

Northwestern

CENTER ON LAW, BUSINESS,
AND ECONOMICS



Wednesday, June 4, 2025 — Friday, June 6, 2025

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

Wednesday, June 4th

5:30 – 8:30 p.m. **TALREOS Opening Reception (Lanny & Sharon Martin Atrium)**
Sponsored by One Model

Panel Discussion: What if You Had All Your Data?

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

Panelists: **Danielle Bushen**, Global Head of People & Culture Technology Strategy, Sanofi
Jonathan Ferrar, CEO, Insight222
Alexis Fink, Past President, Society for Industrial and Organization Psychology (SIOP); ex-Vice President, People Analytics and Workforce Strategy, Meta

Thursday, June 5th

8:00 – 10:00 a.m. **Registration Check-in (Thorne Lobby)**

Continental Breakfast (Thorne Lobby)
Sponsored by Insight222

9:00 – 9:45 a.m.	Special Feature: Navigating the Path to People Analytics Leadership
	<i>Hosted by The Society for People Analytics (SPA) (RB 150)</i>
	<p>Alexis Fink, Past President, Society for Industrial and Organization Psychology (SIOP); ex-Vice President, People Analytics and Workforce Strategy, Meta</p>
	<p>Jon Izenstark, Principal, Red5 Services, LLC</p>
	<p>Amit Mohindra, Founder and CEO, People Analytics Success</p>
	<p>Stephanie Murphy, VP People Experience, UnitedHealth</p>
10:00 – 10:05	Welcome and Introduction (<i>Thorne Auditorium</i>)
	<p>Deborah M. Weiss, Director, Workforce Science Project, Northwestern Center on Law, Business, and Economics, Northwestern Pritzker School of Law</p>
10:05 – 11:10	<p>Session One — People Data by Design: Strategy, Insights, Ethics, & Governance (<i>Thorne Auditorium</i>)</p>
	<p><i>(15 minutes per presentation, followed by 20 minutes of moderated audience Q&A)</i></p>
	<p>Moderator: Al Adamsen, Founder & CEO, Future of Work Project</p>
	<p><i>Strategic Workforce Adaptation: Measuring What Matters in the Age of AI</i> Erin Eatough, Cofounder & Chief Science Officer, Fractional Insights</p>
	<p><i>Who Decides? Cross-Functional Governance for High-Impact People Data</i> Sue Lam, Coca-Cola, VP, Global People Analytics, Culture, Strategy & Planning</p>
	<p><i>Maintaining People Insights Continuity During System Transformations</i> Perri Ma, GVP, Global People Analytics, Warner Bros. Discovery</p>
11:10 – 11:30	<p>Networking Break (<i>Thorne Lobby</i>) <i>Sponsored by Future of Work Project</i></p>
11:30 – 12:20	<p>Peer Collaboration Sessions I <i>(Interactive 50-minute session featuring individual presentations (~10 minutes each) with integrated discussion segments.)</i></p>
	<p>Inside AI's Transformation of Work (<i>Group A—Rubloff #140</i>)</p>
	<p>Ian O'Keefe, Founder and CEO, ikona Analytics (<i>Facilitator</i>)</p>
	<p>Liz Bailey, Director, People Systems, Data & Analytics, ULTA Beauty</p>
	<p>Wes Barlow, Chief Data and Analytics Officer, BMO</p>
	<p>Antony Ebelle Ebanda, Team Director, Johnson & Johnson</p>
	<p>Dave Lee, Lead, People Data Science, Blackstone</p>

How to Create an Employee Experience That Truly Matters
(Group B—Rubloff #150)

Sanja Licina, President, QuestionPro (*Facilitator*)
Nancy Ukpe Gargula, Manager, Special Initiatives, People and Culture, MacArthur Foundation
Caitie Jacobson Mikulis, Employee Listening & Analytics Lead, NetApp

PA Function (Group C—Thorne Auditorium)

Richard Rosenow, VP of People Analytics Strategy, One Model (*Facilitator*)
Smaran Mandala, Senior Manager of People Analytics, GoodRx
Cori Sloan, CME Group
Soumya Sukumaran, Director HR Technology & Analytics, CME Group
Chris Williams, AVP, People Services & Technology, Victoria's Secret & Co.

