and reference HR search #410B.

HR Search #411

Nine **technical contract recruiters** needed for five companies located from San Francisco through Mountain View. Be experienced in Internet-based technical recruiting, and able to hit the ground running sourcing and developing candidates for some of the hottest Valley startups. These company’s industries range from entertainment/education through etailing to software. Compensation may be arranged to be a combination of cash and equity, and working on/offsite and part/fulltime an option.

Please email your resume to recruiting@vfandco.com and reference HR Search #411.

Non-HR Searches:

We are currently conducting many other searches, and would appreciate any referrals. These candidates are very welcome to simply contact us at recruiting@vfandco.com. Thanks again!

Current searches include: CTO; CFO; VP Engineering; VP Marketing; VP Business Development; VP Sales; VP Operations; Director of Marketing Communications; Director of Channel Management; Manager of Web Strategy; Director of Product Marketing; Project Manager. Also needed are international superstars from investment banks, and television/movie producers (lots of them) .