

OPENING REMARKS



Jill Baker, MEd
Chief Strategy Officer
BioNTX

With over 20 years of experience in HR, consulting, and operations, Jill has held key leadership roles, including serving as the Chief Operating Officer at Signature Biologics, a clinical-stage company focused on developing human cellular and biological products. In this role, she was responsible for the development and ongoing management of a cGMP facility, company-wide IT support, HR leadership and administration, operational projects, and executive team support.

Jill has also held leadership positions across multiple industries, including non-profit as Executive Director of PlaySmart, in education as Collaboration Coordinator for Economic Opportunity at the Skandalaris Center for Entrepreneurial Studies at Washington University in St. Louis, and in various corporate environments.



Stefan Werdegar
Director of Client Solutions, Talent & Leadership Consulting
TSP, a Syneos Health Company

Stefan's career spans over 20 years across sales, program management, talent development, recruiting and consulting within the Health Tech, Health Services and Biotech industries. Stefan has also served in numerous senior roles within boutique healthcare retained search firms helping clients attract and retain top talent, while building high performing cultures. Today he is Director of Client Solutions, Talent and Leadership Consulting at Taylor Strategy Partners. Stefan has also coached hundreds of professionals/executives in the life science and healthcare fields in leadership development and career development.

Stefan is a certified coach and certified on the Hogan Assessment series.

HIRING THE RIGHT TALENT: BUILDING A TEAM THAT DRIVES SUCCESS & GROWTH



Andrew Dickhaut
Director of Life Sciences
Catapult Solutions Group

Andrew has been working in the staffing and consulting space for twenty years in multiple industries. He has been leading the Life Science division at Catapult since 2017 working out of our Boston office. One of his passions is partnering with startup organizations as a Talent Acquisition and Organizational Development Consultant to help them grow.

He has been a part of give biotech organizations in the Boston and San Francisco markets where he helped build out a best-in-class candidate experience, from the time a candidate views a job posting to the time they stepped foot in the door for their new position. Andrew also enjoys having the opportunity to meet with folks in academia and provide guidance on their transition to industry!



Amanda Bastawros
Vice President of Human Resources
Colossal Biosciences

Amanda Bastawros is the VP, Head of Human Resources, and will be implementing the HR strategy at Colossal to support the dynamic culture and develop scalable processes as the company grows.

She graduated from the University of Miami and has over 10 years of experience in Human Resources among various industries. In her previous roles as an HR leader she implemented several initiatives to increase employee engagement and provided performance management guidance for employees and management.



Irma Croteau, MEd
Director of Human Resources
Swiss American CDMO

Irma Croteau is excited to join Swiss American as Director of HR, effective August 26, 2024. She brings over 25 years of HR management experience, with a strong background in developing and executing HR strategies that drive business performance. Having spent the last six years in an industrial manufacturing environment, she is well-acquainted with the dynamics of Swiss American's industry.

As a bilingual HR leader, Croteau has extensive experience leading organizational transformations, aligning HR initiatives with corporate objectives, fostering a strong workplace culture, and serving as a strategic HR Business Partner to leadership teams. In this role, Croteau will lead strategic HR initiatives, including Cornerstone and Strive, that

support Swiss American's mission to leverage collective expertise in helping clients differentiate and grow their brands. Her focus will be on developing and implementing talent acquisition and retention strategies to attract top professionals, enhancing employee engagement, and fostering a culture of excellence and continuous learning. She will also play a critical role in workforce planning, ensuring the organization remains agile in response to evolving market demands and regulatory changes. Additionally, she will oversee the development of training and development programs that strengthen workforce capabilities and support operational efficiency and organizational growth.



Micaela Herndon, EdD
Project Director, EDA Good Jobs Challenge - Biotech
Dallas College

Dr. Micaela Herndon is a strategic leader in workforce development and economic opportunity, currently serving as Project Director for Dallas College's U.S. Economic Development Administration Good Jobs Challenge, managing an \$8.8M grant.

With over 15 years in education and workforce innovation, she has secured over \$100 million in grant funding. Dr. Herndon specializes in talent pipeline development, innovative training programs, and strategic partnerships to enhance workforce effectiveness.

