



BioNJ Life Sciences Human Resource Conference

May 20, 2013

Speaker Bios

General Session 1: Leadership During Times of Transition and Transformation

Karen A. DiSanto

Associate Vice President, Human Resources
Ferring Pharmaceuticals

Karen's professional career includes: Vice President of Human Resources for Kumon North America (a Japanese owned worldwide math and reading program for children). She then went on to Becton Dickinson (BD-medical device) where she worked in their Corporate Headquarters. While at BD, Karen was the Managed Talent Acquisition and Relocation and later assumed the role in Human Resources for Diabetes Care.

In 2007, Ms. DiSanto was recruited to Ferring Pharmaceuticals (a privately held Swiss Pharmaceutical company). Karen joined the organization as Director of Human Resources. In her role, Karen is head of Human Resources for the entire US operation, which includes employees in more than 43 states.

Karen earned her Bachelor of Science degree in Business Administration from Dominican College. At Mercy College she continued her studies-- Masters in Science in Human Resources. She holds her CCP (Certified Compensation Professional) and CBP (Certified Benefits Professional) designations. Ms. DiSanto was also been an adjunct professor teaching at Bergen Community College, Felician College and New York University.

Karen has achieved recognition from many organizations. She has been awarded national recognition from the Society of Human Resource professionals, appeared as a panelist at various employment law forums, appeared on NBC news segments, was honored by the National Business Women's Healthcare Association Rising Star award and was inducted into Dominican College Hall of Achievement for her excellence in community leadership.

Bill Mann

CEO
Helsinn Therapeutics, Inc.

William (Bill) Mann joined Helsinn Therapeutics (U.S.), Inc. in January 2009 through the acquisition of Sapphire Therapeutics, Inc. by Helsinn. He contributed to the successful integration of the U.S. organization into the Helsinn Group and was appointed Chief Operating Officer in May 2009 and Chief Executive Officer four months later.

In May 2005, Bill joined Rejuvenon Corporation (the predecessor to Sapphire) as Executive Director Business Development and Scientific Affairs and was Vice President Corporate Development at the time of the acquisition. Bill negotiated Sapphire's October 2006 licensing agreement that granted Ono Pharmaceutical Co. Ltd. the exclusive development and commercialization rights to anamorelin, a first-in-class agent under development for treating cancer-associated anorexia and cachexia, in Japan, Taiwan and Korea. From February 2007 through March 2010, Bill served as Sapphire's and later Helsinn Therapeutics' project team leader for anamorelin, helping design and oversee an international Phase 2b study in non-small cell lung cancer patients.



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Prior to Sapphire, Bill held positions of increasing responsibility in R&D and Business Development at Novartis Pharmaceuticals Corporation. Before joining the pharmaceutical industry in December 1991 Bill pursued postdoctoral studies at the Rockefeller University supported by an NIH National Research Service Award. Bill earned a PhD in Biochemistry and Molecular Biology at the University of Aberdeen, Scotland, and an MBA at the Rutgers Graduate School of Management, New Jersey. He currently serves on the Board of the New York Pharma Forum.

Francois Nader, M.D.

President, Chief Executive Officer and Director
NPS Pharmaceuticals, Inc.

Francois Nader, MD, has been president, chief executive officer and a member of the Board of Directors of NPS Pharmaceuticals since 2008. During his tenure, Dr. Nader transformed NPS into a leading global biotechnology company focused on treatments for patients with rare disorders in gastroenterology and endocrinology. NPS' lead product, Gattex for Short Bowel Syndrome, was approved in Europe and the US in 2012. NPS plans to file its second product, Natpara for Hypoparathyroidism, in the US in 2013.

Dr. Nader is a 30-year veteran of the healthcare industry. He joined NPS in 2006 as chief medical and commercial officer and was promoted to chief operating officer in 2007. Previously, he was a venture partner at Care Capital. Dr. Nader served on the North America Leadership Team of Aventis and its predecessor companies and held a number of executive positions including senior vice-president, integrated healthcare markets and North America medical and regulatory affairs. Prior, Dr. Nader led the global commercial operations at the Pasteur Vaccines division of Rhone-Poulenc.

