



## Los Angeles HR Star Conference Wednesday, March 25, 2009 Speaker Information

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**Tracy L. Cahill**, through her professional corporation, is a Partner of Mitchell Silberberg & Knupp LLP, and has practiced labor and employment law on behalf of management since 1992. Ms. Cahill is an experienced employment litigator and specializes in advising human resource executives and in-house counsel on difficult federal and California employment issues, including sexual harassment investigations, terminations, leaves of absences, accommodation requests, trade secret protections, covenants not to compete, and wage and hour issues. She also has expertise in auditing employment practices. In addition, Ms. Cahill conducts training for human resource executives, supervisors and other employees. She received her undergraduate degree from Yale College and her law degree from the University of Southern California Law Center. Ms. Cahill is a featured speaker for continuing legal education and professional management groups. This will be Tracy's tenth year as a featured presenter at the Los Angeles HR Star Conference.

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**Laura Petroff** is a Labor and Employment Relations Partner and Managing Partner of Winston & Strawn's Los Angeles office as well as a member of its Executive Committee. In her practice, Ms. Petroff represents major, publicly traded and mid-sized domestic and foreign corporations in all aspects of employment relations, including employment relations litigation and counseling. She has extensive experience defending employers in class actions and single plaintiff cases, including wage and hour claims, sexual harassment claims, and discrimination cases involving a wide range of allegations. In addition to litigation matters, Ms. Petroff's experience includes negotiations, training, investigations, the preparation of employment policies and procedures, employment contracts, confidentiality agreements, and non-competition agreements. Ms. Petroff's representative clients include the Academy of Television Arts & Sciences, American Suzuki Motor Corporation, Canyon Partners, Fortune Brands, Gap, Inc., Harris Bank, HemaCare Corporation, LVMH, Marsh & McLennan Companies, Nellson Nutraceutical, Inc., UBS Financial Services, Inc., ViewSonic Corporation, and WaterPik Technologies. Ms. Petroff received a B.A. from Denison University and a J.D. from Vanderbilt University School of Law.

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**Todd D. Wozniak** is a Shareholder with Greenberg Traurig LLP. Todd is a labor & employment trial attorney defending companies in labor, employment, and business disputes. In addition, he counsels management on a wide range of employment and business-related issues, including reductions-in-force, pre-dispute arbitration agreements and programs, non-compete agreements, employment and separation agreements, ERISA compliance and preemption, diversity, wage-and-hour compliance, and internal investigations. Todd was selected in "America's Leading Lawyers for Business," Chambers & Partners; recognized as an "AV" rated lawyer by Martindale-Hubbell; and is listed as a "Georgia Rising Star," Atlanta Magazine and Law Politics. He is a frequent lecturer and has written on a wide variety of labor and employment issues. Todd graduated from Duke University, summa cum laude, and received his law degree from the University of Michigan Law School.

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**Ann Feyerherm, Ph.D.** is the Director of the M.S. in Organization Development Program at Pepperdine University and Chair of the Organization Theory and Management Discipline, as well as an Associate Professor of Organization and Management. She previously spent 11 years as a manager of organization development at Procter & Gamble, where she was involved in employee relations, organization design, and corporate downsizing. As a consultant, she has worked with Healthways, Honeywell, Frito-Lay, and Boeing on projects such as improving multifunctional teams, creating learning organizations, negotiating effectively, leadership development and managing change. Dr. Feyerherm has conducted research on the role of leadership in negotiating regulatory policy, with particular interest in mediation and negotiation of environmental issues and inter-organizational collaboration. In addition, she is interested in increasing human capacity through strength-based approaches. Her work has been published in the *Leadership Quarterly*, *The Graziadio Business Report*, and in *Practicing Organization Development: A Guide for Consultants*. She regularly presents at the Academy of Management where she holds leadership positions. Dr. Feyerherm earned her doctorate from the University of Southern California.

