



**Wednesday, May 15, 2024 — Friday, May 17, 2024**

Northwestern Pritzker School of Law  
Thorne Auditorium  
375 E. Chicago Avenue  
Chicago, IL 60611

**Wednesday, May 15<sup>th</sup>**

5:30 – 8:30 p.m. **Chicago People Analytics Meetup & TALREOS Reception** (Law School Atrium)

6:15 p.m. ***Reaching Upstream: An Evolution of the People Analytics Function***

**Richard Rosenow**, VP of People Analytics Strategy, One Model

**Panel Discussion: The Future of People Analytics - Evolving PA Career Options**

**Moderator:** **Chris Broderick**, Head of Chicago People Analytics Meetup; Sr. Advisor, RADICL.

**Panelists:** **Genetha Gray**, Senior Manager Data Analytics, Edward Jones  
**Holly Lam**, Senior Director, Supply Chain Field Support, US Foods  
**Asiyat Magomaeva**, Global Talent Management & Leadership Development Partner, PPG  
**Jennifer Mihajlov**, Chief Commercial Officer (CCO), Qualee

**Thursday, May 16<sup>th</sup>**

9:00 a.m. **Registration Check-in and Continental Breakfast** (Thorne Lobby)

10:00 to 10:05

**Welcome and Introductions** (Thorne Auditorium)

**Deborah M. Weiss**, Director, Workforce Science Project,  
Northwestern Center on Law, Business, and Economics,  
Northwestern Pritzker School of Law

10:05 to 11:25

**Session One — Harnessing Data for Performance, Attraction, and Retention Strategies**

*(15 minutes per presentation, followed by 20 minutes of moderated audience Q&A)*

**Moderator:** **Mark Hanson**, Vice President of Strategy, Skills & People Analytics, Lightcast

*The Impact of Total Rewards on Outcomes*

**Michael Walsh**, Sr. Director, Workforce Analytics and Planning,  
Eaton

*Using Talent Data for Attraction Strategies*

**Meta McKinney**, Global Talent Intelligence Manager, NVIDIA Corporation

*Retention vs. Turnover: Understanding, Utilization, and Data Literacy*

**Liz Bailey**, Director, People Systems and Data Analytics,  
Ulta Beauty

*The Many Facets of Employee Turnover: What Analytics Can Tell Us*

**Andrea Derler**, Principal, Research and Value, Visier

11:25 to 11:45

**Networking Break** (Thorne Lobby)

11:45 to 12:35

**Peer Collaboration Sessions I**

*(Interactive 50-minute session featuring individual presentations (~10 minutes each) with integrated discussion segments.)*

**Navigating the Challenge of Attrition**

(Group A—Throne Auditorium)

**Moderator:** **Melissa Feigelson**, Dir Talent Insights, Verisk Analytics

*Random vs. Intentional Interventions & Employee Attrition*

**Zachary Rosch**, Manager, People Analytics, The Farmer's Dog

*Measuring ROI: Optimizing AI-Informed Retention Strategies for High Impact Results*

**Gabe Horwitz**, CEO & Founder, eqtble

**Optimizing the People Analytics Function**

(Group B—Rubloff #140)

**Moderator:** **Bradley Hubbard**, Principal, Hubbard & Hubbard Consulting, LLC

*Merging Internal People Analytics Teams and Systems Information*

**Cole Napper**, FedEx

*Reporting vs. Analytics – Where Do Your Teams Spend Their Time and What Do Your Stakeholders Really Want?*

**Dave Fineman**, Global Leader, People Analytics and Workforce Planning, PTC

**Elevating HR Metrics and Analytics: From Planning to Strategic Execution**  
(Group C—Rubloff #150)

**Moderator:** **Amy Armitage**, Founder and Co-Chair, Nexus Peer Groups

*How People Analytics Can Put the “S” in “SWP”*

**Ben Zweig**, CEO, Revelio Labs

*People Metrics for Enterprise Risk Management*

**Aniqa Hatem**, Manager, People Data Insights, JetBlue Airways

**Creating Data Narratives for Effective Communication**  
(Group D—Rubloff #175)

**Moderator:** **Yustina Saleh**, Managing Director of Innovation Solutions, Burning Glass Institute

*Becoming a Skills-Based Organization: A Case Study*

**Elizabeth Crofoot**, Senior Economist and Principal Research Analyst, Lightcast

**Rachel Sederberg**, Research Manager, Senior Economist, Lightcast

*Crafting Compelling Data Stories with R Markdown*

**Craig Starbuck**, Head of People Analytics, Roku

12:35 to 1:35

**Lunch** (Atrium)

1:35 to 2:55

**Session Two — Leveraging Data and Metrics for Strategic Organizational Advancement**

*(15 minutes per presentation, followed by 20 minutes of moderated audience Q&A)*

