

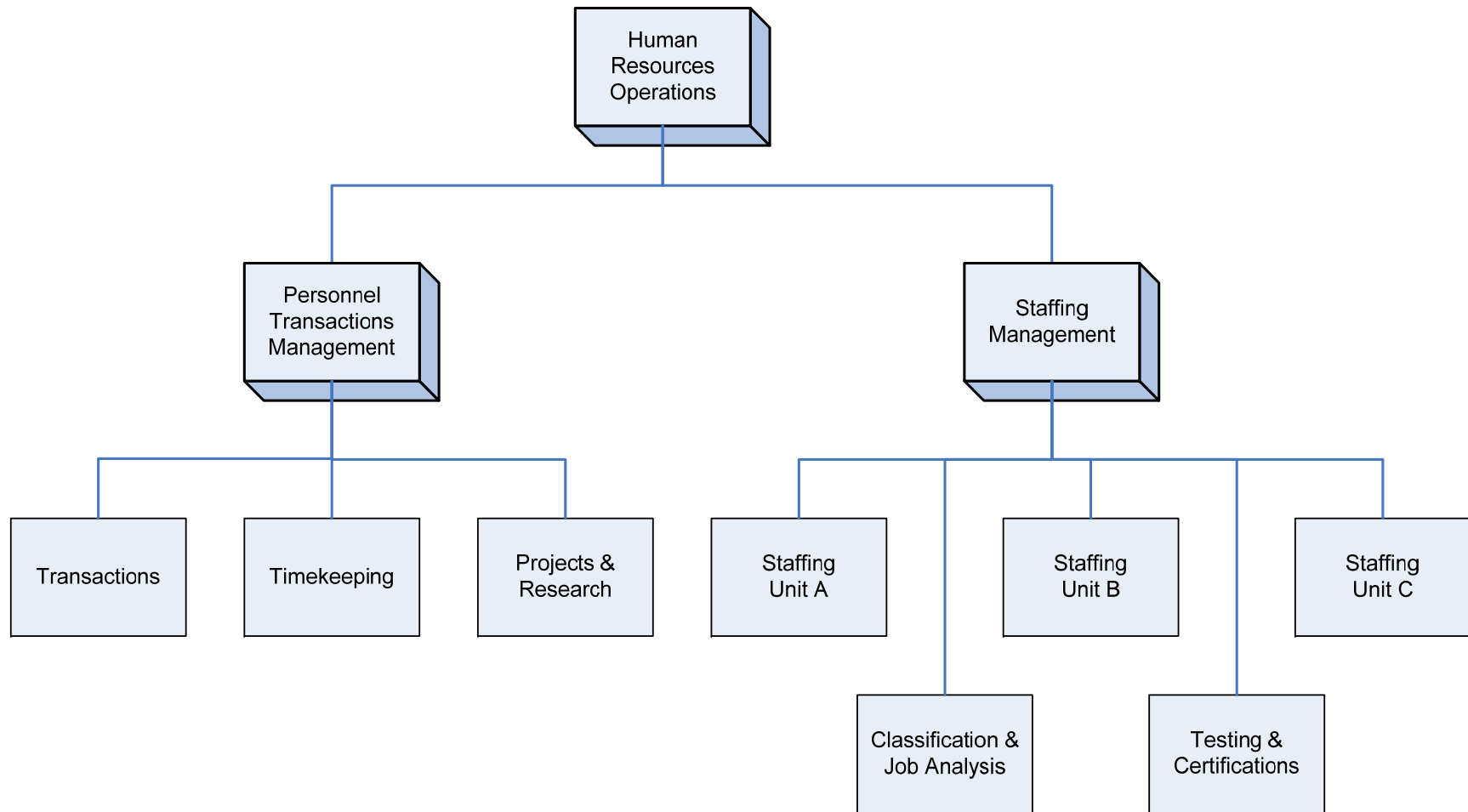
Human Resources Structure and Function

Board of Directors Item 5

July 14, 2011

Andreas Acker

Human Resources Operations



Human Resources Operations

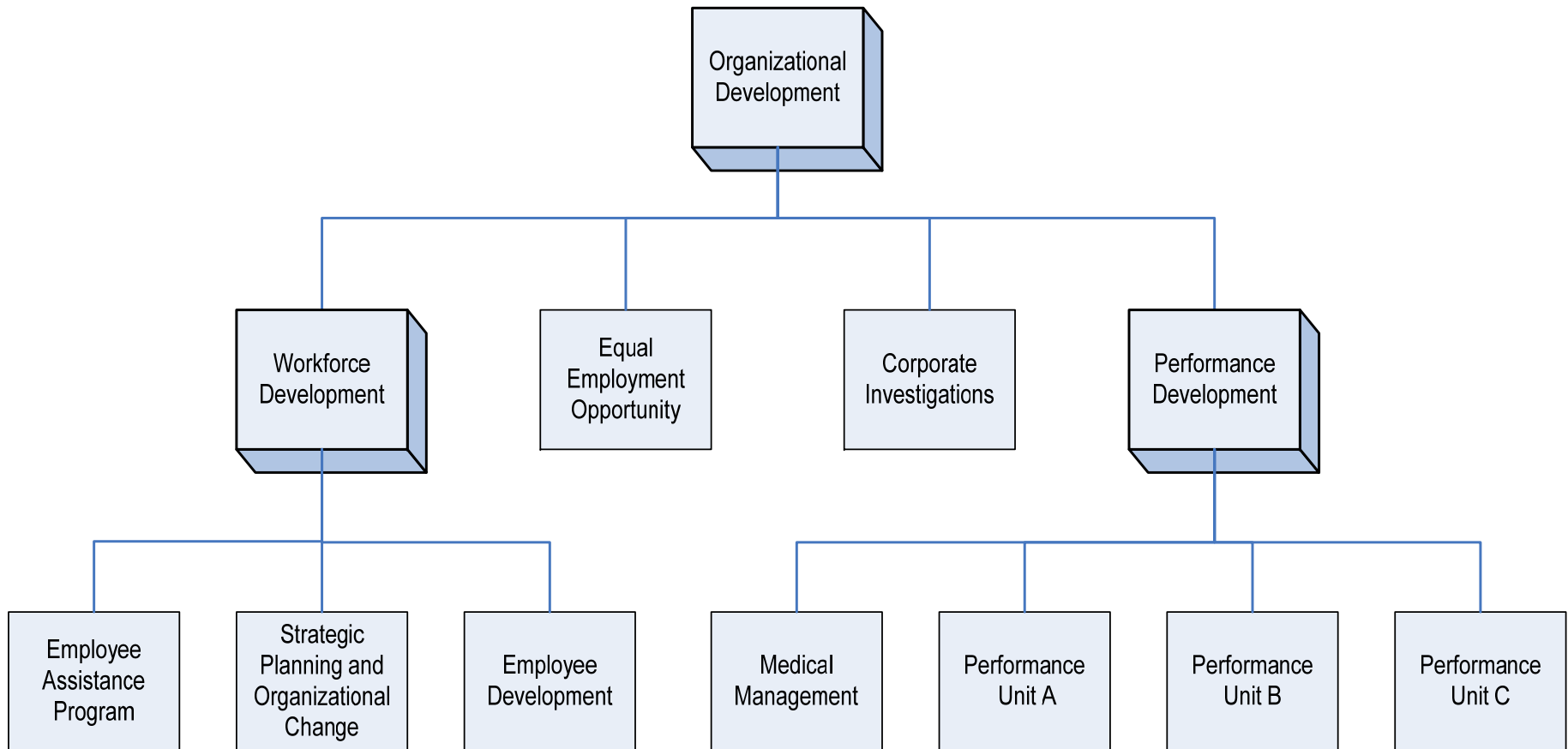
Personnel Transactions Management

- Payroll
- Benefits administration
- Analysis and tracking HR related metrics
- Centralized timekeeping (coming soon)

Staffing Management

- Recruitment
- Exam development, validation and administration
- Selection oversight for hiring, transfers and promotion
- Classification development and review
- Position control

Organizational Development



Organizational Development

Workforce Development

- Employee assistance assessment and referral
- Consultation and resources for strategic objectives and change initiatives
- Talent management

