



General Session 1:

What Does it Take to Create a Culture of Compliance and Innovation? (Roundtable Discussion)

Peter K. Kim

Senior Corporate Counsel, Employment Law Group
Pfizer

Peter K. Kim serves as Senior Corporate Counsel in the Employment Law Group of Pfizer's Legal Division. Peter leads Pfizer's employment compliance group which seeks to ensure that Pfizer honors its commitment to provide equal employment opportunities to its employees. Under Peter's leadership, Pfizer streamlined and developed consistent processes to develop affirmative action plans while reducing costs and labor. This new process also shifted the focus from developing plans to plan implementation.

In addition, Peter advises Pfizer's Diversity and Inclusion office, Pfizer's talent organization, and provides employment law advice to Emerging Markets businesses in Asia. In collaboration with Pfizer Diversity and Inclusion office, Peter developed and implemented diversity metrics that advances the goal of improving representation at senior levels while still complying with the law. Peter recently completed an 8-month assignment serving as the Regional Compliance Lead for Pfizer's commercial operations in Africa and Middle East. In that role, Peter led the development of regional compliance policies (a first for Pfizer), developed a new manager based framework for delivering compliance training, and implemented programs that shifted the mindset on working with integrity.

Peter currently serves co-chair of the US Women's Council and was a former member of the Global Women's Council. Peter also serves on the steering committee for Pfizer's Global Asian Alliance.

Before joining Pfizer, Peter worked at Nestle USA in Glendale, California as employment law counsel. At Nestle, Peter provided employment law support for Nestle Waters, Nestle Purina, and Nestle frozen foods businesses. Peter oversaw Nestle's medical leave and disability practices, and developed framework for responding to medical leaves that still allowed the company to meet its business objectives.

Peter received his JD from University of California, Hastings College of the Law, and his BA in International Political Science from the University of California, Los Angeles.

Elizabeth Posillico, PhD

President and CEO
Elusys Therapeutics, Inc.

Elizabeth has 20 years of experience in the biopharmaceutical industry and has held senior positions in general management, business development, marketing and operations. She joined Elusys in 2002 as Vice President of Business Development and since then was promoted to Sr. Vice President of Operations and then President and CEO in January, 2005. Prior to joining Elusys, she was Vice President of Business Development and Marketing at Physiome Sciences, Sr. Vice President of Business Development at Apoptogen, Inc., a Canadian biotech company developing novel therapies for the treatment of apoptosis-related diseases. She also served on the management committee of the Canadian Medical Discovery Fund, an early-stage venture capital fund. Elizabeth spent eight years at Genzyme Corporation in several positions including Director of Sales and Marketing for ImmunoBiological Products and ultimately as General Manager and Sr. Vice President in the Diagnostics Division.

She currently serves on the New Jersey Governor's Economic Growth Council and is a member of the Board of Directors of BioNJ, the Biotechnology Council of New Jersey, and the Girl Scouts of Northern New Jersey. Elizabeth received a BA degree from the State University of New York at Potsdam and a PhD from Duke University.



BioNJ Life Sciences Human Resource Conference

May 14, 2012

Speaker Bios

Lisa Uthgenannt

Corporate Vice President of Human Resources
Covance

Lisa Uthgenannt is Corporate Vice President of Human Resources. She has overall responsibility for establishing and driving Covance's human resource strategies encompassing 11,000 employees and \$2 billion in revenue. Lisa is known for her leadership in the creation and coalescence of senior management teams and helping leaders create solutions for today's challenges while growing their capacity to lead future endeavors from within. She is a member of the Executive Committee and reports directly to the Chief Executive Officer.

Lisa was most recently Vice President, Human Resources for the Comprehensive Care sector of Johnson & Johnson. In this role, she was responsible for four global operating companies encompassing 20,000 employees and \$10 billion in revenue. As a key coach and advisor to the Worldwide Chairman, Lisa was intimately involved in the initial strategies and plans to advance the Corporation's efforts in a comprehensive approach to chronic disease management.

Previously in Johnson & Johnson, she was Vice President, Human Resources for the Cordis Corporation where she led the global management board's conceptualization of a new business model in response to significant shifts in the cardiovascular marketplace. She has also served as the Vice President, Human Resources for the Johnson & Johnson Pharmaceutical Research and Development Group, leading the organization in the design and implementation of a streamlined business model which increased pipeline performance and accelerated growth opportunities.

Lisa received a Bachelor of Arts degree in Psychology from Muhlenberg College and has completed class work toward a Masters degree in Industrial Organizational Psychology from Rensselaer Polytechnic.