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**Leonora "Lenny" Schloss** is a Partner at Sedgwick Detert Moran & Arnold LLP and heads its Los Angeles employment group. Ms. Schloss advocates a proactive approach to preventing employment disputes, and therefore counsels and trains employers on day-to-day employment problems involving wage/hour issues, leave rights, discrimination and harassment, discipline and dismissal, and workplace privacy. In addition, she performs workplace investigations regarding allegations of discrimination, harassment and Sarbanes-Oxley violations. Ms. Schloss drafts policies, handbooks, and agreements clarifying employer expectations for employees. She also represents employers in lawsuits involving discrimination, wage/hour and leave violations, wrongful termination, unfair competition, breach of contract and all other employment-related claims, as well as union arbitration matters. Ms. Schloss represents employers in administrative proceedings before local, state and federal agencies such as the California Labor Commissioner, the

DFEH and the EEOC.



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**Debbie McGrath** is the CEO of HR.com, a company committed to delivering HR best practices and helping organizations build great businesses through community, collaboration, research, shared best practices and measurements. Prior to starting HR.com, Debbie owned The CEO Group, a Canadian and European entity that created job board software, talent management software, HTC career magazines and career fairs. In August of 1998, The CEO Group was sold to Kaplan (now BrassRing.com), a fully-owned subsidiary of the Washington Post Company. During her tenure, Debbie served as President of the Canadian and European operations, as well as Vice President of Worldwide Sales. Complementing her extensive background in human resources, publishing and the Internet, Debbie also holds a degree in Computer Science and Business Administration through the University of Guelph in Ontario, Canada.



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**Richard Greenberg** is the President of The BreakThru Alliance, an international consulting company focused on executive coaching, employee engagement, and leadership development. Richard has 25 years of experience in a broad range of consulting assignments, including HR strategy and alignment, leadership and management development, executive coaching, organizational effectiveness, performance management, succession planning, and managerial assessments. He has helped over 150 organizations achieve excellence. His diverse industry experience includes industries such as: consumer products, financial services, hospitality, manufacturing, high technology, entertainment and biotechnology. Prior to The BreakThru Alliance, he was a Principal at Capital H Group. He has also served as a Principal at Arthur Andersen, a Practice Leader for Talent Effectiveness at Watson Wyatt, Director of HR for The Gordy Company, and Senior Manager for Ernst & Young's Utility Practice. Richard holds an MBA in Organizational Behavior from the University of Southern California and a BA in Political Science from the University of California, Los Angeles.



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**Murray Johansen, Ph.D.** is President of Legacee Management Systems. Recognized as an international expert in the field of transformational leadership development, he has presented many programs both in America and in Asia. In addition to his consulting practice, Mr. Johansen teaches for several top-drawer universities, including UCLA, Pepperdine and Korea University, Seoul. A Harvard-trained psychologist, Mr. Johansen focuses on developing transformational leaders – a special set of knowledge and skills to change our self and change others.



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**Christine Farrell** is the Founder and Principal of Work Matters. Christine resolves people problems by acting as a third-party neutral in facilitating conflict resolution, investigating workplace misconduct, training managers and assisting HR professionals. Over the past two decades, she has investigated hundreds of work-related matters ranging from employee misconduct to potential incidents of workplace violence, while successfully avoiding litigation, utilizing her collaborative approach to problem solving, and resolving disputes. Christine's clients range from large to small employers and from non-profits to media giants. Her client list includes: Sony Pictures Entertainment, The J. Paul Getty Trust, Bet Tzedek Legal Services, American Apparel, and the County of Los Angeles. Christine holds a M.B.A. degree from Pepperdine University and a B.A. degree from the University of California at Santa Barbara. In addition, she is a member of the Society for Human Resource Management, Professionals in Human Resources Association, and the Los Angeles County Bar Association.