Dr. Nader earned his French Doctorate in Medicine from St. Joseph University (Lebanon) and his Physician Executive MBA from the University of Tennessee. Dr. Nader currently serves as chairman of the Board of Trustees for BioNJ, New Jersey's trade organization representing the biotechnology industry, and Board member of the New Jersey Chamber of Commerce. He formerly served on the Board of the Healthcare Institute of New Jersey and Noven Pharmaceuticals.

Joan Winterbottom

Senior Vice President, Human Resources
Amicus Therapeutics, Inc.

Ms. Winterbottom is the Senior Vice President of Human Resources for Amicus Therapeutics, a biotechnology company at the forefront of therapies in rare and orphan diseases, located in Cranbury NJ. She has over 20 years experience in human resources, organization development and communications in a broad range of industries and organization size with over 10 years in the pharmaceutical and biotechnology industries. At Amicus she is focused on developing the organization as it transitions to becoming a fully integrated commercialized organization, preserving the special and unique company culture. Prior to joining Amicus in mid-2012, she was the Senior Vice President of Human Resources at Savient Pharmaceuticals, Inc. where she was responsible for building Savient's commercial organization and for shaping a high performance culture through performance management, compensation, and learning and development. Previously Ms. Winterbottom held a variety of human resources leadership roles at Johnson & Johnson (J&J) including serving as Vice President of Human Resources for the \$5B global Over-the-Counter/Nutritionals/Wellness and Prevention business unit, Vice President of Human Resources for McNeil Consumer Healthcare; the



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Global Director Human Resources for the Biologics, Immunology, and Oncology Research & Development organization, and Director, Head of Human Resources and Communications for the J&J Pharmaceutical Global Clinical Operations. Prior to J&J, Ms. Winterbottom worked in banking, credit card and insurance organizations. Ms. Winterbottom earned a B.S. in business and economics from Lehigh University, and a graduate certification in organization development from Saint Joseph's University.

Chris Martin (Moderator)

Senior Vice President, Enterprise Solutions
Randstad Professionals

Chris is the Senior Vice President of Enterprise Solutions for Randstad Professionals. He started with the company over 10 years ago with Randstad Technologies and held various positions of increasing responsibility including overseeing the Life Science business for 2 years before accepting his current post. Today, Chris is responsible for Randstad Professionals Enterprise Solutions team, overseeing strategic development throughout Randstad's \$5B US portfolio.

Chris is responsible a diverse book of business covering many verticals such as Life Sciences, Technologies, Financial Services, Fast Moving Consumer Goods, Education, and other Business Services. He serves as a key contact point for clients such as Biogen, BMS, T-Mobile, Novartis, Amgen, Exxon Mobil, NRG Energy, Pepsi Goldman Sachs, State Street Bank and a myriad of other Fortune 500 and 1000 companies

Chris is a graduate of the Isenberg School of Management from the University of Massachusetts.

Take the Leap – Exploring Creative Medical Plan Cost Control Strategies

Martin Hill

Employee Benefits Consultant
Engle-Hambright & Davies, Inc.

Since 2008, Marty has served as Account Executive and Consultant for EHD, Inc., a large regional employee benefits brokerage firm headquartered in Lancaster, Pa. with 5 offices located throughout Pennsylvania. Marty is responsible for growth and retention of middle and large market accounts primarily in Eastern Pennsylvania, New Jersey and Delaware.

Marty brings 18 years of health insurance industry experience. Prior to coming to EHD, Marty served in various aspects of account management, sales, and management at two large insurance carriers as well as Vice President of a global benefits consulting firm.

Marty is a 1991 graduate of Villanova University. He currently resides in Horsham, Pa. with his wife and two daughters.



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Scott Radcliffe

Vice President, Employee Benefit Services
Engle-Hambright & Davies, Inc.

Scott brings over 20 years of employee benefits and insurance experience. He joined EHD in 1995 as an Account Executive in the Life & Employee Benefit Department focusing on new business development in Central Pennsylvania.

Soon after, in 1996, Scott was appointed Manager of the Life & Employee Benefits Division. Since 1995, the department has enjoyed significant growth and a broad expansion of services and capabilities. In 2001 Scott was named Vice President, Employee Benefit Services and became a firm principal of EHD. Scott is responsible for the continued growth of the department and firm, the expansion of our Health Management Practice, Compliance Services, and general brokerage, as well as day to day involvement with clients and our carrier and vendor partners.

