



THE YEAR OF ALIGNMENT

2015
ANNUAL
REPORT

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LETTER FROM THE PRESIDENT



AS WE in the HBA know well by now, the business of healthcare has been disrupted at every level. And research unequivocally shows that women have the skills—and the drive—to lead us all to success in the new health economy. But, with women still occupying less than five percent of healthcare leadership positions, the needle of gender parity is simply not moving quickly enough to get us there.

My experience in rare disease—both as a healthcare businesswoman and as a mother—has taught me the power of collective action. Coming into my term as 2015 HBA president, my primary goal was to help the HBA to flex our full power by channeling our collective energy into creating the biggest impact possible for gender parity. Looking back on the year, I am proud to say that we’ve done just that.

This year, the HBA leadership asked ourselves two important questions: How can we create alignment around our goals, build awareness around the needs and talents of women in the workplace, and be the champions for change? And to what end are we taking these actions?

We started the year by building consensus and collaboration across all stakeholders. We held collaborative meetings to get actionable results, met with chapter boards and held town halls with volunteer leaders to gather direct feedback, and launched a mentoring program to build the confidence and competencies of our board executive committees.

We continued by building awareness of gender parity through events such as the HBA San Francisco JP Morgan event, which brought high numbers of executive women to a traditionally male venue. We increased our visibility through partnerships with the Forbes Executive Women’s Forum, Global Genes, USA Today International Women’s Day, Business Journal awards, NORD, HealthyWomen, Chicago Life Sciences Consortium and the American Nurses Association.

Finally, we focused on greater impact. We refreshed our strategic plan through 2021, developed a new geographic growth operating model, produced an academic paper on diversity and inclusion, and initiated guidelines of “what good looks like” for companies to follow as they strive toward gender parity.

We answered those two important questions. And, building on the foundation our previous HBA leaders established, we set the stage for the organization’s future legacy. A legacy that will help women to increase their personal accountability, unblock the talent pipeline to allow more women to rise to the top, and move the needle on gender parity to advance women as stewards of the new health economy.

Wendy White, 2015 HBA president



2015 Healthcare Businesswomen's Association AT A GLANCE

Fourth decade
of advancing
women in the
business of healthcare



Tremendous membership growth

15/400+

15 chapters worldwide offering 400+ annual events

40,000+

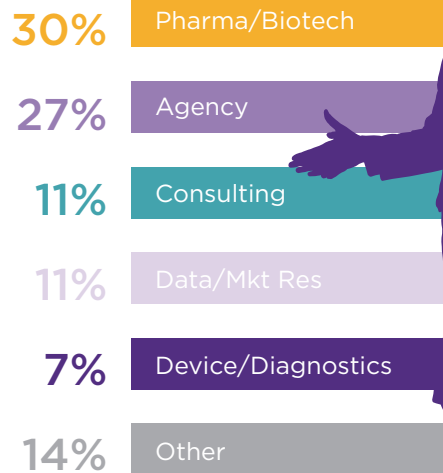
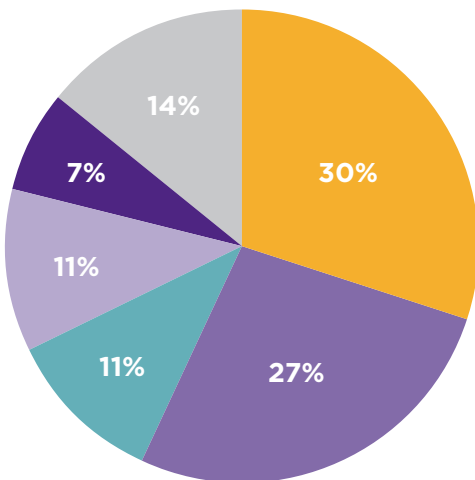
Network of 40,000+ women and men from leading biotech, healthcare, pharmaceutical, and supporting companies

121

working with 121 corporate partners

Growth across the chapters

Greater Philadelphia	+2%
Metro Area	+7%
St. Louis	+12%
Ohio	+18%
San Francisco Bay Area	+19%
Europe	+30%
Chicago	+30%
Southern California	+24%
Members-at-large	+174%