Planning Under Pressure: Rethinking Workforce Planning in Times of Disruption (Group D—Rubloff #175)

Dave Fineman, Strategic Partner, Revelio Labs (*Facilitator*)
Janelle Ketterer, People Analytics Manager, Stryker
Holly Lam, Senior Director, People Analytics & Insights, Cencora

12:20 – 1:20
Lunch (Lanny & Sharon Martin Atrium)
Sponsored by Medallia

12:20 – 1:20
Pathways Beyond People Analytics (Rubloff #150)
(Drop-in Parallel Lunch Session)

Hear from some of our most accomplished and recognized People Analytics leaders in the community who have evolved their career pathways beyond the corporate practitioner model. In this informal and interactive fireside session, we'll hear about the personal journeys of panelists and explore common threads that include entrepreneurship, venture capital, start-up advisory, higher ed teaching, consulting, product development, and more. If you are a People Analytics leader and have ever thought about "what's next" or going out on your own, you won't want to miss this session. Bring your curiosity and questions!

Angela Le Mathon, Founder & Chief AI Officer, Alkemie
Amit Mohindra, Founder and CEO, People Analytics Success
Ian O'Keefe, Founder and CEO, ikona Analytics
Heather Whiteman, Lecturer, UC Berkeley Haas School of Business; Associate Teaching Professor, University of Washington Information School

1:20 – 1:40
Keynote Address - EX + CX: The Missing Link (Thorne Auditorium)
Melissa Arronte, Employee Experience Practice Lead, Medallia

1:40 – 2:45 p.m.	Session Two — Creating People-Centered Experiences (<i>Thorne Auditorium</i>) <i>(15 minutes per presentation, followed by 20 minutes of moderated audience Q&A)</i>
	Moderator: Ryan Dullaghan , Head of Talent Development & Analytics, Joby Aviation
	<i>Beyond Engagement Survey – Real Time Feedback in Action</i> Melissa Arronte , Employee Experience Practice Lead, Medallia
	<i>From insights to Action: Designing Employee Experience Through Dialogue</i> Bethany Dohleman , Director: EEDI Strategy and Enablement, AbbVie
	<i>Beyond Surveys: A MultiChannel Listening Strategy</i> Stephanie Murphy , VP People Experience, UnitedHealth
2:45 – 3:00	Networking Break (<i>Thorne Lobby</i>) <i>Sponsored by Medallia</i>
3:00 – 4:20	Session Three — From Data to Decisions: Building a PA Function That Delivers (<i>Thorne Auditorium</i>) <i>(15 minutes per presentation, followed by 20 minutes of moderated audience Q&A)</i>
	Moderator: Ian O'Keefe , Founder and CEO, ikona Analytics
	<i>Laying the Groundwork: Project and Product Mindsets in People Analytics</i> Nicholas Garbis , VP, People Analytics & Planning, Ford Motor Company
	<i>What Do A teams Do Differently</i> David Green , Senior Vice President and Managing Partner, Insight222
	<i>"The Tree of Value:" Combining Human Capital Labor Data (the roots of the tree) with People Analytics, Talent Intelligence, and Workforce Planning (the branches)</i> Cole Napper , Vice President of Research, Innovation, & Talent Insights, Lightcast
	<i>Transforming a People Analytics Team: Strategies for Renewal</i> Daniel Trares , VP, People Data & Analytics, Cargill
4:20 – 4:40	Networking Break (<i>Thorne Lobby</i>) <i>Sponsored by Revelio Labs</i>
4:40 – 6:00	Session Four — Org Design in an Era of Acceleration (<i>Thorne Auditorium</i>) <i>(15 minutes per presentation, followed by 20 minutes of moderated audience Q&A)</i>
	Moderator: Aaron Sorensen , Partner, Lotis Blue Consulting
	<i>Measuring the Organizational Impact of Impact of AI Adoption</i> Catherine Coppinger , Head of Customer Insights, Worklytics

Understanding Span of Control: Developing Metrics for Organizational Hierarchy

Aniqa Hatem, Manager, People Data Insights, JetBlue Airways

When AI Enters the Workflow

Bradley Hubbard, Executive Director, HR Strategic Initiatives, Wells Fargo

Work, Transformed — The Structural Impact of AI

Jennifer Kurkoski, Director, People Analytics, Google

6:00 – 7:00

Networking Reception (Thorne Lobby)

Sponsored by Revelio Labs

7:00 – 8:00

Networking Dinner (Lanny & Sharon Martin Atrium)

Sponsored by Lightcast

Friday, June 6th

7:30 a.m.

