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HR
NETWORK



BRIEFINGS FOR THE INFORMED PROFESSIONAL

77th HR Network Breakfast Seminar

January 26th, 2018

Sexual Harassment: Lessons Learned From Scandals & Strategies To Mitigate Risk

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BRIEFINGS FOR THE INFORMED PROFESSIONAL



ABOUT GETFIVE

GetFive is a provider of modern outplacement solutions, known for its proven 5-Step Method for job search. We help employer brands reach their full potential through smarter offboarding.

Our outplacement solutions guarantee unmatched one-to-one coaching hours and make a science of getting back to work. Our targeted executive coaching programs focus on the development areas your employees need most to maximize professional potential.

Known for our fanatical dedication to client satisfaction, we offer customized, scalable solutions for every employment level and stage. Visit us at getfive.com to schedule a complimentary strategy session and to find out how our programs can benefit your employer brand ROI.



HRCI RECERTIFICATION

PROGRAM: 340310

GENERAL CREDIT HOURS: 1.5

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SHRM RECERTIFICATION

ACTIVITY 18-4XU7G

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GetFive is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP.

Welcome to the 77th HR Network Breakfast Seminar

*Sexual Harassment: Lessons Learned From Scandals
& Strategies To Mitigate Risk*

TODAY'S BREAKFAST TOPIC

Sexual Harassment: Lessons Learned From Scandals & Strategies To Mitigate Risk

To date, sex harassment scandals have ravaged the government and bedrock industries like entertainment, media and technology. Yet, no industry is immune from potential exposure to sexual harassment claims.

Our special panel on this very hot topic offers the diverse perspectives of an employment law partner, a senior media-industry HR executive and two very different training companies.

The sex harassment scandals did not come out of nowhere. Inherent conflicts of interest, star power, and fears of retaliation all contribute to how these problems can fester within organizations. Our panel will have a frank discussion about the reality of sexual harassment, the steps that some major organizations are taking to confront the issue, and strategies that can mitigate risk.

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THE HOST



DARREN KIMBALL

Chief Executive Officer, GetFive

Prior to joining the company, Darren enjoyed a 20-year career on Wall Street. Darren spent 10 years as a top-ranked analyst by Institutional Investor Magazine and was twice the Wall Street Journal's top sector stock picker. He has appeared on CNBC, CNN, and Bloomberg TV to discuss his views. Darren holds a B.S. in Economics with magna cum laude honors from The Wharton School of the University of Pennsylvania and has been a chartered financial analyst (CFA) since 1994.

THE MODERATOR



GREG GIAGRANDE

*EVP, CHRO & Chief
Communications Officer at
Time Inc.*

Greg Giangrande is the Executive Vice President, Chief Human Resources Officer and Chief Communications Officer for Time Inc., reporting to the CEO. Giangrande joined the company in April 2012 and in his role as CHRO he oversees all aspects of human resources globally, including talent management, staffing and development, compensation and benefits, executive compensation, labor relations and negotiations, diversity and inclusion. As Chief Communications Officer, he leads corporate communications and media relations, brand public relations, employee communications, corporate events and corporate social responsibility. He works extensively with senior leadership across the company, as well as with the board of directors.

Giangrande also currently writes a weekly career advice column for the NY Post; is a frequent contributor on local television news programs, appearing on segments relating to careers and the workplace; and is a regularly requested public speaker for industry panels and keynote addresses.

Before joining Time Inc., Giangrande spent 15 years with News Corp in a variety of executive human resources roles. Most recently, he was Executive Vice President and Chief Human Resources Officer for News Corp subsidiary Dow Jones & Company/The Wall Street Journal. During his four-year tenure at Dow Jones, he was responsible for all aspects of human resources and employee communications worldwide.

He also held leadership positions in human resources at Hearst, Condé Nast and Random House; has taught undergraduate communications courses at New York University, where he was an adjunct instructor; and previously worked in television.

Giangrande received his undergraduate and graduate degrees in journalism and communications, respectively, from New York University.

THE PANELISTS



MARTIN SCHMELKIN
Partner at Jones Day

Marty Schmelkin served as an in-house employment counsel for 15 years at a leading global financial institution, providing him with a practical and business-oriented perspective that he brings to the practice. Marty represents employers in all aspects of employment law, advising on litigation strategy, leading workplace training programs, coordinating the implementation of policies and programs across multiple global jurisdictions, and counseling on recruitment, hiring, compensation, promotions, as well as disciplinary and termination activity. Marty understands the legal and business challenges facing employers and has a particular in-depth experience with financial services firms, including investment banks, hedge funds, private equity firms, and asset managers. He counsels financial services firms on employment related FINRA arbitrations and regulatory filings.

Marty has worked extensively in the area of corporate diversity and regularly advises employers on their implementation of US and global diversity policies and programs. Marty also has broad experience with the obligations of federal contractors including the preparation of affirmative action plans and responses to OFCCP and related regulatory audits.