SCALING TALENT



Bradley Hill
President & CEO
BettrAI

Brad Hill is a seasoned CPA and accomplished healthcare executive with over 25 years of experience driving success across early-stage startups and established organizations. His expertise spans outsourced hospital services, health IT, revenue cycle management, and health information management, serving a broad spectrum of stakeholders, including hospitals, ASCs, employers, ACOs, payers, and partners.

A dynamic leader and change agent, Brad has a proven track record in team building, operational turnarounds, pipeline growth, EBITDA enhancement, and cultivating employee and customer loyalty. He excels at translating complex ideas into actionable strategies, fostering efficient operations, and delivering measurable results.

With deep experience collaborating with private equity and venture capital firms, Brad has successfully developed funding strategies, guided investments, and executed exits that drive sustainable growth and innovation. His analytical and operations-focused leadership continues to shape the future of healthcare services and solutions. Brad serves today as the CEO of Bettr AI.



Valorie Kimbrell
Head of Talent Management
Osteal Therapeutics

Valorie Kimbrell is a seasoned Talent Acquisition Leader with over 20 years of experience spanning recruiting, quality, science, and clinical research in the medical device, pharmaceutical, and biotech sectors. She is currently working as the Head of Talent Management at Osteal Therapeutics where she is responsible for helping to build a growing team of top talent.

She has dedicated her career to helping individuals and organizations accelerate their potential through impactful hiring and development strategies. With a strong background in leadership, communication, and recruiting, Valorie combines her expertise with a passion for driving meaningful change in dynamic industries. Her educational foundation

in Chemistry from Delta State University and certifications in resilience-building underscore her commitment to excellence and innovation.

CREATING AN EFFECTIVE INTERNSHIP PROGRAM IN NORTH TEXAS



Stephanie Pierce, PhD

**Director of Professional Science Master's in Biotechnology
Texas Woman's University**

Stephanie Pierce is an Assistant Clinical Professor of Biology and the Director of the Professional Science Master's (PSM) in Biotechnology program at Texas Woman's University (TWU), the largest predominantly female institution of higher education in the US. She received her B.S. in Biochemistry and Genetics from Texas A&M University and completed her Ph.D. in Molecular Biology at UT Southwestern Graduate School of Biomedical Sciences.

She worked in the biotech industry at Promega Corporation and Agilent Technologies before joining the faculty at TWU. She built the Professional Science Master's in Biotechnology program at TWU from the ground up with the vision of graduating the

"whole" student prepared to enter the biotech industry as a professional, with an interdisciplinary curriculum that includes graduate biology and business coursework as well as professional development. She is a Co-PI on the National Science Foundation funded grant, Scholarships and Co-curricular Activities Leading to Excellence (SCALE), which provides scholarships and wraparound supports to PSM students to enhance their educational experience and ensure they are well-equipped with the technical and soft skills necessary to enter the biotech workforce.



Antonio Araujo

**Director of Engineering
DesignPlex Biomedical**

Antonio has a undergraduate and master's degree in mechanical engineering from The University of Texas at Arlington. He has performed design and manufacturing process development for several cardiovascular devices from left ventricular assist devices to total artificial hearts.

His experience includes mechanical component and assembly design, mechanical assembly, dynamic simulations, electromechanical systems integration, machining, and DHF generation for regulatory submission. He currently is the Director of the engineering department at DesignPlex Biomedical.



Tiffany Darr, MBA

**Head of Human Resources
Scorpius BioManufacturing**

Tiffany Darr serves as the Human Resources Director at Scorpius BioManufacturing, Inc., where she plays a pivotal role in shaping the company's workforce strategy and enhancing employee engagement within the dynamic landscape of biomanufacturing. With her extensive background in human resources across various industries, Tiffany has successfully implemented innovative talent acquisition strategies that align with Scorpius's mission to deliver high-quality cGMP manufacturing solutions for large molecules. Her expertise in hiring and recruiting has been instrumental in building a skilled workforce capable of meeting the rigorous demands of process and analytical method development, product characterization, and release testing.

At Scorpius, Tiffany leads key projects focused on employee benefits design and training programs, ensuring that the organization not only attracts top talent but also fosters a culture of continuous development and support. Her strategic management skills enable her to effectively navigate the complexities of HR functions, from risk management to employee relations, ensuring compliance while promoting a positive workplace environment. Tiffany's passion for taking care of people is evident in her commitment to coaching and mentoring team members, empowering them to reach their full potential.