Breakfast (Lanny & Sharon Martin Atrium)

Sponsored by Future of Work Project

8:30 – 8:50

Keynote Address (Thorne Auditorium)

The Chief Work Officers' Lieutenant. Why the Head of PA Will and Needs to Evolve to the Head of Work's #2

Dean Carter, Chief Experience Officer, Modern Executive Solutions

8:50 – 9:25

Workforce Reporting Consortium (WorRC) (Thorne Auditorium)

WorRC Principles offer a common framework for defining and measuring workforce data, helping organizations improve internal metrics and produce more consistent, comparable reporting. This session explores how companies are using WorRC—and offers a glimpse into what's coming next.

Moderator: **Michele Goldberg**, Founder and Principal, Apelio Insights

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

Chris Butler, CEO, One Model

Aniqa Hatem, Manager, People Data Insights, JetBlue Airways

Zachary Rosch, Senior Manager, People Analytics, Farmer's Dog

Richard Rosenow, VP of People Analytics Strategy, One Model

Deborah Weiss, Director, Workforce Science Project, Northwestern Center on Law, Business, and Economics

9:25 – 9:50

TALREOS 2025 Group Photo and Networking Break (Thorne Lobby)

Sponsored by Worklytics

9:50 – 10:55	<p>Session Five — Inside AI's Transformation of Work (Thorne Auditorium) <i>(15 minutes per presentation, followed by 20 minutes of moderated audience Q&A)</i></p>
	<p>Moderator: Richard Rosenow, VP of People Analytics Strategy, One Model</p>
	<p><i>People Analytics for an Agent-Augmented Workforce</i> Marina Pearce, Senior Director, People Strategy & Analytics, Salesforce</p>
	<p><i>Context-Aware Intelligence for All: Redefining People Analytics in the Age of AI</i> Kanwal Safdar, Senior Director, People Analytics, Microsoft</p>
	<p><i>Measuring Job Exposure to AI — and What It Means</i> Jin Yan, Senior Economist, Revelio Labs</p>
10:55 – 11:10	<p>Networking Break (Thorne Lobby) <i>Sponsored by Worklytics</i></p>
11:10 – 12:30	<p>Session Six — Skills, Strategies, and Access to Opportunities (Thorne Auditorium) <i>(15 minutes per presentation, followed by 20 minutes of moderated audience Q&A)</i></p>
	<p>Moderator: Mark Hanson, VP of Strategy, Lightcast</p>
	<p><i>Unlocking Career Value: A Data-Driven Approach to Talent Attraction and Retention</i> Alyssa Green, Senior Consultant & Behavioral Scientist, Lotis Blue Consulting Rachel Sederberg, Director of Research and Senior Economist, Lightcast</p>
	<p><i>Unlocking Potential: Using Skills Data to Guide Talent Growth</i> Angela Le Mathon</p>
	<p><i>Skills-Based Organization: The Underlying Skills Components</i> Ying Li, Global Head of People Analytics, PepsiCo</p>
	<p><i>External Talent Intelligence for Strategic Workforce Decisions</i> Robert Motion, Director of Business Integration for Workforce Intelligence, RTX</p>
12:30 – 12:45	<p>Boxed Lunch Pick-Up (Lanny & Sharon Martin Atrium) <i>Sponsored by Lotis Blue Consulting</i></p>
12:45 – 1:35	<p>Peer Collaboration Sessions II <i>(Interactive 50-minute session featuring individual presentations (~10 minutes each) with integrated discussion segments.)</i></p>
	<p><u>Data Storytelling with GenAI: Turning Insights into Impact</u> <i>(Group A—Rubloff #140)</i></p>
	<p>Serena Huang (<i>Facilitator</i>)</p>

Caroline Deck, Talent Analytics Consultant for the People, Culture, and Inclusion Organization, Dell Technologies
Jordan Hartley, Business Analyst, Talent Operations, Pure Storage
Philipp Trubjansky, Global VP for People Analytics & Workforce Management, FORVIA Hella