Prior to joining Jones Day, Marty worked for 15 years in the legal department of Goldman Sachs, where he was a managing director and associate general counsel in the employment law group. While there he spent time in the firm's Hong Kong office covering employment law matters throughout Asia and also had responsibility for employment law in non-U.S. offices in the Americas. Marty is a member of the board of the Cornell University School of Industrial & Labor Relations (ILR) Alumni Association.



CONNIE WONG
*Founder & Managing
Director at CSW
Associates Inc*

Connie Wong is the Founder and Managing Director of CSW Associates Inc., a leading global consulting firm specializing in services addressing global workforce issues, in particular global diversity and inclusion and cross-cultural awareness. CSW has teams in over 25 global locations and conducts hundreds of interactive workshops each year globally with leading organizations and many of the top ranked MBA programs worldwide. The unique drama-based interactive approach developed by CSW provides a powerful impact for management, staff, faculty members, and students, and has received acclaim globally across many industries and academic institutions. CSW clients access our educational offerings through our multi-media approach, including interactive 'live case study', global video

conferences, global interactive films, and global Skype programs. These offerings provide the option of connecting with employees globally to build awareness and skill around the most pressing workplace D&I issues.

Connie is frequently called upon to support business strategies, facilitate diversity initiatives, and administer executive coaching. She is often asked by media to identify and comment on workplace diversity challenges. Some of her appearances include ABC's 20/20 and the United Nations Global Compact Advancing Women in the Global Marketplace conference. Her recent work with our global clients has been featured in The Financial Times and publications by Nikkei, Harvard Business School, Stonewall, Race for Equality and Community Business.

THE PANELISTS



**KATHERIN
NUKK-FREEMAN, ESQ.**
*Co-Founder & President
at SHIFT HR Compliance
Training*

Katherin is the Co-Founder and President of SHIFT HR Compliance Training. As a dynamic employment law advisor, training instructor and industry thought leader, Katherin partners with clients to develop and implement strategies to manage risk, comply with the law, increase productivity and create an overall better workplace.

Leveraging more than 20 years of success as a trusted advisor to corporate leaders, Katherin enables companies to proactively address and effectively manage workplace issues related to harassment and discrimination complaints, COBRA compliance, disability and leave law, wage and hour disputes, social media risks, staff reductions in force, and high-risk terminations. Katherin created SHIFT HR Compliance Training to provide innovative, engaging and impactful online training services to companies of all sizes from start-ups to Fortune 500 companies.

SHIFT HR Compliance Training delivers compliance training to human resource departments, executives, management teams and employees nationwide. Katherin works with human resources management professionals providing guidance and instruction enabling them to better manage and proactively address their training programs and many other employment law issues thereby avoiding costly litigation for their companies.

As a champion for forward-looking employment law applications, Katherin is a frequent presenter on employment law issues and has authored countless articles on current employment law “hot topics”.

CONTACT INFORMATION FOR THE PANELISTS

GREG GIANGRANDE

*EVP, CHRO &
Chief Communications Officer*
Time Inc.
New York, NY
Phone: (212) 522-2163
Email: greg.giangrande@timeinc.com
LinkedIn: <https://www.linkedin.com/in/greggiangrande/>

MARTIN SCHMELKIN

Partner
Jones Day
New York, NY
Phone: (212) 326-3992
Email: mschmelkin@jonesday.com

CONNIE WONG

Founder & Managing Director
CSW Associates Inc
Bethel, CT
Phone: 203-628-7573
Email: cwong@cswwglobal.com

KATHERIN NUKK-FREEMAN, ESQ.

Co-Founder & President
SHIFT HR Compliance Training
New York, NY
Phone: 800.790.5030
Email: info@shiftelt.com



NEXT UP

Fri, April 13, 2018

How To Capitalize On Moments of Transition To Elevate Your Employer Brand: Onboarding & Offboarding Best Practices

SAVE THE DATES

Thurs, June 14, 2018

Fri, September 21, 2018

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CONTACT LINSEY ODRE TO SCHEDULE AN OBSERVATION:

212.286.4500 | linsey@getfive.com

FROM HR EXECES

"The outplacement services at [GetFive] are top-notch. What I like about [GetFive] is the practical, hands-on experience. All of my former employees feel they got that personal connection with someone, which really made the difference for them."

**ASSOCIATE EXECUTIVE DIRECTOR, HUMAN RESOURCES,
NOT-FOR-PROFIT**

"Outbound employees are thrilled because they get a personalized service with the resources to back it up. Nobody wants to need outplacement, but when they do, they want [GetFive]"

SENIOR HR BUSINESS PARTNER, COMPUTER SOFTWARE COMPANY

FROM PAST MEMBERS

"[GetFive] provides a basis for lifelong skills. For instance, you learn what your strengths are, you learn what you're passionate about, you know what you're worth and you know how to talk about this with confidence."

DIRECTOR, PUBLISHING

"[GetFive] helps open your eyes to things you can't see. If you give them a little bit, they're going to give you a whole lot more. I was able to change careers and industry. Take advantage of it."

MANAGER, BANKING