**Moderator:** **Brian Restuccia**, Director - Talent Analytics, Target

*Centralizing People Metrics*

**Nicholas Bremner**, Senior Manager, People Decision Science, Uber Technologies

*Anticipating Value Opportunities while Investing in Robust Data Infrastructure*

**Andy Chandarana**, Director of People Analytics, Cencora

**Justin Taylor**, Senior Director, Global People Analytics & Insights, Cencora

*Quantifying the Skills-Based Organization*

**Elizabeth Crofoot**, Senior Economist and Principal Research Analyst, Lightcast

**Rachel Sederberg**, Research Manager, Senior Economist, Lightcast

*Partnering with Operations: HRs Role in Advancing Business Outcomes*

**Kerya Ball**, HR Data Science Leader, Kroger

2:55 to 3:15                    **Networking Break** (Thorne Lobby)

3:15 to 4:35                    **Session Three — Insights for Inclusion: Applying People Analytics to Drive DEI Initiatives**  
(15 minutes per presentation, followed by 20 minutes of moderated audience Q&A)

**Moderator:**    **Allison Gerber**, Director, Center for Economic Opportunity, Annie E. Casey Foundation

*Performance Equity: How Ratings Influence Pay and Promotion, with a Lens on Bias Mitigation*

**Janelle Ketterer**, People Analytics Director, TIAA

*Employee Thriving in Underrepresented Minority Groups*

**Adrienne Gilbert**, Principal Inclusion, Diversity & Equity Business Partner, Amazon Web Services

**Ravleen Kaur**, Business Intelligence Engineer, People eXperience and Technology (PXT) Central Science, Amazon Web Services

*Encouraging Manager Diversity and Inclusion Efforts: Qualitative and Quantitative Approaches*

**Courtney McMahon**, Head of Global People Analytics, Colgate-Palmolive

*Navigating the Shifting Internal and External Landscape of DEI*

**Bethany Dohleman**, Director: Organizational Research, AbbVie

4:35 to 4:55                    **Networking Break** (Thorne Lobby)

4:55 to 6:10                    **Session Four — Prioritizing Well-being: Strategies for Sustainable Employee Support**  
(15 minutes per presentation, followed by 20 minutes of moderated audience Q&A)

**Moderator:**    **Stephanie Murphy**, Founder & Principal Consultant, MCS Consulting

*Actioning Engagement Surveys: Streamlining ELT  
Involvement for Effective Execution*  
**Ryan Dullaghan**, Talent Development & Analytics Lead,  
Joby Aviation

*Establishing an Employee Experience Program from Scratch*  
**Bruce Medler**, HR Data Strategy Manager, International  
Paper

*Are We Having an Employee Energy Crisis?*  
**Sanja Licina**, President, QuestionPro Workforce

6:15                    **Networking Reception** (Thorne Lobby)

7:00                    **Networking Dinner** (Atrium)  
*With gratitude to our TALREOS Dinner sponsor Insight222*

**Friday, May 17<sup>th</sup>**

7:30 a.m.             **Breakfast** (Atrium)

8:30 to 8:50         **Keynote Address** (Thorne Auditorium)  
  
                             **Dean Carter**, Chief Experience Officer, Modern Executive Solutions

8:50 to 9:10         **WoRC Principles: Transforming Workforce Reporting Together**  
  
                             **Liz Bailey**, Director, People Systems and Data Analytics, Ulta Beauty  
  
                             **Ryan Dullaghan**, Talent Development & Analytics Lead, Joby Aviation  
  
                             **Michele Goldberg**, Strategic Advisor & Consultant, Workforce Reporting  
                             Consortium, Northwestern Center on Law, Business, and Economics  
  
                             **Amy Stevenson**, Director, People Analytics, HP Inc.

9:10 to 9:30         **Networking Break** (Thorne Lobby)

9:30 to 10:50       **Session Five — Unleashing the Potential of Data: Advanced Insights in  
People Analytics**  
*(15 minutes per presentation, followed by 20 minutes of moderated audience Q&A)*

