

MEENA ELLIOTT

Chief People Officer ~ Chief Legal Officer ~ Chief Strategy Officer

Multifunctional leader with diverse experience transforming companies in different lifecycle stages in the Life Sciences, AI/data analytics/cloud, wireless communications, consumer goods and media industries. Possess breadth and depth of experience in global operations, legal, human resources and commercial business matters. Career marked by balancing operational scale and profitability, resolving “crises” situations and transforming company culture to focus on achieving profitability in a sustainable business model. Recognized strategic thinker with sound judgment, operational risk assessment, and strong commercialization and executional skills in fast-paced, evolving environments. Skilled in leading teams to deliver exceptional results. Respected by Board, management teams and staff.

Core Competencies

Strategic Planning | M&A/Integration | Risk Assessment | Commercialization | Culture & Business Transformation | Compensation & Succession Planning | Corporate Governance | Financial Budgeting & Planning | Marketing

PROFESSIONAL EXPERIENCE

Kiverdi, Inc. – Pleasanton, CA

April, 2021– Present

Series A biotech startup and parent company of Air Protein, Inc. Which has received funding from ADM and GV.

President

. Leading team to drive scale, growth and fundraising with overall p&l responsibility as acting CEO.

- Stabilized cash flow, strengthened technology platform by broadening scope of capabilities to focus on new business lines and solidified commercial organization to accelerate growth.
- Developed and executed foundational organizational structure to accelerate Air Protein’s growth.

Advisory Boards and Committees

Purple Arch Ventures – Chicago, IL

July, 2020– Present

Serve as a member of the Investment Committee.

Golden Poppy, Inc. – Los Altos, CA

March, 2020 – Present

Augmented reality gaming system encouraging STEM learning skills for children. Early stage startup.

Entefy, Inc. – Palo Alto, CA

October, 2018 – Present

AI SaaS-based company with multimodal machine -learning technology. Series A startup.

Aviat Networks, Inc. – Milpitas, CA

2006 – 2018

Formed as a “merger of equals” between the Microwave Communications Division, Harris Corp. and Stratex Networks, Inc., Aviat Networks (formerly known as Harris Stratex Networks) is the leading provider of turnkey wireless transmission solutions including hardware, cloud based network management, software as a service, design and integration, and other network managed services. IPO completed in January 2007 on NASDAQ.

SVP, Chief Legal & Administrative Officer, Corporate Secretary February, 2015 – October, 2018

Led global Board, legal, compliance and human resources functions and developed business strategy.

SVP, General Counsel & Secretary

March, 2009 – February, 2015

Associate General Counsel, Assistant Secretary

January, 2007 – March, 2009

General Counsel, MCD Division, Harris Corporation

March, 2006 – January, 2007

Operations/People Experience

- Drove evolution of programs and practices to meet business needs including compensation, talent management, succession planning, benefits and people operations. Established KPIs aligned with business.
- Strengthened global culture of integrity, agility and transparency and trust. Led change management initiatives.

- Created executive compensation strategy and plan design balancing equity and cash to match business needs and changes in global business. Presented to Board and worked closely with Board Compensation Committee.
 - Built organizational structure to increase effectiveness of current business model contributing to profitability and process efficiencies to increase growth in SaaS based business.
 - Eliminated > \$1.5 million in G&A expense while maintaining integrity of global health and welfare benefits
- Corporate Governance/Compliance
- Advised Board of Directors on variety of governance issues/committee agenda and materials. Communicated with institutional investors and other shareholders. Following IPO, developed management's risk process improving transparency to the Board, which included activists.
 - Developed and implemented process with Information Technology team to address cyber security concerns involving data protection and potential breaches. Led implementation of global privacy processes, including GDPR. Resolved compliance matters including FCPA, export/imports, ERISA, HIPAA, and other domestic/foreign regulatory issues.
 - Initiated and implemented Company's first Business Ethics Program. Investigated domestic and international "whistleblower" issues. Led fraud investigation, while implementing a compliance plan for NASDAQ and enabling consolidation of financial results.

