

Journal of

---

# Corporate Recruiting Leadership

The Periodical By And For  
Corporate Recruiting Leaders

[www.crljournal.com](http://www.crljournal.com)

---

## FOCUS: HIGH VOLUME HIRING

### Soapbox

Vendors Slow to Complete Their Hourly ATS Offerings,  
but There's Still Hope

Rick Fletcher of HRchitect

3

### Features

High Volume Hiring, Behind the Red Door

Dr. Patricia A. Ippoliti of Elizabeth Arden Red Door Spas

6

Northrop Grumman's New Recruiting System

Interview with Vincent L. Anderson, by Todd Raphael

8

Wynn's Arte Nathan: The King of Casino Hiring

Interview with Arte Nathan, by Gerry Crispin

11

Just In Time Hiring

*A Solid Strategy Begins with a Clearly Defined Plan*

Shally Steckerl of Microsoft Corporation

16

### Legal Update

Global Hiring: Are Your Recruiters Ready for the World Stage?

Angelo A. Paparelli of Paparelli & Partners LLP

26

### Dashboard

Industry Stats: Unemployment, Engagement, Innovative Companies, Jobs by Metro Area,  
Attitudes of IT Professionals

29

---

*Next Month's Focus: Creating and Implementing Recruiting Strategy*