STATE OF THE HBA FINANCES 2015

STATEMENTS OF FINANCIAL POSITION December 31, 2015 and 2014

	2015	2014
ASSETS		
Current Assets		
Cash	\$ 2,467,850	\$ 2,147,434
Investments	613,883	606,237
Designated investments - deferred compensation plan	81,666	58,906
Accounts receivable	130,532	137,927
Prepaid expenses	6,516	10,601
Total Current Assets	3,300,447	2,961,105
Investments, net of current portion	1,660,069	2,079,249
Intangible assets, net	158,876	127,257
Total Assets	\$ 5,119,392	\$ 5,167,611
LIABILITIES AND NET ASSETS		
Current Liabilities		
Accounts payable and accrued expenses	\$ 587,496	\$ 548,269
Deferred revenue	997,706	898,037
Deferred compensation plan obligation	81,666	58,906
Total Current Liabilities	1,666,868	1,505,212
Net Assets - Unrestricted		
Designated for deferred compensation plan	81,666	58,906
Undesignated	3,370,858	3,603,493
Total Net Assets	3,452,524	3,662,399
Total Liabilities and Net Assets	\$ 5,119,392	\$ 5,167,611



STATE OF THE HBA FINANCES 2015 CONT.

STATEMENTS OF ACTIVITIES

Years Ended December 31, 2015 and 2014

	2015	2014
Support and Revenues	\$ 2,048,635	\$ 2,470,454
Individual	1,027,232	747,646
Corporate	880,413	751,050
Special events -	730,617	842,930
In-kind contributions	225,309	101,103
Other revenue	97,796	24,034
Investment return	23,301	49,060
Foreign exchange	2,592	(9,675)
Total Support	5,035,895	4,976,602
Expenses	1,951,869	1,706,749
Events, meetings,	1,440,498	1,523,717
Special events -	513,628	555,054
Travel, meals and	282,239	237,009
Technology and	220,586	254,165
Donated services,	225,309	101,103
Professional fees	218,406	156,300
General and	182,311	209,160
Research	62,423	-
Marketing and	54,642	122,943
Amortization	36,699	27,934
Printing and postage	30,821	34,023
Insurance	17,768	10,774
Miscellaneous	8,572	14,954
Total Expenses	5,245,771	4,953,885
Change in unrestricted	(209,876)	22,717
Unrestricted net assets,	3,662,399	3,639,682
Unrestricted net assets,	\$ 3,452,523	\$ 3,662,399



HBA 2015 FLAGSHIP EVENTS

Woman of the Year (WOTY)

Innovation. Inspiration.

nearly

2,500

attendees
in New York

74

women in healthcare
honored as
HBA Rising Stars

26

Rising Stars who've
gone on to exceptional
careers recognized as
HBA Luminaries

1

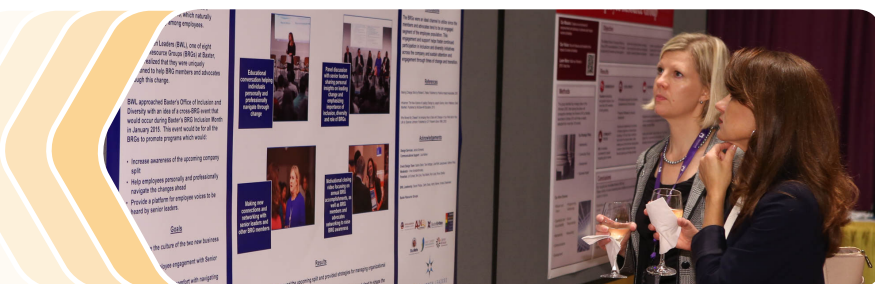
exceptional man
honored as the
HBA Honorable Mentor

1

extraordinary volunteer
honored as the
HBA STAR

1

inspiring healthcare
leader chosen as
the HBA Woman of
the Year (WOTY)



**I want you
to be bold.**

Dream big in your
professional life.

Dream big in your
personal life.

*Woman of the Year Denice Torres,
president of McNeil Consumer Healthcare,
a Johnson & Johnson company*



2015 WOMAN OF THE YEAR

WOMAN OF THE YEAR, HONORABLE MENTOR AND STAR SHARE WORDS OF WISDOM



“It’s so important for us as women to be represented at each level in organizations. Why? Because we came here to make a difference. We came here to make a difference in the lives of those that we have the privilege to serve in healthcare. We need to be represented. And at the same time, we need to be strong. We need to have the courage, we need to have the boldness, we need to learn from life lessons of others.”

