



## NEWS RELEASE

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## HR-XML CONSORTIUM ANNOUNCES 2010 BOARD OF DIRECTORS

CHICAGO, IL – The HR-XML Consortium is pleased to welcome Andrew Cunsolo, Talent Technology, and Eric Shepherd, Questionmark, to the Board of Directors. Shepherd replaces Mark Cates, who retired from the HR-XML Board in 2009. Re-elected to the board are: Alex Charles, iProfile; Suneel Mendiratta, ADP; Romuald Restout, Arbita; and Paul Storfer, PDI Ninth House. Continuing in their two-year terms are: Chris Cho, HR Integrations, Inc.; Andreas Elkeles, SAP Labs; Bon Idziak, Applicant Insight Ltd; Bill Kerr, Oracle; and Ingolf Teetz, milch & zucker.

The Consortium officers include Romuald Restout, President and Chairman of the Board; Bon Idziak, Treasurer; and Paul Storfer, Secretary.

"I am thrilled with the enthusiasm of the Board and its strong vision for the Consortium," said Romuald Restout. "Riding the momentum from last year's successful launch of Release 3.0, we plan to enhance the standards and to meet short-term and long-term needs within the HR technology community. With activities planned for 2010, including Technical Meetings, the HR-XML Summit, and resources to help implement the standards, we have much to offer our members and the community at large."

Biographies for the re-elected and continuing 2010 HR-XML Board of Directors:

- **Romuald Restout - President**, VP Product Development, [Arbita](#). Romuald brings over 15 years of success and expertise in the information technology and human resource technology industries to his role as the President of the HR-XML Consortium. Prior to his role with the Consortium, he was the leader of both the Assessment and the Recruiting workgroups and had also been actively involved in the Competencies, Web Services Interoperability and the Technical Steering Committee workgroups. Prior to his current role as VP of Product Development for Arbita, he was the Director of Products and Technology for Talent Technology Corporation, where he delivered overall product vision and strategy, managed product roadmaps and led overall product initiatives for two of the company's product divisions.
- **Bon Idziak - Treasurer**, CEO, [Applicant Insight, Inc.](#) Bon regularly consults with major national employers and associations to develop employment screening solutions that are cost-effective, compliant, and address corporate goals and regulatory requirements. An early pioneer of HR-XML standards, Bon has been a contributing member of the Consortium since its inception in 1999. As a member of the team responsible for the proposal to create the Background Checking Specification and an early implementer of the standard, he is a proven advocate of the Consortium and its efforts. Additionally, Bon offers subject matter expertise to the Consortium and its members relative to the business processes and legislative matters that affect the integration efforts of peer HR organizations.
- **Paul Storfer - Secretary**, Director of Talent Architecture, [PDI Ninth House](#), the premier global leadership solutions company. Paul brings over 20 years of success and expertise in the information technology and human resource technology industries to his role as the Secretary of the HR-XML Consortium. He has been a member of the Consortium Board for 4 years, of the Consortium almost since its inception 10 years ago, and he has led both the Competencies and the Performance Management workgroups. Paul is a seasoned business executive with a rare combination of operational, technology, and

human resources expertise. At PDI, Paul manages the competency portfolio as well as its integration with partner systems. Prior to PDI, Paul founded HR Technologies (which became InScope Corporation) and served as its CEO for 10 years before it was sold to Vurv (now Taleo). He also served as a Principal at The Dartmouth Group, where he gained first-hand experience in executive search and HR consulting.