Org Structure and Effectiveness (*Group B—Rubloff #150*)

Al Adamsen, Founder & CEO, Future of Work Project (*Facilitator*)
Nicholas Bremner, Senior Manager, People Decision Science, Uber Technologies
Michael Moon, Director Organizational Research and Insights, AbbVie

Skills are the Path: Rethinking Skills-based Career Pathing with People Data
(*Group C—Rubloff #175*)

Elizabeth Crofoot, Senior Economist and Principal Research Analyst, Lightcast (*Facilitator*)
Ranita Jain, Senior Associate, Center for Economic Opportunity, Annie E. Casey Foundation
Bruce Medler, HR Data Strategy Manager, International Paper

1:35 – 1:45
Networking Break (*Thorne Lobby*)
Sponsored by Lotis Blue Consulting

1:45 – 2:35
Closing Session — Measuring Values (*Thorne Auditorium*)
Sponsored by Insight222

Moderator: **David Green**, Senior Vice President and Managing Partner Insight222

Panelists: **Ryan Colthorp**, Senior Director of Workforce Planning, People Analytics, and Recruiting Operations, Okta, Inc.

Dean Carter, Chief Experience Officer, Modern Executive Solutions

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

2:35 – 4:00
Networking and Coffee (*Thorne Lobby*)
Sponsored by Lotis Blue Consulting

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Confirmed Speakers (as of June 6, 2025)

1. **AI Adamsen**, Founder & CEO, Future of Work Project
2. **Melissa Arronte**, Employee Experience Practice Lead, Medallia
3. **Liz Bailey**, Director, People Systems, Data & Analytics, Ulta Beauty
4. **Wes Barlow**, Chief Data and Analytics Officer, BMO
5. **Brad Bremener**, HR Analytics Manager, Cummins, Inc.
6. **Nicholas Bremner**, Senior Manager, People Decision Science, Uber Technologies
7. **Danielle Bushen**, Global Head of People & Culture Technology Strategy, Sanofi
8. **Chris Butler**, CEO, One Model
9. **Dean Carter**, Chief Experience Officer, Modern Executive Solutions
10. **Ryan Colthorp**, Senior Director of Workforce Planning, People Analytics, and Recruiting Operations, Okta, Inc.
11. **Catherine Coppinger**, Head of Customer Insights, Worklytics
12. **Elizabeth Crofoot**, Senior Economist and Principal Research Analyst, Lightcast
13. **Caroline Deck**, Talent Analytics Consultant for the People, Culture, and Inclusion Organization, Dell Technologies
14. **Bethany Dohleman**, Director: EEDI Strategy and Enablement, AbbVie
15. **Ryan Dullaghan**, Head of Talent Development & Analytics, Joby Aviation
16. **Erin Eatough**, Cofounder & Chief Science Officer, Fractional Insights
17. **Antony Ebelle Ebanda**, Talent Director, Johnson & Johnson
18. **Jonathan Ferrar**, CEO, Insight222
19. **Dave Fineman**, Strategic Partner, Revelio Labs
20. **Alexis Fink**, Past President, Society for Industrial and Organization Psychology (SIOP); ex-Vice President, People Analytics and Workforce Strategy, Meta
21. **Nicholas Garbis**, VP, People Analytics & Planning, Ford Motor Company
22. **Nancy Ukpe Gargula**, Manager, Special Initiatives, People and Culture, MacArthur Foundation
23. **Michele Goldberg**, Founder and Principal, Apelio Insights