Denice Torres, president of McNeil Consumer Healthcare, a Johnson & Johnson company

A WOTY is an inspiration to all because of her leadership style, executive presence and business savvy, and is supportive of the HBA and its core purpose to further the advancement and impact of women in the business of healthcare. She serves as a role model for other women to aspire to, as well as for companies to consider how they are supporting the advancement of women within their own organization. It is through the development of women within our healthcare industry that we will move the needle on women’s relevant representation at all levels.

2015 HONORABLE MENTOR



“[Mentors] push us. They dare us to move faster than we believe we can, or to places we cannot envision. Mentors see something in us that we can’t see in ourselves. That’s why we must take our experiences as mentees and pay it forward to develop the next generation of able leadership. This is particularly important for all of us here...Surveys show that women – in particular – lack champions in healthcare. Nearly two out of every three women surveyed said they lacked a mentor in the workplace. Imagine the possibilities if we could close this gap. Imagine how much more power, creativity, passion, performance and commitment we could foster. Imagine the impact this could have not just on us, but more so, on the people we are pledged to serve.”

Stuart Sowder, PharmD, JD, MBA, vice president of external medical communications at Pfizer

An Honorable Mentor is a male leader who demonstrates long-term support for the advancement of women in the healthcare industry, has a personal dedication to developing, mentoring and promoting women in the industry, and who has been supportive of the HBA’s goals.





“When we view our interactions as opportunities to volunteer, we ultimately create kindness. A collective kindness that multiplies our ability to influence and create even greater possibilities. Volunteering can seem daunting—there may be times in our lives when we can’t be on that board, join that committee or lead that mentoring group—but it doesn’t mean we can’t be volunteering. I encourage all of us to think about our interactions—perhaps re-frame what volunteering looks like—and then seek out opportunities to be intentional about how we make others feel—in the hallways, at the coffee pot, in the grocery store, on the street.”

*Carol Wells, senior director, commercial training and development, Genentech,
a member of the Roche Group*

An HBA STAR is a volunteer who stands apart as a truly exemplary role model for others, who has demonstrated a long-term commitment to furthering the HBA’s goals, and who has strategically transformed the organization over the course of many years.



2015 HBA LUMINARIES

Luminaries are professionals with at least 20 years of professional industry experience, honored as leaders in the healthcare industry along with other award recipients at our annual Woman of the Year (WOTY) event.

Judith E. Beach, PhD, JD, senior vice president and senior associate general counsel for regulatory and government affairs, Quintiles

Erin Byrne, executive vice president, managing partner, ghg

Anne Davison, senior vice president, strategic planning, JUICE Pharma Worldwide

Nicole Faust Cohen, managing director, growth and strategy lead - research and development, Accenture Life Sciences, Accenture

Lynn Gerber, area vice president sales, Astellas Pharma U.S.

Amy Grahn, senior vice president, global clinical development, operations and pharmacovigilance, Horizon Pharma, PLC

Suzanne Hansen, director of healthcare, Boots UK, Walgreens Boots Alliance

Tobi Hunziker, national client liaison, Publicis Touchpoint Solutions

Amy Hutnik, executive vice president, strategy and operations, inVentiv Health Commercial

Amanda Joly, senior vice president, operations and strategy, GSW, an inVentiv Health Company

Lynn W. Kenney, communications director, North America, RB

Emily Lightfoot, senior vice president health systems, AmerisourceBergen

Diana Littman Paige, executive vice president, MMC Health, Marina Maher Communications

Andrea Marks, vice president, chief analytics officer, Catamaran

Shaden Marzouk, MD, vice president, clinical affairs, Cardinal Health

Kristi Matus, executive vice president and chief financial and administrative officer, athenahealth

Natalie McDonald, founder and president, Create NYC

Lisa Rometty, global franchise head, fluid systems, Baxter Healthcare

Kathrin Schoenborn-Sobolewski, PhD, vice president, head of strategic partnership, Merck KGaA, Darmstadt, Germany

Karen Shoshan, senior vice president, client services, McCann Managed Markets

Rekha Shukla, senior director of operations management, Cegedim Inc.