**Moderator:**       **Richard Rosenow**, VP of People Analytics Strategy, One Model

*GenAI: Ethics, Organizational Dynamics, and Work Transformation*  
**Antony Ebelle-Ebanda**, Talent Insights, Johnson & Johnson

**Juran Hulin**, Head of Business Unit Insights and Outcomes,  
Johnson & Johnson

*Four Pillars of People Analytics: Applications of Generative AI  
in HR*

**Ian O'Keefe**, Director, Head of Talent Science and Analytics,  
SemperVirens Venture Capital

*Dysfunctions of Data*

**Jennifer Kurkoski**, Director, People Analytics, Google

*Manager Span & Effectiveness: A Practical Application of ONA*

**Catherine Coppinger**, Head of Customer Insights, Worklytics

10:50 to 11:10      **Networking Break** (Thorne Lobby)

11:10 to 12:30      **Session Six — Driving Business Success: Connecting Metrics to Strategic  
Decision-Making**

*(15 minutes per presentation, followed by 20 minutes of moderated audience Q&A)*

**Moderator:**      **Al Adamsen**, People Analytics & Future of Work, PAFOW

*Using Desired EBITDA to Choose Target Headcount*

**Ramona Kudla**, Director, HR Global Reporting and Analytics,  
Cummins

*From Inputs to Insight – Identifying Profitability and KPIs via  
People Analytics*

**Mitch Rosenberg**, Vice President, People Analytics, KKR

*Integrating Business and HR: From Traditional KPIs to  
Actionable Insights*

**Dave Lee**, Lead, People Data Science, Blackstone

*Strategic Investment in Talent: Optimizing Talent Mobility  
using Insights from Skills Clusters*

**Donncha Carroll**, Partner & Chief Data Scientist, Lotis Blue  
Consulting

**Jim Hemgen**, Principal/Director Talent Development, Booz  
Allen

12:30 to 12:50      **Boxed Lunch Pick-Up** (Atrium)

12:50 to 1:40      **Peer Collaboration Sessions II**

*(Interactive 50-minute session featuring individual presentations (~10 minutes each) with  
integrated discussion segments.)*

**Mastering Talent Dynamics: Employer Policies and Predictive Competency Models**  
(Group A—Lincoln Hall, Levy Mayer #104)

**Moderator:**      **Brooke Nyberg**, Program Manager, People Analytics,  
KeHE

*Navigating Us vs Them: Managing Employer Policies in Remote Work Environments*

**Buddy Benge**, Head of Human Capital Insights, Edward Jones

**Genetha Gray**, Senior Manager Data Analytics, Edward Jones

*Competency Models to Predict Performance*

**Nicole Lettich**, Director, People Analytics & Insights, Nasdaq

### **Productizing and Scaling People Analytics Insights for Maximum Impact**

(Group B—Rubloff #140)

**Moderator:** **Michael Moon**, Director, People Intelligence, Viasat

*Step Change: Driving Analytics Value at Scale*

**Nicholas Garbis**, VP, People Analytics & Planning, Ford Motor Company

*Customized Data Products: Operational Overview and Business Case Analysis*

**Justin Grimm**, Senior Manager, HR Technology, Constellation Energy

**Alex Obenauf**, HR Reporting & Analytics Manager, Constellation Energy

### **Mastering Metrics: Elevating Data Quality for Strategic Decision Making**

(Group C—Rubloff #180)

**Moderator:** **Michelle Buckley**, Managing Director, Marketing & Investor Relations, Telsey Consumer Fund

*Understanding Inputs to People Outcome Metrics*

**Ashley Buckner**, Sr People Insights Analyst, Guild Education

*Quest for Data Quality – How Can Taxonomies, Standards, and More Benefit the People Analytics Foundation*

**Philipp Trubjansky**, Head of People Analytics & HR Data Office, Vitesco Technologies Group

1:40

**Adjourn**

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### Confirmed Participants (as of May 14, 2024):