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**Henry Lonsdale** is President and Founder of California Payroll where he is responsible for the overall vision and management of the company, as well as new business development. Henry has over 15 years of payroll and HR industry experience. He started his payroll career with Paychex where his sales performance consistently landed in the top 7% of the company's national payroll sales team and earned him numerous sales awards, including Circle of Excellence. In addition, Henry was Co-founder and Vice President of Sales for Precise Pay and the Director of Recruiting and Training for a leading regional rental car service. Henry is an active member of several clubs and associations, including the Brentwood Rotary, Brentwood Chamber of Commerce, American Payroll Association (APA), Independent Payroll Providers Association (IPPA), and The Payroll Group (TPG). Henry also serves on the Board of Directors of the Tri-Valley Chapter of the NCHRA.

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**Kaushik Ranchod** is an attorney practicing exclusively in immigration law, with a focus on business and employment-based immigration. Mr. Ranchod has advised clients from small and large firms in many different sectors, including healthcare and technology. Mr. Ranchod was admitted to practice before the California Supreme Court in 1998 and the U.S. District Court for the Northern District of California. He is actively involved in the American Immigration Lawyer's Association (AILA) and is a delegation member for the American Immigration Lawyers Foundation, a prominent immigration non-profit organization. In addition, Mr. Ranchod served on the Board of Directors for the South Asian Bar Association in Northern California and is a member of The Indus Entrepreneurs, also known as Talent, Ideas, and Enterprise (TIE), an organization dedicated to the advancement of entrepreneurship. Mr. Ranchod graduated from the University of Southern California as valedictorian of his major and was added to the Trojan Wall of Fame. He obtained his Juris Doctor from the University of California, Hastings, in San Francisco, California.

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**Sandra Pelletier** is an author, success coach and passionate public speaker who specializes in helping individuals and organizations realize their full potential in business, in life, and in relationships. As a Corporate Vice President and Global Franchise Leader at Fortune 500 companies, as well as a board member for global pharmaceutical companies, Sandra honed her skills in the corporate world. Some of her achievements include: leading a \$250 million franchise, restructuring an organization from the ground-up and raising over \$40 million in capital investments. Sandra has also distinguished herself by maintaining a position in the top 1% of a sales force of 1,500. In addition, she is a recognized international marketing expert having launched pharmaceutical brands worldwide. As a speaker, Sandra brings a wide variety of professional and personal experience to the podium. Sandra's philosophies and communication style not only empowers but also changes the way people think about and achieve success in their own lives. Sandra's presentations and coaching sessions have helped thousands learn to take their lives in their own hands and produce the results they desire for themselves. Sandra is the author of, *Saddle Up Your Own White Horse: 5 Principles Every Woman Needs to Know*. Her motto is "Never Confuse Motion With Action!" - a necessity in today's workplace where work is often confused with results, and efficient, smart action is more important than ever before.

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**Bobby C. Chung** is an attorney practicing exclusively in immigration and citizenship law. Before entering private practice, Mr. Chung served as an Attorney Advisor with the U.S. Department of Justice, Executive Office for Immigration Review. He has over 10 years experience in immigration law with an emphasis in business-related and employment-based immigration. Mr. Chung has counseled a wide range of organizations, including Fortune 500 corporations, mid-size companies, small organizations and start-up enterprises. His firm represents corporations, universities, hospitals, and other organizations, as well as entrepreneurs and individuals throughout the United States. Mr. Chung is a member of the State Bar of California and is admitted to practice before the U.S. District Court for the Central District of California and the U.S. Court of Appeals for the Ninth Circuit. Mr. Chung graduated from the University of Southern California and obtained his Juris Doctor from Golden Gate University School of Law.

