

ORC WORLDWIDE NETWORKS



ORC Networks

ORC organizes communities of HR and EH&S professionals with similar responsibilities in a wide variety of leading organizations and industries, across North America, Europe, and Asia.

These groups offer members a unique opportunity and a confidential setting in which to problem solve and brainstorm, stay current in the field, share best practices, and gain insights on some of today's most difficult workforce management issues. Groups are specifically tailored to cover the needs of each of the key areas of compensation, HR and EH&S management, and all members are active practitioners. The groups meet several times a year and between meetings maintain regular contact through Web casts, conference calls, electronic bulletin boards, and surveys designed to provide relevant and timely information on issues of interest to members.

Global Compensation Networks

International Mobility

European Expatriate Policy Forum, for senior HR professionals with responsibility for managing expatriate remuneration and policies in major international companies with significant European operations

UK Expatriate Forum, for HR professionals in major U.K.-based companies, with responsibility for managing expatriate remuneration and policies

Asia International Mobility Roundtable, for headquarters or regional managers of expatriate human resources at multinationals with significant Asian operations

Expatriate Management Roundtables, multi-industry and industry-specific networks for managers of international assignment programs at major North American companies

Multi-Industry Networks

- East Coast
- Midwest

Industry-Specific Networks

- High Technology
- Engineering & Construction/Energy/
Mining/Exploration

SIRS® Salary Survey Industry Meetings

SIRS® Industry Meetings gather together professionals from all areas of human resources and compensation for annual meetings to discuss best practices, policies and trends, and for unparalleled networking opportunities. Each meeting also features keynote speakers and focus sessions. SIRS® holds meetings for the following industries:

Life Sciences Group

- Pharmaceutical
- Biotechnology
- Medical Devices
- Animal Health
- Agricultural Sciences

High Technology

- Aerospace
- Electronics
- Energy Technology
- Research and Development
- Systems
- Telecommunications

Financial Services

Airlines

Consumer Products

Compensation Strategy, Pay Data, and Pay Practices

Executive Compensation Forum, for executives who advise senior leaders on executive compensation strategy and lead program design at major multinational companies

International Management and Remuneration Group, for the most senior compensation representatives at major European and North American companies

Pharmaceutical Patents Plus (P³) Network, dedicated to compensation and HR professionals at generic and generic/brand pharmaceutical companies

For more information on ORC networks, please contact Karen Kachadoorian at +1 212 852 0312 or karen.kachadoorian@orcww.com

Human Capital Strategy and Practice

Senior HR Officers' Network, for the highest-level human resource executives of major, innovative companies

HR Leaders Network, for human resource leaders of a corporate division or strategic operating unit or other senior HR leader one or two positions from the chief HR officer

Global Talent Management Network, for global talent management leaders of multinational companies, typically with revenue greater than US\$4 billion and more than 20,000 employees

Human Resources Technology Solutions, for directors and vice presidents of HR technology and operations, business systems, or administrative services

Human Resources in Research and Development Network, for executives or senior generalists at companies committed to research, engineering, or product/process development

United Arab Emirates HR Network, for directors and managers with responsibility for providing local HR support to business operations in the UAE

Global Equality, Diversity and Inclusion

Global Diversity Forum, for diversity leaders in global organizations committed to equality, inclusion and development of a multicultural, international talent base

Vanguard Network, for senior diversity and HR professionals in leading U.K. private-sector organizations with well-established programs in the field

Breakthrough Diversity Network, for senior equality and diversity professionals addressing the equality and employment agenda in U.K. public-sector organizations

Workforce Opportunity Network, for U.S. senior leaders of diversity initiatives or EEO/AA compliance programs, or both, at major corporations

Employment Law and Litigation Group, for senior in-house counsel specializing in labor and employment law at major corporations

Labor and Employment Policy

International Social and Labour Affairs Forum, for human resource executives at major corporations in the European Union or who have special interest in European and international employee relations

Labor/Industrial Relations Advisory Group, the leading peer network of executives who head their companies' labor relations function in Fortune 300 companies in the U.S.

Canadian LIRAG, for industrial relations and union relations decision makers at major Canadian organizations

The European Study Group, for human resource executives at major corporations based in the U.K. who have special interest in U.K., European, and international employee relations

Pacific Rim LIRAG, for those in charge of Pacific Rim industrial relations or union relations for major organizations based in the U.S.

The Council on Labor Law Equality, labor relations and legal professionals dedicated to maintaining a national labor relations policy that is fair and balanced

Environment, Health, and Safety (EH&S)

Occupational Safety and Health Group, for senior safety and health managers in major corporations operating in the United States

Western Occupational Safety and Health Group, for safety and health managers in major organizations operating in the western United States

Corporate Environmental Forum, for senior managers responsible for environmental management and compliance in major corporations

Executive Business Issues Forum, for executives or directors with overall authority for environmental, health, and safety operations at major corporations

Occupational Safety and Health Lawyers Group, for in-house attorneys concerned with the legal aspects of occupational safety and health policy in major corporations

Occupational Safety and Health Physicians Group, for corporate medical directors or those with similar responsibilities at major companies

International Safety and Health Forum, for senior U.S.-based managers responsible for developing and implementing global safety and health policies at major corporations

European Union Health, Safety and Environmental Forum, for managers responsible for environmental, safety and health issues at organizations based or operating in the European Union

Asia Pacific Health, Safety and Environmental Forum, for managers responsible for environmental, safety and health issues at organizations based or operating in the Asia-Pacific region

ORC Worldwide Offices

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About ORC Worldwide

ORC Networks is part of ORC Worldwide (ORC), a global consulting firm that delivers innovative human resources expertise and strategies with practical insight. ORC's consultants have in-depth knowledge of international assignments; global compensation; workforce management and employee relations; equality, diversity, and inclusion; the environment, health, and safety; labor and employment; and communication. Our networks provide opportunities to learn and share experiences within trusted communities. ORC has 15 offices in the U.S., Europe, the Middle East, and Asia-Pacific.

More than 75 years ago...

John D. Rockefeller, Jr., responding to the infamous Ludlow Massacre of striking miners, established a staff of industrial relations specialists to help advise him on new ways to manage his labor force. This staff pioneered some of the most enlightened management practices of the early 20th century and was soon expanded into Industrial Relations Counselors (IRC), a not-for-profit, applied-research organization, dedicated to serving clients by advancing the art, knowledge, and practice of organizational and human relationships at work. In 1953, a for-profit consulting firm was spun out of IRC, now called ORC Worldwide.

Today...

ORC Worldwide continues the tradition of serving global and growing companies, as well as not-for-profit and non-governmental organizations, by providing practical insights and knowledge about contemporary workforce management issues. Our work spans geographic and industry lines, and enables our clients to share experiences, leverage best practices, and apply accurate, relevant information in effectively addressing organizational concerns.