24. **Genetha Gray**, Senior Manager, Data Analytics, Edward Jones
25. **Alyssa Green**, Senior Consultant & Behavioral Scientist, Lotis Blue Consulting
26. **David Green**, Senior Vice President and Managing Partner, Insight222
27. **Mark Hanson**, VP of Strategy, Lightcast
28. **Jordan Hartley**, Business Analyst, Talent Operations, Pure Storage
29. **Aniqa Hatem**, Manager, People Data Insights, JetBlue Airways
30. **Serena Huang**
31. **Bradley Hubbard**, Executive Director, HR Strategic Initiatives, Wells Fargo
32. **Jonathan Izenstark**, Principal, Red5 Services, LLC
33. **Ranita Jain**, Senior Associate, Center for Economic Opportunity, Annie E. Casey Foundation
34. **Janelle Ketterer**, People Analytics Manager, Stryker
35. **Jennifer Kurkoski**, Director, People Analytics, Google
36. **Holly Lam**, Senior Director, People Analytics & Insights, Cencora
37. **Sue Lam**, VP, Global People Analytics, Culture, Strategy & Planning, Coca Cola
38. **Angela Le Mathon**
39. **Dave Lee**, Lead, People Data Science, Blackstone
40. **Ying Li**, Global Head of People Analytics, PepsiCo
41. **Sanja Licina**, President, QuestionPro
42. **Perri Ma**, GVP, Global People Analytics, Warner Bros. Discovery
43. **Smaran Mandala**, Senior Manager of People Analytics, GoodRx
44. **Courtney McMahon**, Head of Global People Analytics, Colgate-Palmolive
45. **Bruce Medler**, HR Data Strategy Manager, International Paper
46. **Caitie Jacobson Mikulis**, Employee Listening & Analytics Lead, NetApp
47. **Amit Mohindra**, Founder and CEO, People Analytics Success
48. **Michael Moon**, Director Organizational Research and Insights, AbbVie
49. **Robert Motion**, Director of Business Integration for Workforce Intelligence, RTX
50. **Stephanie Murphy**, VP People Experience, UnitedHealth
51. **Cole Napper**, Vice President of Research, Innovation, & Talent Insights, Lightcast
52. **Ian O'Keefe**, Founder and CEO, ikona Analytics
53. **Marina Pearce**, Senior Director, People Strategy & Analytics, Salesforce
54. **Zachary Rosch**, Senior Manager, People Analytics, Farmer's Dog
55. **Richard Rosenow**, VP of People Analytics Strategy, One Model
56. **Kanwal Safdar**, Senior Director, People Analytics, Microsoft
57. **Rachel Sederberg**, Director of Research and Senior Economist, Lightcast
58. **Cori Sloan**, Manager HR Technology & Analytics, CME Group
59. **Aaron Sorensen**, Partner, Lotis Blue Consulting
60. **Soumya Sukumaran**, Director HR Technology & Analytics, CME Group
61. **Daniel Trares**, VP, People Data & Analytics, Cargill
62. **Philipp Trubjansky**, Global VP for People Analytics & Workforce Management, FORVIA Hella
63. **Deborah Weiss**, Director, Workforce Science Project, Northwestern Center on Law, Business, and Economics
64. **Heather Whiteman**, Associate Teaching Professor; lecturer at the UC Berkeley Haas School of Business, University of Washington Information School
65. **Christopher Williams**, AVP, People Services & Technology, Victoria's Secret & Co.
66. **Jin Yan**, Senior Economist, Revelio Labs

Confirmed Registrants (as of June 6, 2025)