1. **Al Adamsen**, Founder & CEO, PAFOW
2. **Amy Armitage**, Founder and Co-Chair, Nexus Peer Groups
3. **Liz Bailey**, Director, People Systems and Data Analytics, Ulta Beauty
4. **Kerya Ball**, HR Data Science Leader, Kroger
5. **Buddy Bengel**, Head of Human Capital Insights, Edward Jones
6. **Nicholas Bremner**, Senior Manager, People Decision Science, Uber Technologies
7. **Chris Broderick**, Head of Chicago People Analytics Meetup, & Sr. Advisor, RADICL.
8. **Michelle Buckley**, Managing Director, Marketing & Investor Relations, Telsey Consumer Fund
9. **Ashley Buckner**, Sr People Insights Analyst, Guild Education
10. **Jon Burton**, Principal People Analytics Consultant, Visier
11. **Donncha Carroll**, Partner & Chief Data Scientist, Lotis Blue Consulting
12. **Dean Carter**, Chief Experience Officer, Modern Executive Solutions
13. **Andy Chandarana**, Director of People Analytics, Cencora
14. **Catherine Coppinger**, Head of Customer Insights, Worklytics
15. **Elizabeth Crofoot**, Senior Economist and Principal Research Analyst, Lightcast
16. **Andrea Derler**, Principal, Research and Value, Visier
17. **Bethany Dohleman**, Director: Organizational Research, AbbVie
18. **Ryan Dullaghan**, Talent Development & Analytics Lead, Joby Aviation
19. **Antony Ebelle-Ebanda**, Talent Insights, Johnson & Johnson
20. **Melissa Feigelson**, Dir Talent Insights, Verisk Analytics
21. **Dave Fineman**, Global Leader, People Analytics and Workforce Planning, PTC
22. **Nicholas Garbis**, VP, People Analytics & Planning, Ford Motor Company
23. **Allison Gerber**, Director, Center for Economic Opportunity, Annie E. Casey Foundation
24. **Adrienne Gilbert**, Principal Inclusion, Diversity & Equity Business Partner, Amazon Web Services
25. **Michele Goldberg**, Strategic Advisor & Consultant, Workforce Reporting Consortium, Northwestern Center on Law, Business, and Economics
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28. **Mark Hanson**, Vice President of Strategy, Skills & People Analytics, Lightcast
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30. **Jim Hemgen**, Principal/Director Talent Development, Booz Allen
31. **Gabe Horwitz**, CEO & Founder, eqtble
32. **Bradley Hubbard**, Principal, Hubbard & Hubbard Consulting, LLC



33. **Juran Hulin**, Head of Business Unit Insights and Outcomes, Johnson & Johnson
34. **Ravleen Kaur**, Business Intelligence Engineer, People eXperience and Technology (PXT) Central Science, Amazon Web Services
35. **Janelle Ketterer**, People Analytics Director, TIAA
36. **Ramona Kudla**, Director, HR Global Reporting and Analytics, Cummins
37. **Jennifer Kurkoski**, Director, People Analytics, Google
38. **Holly Lam**, Senior Director, Supply Chain Field Support, US Foods
39. **Dave Lee**, Lead, People Data Science, Blackstone
40. **Nicole Lettich**, Director, People Analytics & Insights, Nasdaq
41. **Sanja Licina**, President, QuestionPro Workforce
42. **Asiyat Magomaeva**, Global Talent Management & Leadership Development Partner, PPG
43. **Meta McKinney**, Global Talent Intelligence Manager, NVIDIA Corporation
44. **Courtney McMahon**, Head of Global People Analytics, Colgate-Palmolive
45. **Bruce Medler**, HR Data Strategy Manager, International Paper
46. **Jennifer Mihajlov**, Chief Commercial Officer (CCO), Qualee
47. **Michael Moon**, Director, People Intelligence, Viasat
48. **Stephanie Murphy**, Founder & Principal Consultant, MCS Consulting
49. **Cole Napper**, FedEx
50. **Brooke Nyberg**, Program Manager, People Analytics, KeHE
51. **Alex Obenauf**, HR Reporting & Analytics Manager, Constellation Energy
52. **Ian O'Keefe**, Director, Head of Talent Science and Analytics, SemperVirens Venture Capital
53. **Brian Restuccia**, Director - Talent Analytics, Target
54. **Zachary Rosch**, Manager, People Analytics, The Farmer's Dog
55. **Mitch Rosenberg**, Vice President, People Analytics, KKR
56. **Richard Rosenow**, VP of People Analytics Strategy, One Model
57. **Yustina Saleh**, Managing Director of Innovation Solutions, Burning Glass Institute
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61. **Justin Taylor**, Senior Director, Global People Analytics & Insights, Cencora
62. **Philipp Trubjansky**, Head of People Analytics & HR Data Office, Vitesco Technologies Group
63. **Michael Walsh**, Sr. Director, Workforce Analytics and Planning, Eaton
64. **Deborah Weiss**, Director, Workforce Science Project, Northwestern Center on Law, Business, and Economics
65. **Ben Zweig**, CEO, Revelio Labs

