

[State of the HR Nation]

## **The Compensation Crunch Continues**

Dear Friends:

As the stock market tops 14,000 for the first time this week, global companies are in some pretty unique positions vis-à-vis employment. Suddenly, the possible value of a stock option has been reduced (nice problem for existing shareholders). Turnover rates are skyrocketing—we heard from some companies in Eastern Europe that they are losing 50 employees a day to the UK and Ireland alone, because the compensation is so much higher. Compensation executives are quitting their jobs after only a few months for reasons like “I don’t really like it here” and “I don’t think the CEO has his heart in it” or “It’s not fun having only three people for 100,000 employees—I like consulting better.” Compensation executives and analysts are being spread too thin. The stress of not having enough resources, plus ongoing compliance pressures, is taking its toll, and of course, there is a lot of money at stake.

CEOs and board members are circumventing their VPs of HR and working more directly with their Comp teams. We are having Comp people tell us that their CEO discusses comp issues with them every, single day. This increased exposure to the CEO and the board can be dangerous for Comp people. Hell hath no fury like a CEO who catches an error in someone’s work.

More of these positions are being put out to search. To try to get Comp well and strategically staffed by year-end, VF&Co has reintroduced the extremely popular compensation sign-on bonus program! Any compensation professional placed in a regular full-time position by December 31, 2007 will receive a VF&Co-paid bonus ranging from \$5,000 to \$15,000, based on the level of their position. To make it easier for candidates to see where they might fit, we’ve put in approximate compensation ranges. And, there are some interesting new HR Generalist positions listed below, in addition to a lot more contracting and consulting opportunities. Exciting times and a wild ride for all.

Take care,  
Valerie

## **Human Resources Search Opportunities**

### **Compensation Executive Positions**

Senior Director of Compensation, Benefits, and Services (San Francisco, CA)

\$400,000 - \$450,000 + VF&Co bonus

Highly respected biopharma company. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Director of Compensation (Foster City, CA)

\$180,000 - \$220,000 + VF&Co bonus

Growing public biotechnology company. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Senior Director of Global Compensation (San Jose, CA)

\$230,000 - \$260,000 + VF&Co bonus

Large contract manufacturing organization. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Senior Manager of Compensation (South San Francisco, CA)

\$200,000 - \$230,000 + VF&Co bonus

One of the world's leading biotechnology organizations. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Senior Manager of Compensation (San Francisco, CA)

\$140,000 - \$170,000 + VF&Co bonus

Leading software company with 2000 employees. Email your resume in MS Word format to James Holland.

Senior Manager of Compensation (San Jose, CA)

\$130,000 - \$160,000 + VF&Co bonus

High-tech, 8000-employee company. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Senior Manager of Compensation (San Francisco, CA)

\$130,000 - \$160,000 + VF&Co bonus

Leading national healthcare services provider. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Senior Compensation Analyst (San Francisco, CA)

\$90,000 - \$110,000 + VF&Co bonus

Well-known software company. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Compensation Analyst (San Jose, CA)

\$75,000 - \$90,000 + VF&Co bonus

Top, global hardware company. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Human Resources Executive Positions

Vice President of Human Resources Global Operations (Santa Clara, CA)

Large tech company growing and improving. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Vice President of Human Resources (Silicon Valley, CA)

Public biotechnology firm with 1,000+ employees. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Vice President of Human Resources (Mountain View, CA)

Leading niche media company. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Director of Employee Communications (San Francisco, CA)

Well-known technology company. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Manager of Human Resources (San Jose, CA)

150-person high-tech company. Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

Human Resources Generalist (Internal HR consultant) San Jose, CA

Growing large tech company needs additional high impact junior HR people (1-5 years of experience; great growth opportunity). Email your resume in MS Word format to [recruiting@vfandco.com](mailto:recruiting@vfandco.com).

### **Recently Placed Human Resources Executives**

Senior Vice President of Human Resources (San Carlos, CA)

Vice President of Human Resources (San Mateo, CA)

Senior Director of HR, Operations (San Jose, CA)

Senior Director of Global Compensation (San Jose, CA)

Senior Director of HR, Americas (San Jose, CA)

Senior Director of Global Compensation (San Carlos, CA)

Senior Director of Business Human Resources (Palo Alto, CA)

Director of HRIS, SAP (Germany)

Director of Diversity (South San Francisco, CA)

Director of HR (San Ramon, CA)

Senior HR Business Partner (Austin, TX)

Human Resources Business Partner (San Jose, CA)

Senior Compensation Manager (San Jose, CA)

Senior Compensation Analyst (Singapore)

Senior Compensation Analyst (San Jose, CA)