Ellen Stafford-Sigg, principal, life sciences, Deloitte Consulting LLP

Rachel Stahler, chief information officer, inVentiv Health, Clinical

Victoria Summers, executive vice president, engagement strategy and analytics, Saatchi & Saatchi Wellness

Hilary Thomas, PhD, partner and chief medical adviser life sciences, KPMG

Lisa Walkush, national advisory life sciences leader, Grant Thornton LLP



2015 HBA LUMINARIES



2015 HBA RISING STARS

Rising Stars are professionals in the early-to-mid stages of their career, honored as leaders in the healthcare industry along with other award recipients at our annual Woman of the Year (WOTY) event.

Rekha Abichandani, MD, global development team leader, Shire Pharmaceuticals)

Cynthia Accuosti-Jones, field director, managed markets, J&J HCS USA

Elaine Andreovich, VP, Makovsky

Ana Ayres, general manager, orthopaedics and global surgery Portugal, J&J Medical Iberia

Teri Ann Bajek, vice president digital services, Health & Wellness Partners LLC

Cindy Baksh, vice president, client services, PSKW

Wendy Short-Bartie, product director, Zykadia, Novartis Pharmaceuticals Corporation

Courtney Breece, director product support, Inovalon

Sara Briggs, director, human resources, Stryker Corporation

Ambre Brown Morley, director, product communications, diabetes, Novo Nordisk

Dottie Caplan, associate VP, launch readiness and life cycle management, corporate affairs, Sanofi US

Erin Cowhig, Sr. director, human resources, Vertex Pharmaceuticals Inc.

Terri Crudup, VP, custom research, AlphaImpactRx Inc.

Michelle Cuccia, VP, global generics growth markets, specialty and BGx marketing and branding, Teva Pharmaceuticals

Danielle DeForge, director, corporate communications, inVentiv Health

Kara Dennis, managing director, mHealth, Medidata Solutions

Donna Deverick, VP, account director, Discovery USA

Julie Russell Dilts, senior counsel, Roche Diagnostics Corporation

Stephanie Dreyer, senior brand manager, marketing, Bayer Consumer Care, Bayer HealthCare LLC

Linda Drumright, general manager, clinical trial and optimization services, IMS Health

Michele Ehler, head of talent development North America, UCB Inc.

Linda Enns, PhD, copy supervisor, McCann Regan Campbell Ward

Lynn Forrest, VP, Campbell Alliance, an inVentiv Health Company

Audris Francis, director, talent acquisition, PDI Inc.

Liz Frank, team lead, Biosector 2, an inVentiv Health Company

Ashley Gaines, head of sales and marketing, infectious disease, AstraZeneca

Anita Gandhi, PhD, senior principal scientist, translational medicine, Celgene Corporation

Alexa Garrett, associate director, Sandoz US Distribution and Logistics, Sandoz

Melanie Goldey, SVP, strategic planning and investor relations, Everyday Health

Teresa Graham, lifecycle leader, global product strategy, Genentech

Sarah Grimwood, research fellow, Pfizer Inc.

Courtney Hartstein, U.S. flu brand manager, GlaxoSmithKline

Kathleen Hennigan-Shannon, VP, account group supervisor, McCann Torre Lazur

Alissa Hicks, director, field medical affairs, Shionogi Inc.

Erin Hlivia, VP/client operations, Calcium

Susan Hynes, head of global quality pharmaceutical manufacturing, Bristol-Myers Squibb

Katie Isaacs, SVP, group account director, The CementBloc

Michelle LaFond, director, bioreactor scale-up and development, Regeneron Pharmaceuticals Inc.

Jill Lesiak, VP creative director, Ogilvy CommonHealth Worldwide

V.A. Lopes, management supervisor, Giant Creative Strategy



2015 HBA RISING STARS CONT.

Lori Mercurio, director, strategic projects,
Mallinckrodt Pharmaceuticals

Melissa Mims, director, medical affairs, Merck

Kyoko Miyahara, senior director, Pfizer Inc.

Laura Morrison, senior strategic planner, McCann Echo

Lisa Nibauer, senior director, Becton Dickinson & Co.