**Confirmed Attendees (as of May 14, 2024):**

66. **Cristian Alvarez**, People Analytics, Planning & Process Manager, Telecom Argentina
67. **Besat Asani**, Product Owner, Mars Veterinary Health
68. **Heroína Banushi**, People Analytics Officer, Zurich
69. **Amy Baum**, Manager, Workforce Planning and People Analytics, John Deere
70. **Derek Berube**, People Analytics Lead, McDonald's
71. **Sujit Bhatia**, Workforce Planning Lead, Mondelez International
72. **Hilary Blanchard**, People Analytics Lead -North America, Kellanova
73. **Matt Bufalino-Mckinsey**, Workforce Planning & Analytics Business Partner, Medline Industries
74. **Danielle Bushen**, Global Head of People & Culture Data Governance & Stewardship, Sanofi
75. **Chris Butler**, Co-founder and CEO, One Model
76. **Erika Carlson**, Senior Director for Data Strategy, New York Jobs CEO Council
77. **Jin Woo Chang**, Senior Talent Strategy Consultant I, Mercer
78. **Jesse Clark**, Sr. Manager People Analytics, CSG
79. **Amber Cochrane**, HR Insights and Analytics Manager, McDonalds

80. **Ryan Colthorp**, Sr. Director Workforce Planning, Analytics, and Operations, Okta
81. **Ian Cosgrove**, Senior Analyst, People Analytics, Relativity
82. **Scott DeKoster**, Principal, LDO Practice, Korn Ferry
83. **Samir Desai**, VP DEI and Talent Strategy, Endeavor Health
84. **Austin Dotto**, Uber Technologies
85. **Kenna Ducoff**, Talent Strategy Analyst, State Farm
86. **Guillermo Eaton**, People Analytics Manager, Mondelez International
87. **Jonathan Ferrar**, Chief Executive Officer, Insight222
88. **Joseph Frank**, Director, Executive & Compliance Reporting, Human Resources (People Analytics Director), Washington University in St. Louis
89. **Benjamin Friedrich**, Associate Professor of Strategy, Kellogg School of Management, Northwestern University
90. **Stacia Garr**, Co-Founder, RedThread Research
91. **Sabina Gebczyk**, Global Director of Talent, OD and DIB&E, Griffith Foods
92. **George Georgiadis**, Associate Professor of Strategy, Kellogg School of Management, Northwestern University
93. **Shuba Gopal**, Principal, Glean Signals
94. **Alyssa Green**, Senior Consultant and Behavioral Scientist, Lotis Blue Consulting
95. **Daisy Grewal**, Senior Manager, People Insights, Intuit
96. **Jordan Hartley**, Sr PL&D Analytics Analyst, Southwest Airlines
97. **Ryan Hastings**, Human Resources Analytics Analyst, Zurich
98. **Jeff Higgins**, CEO, Human Capital Management Institute LLC
99. **Tomeka Hill-Thomas**, Senior Principal, Mercer
100. **Joseph Ifiegbu**, CEO, eqtble
101. **Emily Ilic**, Manager, People Analytics & Research, Deloitte
102. **Jon Izenstark**
103. **Caitie Jacobson**, Listening Analytics & Workforce Research Practice Lead, Dell Technologies
104. **Bryce Johnson**, People Analytics Consultant, Mars Veterinary Health
105. **Steve Johnson**, Sr. Manager of HR Analytics, Zebra Technologies
106. **Cliff Jurkiewicz**, VP, Global Strategy & Executive Evangelist, Phenom
107. **John King**, Partner, Lotis Blue Consulting
108. **Jakub Koziol**, Manager, People Analytics, Relativity
109. **Brenda Kowske**, Director, Talent Analytics and Workforce Planning, Boston Scientific
110. **Jonathan Kreindler**, President and Co-founder, Receptiviti
111. **Vivek Kumar**, CEO & Co-Founder, Teamforce AI
112. **Michael Lemberger**, People Analytics Director, Zurich
113. **Kathleen Leonard**, Head of HR Analytics & Workforce Planning, Memorial Sloan Kettering Cancer Center
114. **Emma Li**, Staff People Analyst, Databricks
115. **William Lim**, Analytics Lead, HR Reporting & Analytics, Hydro One
116. **Becky Lis**, Workforce Analyst, Conagra Brands
117. **Mariami Lolashvili**, Principal Specialist, Workforce Planning & Strategy
118. **Amanda Ludwig**, Chief of Staff, People, Guild Education
119. **Perri Ma**, GVP, Global People Analytics, Warner Bros. Discovery
120. **Smaran Mandala**, People Analytics Manager, GoodRx
121. **Chris Mason**, VP, HR Tech, Talent & Total Rewards, KeHE
122. **Ian McLendon**, Senior Director, Workforce Analytics, Norfolk Southern
123. **Amit Mohindra**, Head of Data Analytics and Insights, Takeda Pharmaceuticals
124. **Caitlin Moldvay**, Customer Insights Program Manager, Worklytics
125. **Nneka Morris**, Supervisor, People Insights, McDonald's Corporation
126. **Joel Mullis**, AVP, Strategic Workforce Planning and People Insights, USAA