COACHING & FEEDBACK FOR EMPLOYEE GROWTH & RETENTION



Stefan Werdegar

Director of Client Solutions, Talent & Leadership Consulting
TSP, a Syneos Health Company

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Maya Garza, PhD

Vice President, Talent and Leadership Consulting
TSP, a Syneos Health Company

Dr. Maya Garza is a behavioral scientist and business leader passionate about helping businesses grow and succeed through people. As the Vice President of Talent and Leadership Consulting at TSP, Maya partners with clients to define, assess, and develop their talent, aligning these objectives with business strategy. She works with executives and business leaders to unlock human potential and organizational performance, leveraging her deep expertise in talent assessment, learning and development, performance management, coaching, employee engagement, and human capital strategy. Maya has advised numerous Fortune 500 organizations and growing businesses to achieve transformative results.

Leading at the intersection of people development, technology innovation, and business needs, Maya leverages the power of behavioral science to design organizational interventions. Maya's work philosophy centers on creating engaging and dynamic experiences that enable employees at all levels to develop their capabilities, grow, and succeed both professionally and personally, ultimately helping organizations and the people within them live and work with purpose and passion.



Steve Whipkey

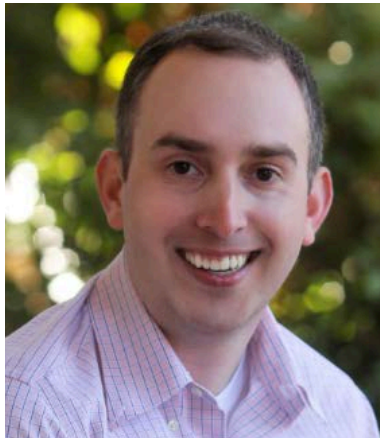
Vice President of Strategic Analytics & Business Development
Steep Rock

Steve Whipkey is a dynamic pharmaceutical and biotech commercial executive with over 27 years of experience driving market share growth, launching innovative therapies, and leading high-performing teams. He has a proven track record of success across multiple therapeutic areas with deep expertise in building and retaining top talent, product launches, strategic marketing, and market access.

Currently serving as Vice President of Strategic Analytics and Business Development at SteepRock, Steve leverages AI-driven solutions to enhance marketing, sales, and medical strategies for life sciences companies. Previously, he held executive leadership roles at Eisai, Smith & Nephew, Ipsen, Sunovion and Novartis where he built and led top level sales operations, and training teams, revitalized underperforming franchises, and spearheaded successful product launches.

A strategic and inspirational leader, Steve excels at talent development and retention and teaching effective cross functional collaboration. His expertise spans P&L management, buy-and-bill models, specialty pharmacy distribution, and integrating AI into sales and marketing strategies. Passionate about people and their development and shaping the future of healthcare, Steve continues to make a lasting impact in the biopharmaceutical industry.

DEVELOPING A COMPETITIVE COMPENSATION PLAN



Anthony Scardino, PHR
Director of Employee Rewards
AON

Anthony is a Director in Employee Rewards within AON's Human Capital Solutions Practice and is based in Houston, Texas. Anthony leads engagements and advisory for pre-IPO, private, and publicly held organizations and specializes in compensation program design and the change management associated with compensation and rewards transformations.

After earning a BBA in Finance and an MS in Human Resource Management from Texas A&M University, Anthony spent a decade in various HR and Global Total Rewards roles within the oil and gas industry before transitioning to consulting. He has experience in domestic and international benefits, broad-based and executive compensation, global mobility, and talent acquisition at organizations such as Halliburton, Tesco Corporation (acquired by Nabors), and Frank's International (now Expro Group).

Before joining AON, Anthony successfully started his own independent HR consulting practice serving clients in the energy and technology industries after leaving Frank's International where he served as the Director of Total Rewards and Global Mobility.

Anthony's areas of expertise include the development of total compensation philosophies and objectives, competitive assessments of all elements of total rewards, job evaluation, pay transparency, new system implementation or integration including job mapping and benchmarking, job architecture, design and administration of short-term incentive programs, creation of compensation pay practices and policies, and integration of HR and Rewards strategies into existing and future business strategies.

NAVIGATING EMPLOYMENT LAWS FOR GROWING COMPANIES



Kristi Taylor, JD
Partner
Fragomen

The list of industries served by Partner Kristi Taylor is broad—it includes clients from the telecommunications, engineering, technology, architectural, engineering and transportation sectors, and, most recently, the biotechnology industry.