Mahmoud Mahmoudian, PhD, FRSC

Managing Director, Pharma Partnering
Alborz BioVentures USA

Melanie Staff-Parsons

Management Consultant
Hay Group



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Risk and Rewards: Social Media at Work

Lynne Anne Anderson

Partner

Drinker Biddle & Reath LLP

For over 20 years, Lynne has handled a wide range of employment matters. Clients trust her implicitly to provide strategic advice and counsel them through the ever-growing maze of labor and employment law. They also rely on her to tenaciously defend them in the event of litigation, including jury and bench trials. Lynne has been recognized by Chambers USA as one of America's leading lawyers for business, by Best Lawyers in America, and by New Jersey Super Lawyers, including as one of the Top 50 Female Attorneys in the state. She is also a member of the Litigation Counsel of America.

Linda Pissott Reig

Shareholder

Buchanan Ingersoll & Rooney

Ms. Reig graduated, cum laude, from Georgetown Law School in 1993 and is admitted to the New Jersey State Bar.

Mr. Reig focuses her practice on the life sciences industry. She has extensive experience with the laws and industry standards that apply to the marketing and sale of pharmaceuticals, medical devices, biologics, dietary supplements and medical foods. Ms. Reig formerly defended product liability and consumer fraud lawsuits filed by patients who alleged injury from pharmaceutical and medical device products. She now advises companies on best practices for Safety Committee set-up, adverse event monitoring, package label updates and related matters. She also advises on compliance with industry standards for clinical trials, including recruitment of investigators and subjects. She conducts company-wide compliance training for life sciences companies and prepares and implements compliance work plans. She has extensive experience in drafting Standard Operating Procedures and Policies for corporate compliance programs, negotiating and drafting contracts and advising on consulting arrangements with key opinion leaders. She participates on Review Committees for both commercial and pre-commercial companies and advises on how to lawfully communicate about FDA-regulated products. Linda guides companies on how to minimize legal risk while achieving business objectives by ensuring compliance with laws, such as the Anti-Kickback, Off Label Promotion and False Claims Act requirements.

Ms. Reig assists companies with their state and federal "Sunshine Act" obligations, and advises on aggregate spend, marketing disclosures, data-mining, clinical trial disclosure, adherence to compliance codes, sales representative licensure and manufacturing/ distribution licensure.

Ms. Reig was previously recognized by the New Jersey Law Journal on its List of 40 Lawyers Under 40, which recognizes individuals who are viewed as future leaders of the New Jersey Bar. Ms. Reig is co-chair of the BioNJ Legal Forum Advisory Committee, which she was instrumental in forming in 2008.



BioNJ Life Sciences Human Resource Conference

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Speaker Bios

An Innovative Approach to Wellness Programs

Stacey Verdino

Manager, Human Resources
Amicus Therapeutics, Inc.

Ms. Verdino joined the Amicus Therapeutics team in April 2006 and has been working in Human Resources, specializing in the Total Rewards philosophy and benefits administration. In response to health care reform and the needs of the employees, she integrated a wellness program in mid-2011, that had an overwhelmingly positive effect. Stacey graduated from Rutgers University with a Bachelor of Arts degree from The School of Management and Labor Relations.

Dan Atkinson

Sales/Marketing
Wellworks for You

Dan joined Wellworks for You in 2010 and is responsible for the development of client relationships. He works closely with clients in providing the planning, customizing and implementing of wellness solutions in particular the design of customized incentive management campaigns to drive employee engagement. Dan earned a Bachelor's Degree from Villanova University in 2010. Wellworks for You- Wellworks For You is an international corporate wellness company specializing in the design, implementation and management of comprehensive wellness programs. The Wellworks For You health management solution is suited for any sized company and offers a wealth of services that will meet the wellness needs of any organization. Wellworks for You recognize that healthy minds and healthy bodies are the catalyst to a successful working environment.

The Art of Hiring for Culture Fit

Jim Topor

Executive Director, Global Talent Sourcing & Recruiting
Celgene

Chris Martin

Senior Vice President, Enterprise Solutions
Randstad Professionals



BioNJ Life Sciences Human Resource Conference

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Speaker Bios

General Session 2: Some of the Best Kept Secrets in New Jersey – Employer Incentives!

Mary Ellen Clark

Assistant Commissioner for Workforce Development
NJDLWD

Mary Ellen Clark joined the Department of Labor and Workforce Development as Assistant Commissioner for Workforce Development on August 30, 2010. Ms Clark leads a staff of more than 600 people dedicated to providing employment-related services to employers and jobseekers, and she works to maintain and strengthen the partnerships that comprise New Jersey's workforce development system to provide efficient and effective services to New Jersey's jobseekers and employers.

