



WELCOME!

New Jersey Relocation Council welcomes you to our Spring 2019 Conference at the Park Avenue Club! We have planned an exciting day for you; including industry related sessions that have applicable WERC designation credits and the opportunity for you to meet with fellow Global Mobility Professionals within the Tri-State Area. Our conference has been awarded 3 CRP credits and 3 GMS/GMS-T credits and an additional 2 CRP Credits for our Corporate Members who attend the Corporate Round Table Session.

We extend a warm welcome to our new members and look forward to your participation in the future. A very special thank you to our sponsors who provide NJRC with the necessary support to continue our growth and the funds to provide quality events for our members every spring and fall. Because of you, NJRC has grown to be a community of Global Mobility Professionals who willingly share their knowledge for the betterment of our industry. We will continue to focus on our growth by bringing viable content relevant to our industry and by staying ahead of the curve.

NJRC welcomes your suggestions and ideas for future meetings. After the conference, we will email you an on-line survey and encourage you to complete the form. Your feedback is critical for the continued success of our organization and the growth of our membership. We appreciate your insight as we strive to develop events that meet our members' interests and needs.

*We are looking forward to an awesome day!
Wishing everyone warm & sunny happy days
this spring!*

NJRC Spring Conference Planning Committee



President's Message

Hello NJRC Members and Guests!

Welcome to 2019 and our kick-off year for your new Board of Directors. We are thrilled and honored to continue NJRC's tradition of great education and networking opportunities for you. Since 1981, NJRC has been fortunate to have some of the most dedicated leaders from the corporate and supplier worlds supporting our organization. We'll keep the momentum going and look for new ways to add value to you and your organizations with your memberships.

Our Spring conference theme is "Looking Forward" and that's a great way to address the future of our industry, HR and business in general. Global mobility is in constant change based on geopolitics, technology, talent challenges and regulatory environments. As an organization, it's our role to surface these changes and provide tangible solutions and perspectives to help you see around corners and plan for the future.

Our Spring agenda is filled with incredibly relevant insights about data security, new technologies like blockchain and their impact on HR and how industry leaders are viewing the future of HR. Our NJRC mobility leaders will also enjoy participating in a safe environment to share insights in our corporate-only roundtables.

Of course, it's not only about education at NJRC. For many years now, our charity committee has been providing scholarships to deserving New Jersey students. The stories and dedication of these kids may bring a tear to your eye (and a kick in the pants to your kids!) as we continue to make a difference in our NJ community.

And, of course, we never forget about the fun too! After a great day of learning, we'll lighten things up with a reception and some games during golf season with "Mobility Masters."

Lastly, and very importantly, none of this could happen without the generous support of our sponsors. Throughout the day, please take a minute to thank them for contributing and helping us provide a great experience to all of our members and guests.

As your new President, you've got my commitment to look for new ways to provide value for your membership. I like to go a bit "off the grid" at times and I'll bring that sense of curiosity and "what if" to my new role here at NJRC. That may mean trying some new, and perhaps, unconventional things and we're lucky to have a willing Board to experiment. It all comes back to you, our members, and keeping our organization fresh and relevant as we Look Forward together. Enjoy the day!

All my best,

Ron Labin, CRP, SGMS-T
NJRC President



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LOOKING FORWARD

Spring Conference 2019



CRP/SCRIP CREDITS: 2 CRP Credits Corporate Roundtable, 3 CRP Credits General Session, 3 GMS/GMS-T Credits

AGENDA

9:30 - 10:00AM Corporate Round Table Registration

10:00 - 12:00PM Corporate Roundtable
Moderator:
Peggy Smith, SCRIP, SGMS-T
President & CEO, Worldwide ERC

Corporate attendees will join together to discuss the latest affairs in Global Mobility. Our Corporate members from Merck, Teva Pharmaceuticals, Pfizer, ADP, Johnson & Johnson and many others look forward to this time prior to the conference to discuss amongst themselves current and future industry related topics.

11:00 - 12:00PM General Registration

12:00 - 1:00PM Lunch

1:00 - 1:15PM **Welcome Remarks**
Ron Labin, CRP, SGMS-T
NJRC President, Plus Relocation

Heather Leigh Tuttle, NJRC Chairman of the Board,
Merck & Co., Inc.

1:15 - 1:45PM **NJRC Scholarship Presentation**
Presenter:
Sara Simonetti, GMS
Director of Business Development, Interconex

NJRC is proud to present Scholarship Awards to the 2019 High School Seniors selected by our Scholarship Committee as part of our Community Outreach Program. These Students met or exceeded the criteria set forth by WERC, and shared their relocation experiences through very heartfelt recollections by essay. This year's scholarship recipients will join us for lunch with their family members and will share their experiences during this segment in a conversational panel. We are looking forward to our recipients sharing their antidotes on how to manage the challenge of relocation from their perspective and how they are looking forward to future successes.