67. **Heather Abshire**, Data Scientist - People Analytics, Cummins
68. **Cristian Alvarez**, People Analytics Planning & Process Manager, Telecom Argentina
69. **Bekah Anderson**, Workforce Analyst II, CSG International
70. **Tony Ashton**, Chief Product Officer, One Model
71. **Max Bakkaloglu**, Head of People Technologies, Analytics & Workforce Planning, IFC - International Finance Corporation
72. **Heroina Banushi**, HR Analyst, Zurich
73. **Amy Baum**, Manager, Workforce Planning and People Analytics, John Deere
74. **Michael Beechen**, HRIS Analyst, Constellation Brands
75. **Jeffrey Berk**, COO, Performitiv
76. **Lori Beyar**, Vice President Leader Strategies, Cru
77. **Roxanne Bisby Davis**, Head of People Intelligence, Cisco
78. **Tyler Blackwell**, Director of Global Workforce Planning, Morningstar
79. **Donncha Carroll**, Partner and Chief Data Scientist, Lotis Blue Consulting
80. **Andy Chandarana**, Director of People Analytics, Cencora
81. **Luye Chang**, Senior Manager, People Data & Analytics, Uber Technologies, Inc
82. **Young Choi**, Manager, Talent Analytics, Grainger
83. **Jesse Clark**, Sr. Manager People Analytics, CSG
84. **Martin Copello**, Manager, HR Reporting & Analytics, Exelon
85. **Andrew Daniels**, Sr. Director, People Analytics, Walmart
86. **Diane Daum**, Principal EX Advisor, Medallia
87. **Erica DeHoyos**, Senior Manager, Hess
88. **Samir Desai**, VP Talent Strategy, Endeavor Health
89. **Snehal Dhawan**, People Analytics Data Scientist, PayPal
90. **Alicia Deitz**, Lead Human Capital Solutions Analyst, PetSmart
91. **Andy Eichler**, Sr Manager People Analytics, Endeavor Health
92. **Melissa Feigelson**, Dir Talent Insights, Verisk Analytics
93. **Joseph Frank**, Director, Executive & Compliance Reporting and Analytics, Human Resources, Washington University in St. Louis
94. **Benjamin Friedrich**, Associate Professor of Strategy, Kellogg School of Management at Northwestern University
95. **James Gallman**, VP, HR Shared Services, NetApp
96. **Erica Grant**, Partner, Lotis Blue Consulting
97. **Brenna Griffith** Sr Organizational Design and Development Consultant, GM Financial
98. **Justin Grimm**, Senior Manager, HR Technology, Constellation Energy
99. **Jose Guerra**, Manager, HR Analytics & Insights, UChicago Medicine
100. **Sara Gwiasda**, Principal EX Advisor, Medallia
101. **Stevie Hagle**, Sr. Manager People Analytics Consulting, Stryker
102. **Kristen Haney**, Manager People Analytics, Ankura
103. **Benjamin Hart**, Director People Analytics, Director Pharmacy Analytics, Highmark Health
104. **Jeff Higgins**, Founder and CEO, Lytiqs, formerly Human Capital Management Institute
105. **Tomeka Hill-Thomas**, Former Senior Principal, Mercer

106. **Alisa Hsiu**, Systemwide HR Compliance, Reporting, and Analytics Manager, University of California Office of the President

107. **Cat Huyen**, Senior Data Scientist, CVS Health

108. **Tavius Jackson**, VP of HRIS and Ops, Kemper Insurance

109. **Brad Janisch**, Ssr. Director. Workforce Planning & Analytics, Medline

110. **Kelly Johnson**, Head of People Strategy and Insights, Kraft Heinz

111. **Steve Johnson**, Sr. Manager of HR Analytics, Zebra Technologies

112. **Kelsey Jones**, People Analytics Manager, Johnson Controls

113. **Richard Kacirek**, Workforce Planning & Analytics Business Partner, Medline Industries

114. **Sandy Kapur**, Sr. Manager, Workforce Planning & Insights, Blue Cross and Blue Shield of Illinois

115. **Andrea Kasper**, VP, Head of Employee Insights, Prudential

116. **Lyndzee Kent**, Senior Workforce Analyst Specialist, Merck

117. **Conor Kinsella**, People Insights, QuestionPro

118. **Taras Kowaliw**, Managing Director, Head of People Analytics, Blackstone

119. **Sonali Kumar**, Sr. Global TA Analyst & Content Creator, Nike

120. **Linda Lai**, VP, HR Operations and Analytics, Stepstone Group

121. **Ynna Lao**, Sr Manager, People Data Reporting and Analytics, Insmed Inc

122. **Korbin Law**, Co-Founder / Chief Platform Developer, TalentAINow

123. **Alex Lee**, Director and Professor of Law, Northwestern Pritzker School of Law, Center on Law, Business, and Economics

124. **Nicole Lettich**, Sr. Director People Analytics and Insights, Nasdaq

125. **Michael Lemberger**, Director of People Analytics, Zurich Insurance

126. **Becky Lis**, SR. HR Analyst, sConagra Brands

127. **Mariami Lolashvili**, People Insights and Solution Design Partner, Autodesk

128. **William Macey**, Senior Research Fellow, CultureFactors

129. **Kelle Makrevski**, SVP, Sr Advisor, Bank of Montreal

130. **Jennifer Manchester**, CHRO, Fiserv

131. **Jill May**, Director of Assessment and Selection Methods, Department of Human Resources, City of Chicago