Kristi helps companies reimagine their immigration policies and programs—or develop them from the ground up if they're ready to document their policies and processes. They value Kristi for her keen ear—she listens deeply and attentively to understand their immediate immigration challenges, but also to familiarize herself with their risk tolerance, their internal corporate culture and their preferred communications style.

This initial analysis allows her to fit into place new program and policy elements that address her clients' strategic business objectives, including talent recruitment, employee retention, internal workforce development and due diligence for transactions and partnerships. She believes that even slight adjustments to immigration programs can make a difference in a fiercely competitive global marketplace.

Throughout her 23-year career, Kristi has developed particular experience defending employer sanctions cases, particularly in the I-9 space, for major corporate clients. She's helped Fortune 500 companies successfully manage actions launched by the Department of Homeland Security's Immigration and Customs Enforcement agency and the Immigrant and Employee Rights Section of the Department of Justice. She also helps clients prepare pristine I-9 compliance programs and exploratory audits that mitigate the effect of investigations or avoid negative regulatory attention altogether.

Kristi is inspired not only by helping her clients achieve their goals, but also by the positive impact her work has on the lives of their individual employees. As a young immigration lawyer, she spent countless hours face-to-face with individual clients; the care and empathy she relied on then remains the animating force in her work today.



Paige Taylor, JD

Partner

Fragomen

Paige is a Dallas-based partner whose clientele includes prominent telecommunications, biomedical, pharmaceutical, artificial intelligence, general technology, chemical, energy, engineering, electronics and sports and entertainment companies.

Paige manages one of Fragomen's largest and oldest client relationships—the immigration program of one of the nation's largest telecommunications firms. She helped design its initial immigration approach nearly 25 years ago and has helped the company adjust and re-tool its program and policy through decades of transformative mergers, acquisitions and corporate dispositions.

That irreplaceable experience, alongside similar long-term representations of companies in other industries, has been of enormous benefit to her entire clientele, which includes enterprises of all sizes and policy needs. Paige has developed, implemented and managed countless PERM labor certification programs, managed H-1, L-1, TN, O-1 and J-1 non-immigrant visa programs and helped multinational enterprises adjust their immigration programs and policies to the demands of corporate reorganizations, mergers, name changes and layoffs. She has also developed a practice representing individual clients, including well-known professional athletes, entertainers, scientists, researchers and healthcare professionals.

Paige's entire career has been dedicated to immigration law, which she began practicing immediately after law school. In addition to her demanding private practice, she dedicates significant time and energy to pro bono work, especially challenging representations of U-visa applicants and clients seeking protection under the Violence Against Women Act.



Michael Massiatte, JD

Of Counsel

DLA Piper

Michael W. Massiatte, a former Assistant General Counsel for a technology and media company and a former Chief Employment and Compliance Counsel for a publicly-traded energy company, focuses his practice on labor and employment matters, including employee and labor relations, employee benefits, workplace safety and obligations arising in connection with mergers and acquisitions. He also counsels clients on litigation, commercial transactions, corporate compliance and ethics, and risk management matters and he frequently conducts high-level internal investigations.

Michael provides advice and counseling to entities of all sizes, ranging from Fortune 100 companies to startups, on a wide range of business and employment-related issues.

Michael partners with clients to proactively address employment and compliance issues to minimize the risk of litigation. He regularly counsels employers on all aspects of the employment relationship. Michael also regularly works with employers to review and update employment policies and to provide training on a wide range of topics including workplace safety requirements and best practices, managing employee leave, handling employee discipline and discharge decisions, and protecting confidential and proprietary information. He also prepares executive and employment agreements, including those containing provisions aimed at protecting trade secrets and other business interests.

Michael also advises clients on corporate compliance and risk management matters and advises companies in connection with corporate internal and governmental investigations. He counsels clients on developing, implementing and enhancing corporate compliance and ethics programs to address a broad range of potential risks, among them anti-corruption/anti-bribery, antitrust, privacy, cyber-security, and data protection and information management.

Leveraging his extensive experience and knowledge of in-house legal operations, Michael also provides general counsel services to his legal and business clients that includes functioning as outside general counsel.

Michael is a member of DLA Piper's national Employment Editorial Board and an editor of The Labor Dish, DLA Piper's employment blog highlighting legal issues important to US employers.