



GENERAL COUNSEL • C-SUITE EXECUTIVE • BOARD ADVISOR

Healthcare | Pharma | Manufacturing

Accomplished corporate executive with 30+ years of experience driving organic and accretive growth in highly regulated public and private companies and non-profit organizations, as well as navigating through periods of dynamic and disruptive market conditions.

Demonstrated commitment to building organizational resilience, sustainability, and scalability. Expertise spans business continuity, enterprise risk management, sustainability, crisis management, data privacy, corporate governance, and other business and legal areas. Known for innovative thinking, calculated risk-taking, driving culture and taking a holistic approach to addressing issues.

EXECUTIVE EXPERIENCE

WEST PHARMACEUTICAL SERVICES, INC. (NYSE: WST), Exton, PA 2020-Present
SVP, General Counsel, and Corporate Secretary

Global leader in containment/delivery systems for injectable medicines, \$3B (Rev), \$17B (Mkt cap).

Leadership Overview

- Advise the CEO, Board of Directors, and Executive Leadership Team.
- Oversee all aspects of the Legal, Corporate Governance, Enterprise Risk Management, Sustainability, Business Continuity, Crisis Management, Data Privacy, Compliance, Regulatory (2020-2024), and Safety functions.
- Represent 11,000 employees, 24 manufacturing sites and operations in 40+ countries.

Notable Achievements

- Supported \$745M in revenue growth since FY2020.
- Achieved the two lowest recordable injury rates (0.62 in 2024 and 0.67 in 2022) in company history by prioritizing prevention, standardizing global practice sharing and upskilling talent
- Established, staffed and created strategies for new, dedicated Enterprise Risk Management, Business Continuity, Corporate Security and Corporate Real Estate functions.
- Restructured the global Legal, Sustainability, Data Privacy, and Compliance functions to accelerate growth, improve operational efficiency, increase revenue and minimize risk.
- Integrated Sustainability priorities across the enterprise; 20+ external awards & recognition.

THE SEGAL GROUP, New York, NY 2019-2020
SVP, General Counsel, and Corporate Secretary

Privately held firm specializing in employee benefit and investment management consulting.

- Advised the CEO, Board of Directors, and Executive Leadership Team.
- Restructured the global Legal and Compliance functions to accelerate growth, improve operational efficiency, increase revenue and minimize risk.
- Reimagined the Legal and Compliance functions to align capabilities with the needs of the organization.

NOVARTIS (NYSE: NVS), East Hanover, NJ

2003-2019

U.S. Head, Legal and Compliance - Novartis Business Services (NBS) (2016-2019)

Deputy Compliance Officer - Novartis Pharmaceuticals Corporation (NPC) (2014-2016)

Executive Director & Senior Pharmaceuticals Counsel - NPC (2003-2014)

Global leader in pharmaceutical innovation, ~\$50B+ (rev).

- Served as first U.S. Head of Legal and Compliance for NBS, Novartis' global shared services division created in 2016.
- Member of the NBS U.S. Country Executive Leadership Team and Novartis Pharmaceuticals Corporation's Compliance Committee.
- Created cross-divisional U.S. legal organization to deliver legal support to NBS (2,000 employees at 24 sites) and all other Novartis U.S. divisions (e.g., Alcon, Sandoz, Pharma) in connection with NBS' six domain services: Procurement, IT, Financial Reporting and Accounting, Real Estate/Facilities Management, HR, and Commercial/Medical Operations.
- Oversaw the NPC Compliance Program's Policy, Functional Advising, Risk Management, Corporate Integrity Agreement administration, and Learning and Communication capabilities.
- Served as primary legal counsel for multiple new product launches and 20+ total products and/or compounds, including Part B drugs and biologics.
- Advised on all business activities and functions, including: Business Development and Licensing, Clinical Trials, Outsourcing/Off-shoring, Manufacturing and Wholesale Distribution, FDA Compliance and Reimbursement, Promotional Review, Advertising, Marketing and Social Media, and IT and Data Services.

Prior Securities/Finance/Banking Roles and Federal Clerkship:

Metropolitan Life Insurance Company, *Counsel, Securities Investments*, Morristown, NJ, 2001-2002; **Lucent Technologies Inc.**, *Counsel, Corporate and Securities*, Murray Hill, NJ, 1998-2001; **U.S. District Court, District of New Jersey**, *Law Clerk, The Hon. Joseph A. Greenaway, Jr.*, Newark, NJ, 1997-1998; **Milbank, Tweed, Hadley and McCloy**, *Associate, Capital Markets*, New York, NY, 1995-1997. Experience as lending officer (**Manufacturers Hanover Trust and NationsBank**) prior to law school, 1987-1992.

CURRENT BOARD SERVICE

BAYADA HOME HEALTH CARE, Moorestown, NJ

2022-Present

Member, Audit and Compliance Committee of the Board of Directors

Industry leader in providing home clinical care with \$2B+ in revenues and operations in 28 states (converted from for-profit to not-for-profit status in 2017).

COMMUNITY FOUNDATION OF NEW JERSEY, Morristown, NJ

2019-Present

Executive Committee Member, Board of Directors

Foundation managing \$1B+ in assets to address critical community needs through impactful projects, scholarships, corporate giving, grants, and other philanthropic initiatives.

EDUCATION AND BAR ADMISSIONS

J.D., Rutgers University School of Law , Newark, NJ Articles Editor, <i>Law Review</i> President, Association of Black Students Legal Research and Writing Instructor	1995
A.B. in Economics, Princeton University , New York, NY	1987

Admitted to practice law in New York and New Jersey

SELECT DISTINCTIONS

Direct Women Board Institute, Class Member (2025)

The Executive Leadership Council (ELC), Member (2024)

Savoy Magazine, Most Influential Executives in Corporate America (2022 and 2024)

NJBiz, General Counsel of the Year Award - Public Company (2017)

Blackdoctors.org, Top Blacks in Healthcare Award (2017)

Council of Urban Professionals (CUP), Catalyst Award – Law (2017)

Court Appointed Special Advocates (CASA) of Essex County, CASA Champion Award (2017)

YWCA, Tribute to Women and Industry (TWIN) Award (2013)