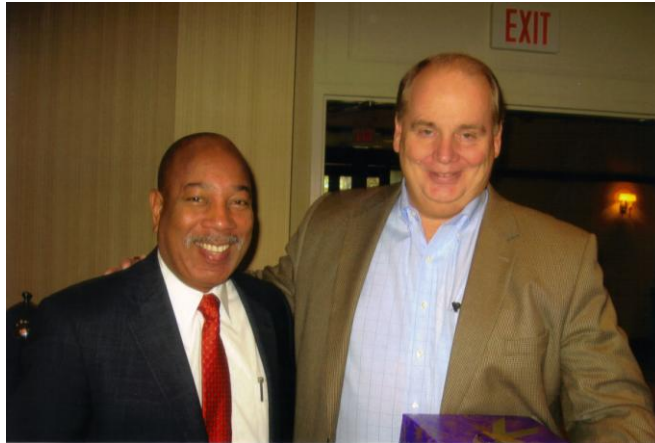


NEERC

New England Executive Resources Council

Meeting Summary

November 17, 2011



*From left, Leroy Walker, Former Director of HR at BCBS of Massachusetts,
and John McMahon, former VP of HR at Arrow Electronics*

Thanks to John McMahon and Lisa Zankman we were provided with the inside story re: HR's "View from the Top". In summary, it is safe to say that executive resources remain to be required for the foreseeable future. Companies will continue to employ consultants to assist them with their "upper echelon" related needs although there may be some delays in the decision to "go external" as more companies are making an initial attempt to do it in-house. When their options run out, the decision makers hire consultants to solve the standard problems in executive, coaching and outplacement.

Next Meeting

The Spring Meeting will take place in April 2012. Stay tuned...more details will follow.

Best Regards and Happy Holidays!

Stan Straube