132. **Christine McCauley**, CVP, Human Resources, Edwards Lifesciences

133. **Elyse McKenney**, Sr. Manager, Workforce Strategy, Capital One

134. **Jeb Metric**, CTO, Performitiv

135. **Caitlin Moldvay**, Customer Insights Program Manager, Worklytics

136. **Demond Moore**, HR Leader Staff Groups, International Paper

137. **Michael Morgan**, Director, Planning and Insights, Ford Motor Company

138. **Marcela Mury**, People Analytics Strategist, Vale

139. **Jeff Mullen**, Director, Talent Intelligence, Revelio Labs

140. **Elizabeth Musso**, Global People Analytics Manager, Sylvamo

141. **Harish Narang**, AVP People Analytics, GM Financial

142. **Kimberly Nei**, Director of People Analytics, DICK'S Sporting Goods

143. **Lauren Nelson**, Associate Director, Compensation, Chewy

144. **Stephen Newman**, Principal, HR Analytics & HRIS, The Options Clearing Corporation (OCC)

145. **Brooke Nyberg**, Program Manager, People Analytics, KeHE Distributors, LLC

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

147. **Audrey Ortega**, Sr Manager, Talent Insights and Analytics, Abbott

148. **Emina Palos**, Director-People Analytics, United Airlines

149. **Michaun Parayno**, Director Organization Effectiveness, Conagra Brands

150. **Ankur Pathak**, Principal, TPG

151. **Dan Pavlak**, Manager, People Analytics, Relativity

152. **Marco Pereira**, Sr Mgr People Analytics, United Airlines

153. **Adrianne Pettiford**, Principal Program Manager, Amazon

154. **Matt Pollie**, Senior Associate, Talent Analytics, Willis Towers Watson

155. **Aditya Polumetla**, Executive Director, Business Analytics, JLL

156. **Jonathan Press**, Vice President, Total Rewards & People Operations, Relativity

157. **Jason Radziszewski**, Talent, Culture, & Inclusion Data Analyst, John Deere

158. **Ryan Reetz**, Mgr, Organizational Research & Insights, AbbVie

159. **Dan Riley**, Co-Founder & CEO, RADICL

160. **Daniel Riley**, Senior Manager of People Analytics, CVS Health

161. **Katie Ritzke**, Lead Workforce Insights Consultant, Workforce Planning, Blue Cross and Blue Shield of Illinois

162. **Ryan Robinson**, Director, Chief of Staff, Capital One

163. **Aaron Rodriguez**, Head of People Analytics, RVO Health

164. **Lisa Romaldi**, Senior Solutions Engineer, Medallia

165. **Jelicia Ross**, People Analytics Manager, Pinterest

166. **Monalisa Routray**, Sr. People Analytics Specialist, Colgate Palmolive

167. **Peter Rumsey**, Head of Workforce Strategy, Card Tech, Capital One

168. **Michael Ruppert**, Senior Manager, Human Resources Reporting and Analysis, Avantor

169. **Michael Sanchez**, Director, Tech Labor Analytics, Capital One

170. **Michael Schnapp**, Director - People Analytics, Latham & Watkins

171. **Liz Schuller**, Director, Insight222

172. **Garrett Sheridan**, CEO & Managing Partner, Lotus Blue Consulting

173. **Rana Stanfill-Hobbs**, VP of Customer Success, Performativ

174. **Andy Styx**, Manager Analytics at Scale, Atlassian

175. **Matthew Swain**, Assistant Director, Talent Analytics Research & Modeling, Liberty Mutual Insurance

176. **Lawrence Thibodeaux**, HR analytics manager, Johnson Controls

177. **Michele Thorne Piedra**, Head of Global Compensation, HR Reporting and Analytics, Fiserv

178. **Joe Tooley**, Senior Manager, People Analytics, US Foods

179. **Michael Toryfter**, Director, HR Data & Analytics, Johnson Controls

180. **Paul Tsagaroulis**, Director, People Data & Analytics, University of Virginianav

181. **Andrew Ulman**, Manager, Global HR Analytics, Hyatt Hotels Corporation

182. **William Wheatley**, Manager of People Analytics & Payroll Tax, Texas Roadhouse, Inc.

183. **Brian Wiemhoff**, Global Talent Analytics Leader, Willis Towers Watson

184. **Carol Zhang**, Director of HRIS, Hess

185. **Zach Zoerhoff**, HR Development Associate – Analyst, Conagra Brands

186. **Jacob Zuniga**, SVP, HR Business Leader, Edwards Lifesciences