1:45 - 2:15PM **Data Security, Risk and Compliance in the Mobility Industry**
Presenter:
Michael Bulebush, CISSP, CIPM
Director, Infrastructure Services & Data Security, Privacy Officer, Aires

This illuminating session will explore critical challenges of information security throughout a relocation. Our expert presenter will discuss the threats, trends, and solutions involved in protecting employee personal data across the complex mobility supply chain and beyond.

2:15 - 3:15PM **Block Chain, Cryptoassets and the Future of the Human Resources Industry**
Presenter:
Ron Quaranta
Chairman & Chief Executive Officer, Wall Street Blockchain Alliance

For several years now, blockchain technology and cryptoassets have dominated headlines with both hype and promise. Industries around the world have been struggling to understand what it all means for their future. In this session, attendees will be able to cut through this noise and learn:

- What blockchain really is, and what the technology is designed to do.
- What cryptoassets are, and how to understand both their impact as well as risks.
- The progress of blockchain in global markets, particular focus on HR industry: data integrity, recruitment, payroll and more; current industry solutions, prototypes and more.
- How your firm can develop a strategy for a blockchain future.

3:15 - 3:30PM Break

3:30 - 4:30PM **The Future of HR: Are you ready?**
Moderator:
Peggy Smith, SCRIP, SGMS-T
President & CEO, Worldwide ERC

Talent gaps, immigration challenges, compliance issues... Our world and our industry continue to evolve and change. Join us as Worldwide ERC's President & CEO, Peggy Smith, leads a panel of esteemed Human Resources professionals in a discussion on the future of HR. What are their latest challenges? What new solutions have they utilized? How do they see technology affecting HR in the not-too-distant future? Find out what you can do as mobility professionals to be prepared.

Panelists: Michelle Watts, *Director, Human Resources, Talent Acquisition, Verizon* • Kelly McGrath, *Senior Manager, Digital Engagement for Talent Acquisition/Mobility, Johnson & Johnson* • Sandy Thomas, *Vice President, Talent Partner, ADP*

4:30 - 4:45PM **Closing Remarks**
Ron Labin, CRP, SGMS-T, NJRC President

4:45 - 6:45PM **Cocktail Reception**
Time for our day to change from an educational platform to a social gathering and a game of "Masters of Mobility" & Raffle Prizes.



New Home, New Life, New Jersey: NJRC Scholarships

By Sara Simonetti, GMS

Since 2011, the NJRC Community Outreach Committee with the support of our membership and Worldwide Employee Relocation Council*, has offered scholarships to college-bound high school seniors who meet specific requirements as set forth by ERC. These requirements include a GPA of 3.0 or higher (on a 4-point scale), diverse extracurricular activities, community outreach and volunteer work, and an essay written by the student sharing their personal relocation story and the impact the relocation has had on them and their family. Over the past eight years, NJRC has awarded \$35,000 to 36 deserving high school students, and this year we are continuing this tradition.

Our dedicated and enthusiastic committee has been convening since the end of 2018 to discuss the progress and development of the scholarship program. We reached out to high schools in twelve New Jersey counties, adding a new county this year, which was Burlington, and received a record 39 eligible applications. Our committee has the very difficult task of selecting students who will each receive a \$1,000 scholarship to the college of their choice. While it is not currently possible, we would like to reward each individual for their achievements. Their adaptability and dedication at such a young age is remarkable.

Today you will meet our four scholarship winners who are here with their families. This year our winning students are:

- Lucy Adams*
- Lisselo Santos
- Liliana Rodriguez
- David Wang

The NJRC Outreach Committee would like to extend our deep gratitude to our Members and Sponsors for allowing these scholarships to be possible, and for enabling the success of these deserving and inspiring young leaders.

Kind regards,
NJRC Community Outreach Committee



The NJRC would like to take the time to thank all of our generous sponsors who support our valuable forum for education and exchange of ideas. Sponsorship provides many benefits, but most importantly it helps ensure that NJRC remains the source for regional relocation networking and information.

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Peggy Smith, SCRP, SGMS-T
President and Chief Executive Officer,
Worldwide ERC®

Peggy is a strategic and adventurous leader with a keen eye for industry trends, fresh concepts and innovative solutions. In addition to extending the reach of the organization around the world, she's building Worldwide ERC® into a content-rich community for talent management and mobility professionals.

Peggy holds a BA in marketing from Seattle University, has guest-lectured on talent mobility at Georgetown University and Seattle University, and is a contributing writer to the NACE Foundation. She also is an active member of the Forbes Nonprofit Council and an often-quoted thought leader on Forbes.com. A frequent keynoter and expert panelist at mobility and HR-related conferences, Peggy shares her unique perspective country-to-country on the future of work.

NJRC Community Outreach



Presenter:
Sara Simonetti, GMS
Director of Business Development,
Interconex

Throughout her nearly 19-year career at Interconex, Sara has been involved with operations, customer care,

and business development of the company, as well as special projects within and outside of the office. She is the current NJRC Community Outreach Chair, and is on the Board of New York Council of Relocation Professions in NYC. She speaks three languages and holds a Third Degree Black belt in Martial Arts. Sara lives in New York with her partner and is responsible for developing relationships throughout the Northeast Region and beyond.