Corporate/Strategy/Litigation

- Completed simultaneous merger, IPO and follow on securities filings, established internal control processes and global tax effective structure, negotiated investor agreements, and resolved merger integration issues. Led divestures of WiMAX technology and network managed services business units, Harris Corporation's sale of 56% ownership in Aviat. Developed strategy for new market entry and led global joint venture and acquisition transactions.
- Managed and settled class action securities, related derivative lawsuits and "books and records" demands resulting from a financial restatement following IPO. Set strategy and settled several global litigation claims related to tax, employment and third parties.
- Negotiated several financial arrangements including credit facilities, factoring agreements, corporate guarantees, letters of credit, performance bonds and other financial instruments.

Commercial/Intellectual Property

- Negotiated global commercial transactions, including sales and distribution of products/services/software, to private and public sector customers, licensing, software development, design engineering, supply chain purchases/contract manufacturing arrangements.
- Prepared and executed a defensive/offensive patent strategy and established Patent Committee. Developed technology licensing model, which included partnering with a patent "troll". Generated \$250,000 by selling "tag line". Settled potential infringement claims concerning open source software and patents.

U.S. Department of Commerce

2002 – 2006

The U.S. Department of Commerce is responsible for numerous public policy and regulatory issues affecting business.

Chief Counsel, Office of General Counsel

November, 2002 – March, 2006

General Counsel for Minority Business Development Agency.

Notable Accomplishments

- Advised on issues involving public policy, strategic alliances, access to capital, employment, procurements, financial and legislative matters and federal grants. Established metrics to garner congressional funding.

XM Satellite Radio

2000 – 2002

First US start-up to launch and offer subscriber-based satellite radio entertainment.

Director, Marketing Operations

August, 2001 – March, 2000

Director Retail Marketing

September, 2000 – July, 2001

Notable Accomplishments

- Business launch team member during early stage. Executed strategy to sell direct to “early adopter” subscribers.
- Led, implemented and resolved operational issues with Customer Care, Broadcast Operations. Developed in-house “subscriber focus group” to test product, promotions and pricing.
- Built operational processes for launch. Prepared strategic and marketing plan to test subscribers’ acceptance, identified initial launch markets, implemented retail merchandising and digital marketing program.

Prior Relevant Work Experience

Energizer Holdings, Inc.

Global \$2.6 billion consumer electronics/goods manufacturer/seller of portable power lighting products. Started as attorney and moved into general business management during second half of career.

Group Marketing Manager, Pan Am Energizer Brand Team Leader, New Product Rollouts Manager, Promotions, Energizer Brand

Notable Accomplishments

- Set marketing objectives and strategies with direct line accountability for Energizer, Eveready and photo product lines in Argentina, Brazil, Chile, Paraguay and Uruguay. Managed staff of 10.
- Developed and implemented business plan focused on turning a \$2 million/ month loss operation into a \$2 million/year growth NIAT year one for Brazilian market.
- Led cross-functional teams for new product roll-outs, managed \$22 million promotions budget.

Director, International Counsel, Assistant Secretary Attorney

Notable Accomplishments

- General counsel for \$1.3 billion international battery and lighting products business. Resolved issues concerning M&A transactions, litigation, compliance, employment, licensing, financing arrangements, channel partners, consumer protection, product liability and corporate governance.
- Negotiated purchase of battery and rechargeable battery businesses in the US, UK, and Spain as part of acquisition team. Negotiated joint ventures in Turkey, Czech Republic, India, China.

EDUCATION

JD, Washington University, St. Louis, MO

M.B.A. Washington University, St. Louis, MO –

B.A., Classics, Northwestern University, Evanston, IL

Extensive course work in sciences, including biology, chemistry, biochemistry

BAR ADMISSIONS: State of MO, IL, CA (in-house registration)

AFFILIATIONS, PHILANTHROPIC ACTIVITIES, AWARDS, LANGUAGES

Vice Chair – Legal Momentum, Women’s Legal Defense & Education Fund

Speaker - CFO Readiness Academy, FEI, 2015 - 2017

Speaker – Ethisphere, Thought Leadership Program, April 27, 2016

Speaker – 7th Annual Securities & Capital Markets Conference, Reed Smith & BDO

Speaker -- “Life After IPO”, General Counsel Forum (West Coast), Corporate Secretary

Awards– “2018 Corporate Counsel – Public Company”, Silicon Valley Business Journal;

“2016 Woman of Achievement”, Legal Momentum

2004 National Director's Award, MBDA, DOC

Languages -- Conversational Hindi and French (limited proficiency)
