



On **the** Horizon Summit

May 13-14, 2025



Bright Horizons.



Welcome to On the Horizon 2025

We're excited to host you here at the New York Stock Exchange, along with colleagues from across the country. It is a privilege to welcome this incredible community of people-centric employers. We hope you will use this time to learn, share, and strengthen connections with your peers.

This is the HR event to get inspired to create a winning culture, advance your business goals, and shape the future of work.

Thank you for your advocacy for working parents, caregivers, and learners. Your insights will help us collectively drive better results for families, employees, and organizations.

We're glad you're here!

- Your Bright Horizons team



Love HR?

We do, too!

Offering impactful benefits across every life stage enables your employees to bring their best selves to work. Visit the **Spotlights** hosted by product and communication experts to learn about new ways to support you and your employees.

- Marketing benefits
- School-age care
- Care innovations
- College planning and education assistance

Spotlights will be **open during breakfast and lunch** on **Tuesday, May 13**.



Check your name tag holder for your **Spotlight** card.

Stop by each table and get your card stamped. Then go to the registration table and **exchange your card for a mini tote**.

Find your session

Main stage sessions will be held in **Freedom Hall**. Breakouts will be held in **Freedom Hall, Hamilton Hall**, and the **Chairman's Room** (please wait by the stairs for an escort).

Have a question?

Look for a staff member wearing a **Bright Horizons sweater**.

Getting to the evening reception

We hope you will join us for dinner, live music with an NYC crooner, and breathtaking views of the city. Our team members will be available to accompany you to the **Hide Rooftop in the Artezen Hotel** at 24 John Street, 20th floor.

- Turn left on Broad Street from NYSE
- Cross Wall Street and continue straight on Nassau Street
- You will pass the statue of George Washington on the right
- Continue on Nassau Street for five blocks
- Turn left on John Street
- The entrance to the Artezen Hotel / Hide Rooftop Lounge will be on your left





Tuesday, May 13

8:00-9:00 a.m.

Breakfast

Spotlights: hear some of the latest advances and newest thinking in four areas of Bright Horizons' expertise.

- Marketing benefits
- School-age care
- Care innovations
- College planning and education assistance

Visit all four Spotlights and get your card stamped to receive your "I ♥ HR" mini tote bag.


9:00-9:30 a.m.

Summit open

Kick-off with summit emcees and Bright Horizons client relations leaders, Beth Fried-Hudes, Jamie Nelson, and Stephanie Rose.

Welcome address and state of the market

Market perspective and insights into Bright Horizons' strategic direction from CEO Stephen Kramer.



9:30-10:30 a.m.

Keynote: “Why Are We Here?”

Ready or not, there's disruption on the horizon, says Jennifer Moss, award-winning journalist and author of the new book, “Why Are We Here? Creating a Work Culture Everyone Wants.” The good news? According to Moss, “This is our chance to build new cultures we are eager to be a part of.” Hear fresh insights, compelling stories, and practical guidance for navigating the ever-changing world of work.

Jennifer Moss, 3-time author on workplace culture and wellness

Book signing from 11:30 a.m. to 1 p.m. Stop by for your complimentary copy.

10:30-11:30 a.m.

Viewpoint: Recruiting, retaining, and winning in the new labor market

A panel of HR leaders on trailblazing approaches to recruitment, retention, and reskilling, and what you'll need to fill positions in a shifting talent market.

- Karyn DeVoti, Estée Lauder
- Kevin Cammarata, Verizon
- Linda McHugh, Hackensack Meridian Health
- Patricia Gould, Citi
- Andy Clonts, EdAssist by Bright Horizons

11:30 a.m.-1:15 p.m.

Lunch

- Book signing with Jennifer Moss
- Spotlights

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1:15-2:30 p.m.

Breakouts

Solutions that work: Approaches to solving the child care crisis

A shortage of care has a quantified cost to employers and will require creativity to fix. But one size doesn't fit all. Employers share innovative solutions that got them where they needed to go.

- Doug Naumann, Goldman Sachs
- Matthew Nestler, KPMG Economics
- Kim Warecke, Bright Horizons

Skill to fill: Cultivating internal talent for critical roles

Everyone's fighting for talent, especially for in-demand roles. Discover actionable strategies to identify internal talent, develop the skills you need, and build your best workforce.

- Diane Bartoli, EdAssist by Bright Horizons

Fresh perspectives: Women in the workplace

They're half the workforce; they earn more than half of the nation's college degrees; and they're being hit hard by issues like the care crisis. Hear how leading employers are shining a spotlight on women's challenges and creating supports to answer them.

- Allison Shrivastava, Indeed Hiring Lab
- DeShawna Manley, PwC
- Karishma Patel Buford, Spring Health
- Nancy Burlingame, Bright Horizons

2:30-3:00 p.m.

Break



3:00-4:15 p.m.

Breakouts

Bridging the generational divide: Creating a cohesive and productive workforce

Which is the most important generation in the workforce? All of them. And each will need to feel seen. From career building to the care crisis, from the sandwich generation to staving the brain drain of retirements, here are the challenges, what they mean, and what it will take to support employees at every stage.