Data Security, Risk and Compliance in the Mobility Industry



Presenter:
Michael Bulebush, CISSP, CIPM
Director, Infrastructure Services &
Data Security, Privacy Officer, Aires

When Michael joined Aires in 2013 he brought with him over 15 years of comprehensive information systems/ data security experience. Since then, in his role as the Director of Infrastructure Services and Data Security, and as the Aires Privacy Officer, Michael has been responsible for the oversight and governance of information security, risk, and privacy of Aires and our clients' data. This includes not only setting the appropriate control framework, based on regulatory, contractual, and industry compliance, but also performing on-going monitoring of controls, assessments of risk, and running the Information Technology systems. In his time at Aires, Michael has also held the title of Information Security Officer.

Prior to joining Aires, Michael served as an Information Systems Security Officer and Data Security Lead within several Program Offices at the Department of Energy. He has participated in data security panels, presented at multiple conferences, done GDPR webinars and has recently published an article for a leading industry publication (FIDI Focus). His credentials include a bachelor's degree, the Certified Information Systems Security Professional (CISSP) designation, and the Certified Information Privacy Manager (CIPM) designation.

Block Chain, Cryptoassets and the Future of the Human Resources Industry



Presenter:
Ron Quaranta
Chairman & Chief Executive Officer,
Wall Street Blockchain Alliance

Ron possesses over 28 years of experience in the global financial services and technology industries. He currently serves as Chairman and Chief Executive Officer of the **Wall Street Blockchain Alliance**, a leading non-profit trade association promoting the comprehensive adoption of blockchain technology and cryptoassets across global markets. Prior to this, Ron served as CEO of DerivaTrust Technologies, a pioneering software and technology firm for financial market participants. Ron is the editor and contributing author of the recently published book "*Blockchain in Financial*

Markets and Beyond: Challenges and Applications”, published Risk Books. In addition, he was recently named to the Top 100 Most Influential People in Accounting list by *Accounting Today* in 2018. He is a frequent guest of major media outlets, including Bloomberg Radio, and is a sought-after speaker and writer regarding financial technology and innovation. Ron also serves as an advisor to multiple startups and corporations focused on fintech innovation and blockchain technology.

Selected media appearances:

Finance After Blockchain - Documentary by Hassard Fay

Trade Talks: The Wall Street Blockchain Alliance - NASDAQ Trade Talks with Jill Maladrino

Crypto Sell-Off Hasn't Stymied Blockchain Investments (Radio) - Bloomberg

Blockchain: The Plumbing That Reinvents How Industries Do What They Do (Ron Quaranta) - 3Ci Connect

FinTech South 2018: Ron Quaranta Discusses Blockchain - Cherry Bekaert LLP

Blockchain: The Plumbing That Reinvents How Industries Do What They Do - 3Ci CONNECT Show

The Future of HR: Are you ready?



Panelist:

Michelle Watts

Director, Human Resources, Talent Acquisition, Verizon

Michelle Watts currently serves as Director - Human Resources in the HR Talent & Diversity Center of Excellence. In that role, she leads Talent Management and Succession Planning, Executive Staffing, Campus Strategy and Early Career Leadership Development Programs (VLDP).

Michelle joined Verizon Communications (formerly AirTouch Cellular) in 1994 in the company's Irvine, CA office. During her 24 years with Verizon, she's held various field and staff HR leadership positions where she's developed and delivered strategic HR business solutions. She has a proven track record of establishing excellent relationships at all organizational levels, identifying & developing talent and delivering business impacting results.

Prior to her current role, Michelle served as Executive Director – HR Business Partner for Verizon Enterprise Solutions. Previously, Michelle was Executive Director – HR Business Partners for Verizon Wireless supporting Legal, Marketing, Network, IT, Finance, HR, Corporate Communications and Business Development.

Michelle is based in Basking Ridge, NJ and holds a B.A. in Advertising from Penn State's College of Communication where she graduated with highest honors.



Panelist:

Kelly McGrath

Senior Manager, Digital Engagement for Talent Acquisition/Mobility, Johnson & Johnson

Kelly McGrath is Johnson & Johnson's Global Head of Digital, Talent Acquisition & Mobility, overseeing the digital & technology strategy and activities supporting candidate, hiring manager, recruiter, and employee experiences globally. Kelly has been with Johnson & Johnson for 9 years, and has held numerous digitally-focused roles in both the Marketing & IT functions. Kelly holds a B.A. in Mathematics and a B.A. in Engineering Studies from Lafayette College.



Panelist:

Sandy Thomas

Vice President, Talent Partner, ADP

Sandy is currently with ADP in their Global Talent & Development organization. As an internal talent leader, she partners with leaders around the world to drive talent strategies that improve associate experience and engagement. Her approach includes driving leadership effectiveness through individual development and organizational leadership programs, contributing to the design and implementation of innovative performance approaches,



Next Event

NJRC Fall Conference
November 14, 2019
Location: TBD, Stay Tuned!



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Be a Part of Future Issues of NJRC Relocation Focus

NJRC welcomes your feedback.

Please submit contributions to Newsletter@NJRC.com or contact our editors.

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