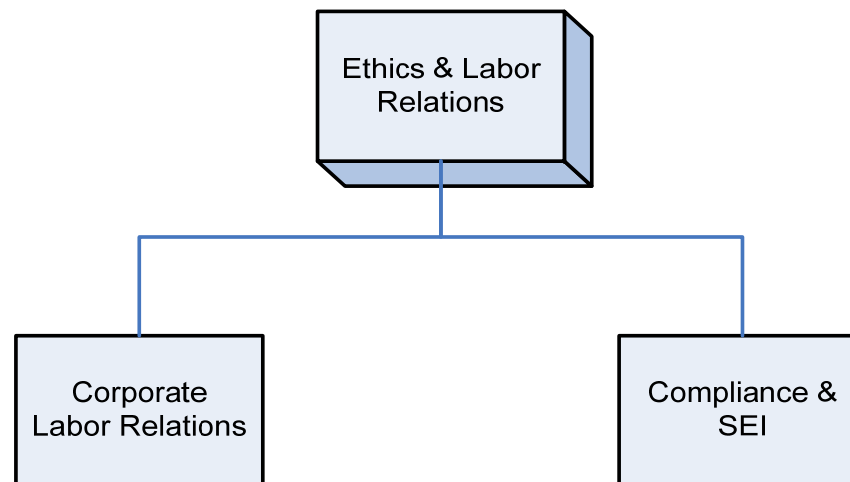
Performance Development

- Consultation on employee performance and discipline
- Medical management oversight of return to work

Equal Employment Opportunity

Corporate Investigations

Ethics & Labor Relations



Ethics & Labor Relations

Corporate Labor Relations

- Proactive support and counsel on labor relations issues
- Labor contract administration
- Represent State Fund at statewide and local impact negotiations

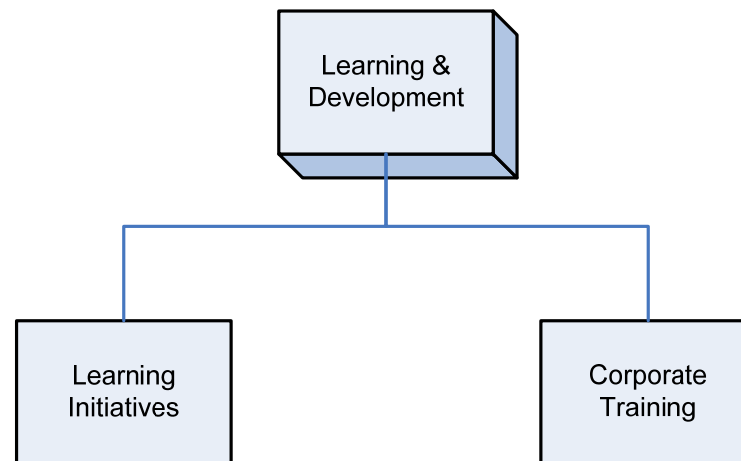
Ethics

- Promote ethical conduct

Compliance and SEI

- Ensure employee compliance with regulatory and statutory requirements

Learning & Development



Learning & Development

- Develop and promote corporate learning initiatives
- Monitor mandatory certification training
- Provide consolidated training resources
- Coordinate leadership conferences