Prior to coming to the Department of Labor and Workforce Development, Clark was the Executive Director of the Central New Jersey Bio-1 initiative, a federally funded \$5.1 million grant from the US Department of Labor's WIRED (Workforce Innovations for Regional Economic Development) program to focus on retaining and expanding high quality jobs in the biosciences sector in Central New Jersey. Bio-1 strategies ranged from exciting young people about the biosciences, focusing on underrepresented groups and laying smooth education and career pathways to increasing bioscience workforce development through targeted training and transformational graduate programs.

With more than 26 years of experience in information technology and process management in a variety of New Jersey's Fortune 500 companies, Clark has held a wide range of positions. As Director of Global Program Management in Johnson and Johnson's Information Technology Services division she was responsible for customer project delivery. Prior to this position, she was the Process Excellence Leader for the Information Management and Finance functions, responsible for the deployment of J&J's Six Sigma program globally. Prior to joining Johnson & Johnson in 2001, Clark spent a number years working in the pharmaceutical, forest products and agrichemicals industries, as well as consulting and teaching.

She holds an M.S. in Management Systems Analysis, a certificate in Non-Profit Executive Leadership, a technical certificate in Computer Programming as well as a B.A. with general honors in music education from Douglass College. She is a certified Six Sigma Black Belt. She also co-founded the WINGS college-to-career mentoring program at J&J. She was a recipient of the YWCA TWIN (Tribute to Women In Industry) award and the Corporate Connecting Communities Award from the Rutgers Center for Women and Work.

Mary Ellen and her husband, Michael Castoro, a special education teacher, reside in Oceanport, NJ.

Industry Compensation Trends

Kurt Andrews

Vice President, Human Resources
PTC Therapeutics, Inc.

Kurt Andrews has been leading PTC's Human Resource function since 2005 and became PTC's Vice President of Human Resources in January 2010. Mr Andrews is responsible for PTC's Human Resources, Information Management and Facilities functions. Prior to PTC, Mr. Andrews was Director of Human Resources at Vitex, a biotechnology company in Boston. In addition, he spent seven years in progressive human resources leadership roles at Applera Corporation in California and Boston, supporting the growth of both Applied Biosystems and Celera Genomics. Mr. Andrews received an M.A. from the Institute for Labor and Employment Relations at the University of Illinois at Urbana-Champaign and a B.A. from the University of Illinois at Urbana-Champaign.



BioNJ Life Sciences Human Resource Conference

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In Good Times and Bad: Employee Engagement in Times of Change

Jane Palaia

HR Leader, Kenilworth & US Plant Operations
Merck Manufacturing Division

Ms. Palaia joined Merck (then Schering Plough) in December 2006 as HR lead supporting NJ manufacturing, facilities management, and labor relations. Since then, Jane has led HR teams, with client groups in global services, finance, compliance, as well as manufacturing in North Carolina, Pennsylvania, and New Jersey. Prior to Merck, Jane was Vice President, Human Resources, for Community Medical Center (part of the Barnabas Healthcare System) and Bel-Ray Company, Inc. Jane graduated from Douglass College of Rutgers University with a Bachelor of Arts and Monmouth University, with a Masters' degree.

Patricia Prasa

Senior Director, HR
Sanofi

S. Nicole Schaeffer

Senior Vice President, Administration & Human Resources
Amicus Therapeutics, Inc.

Nicole Schaeffer has overseen Human Resources and Leadership Development at Amicus since March 2005. She brings over ten years of experience building talent at early stage biotechnology companies. Prior to joining Amicus, Ms. Schaeffer worked at Flagship Ventures helping to start several high-tech/biotech companies including Adnexus Therapeutics, Epitome Biosystems and BG Medicine.

Ms. Schaeffer served as Director and later Senior Director of Human Resources for all three firms, responsible for all HR functions. Preceding her work with Flagship Ventures, Ms. Schaeffer rose from Manager to Director of Human Resources, responsible for all HR functions for Oak Industries, Inc., a publicly traded \$450 million supplier of components to the communications industry. During her tenure, Oak Industries was acquired by Corning Inc. Ms. Schaeffer has also held a variety of human resources positions at EMC Corporation.

Ms. Schaeffer is active in the leadership of the BioNJ HR Council and a member of the HealthCare Institute of New Jersey HR Advisory Committee. Ms. Schaeffer received her B.A. from the University of Rochester and her M.B.A. from Boston University.

Tools to Maximize Your Recruiting Dollars

Rod Colon

Master Networker, Motivational Speaker
Rod Colon Consulting & ETP Network

Matt Alcalde

Business Development Manager
BioNJ Talent Network

Megan Lunde

Communications Specialist
BioNJ Talent Network