Scott also currently serves as the Board President for the Boys Club and Girls Club of Lancaster and is on the Board of the Hamilton Club of Lancaster. Professionally, Scott is a member of the Pennsylvania Association of Health Underwriters and the Lancaster County Business Group on Health. Scott also serves on various Broker/Consultant advisory panels for many insurance companies in the region.

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.

Culture as a Strategic Advantage: The Regeneron Story

Ross Grossman

Vice President, Human Resources
Regeneron Pharmaceuticals, Inc.

Bio coming soon.

Alex Desamour

Senior Director, Staffing and Operations
Regeneron Pharmaceuticals, Inc.

Bio coming soon.



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Daria Palestina

Human Resource Director
Regeneron Pharmaceuticals, Inc.

Bio coming soon.

Driving Culture by Design During Intense Periods of Change

Jeff Brodsky

Executive Director
NPS Pharmaceuticals, Inc.

Jeff Brodsky joined NPS Pharmaceuticals in March 2006 as Director, Human Resources and currently holds the position of Executive Director, Human Resources. Mr. Brodsky has 16 years of Human Resources experience of which 13 are in the biotechnology industry. Prior to joining NPS, Mr. Brodsky served as Director, Human Resources at ImClone Systems Incorporated. His expertise includes employee relations, benefits, compensation, talent management, HRIS, total rewards and performance management.

Mr. Brodsky holds a Bachelor of Arts degree in Sociology from the State University of New York at Albany and a Master's degree in Secondary Education from Adelphi University; in addition he holds a Professional in Human Resources certificate (PHR).

Glenn Melrose

Sr. Vice President, Human Resources
NPS Pharmaceuticals, Inc.

Glenn Melrose joined NPS Pharmaceuticals as senior vice president, human resources in September 2012 and brings over 25 years of experience within the biomedical industry. He previously was vice president, human resources at Alexion Pharmaceuticals, Inc.

Mr. Melrose began his career as a research scientist at the University of Maryland Cancer Center and Becton Dickinson Immunodiagnosics before joining Amersham Diagnostics in 1988. Over the course of 16 years at Amersham he held several positions of increasing responsibility in sales and marketing before moving into human resources, rising to the position of vice president, human resources, North America, and ultimately leading the worldwide human resources function for Amersham Biosciences.

Mr. Melrose received a B.S. in Biology from Washington and Lee University and an M.S. in Experimental Biology from the University of Maryland.



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Kathleen Fitzpatrick

Director Credo and Workplace Engagement
Johnson & Johnson

Kathy joined Johnson & Johnson over twenty-five years ago and has held financial and human resource leadership positions within Corporate, Consumer, Pharmaceutical and Medical Devices segments. In her current position, Kathy is responsible for our enterprise strategy to build a high performance Credo based culture. Her responsibilities include employee survey deployment, analytics and resources to enable action on employee's feedback. Kathy also provides thought leadership, education and resources around culture, values and employee engagement.

Kathy earned her MBA from Pace University and her B.S. in Accounting from Rider University. She has multiple professional certifications in Human Resources and Accounting and strives to be a lifetime learner.

Kathy has been recognized for her contributions in coaching and mentoring others. She is a 2011 Tribute to Women and Industry (TWIN) award winner and the 2010 Mentor of the Year, Magic 98.3 Central Jersey's Women in Business Award.

General Session 2: New Jersey Hiring Incentives and Special Programs for Employers

Catherine Starghill, Esq.

Director, Workforce Field Services
NJ Department of Labor and Workforce Development

Catherine Starghill joined the New Jersey Department of Labor and Workforce Development (LWD) team in June of 2012. As Director of Workforce Field Services, Catherine oversees the operations of the State's Employment Services as well as Business Services Outreach, the Department's Talent Networks and the Jobs4Jersey.com web site. In her role, Catherine coordinates the continuous improvement of Workforce Field Services partnerships with local area Workforce Investment Board Directors and One-Stop Career Center Operators and Managers. Most recently, Catherine was responsible for the successful rebranding of the Jersey Job Clubs a statewide networking club that under her tenure grew from less than 4,000 to more than 20,000 New Jerseyans working together to assist each other in finding employment. In addition, Catherine successfully spearheaded a three-day job fair that resulted in the hiring of more than 500 new employees for Swissport USA for positions at Newark Liberty International Airport.