127. **Stephen Newman**, Mgr People Analytics Consulting, Health Care Service Corporation
128. **Kristina Nguyen**, HR Analytics and Insights Manager, McDonald's
129. **Michaun Parayno**, Talent Intelligence Manager, Conagra Brands
130. **Jon Pennington**, People Analytics Consultant, Pennington Analytical Consulting
131. **Dirk Petersen**, Vice President & Client Managing Director, North America Program, Insight222
132. **Aditya Polumetla**, Head of HR Data and BI, Jones Lang LaSalle (JLL)
133. **Shericka Pringle**, Chief Operating Officer, Northwestern Pritzker School of Law
134. **Arti Pullins**, President and Chief Healthcare Officer, QuestionPro Workforce
135. **Kim Reed**, Director of People Analytics, Lincoln Financial Group
136. **Ryan Reetz**, Mgr, Organizational Research, AbbVie
137. **Daniel Riley**, Sr. People Analytics Manager, CVS Health
138. **Aaron Rodriguez**, Head of People Analytics, HR Tech, and Total Rewards, LineVision Inc
139. **Cat Rodriguez**, Director of Insights & Engagement, Takeda
140. **Jelicia Ross**, HR Data Science Enablement Lead, Dell Technologies
141. **Peter Rumsey**, Director, Talent Strategy, CapitalOne
142. **Dave Sachs**, Director, People Analytics, Allstate
143. **Charles Schmitt**, Sr. Mgr. Talent Management & Succession, US Foods
144. **Michael Schnapp**, Director, Human Capital Technology, Analytics, and Operations, KKR
145. **Liz Schuller**, Client Director, Insight222
146. **Pearl Sharma**, Director, People Analytics & Reporting, Suntory Global Spirits
147. **Mark Shuster**, Manager, People Analytics, Arthur J. Gallagher & Co.
148. **Lisa Simon**, Chief Economist, Revelio Labs
149. **Cori Sloan**, Mgr People Analytics, CME Group
150. **Aaron Sorensen**, Partner; Head of Business Transformation and Chief Behavioral Scientist, Lotis Blue
151. **Nelson Spencer**, Head of Talent Technology and Analytics, Figma
152. **Andy Styx**, People Analytics Solutions Lead, General Motors
153. **Matthew Swain**, Assistant Director, Talent Analytics - Research & Modeling, Liberty Mutual Insurance
154. **Maciej Sztando**, Compensation Analytics Manager, Relativity
155. **Jackie Tasker**, Workforce Specialist, QuestionPro Workforce
156. **Joe Tooley**, Sr Analyst, Culture & Engagement, US Foods
157. **Dan Trares**, Sr Director, Global People Analytics, Cargill
158. **Paul Tsagaroulis**, Head of People Science, SurePeople
159. **Ethan Veres**, Co-Founder, eqtble
160. **Yining (Mary) Wang**, Research Data Scientist, AdeptID
161. **Kaitlin Ward**, Senior People Analytics Researcher, Google
162. **Maggie Ward**, Manager, Talent Ops Data & Reporting, Netflix
163. **Lee Webster**, Interim Director, Human Resources, University of Lynchburg
164. **Brian Wiemhoff**, Global Talent Analytics Leader, WTW
165. **Charmaine Williams**, SVP/CHRO, Obama Foundation
166. **Jin Yan**, Economist, Revelio Labs
167. **Aaron Youngstedt**, Director Talent Analytics, Whirlpool Corporation
168. **Robert Yu**, Analytics Manager, DEI, Kirkland & Ellis LLP

**Career Networking Room is located Parrillo Courtroom (Rubloff 155)**

***“Northwestern-Guest”* Wireless Network is available for use.**