

## Senior HR Officers' Networks



### Member companies

**Cowdrick**

3M Company

American Express Company

E. I. du Pont de Nemours and Company, Inc.

ExxonMobil Corporation

General Motors Company

Google

International Paper Company

Lockheed Martin Corporation

Marriott International, Inc.

Nokia Corporation

PepsiCo, Inc.

The Procter & Gamble Company

Textron, Inc.

United Parcel Service

Xerox Corporation

The Senior HR Officers' Networks are confidential, cross-industry networks that provide Chief HR Officers with multiple forums to share information, discuss strategic issues, increase their knowledge and simply connect with peers who are in a similar role. For decades, these networks have been dedicated to advancing the state of the art of HR management and providing value to member companies. Members are in the most senior HR leadership role, typically a member of their company's senior leadership team and the individual responsible for working with the Board of Directors on HR matters.

### Camaraderie and trust are hallmarks of this unique peer community

The networks adhere to a policy of confidentiality, thereby promoting open sharing of information among members. Members represent the highest caliber organizations from a wide range of industries – consumer products, manufacturing, technology, professional services, utilities, financial services and others. All are insightful and experienced leaders committed to both giving to and gaining from their colleagues. The relationships forged at meetings are maintained and strengthened through a variety of structured events and informal contacts.

### These Senior HR Officers' Networks differ from other industry groups

- Only the most senior HR officer participates in our sessions.
- All members are active officers in their organizations. Membership is closed to consultants, vendors and retired professionals.
- Our exchanges are built on a history of trust. All discussions are completely confidential, a condition of membership.
- The cross-industry nature of our membership provides a basis for rich networking, discussions and sharing.
- Substitution is limited or prohibited in order to sustain the value of interactions to members.

## Member companies

### Senior HR Officers' Network

American Greetings Corporation  
 Ashland Inc.  
 Ball Corporation  
 C.R. Bard, Inc.  
 Cablevision Systems Corporation  
 Cardinal Health, Inc.  
 Church & Dwight Co., Inc.  
 Devon Energy  
 The Dow Chemical Company  
 Express Scripts, Inc.  
 FirstEnergy Corp.  
 Goodrich Corporation  
 Graphics Packaging  
 Herman Miller Inc.  
 IDEX Corporation  
 International Flavors & Fragrances  
 iRobot  
 PNC Financial Services Group, Inc.  
 Shell Oil Company  
 Temple-Inland, Inc.  
 TRW Automotive  
 USEC Inc.  
 Vought Aircraft Industries, Inc.  
 W. W. Grainger, Inc.

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## The community delivers valuable experiences and information all year

As part of the network, you'll have the opportunity to participate in high-level discussions, share best practices, exchange information, and network directly with peers. In-person roundtable sessions, conference calls and webcasts provide up-to-the-minute insight, interactive discussion, networking and sharing of best practices regarding current and emerging HR issues. There is no effort to influence one another's actions or policies or to present a united front, but rather to challenge and advance the independent thinking of each of the individuals participating on behalf their organization. Agendas, discussion topics and surveys are all tailored to members' current interests and needs, and provide timely information and analysis on developments in the HR world.

### Benefits of membership

- **Roundtable sessions.** Members have the opportunity to participate in a number of "in-person" sessions throughout the year. Agendas address members' most pressing HR issues and include facilitated discussions and presentations by members and guest speakers. Members participate in a roundtable discussion format, giving them the opportunity to ask questions confidentially and share company experiences with peers.
- **Regularly scheduled webcasts on timely topics, hosted by experts in the field.** Members gain valuable insight into current topics from recognized thought leaders.
- **Personal and group debrief conference calls.** Nothing can take the place of the value of personal interaction, but telephone debriefs are a venue for realizing value from the network when schedules cannot accommodate a meeting or webcast. Members who have participated in the calls have found them to be an excellent backup when conflicts are unavoidable.
- **The Annual Meeting of Senior HR Leaders.** Members of the Senior HR Networks come together to enjoy a broader conference with Chief HR Officers from organizations of various sizes across industries and geographies.
- **On-demand networking.** Throughout the year, members have the opportunity to network and communicate with their peers. Members stay in touch via e-mail, telephone and webcasts, as our members-only website offers confidential access to other members' contact information.
- **Ad hoc and formal surveys.** Members use this service in preparation for meetings with board members, executive teams, or simply to gather comparative practice information in a host of areas. If members have an immediate need for specific information, we will poll the group "on demand" and share the results with participants.