Before joining the LWD, Catherine served in several key roles within the Department of Community Affairs (DCA). As the Executive Director of the New Jersey Government Records Council, Catherine possesses extensive New Jersey Open Public Records Act (OPRA) experience. Specifically, she has served as In-House Counsel to the Government Records Council and Legal Counsel to the Privacy Study Commission created under OPRA. While with DCA, she also served as Equal Employment Opportunity Officer; Legal Specialist for the Division of Local Government Services; and as the Acting Director of the Division of Housing & Community Resources managing 49 programs, over 300 employees and a \$680 million budget. In addition to her public sector service, Catherine possesses extensive private sector credentials. She worked in the Tax and Legal Services Division of PricewaterhouseCoopers (Philadelphia, PA and Detroit, MI); for the law firm of Abbott, Nicholson, Quilter, Eshakki & Youngblood



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(Detroit, MI); and the Corporate Finance Staff of Ford Motor Company (Dearborn, MI). Catherine earned a Bachelor of Business Administration and Masters of Accounting simultaneously from the University of Michigan as well as a Juris Doctor degree from Wayne State University Law School.

Restructuring During Corporate Transformation: The Before, During and After Considerations

Lynne Anderson

Partner

Drinker Biddle & Reath LLP

Lynne Anne Anderson is a partner in the firm's Labor & Employment Practice Group. For more than 20 years, she has handled a wide range of employment litigation, including retaliation, discrimination, harassment, wrongful termination and breach of contract claims, in various state and federal courts, as well as claims before arbitration panels and government agencies. Lynne, a practiced jury and bench trial lawyer, also has significant experience handling restrictive covenant disputes. She also counsels clients on reductions in force and business restructuring, drafting employment contracts and personnel policies, and resolving workplace disputes. Lynne provides anti-harassment and discrimination training, as well as training related to recruiting, performance management, promotions and the conducting of internal investigations. Her training curriculum further includes issues related to compliance with the various state and federal family and medical leave and disabilities laws.

Lynne is a past president of the New Jersey Women Lawyers Association and a member of the National Association of Women Lawyers, where she serves on the organization's Annual Meeting Steering Committee. She is also a member of the American Employment Law Counsel and a fellow of the Litigation Counsel of America, an honorary society for trial lawyers. Lynne has been recognized in *Chambers USA* 2010 as "an unbelievably strong attorney with a fantastic demeanor."

Lynne's honors include Martindale-Hubbell Law Directory, AV Rating. Lynne has been recognized in *Chambers USA - America's Leading Lawyers for Business, Labor & Employment* (2008-2011), in *Best Lawyers in America* (2007-2012), by *New Jersey Super Lawyers* (2005-2012) and by *New Jersey Super Lawyers* as one of the "Top 50 Female Attorneys in New Jersey" (2006-2009). Lynne is the recipient of the Women's Initiative & Leaders in Law Platinum Award by New Jersey Women Lawyers Association (2009) and the Kirsten Scheurer Branigan Presidential Leadership Award by the New Jersey Women Lawyers Association (2011).

Nicole Schaeffer

Senior Vice President, Human Resources & Corporate Services

Insmed

Ms. Schaeffer joined Insmed in October 2012. She brings more than 20 years of experience in Human Resources, organizational development, corporate operations and building life science organizations. Most recently Ms. Schaeffer served as Senior Vice President, Administration and Human Resources, for Amicus Therapeutics where she was responsible for the human resources, facilities and IT functions. While at Amicus, Ms. Schaeffer was responsible for the organizational growth and development of this high performing company from its earliest stages to its current position as a late-stage clinical company. During this time, she focused on developing a culture of excellence to support that growth. Prior to Amicus, she served as Senior Director, Human Resources, for three portfolio companies of Flagship Ventures, a venture capital firm, and in that capacity she managed human



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resources for three life sciences companies. She has also held HR leadership positions with Oak Industries and EMC Corporation. Ms. Schaeffer received her BA from the University of Rochester and her MBA from Boston University.

Kurt Andrews

Vice President, Human Resources & Administration
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.

Amanda Brouillard

US Career Services
Johnson & Johnson

Amanda Brouillard is the Manager, US Career Services for Johnson & Johnson. In this role, Amanda is responsible for facilitating and leading the Career Services function solution in support of displaced/terminated U.S. based employees of Johnson & Johnson companies. She manages the partnerships with key vendors who deliver the J&J Career Services solution supporting all levels of employees including Senior Executives.