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**Adriana Estrada** is the Recruiting Manager for Volt's Professional Search Division focused on direct hire staffing. Adriana has spent the last 13 years in the recruitment field and utilizes direct sourcing strategies to identify and recruit top talent. As an internal recruiter, Adriana sources candidates on a national-level ranging from sales professionals to branch management personnel to high-level corporate positions including Volt's first ever Six Sigma Master Black Belt. In addition, her experience in

external recruiting includes sourcing positions for accounting, finance, sales, and management, among others. Adriana actively participates in process improvement initiatives within Volt. She holds a B.A. in Communications from Cal Poly Pomona and remains active in various HR and recruitment associations, enabling her to stay up to date on current trends and to build her network of recruiting resources. This will be Adriana's third year presenting at the HR Star Conference.

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**Ryan Fridborg** is the Vice President of Bolton & Company where he helps business leaders attract, motivate and retain talent through the effective use of employee benefits and retirement plans. Having earned multiple promotions in human resources with a Fortune 20 company as well as the largest county government in the U.S., Ryan offers a wealth of expertise and consulting resources. While specializing in the design, implementation and communication of flexible benefit plans, group health insurance, and retirement plans, Ryan's unique background in human resources allows him to provide comprehensive and strategic assistance to HR professionals. Ryan holds a Master's degree in Organizational Development from Azusa Pacific University and is recognized as a Senior Professional in Human Resources by SHRM. In addition, Ryan serves as a Board member for the Professional in Human Resources Association (PIHRA) and is active in the National Human Resources Association (NHRA), the International Society for Certified Employee Benefits Specialists (ISCEBS), and the Los Angeles Compensation and Benefits Association (LACABA).

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**Jared Callahan** is Director of Client Relations for Employment Screening Resources (ESR) in Novato, California. As a licensed private investigator in the state of California, he works directly with employers to conduct background checks. He also educates on legal compliance across the U.S. Jared began his career in employment screening in 1996 with a private investigative firm. He has also worked as an investigator in the special investigations unit of a large workers' compensation insurance company. Mr. Callahan currently sits on the Editorial Review Board of the California Employer Advisor and has had articles published in a wide variety of publications, including the Washington Post, MSN Money, National Petroleum News, Pizza Today, and the Ft. Wayne Journal.

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**Michelle S. Park** is the Founding Partner of Park Fryar LLP - Employment Legal Group, an employment law specialty firm committed to delivering top-quality, results-driven, and cost-effective solutions for its clients. Ms. Park provides full-service employment law solutions for her clients including employment litigation, preventive advice and counseling, workplace investigations, and AB 1825 sexual harassment training. Ms. Park has extensive experience representing clients ranging from Fortune 500 companies and public entities to small businesses in lawsuits alleging

claims of discrimination, harassment, retaliation, defamation, wrongful termination, breach of contract, wage-and-hour violations, and class actions. Prior to founding her own law firm, Ms. Park practiced employment law with the largest employment and labor law firm in the nation. Ms. Park has appeared as a frequent speaker and panelist for numerous legal and employment-related groups and has conducted employment law seminars on topics such as Effective Hiring and Firing, How to Avoid a Wrongful Termination Lawsuit, Conducting an Effective Investigation, Proper Documentation for Employers, and Diversity issues. In addition, she is an Adjunct Professor at National University and UCSD where she teaches courses on negotiation, alternative dispute resolution, and organizational leadership.

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**Braden Albert** is the Founder and President of the HR Star Conference and its parent company, Abbington Court Media. A graduate of Yale University in New Haven, Connecticut, Braden began organizing job fairs and trade shows in the mid-1990's. Intrigued by the idea of bringing people together for a shared, learning experience - and impressed by the impact such an experience can provide - Braden organized his first HR Star Conference in 1999. Today, the scope of the HR Star Conference includes annual events in Los Angeles, California; Atlanta, Georgia; San Francisco, California; and Cleveland, Ohio. Over 2,750 HR professionals attended an HR Star Conference in 2008. Ever eager to explore new formats and innovative concepts, Braden recently added the HR Executive Summit to his event portfolio. The HR Executive Summit is a discussion-based, roundtable forum designed exclusively for Vice Presidents and top-level Directors of HR held each June.

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