- Amy Rabinowitz, Columbia University
- Julie Herr, T-Mobile
- Julie Miller, AARP
- Christine Kratz, Bright Horizons

Unlocking the future: How AI and other trends are transforming the workforce

Explore the profound impact of AI and other trends shaping today's workforce and what they mean for your talent strategy.

- Jim Hemgen, Booz Allen Hamilton
- Jordan Suchow, Stevens Institute of Technology
- Dr. Cali Morrison, EdAssist by Bright Horizons

Building your benefits business case

Your workforce strategy hinges on C-suite support. Learn how to formulate and communicate the benefits business case for full organizational buy-in.

- Dr. Elizabeth Myers, Bright Horizons
- Jennifer Vena, Bright Horizons

4:15-4:30 p.m.

Break





4:30-4:45 p.m.

Summer solved

Summer break is just weeks away. Hear the unique ways AT&T and the Ford Foundation are supporting working families, how they got new programs approved, and their early successes.

- Francesca Vollaro, Ford Foundation
- Matt Phillips, AT&T
- Amie Sullivan, Bright Horizons
- Nancy Burlingame, Bright Horizons


4:45-5:00 p.m.

Day one closing address

Sandy Wells, Bright Horizons

5:30-8:30 p.m.

Evening reception at the Hide Rooftop

- Dinner
 - Live music
 - Take-home memorabilia
- 



Wednesday, May 14

8:00-9:00 a.m.

Breakfast

9:00-9:15 a.m.

In their own words

Education benefits change lives. Hear how they have impacted one employee in a lasting and meaningful way.

- Meagan Caruso, Paramount
- Stephanie Rose, EdAssist by Bright Horizons

9:15-10:15 a.m.

Keynote: Spotlight on Gen Z


Up-and-coming Gen Z has overtaken Baby Boomers in workplace numbers. Learn more about what they want from their employer, how they work and learn, and the ways they will change the workplace.

David Stillman and Jonah Stillman, authors of “Gen Z @ Work: How the Next Generation is Transforming the Workplace”

10:15-10:30 a.m.

In their own words

Family care benefits change lives every day. In this session, hear first-person accounts of how and where this support made a difference.

- Dr. Moe Byrne, Memorial Sloan Kettering Cancer Center
 - Racine Hooper, HCA Mission Health
 - Terri Kowalczyk, Bright Horizons
- 



10:30-10:45 a.m.

Break

10:45-11:45 a.m.

Viewpoint: Strengthening, supporting, and sustaining employee well-being

A panel of top HR executives discuss workplace well-being trends, culture, and programs that help employees and organizations thrive.

- Kate Phillips, Bank of America
- Lori Swan, Federal Reserve Bank of New York
- Michelle Martin, Paramount
- Melkeya McDuffie, Bright Horizons

11:45 a.m.-noon

Summit closing address

Diane Bartoli, EdAssist by Bright Horizons

12:00-12:30 p.m.

Lunch to go



Tie a pillow pal

The **Bright Horizons Foundation®** is a nonprofit organization focused on brightening the lives of children, youth, and families experiencing homelessness and other crises. Visit brighthousefoundation.org to learn more.



Bright Horizons
FOUNDATION
for Children.

Please help us make a difference for **Volunteers of America Greater New York** by creating a pillow pal for children at the Legacy Family Residence. No special skills are required. **Kits will be available throughout the conference.**



Meet the summit speakers



Allison Shrivastava

Indeed Hiring Lab

Fresh perspectives: Women in the workplace



Amy Rabinowitz

Columbia University

Bridging the generational divide: Creating a cohesive and productive workforce



David Stillman

Author

Spotlight on Gen Z



DeShawna Manley

PwC

Fresh perspectives: Women in the workplace



Diane Bartoli

EdAssist by Bright Horizons

Summit closing address



Doug Naumann

Goldman Sachs

Solutions that work: Approaches to solving the child care crisis



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Kevin Cammarata
Verizon

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Linda McHugh
Hackensack Meridian Health

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Lori Swan
Federal Reserve Bank of NY

Viewpoint: Strengthening, supporting, and sustaining employee well-being



Matthew Nestler
KPMG Economics

Solutions that work: Approaches to solving the child care crisis



Melkeya McDuffie
Bright Horizons

Viewpoint: Strengthening, supporting, and sustaining employee well-being





Michelle Martin
Paramount

Viewpoint: Strengthening, supporting, and sustaining employee well-being



Patricia Gould
Citi

Viewpoint: Recruiting, retaining, and winning in the new labor market



Sandy Wells
Bright Horizons

Day one closing address



Stephen Kramer
Bright Horizons

Welcome address and state of the market



Upcoming speaking opportunities

If you would like to speak with us at an industry conference, please reach out to **Emily Kaufman** (emily.kaufman@brighthorizons.com). Here are a few of the upcoming events on our calendar.

August/September

SHRM Healthy Workplaces Virtual Retreat

September 14-16

IPMI Healthcare East — New Orleans, Louisiana

October 15

Evanta CHRO Summit — Chicago, Illinois



Plan ahead

The **On the Horizon Summit**
will be back in 2026.

Stay tuned for specific dates,
location, and opportunities
to speak.