Amanda has been with Johnson & Johnson for over 12 years. Prior to her current role, Amanda served as a Human Resources Manager supporting the MD&D Office of the Chief Science & Technology Officer, Advanced Technologies and Regenerative Medicine (ATRM) and the MD&D Regulatory Affairs Council. As an HR Manager, Amanda partnered with her client groups to implement HR strategies in support of business goals and guided an organizational culture that drove innovation and employee engagement. For the MD&D Regulatory Affairs Council, Amanda partnered with the Talent Working group to drive important talent initiatives for the Regulatory function across the sector. Additionally, Amanda has held positions within the J&J Global Recruiting organization supporting three MD&D Franchises including Cordis, Diabetes Care and DePuy. As Recruiting Manager, Amanda was responsible for supporting businesses and leading recruiting team members focused on the execution of talent acquisition strategies.

Amanda has a BS in Chemistry from Villanova University. She currently lives in Westfield, NJ with her husband and two children.



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The Current Landscape of Health Reform – What does it mean to your organization and how should you prepare?

Joseph M. DiBella

Managing Director, Executive Vice President
Conner Strong & Buckelew

Joseph DiBella is responsible for leading all aspects of the Employee Benefits Division of Conner Strong & Buckelew. DiBella also plays an active benefits consulting role with key clients and is engaged in program design, financial evaluation, health and wellness, compliance, communications and other client-facing areas.

DiBella joined Conner Strong & Buckelew in 2005 with many years of senior leadership experience in the group benefits industry. Prior to joining Conner Strong & Buckelew, DiBella led National and Large Account business for Horizon Blue Cross Blue Shield of New Jersey. He was responsible for overseeing a department that managed more than 350 group accounts with revenues near \$1 billion in annual premiums. During his time at Horizon he worked for Horizon's HMO subsidiary in product management and managed care policy and development. During his tenure with Horizon, he managed Fortune 100 clients and handled all major sectors including Taft-Harley, multi-employer plans, multi-state accounts, government entity, public education, not-for-profit, professional services, manufacturing, healthcare, and pharmaceutical.

DiBella has significant experience in data analytics, underwriting, labor negotiations, health and wellness design, benefits administration, compliance, communications and strategic planning. He has been fully engaged in health and benefits for some of the nation's largest companies. DiBella was recognized by the *Philadelphia Business Journal* as one of the region's top young professionals in 2009. He was an expert panelist for the *Pennsylvania Bar Association's* session on the effects of the Supreme Court decision dealing with the patient protection act and has been a frequent guest speaker with events for the *Philadelphia Business Journal* on issues related to employee benefits. DiBella is also often quoted by *AIS Services* in their various publications dealing with the health benefits industry. He has published several articles on controlling health care costs and the use of effective strategies in benefits management. He regularly speaks on issues dealing with benefits and health insurance reform.

DiBella attended Seton Hall University, where he received his Bachelors of the Arts degree.

DiBella has served as an elected Township Councilman and Board of Education member. From 2005 through 2008 he was elected Mayor of Howell Township, NJ, one of the state's largest municipalities. He served as a member of the Board of Directors at Kimball Community Medical Center in Lakewood, NJ and was honored as their 2006 Humanitarian of the Year. He is active within his community as a volunteer youth athletic coach.



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Jack Wellman

President and Chief Operating Officer
Joulé Inc.

Jack Wellman is the President and Chief Operating Officer of Joulé Inc., a growing national provider of contract and temporary staff, direct hire, and other outsourcing services – specializing in scientific, clinical, engineering, telecommunications and other staffing niches. Under Wellman's leadership, Joulé has grown sales by over 200% and expanded into several new markets through both acquisition and organic growth. He was named to the "List of 100 Influential People in the Staffing Industry" in 2011 and 2012 by the Staffing Industry Analysts.

Wellman has been a leader in workforce issues through national and state staffing associations for over 20 years, and believes that active and positive involvement is a responsibility, not a choice. Currently he is active in the American Staffing Association and on the Board of the New Jersey Staffing Alliance.

Born in Boston, he received his BA degree in Economics from Davidson College (Davidson, NC) in 1970 and a MBA from Harvard Business School in 1974.