- **Alex Charles**, Founder and Product Director, [iProfile](#). Alex has been an active member of the consortium for over 4 years, initially within Europe and more recently on the Consortium board. Alex has been a speaker and evangelist for the Consortium at HR-XML and related events in Brussels, Paris, London, and Chicago. Alex is currently heading up the Membership Engagement charter and working to maximize the real and perceived benefits of existing and new members.
- **Chris Cho**, Co-Founder & Chief Architect, [HR Integrations](#). Chris oversees technology and product strategy for the nation's preeminent HR business services hub company. HR Integrations connects ATS and HRIS systems with pre-integrated service and data providers delivering background checks, drug tests, I-9 verifications and many other transactional HR services. Prior to HR Integrations, Chris was Head of Technology Services at Sterling Infosystems where he managed the integrations group. He worked with top E-Recruitment and HRIS vendors to institute product integrations for enterprise customers. His Consortium involvement began in 2005, where his technical background and business-minded approach helped materialize HR-XML 3.0. He uses his 15-plus years of solutions building and management experience to champion the HR-XML Consortium and its standards.
- **Andrew Cunsolo**, Director of Product Development, [Talent Technology](#). Andrew is responsible for product management and product development of Talent Technology's Resume Mirror product line. Andrew has spent his career developing a deep understanding of critical recruiting and HR business problems, and building software solutions to solve those challenges. His work is further enhanced by his global outlook, bringing experience from having lived and worked in both Luxembourg and China to his current projects. For over seven years, Andrew has been an advocate and supporter of the HR-XML Consortium, advancing the cause of data exchange standards and interoperability amongst HR software vendors, customers, and trading partners. He has been a presenter, speaker, and contributor to many Consortium workgroups and initiatives, including more recently helping the recruiting workgroup complete the Candidate and Position Opening 3.0 specs, contributing to the 2008 Partnering Summit planning, and sponsoring the 10th Anniversary Luncheon.
- **Andreas Elkeles**, Director, [SAP Labs, LLC](#). Andreas has 19 years of experience in developing human capital management solutions. All those years, he has been with SAP in various architecture and management positions. The achievement he is most proud of was heading the US payroll product development from day one to maturity of the product. Other responsibilities have been managing projects to enhance the value of globalization solution of SAP's HCM product. Currently he is engaged in the area of service enablement of SAP's HCM product. Andreas has been a member of the HR-XML Board of Directors since 2007, serving as secretary in 2007.
- **Bill Kerr**, Senior Principal Software Engineer at [Oracle](#), working in the common architecture group within Fusion HCM Development. Bill has held a board seat in the Consortium since 2000 and has helped edit/co-lead some of the early standards that came out of the group. He has over 23 years of software industry experience, the last 12 with Oracle. Bill represents Oracle HCM development at a number of cross-organization committees tasked with designing the next generation of Oracle Applications, named Fusion. The work of the HR-XML Consortium and other open standard bodies are critical in the development of the company's current and future product lines.
- **Suneel Mendiratta**, Director Systems Development, [ADP](#). Suneel has been affiliated with the Consortium since 2000, first with Employease and now with ADP after its acquisition of Employease. He has participated in the Benefits Enrollment working group since inception, helped build the first major milestone for that group (ANSI 834 compatibility), and co-led the group for two years. He has also participated in the CPO

and TSC workgroups. Suneel has been in the technology industry for 13 years, and the HR technology industry for 10. As Director of Systems Development, Suneel is also responsible for large system scalability, reporting and business intelligence, and internal system integration within ADP's Major Accounts HR and Benefits product. Suneel is a member of several Atlanta area technology and service organizations.

- **Eric Shepherd**, CEO, [Questionmark](#). Eric leads Questionmark in providing testing and assessment technologies and services to businesses, test publishers, government agencies, educational institutions and other organizations. He has championed the use of online assessments as tools for pre-employment testing, and for encouraging and improving the learning process and is recognized as one of the world's authorities on assessment software. In addition to his work as CEO of Questionmark, Shepherd was instrumental in the development of the Question and Test Interoperability standard and served as the first chairman of the Association of Test Publishers' (ATP) European Division when it was started in 2006. He maintains a blog at <http://blog.eric.info> and has advised corporations, government departments, universities, schools and technical standards bodies on the deployment of online assessments and conducts seminars and workshops around the world on secure assessment technologies.
- **Ingolf Teetz**, CTO, [milch & zucker](#). Ingolf Teetz is founder and Chief Technical Officer for milch & zucker, a provider of e-recruitment and recruitment marketing solutions, with offices in Bad Nauheim and Hamburg, Germany. Along with managing the operational business within the company he is mainly responsible for developing milch & zucker's software BeeSite and strengthening technology partnerships. Since 2000 milch & zucker is a specialist for HR websites/job boards and applicant tracking software. The first major implementation of HR-XML (SEP) was accomplished in the framework of the JobStairs project in 2003, followed by many others.

### **About HR-XML**

The HR-XML Consortium is the credentialing body for interoperability standards in the HR technology field. The Consortium is the only volunteer-led, non-profit, community-driven standards organization for Human Resources, representing more than 50 corporate entities. Its purpose is to promote the establishment of robust, extensible, global HR interoperability standards enabling easy-to-implement, time- and cost-effective integration of business applications within the HR industry and recognize organizations that meet those standards. For more information, visit [www.hr-xml.org](http://www.hr-xml.org).