Jen O'Dwyer, SVP, client service director,
CDM New York

Jennifer Ogden, director, global accounts,
West Pharmaceutical Services Inc.

Nawal Ouzren, VP hemophilia franchise,
Baxter Healthcare

Kaya Pai Panadiker, Sr. director, marketing, Lundbeck

Soomin Park, senior director, global statistical sciences,
Eli Lilly and Company

Anu Patel, VP, group account supervisor, LLNS

Arleen Paulino, executive director clinical operations,
Amgen Inc.

Maggie Pax, director, integration planning,
Thermo Fisher Scientific

Karen Peterson, Abbott divisional VP and controller,
Abbott Diagnostics, Abbott

Cintia Piccina, executive director immunology,
Novartis Pharmaceuticals Corporation

Kristen Pilkiewicz, VP, associate creative director, copy,
H4B Catapult

Janet Piscitelli, MD, medical director, east region,
Quest Diagnostics

Michelle Rapp, associate partner, account
management, Razorfish Health

Pritam Raut, director, Cognizant Technology Solutions

Dalia Rayes, Sr. director, ASPIRE business unit,
Actelion Pharmaceuticals

Anne Marie Robertson, executive director, marketing,
Helsinn Therapeutics (U.S.), Inc.

Megan Robinson, SVP, creative director brand
development, Sudler & Hennessey

Sandy Rodriquez, senior director, corporate
communications, Takeda Pharmaceuticals USA Inc.

Valentina Roselli, senior manager, advisory services,
EY

Emily Segalla, VP, group copy supervisor,
Flashpoint Medica

Kiley Smith, senior manager, fraud investigative and
dispute advisory services, EY

Amy Stafford, zone VP, Boehringer Ingelheim
Pharmaceuticals Inc.

Kristin Stephens, VP, clinical operations,
Takeda Pharmaceuticals International Co

Patricia Vera, director, financial operations,
Daiichi Sankyo Inc.

Laura Wallace, director, risk management and
epidemiology, Purdue Pharma LP

Julie Weber, consultant, Insigniam

Jillian Welker, director of agency operations, PALIO,
an inVentiv Health Company

Jennifer Wellman, co-founder and head of
regulatory strategy, Spark Therapeutics Inc.

Pamela Yanakopulos, partner, PWC



2015 HBA RISING STARS



Annual Conference

attended by nearly
900
men and
women in
healthcare

24/34
24 workshops and
34 total sessions—
with 3 Executive
Women’s Forum
sessions

Dine around
sessions at
7 local
restaurants
for more intimate
networking
opportunities

20
industry
posters
presented—
with 4 Special
Recognition Awards



Women's Leadership Initiative

Influence

Impact

Celebration of Women in Optometry
How an Employee Resource Group Can Help Connect with Customers & Influence the Business

Charis Lau, PharmD, OD, Sarah Moore, Colleen Jones - Johnson & Johnson Vision Care, Inc, Jacksonville, FL

BACKGROUND

Historically, optometry has been male-dominated, but the number of female optometry graduates has eclipsed males in the past ten years. Women optometrists face unique challenges and opportunities, such as:

- Career progression
- Work-life balance
- Salary equity

Yet many are similar to those women in business face, such as:

- Limited networking opportunities
- Lack of mentorship
- Limited visibility

This provided instant connection for discussion.

OBJECTIVES

Women's Leadership Initiative (WLI), a Johnson & Johnson Vision Care, Inc (JVC) employee resource group driving the development and success of women, has influenced and impacted eye health by partnering in the education of- and demystifying the business commitment to female optometrists.

METHODS

WLI initiated the Celebration of Women in Optometry (CWIO) program in order to connect women (and supportive men) at JVC with female North American eye care professionals (ECPs) in partnership with THE VISION CARE INSTITUTE, LLC (TVCI). CWIO invites diverse groups of women ECPs to attend a one day program with a curriculum catered toward women in the profession.

RESULTS

- Over 100 female ECPs participated (from 2012)
- 80% would recommend the program to colleagues
- WLI members & supportive men joined challenges & sunset events
- Showed career challenges as women in the profession
- Provided product feedback and career needs
- ECPs provided 100+ practical insights by networking & Q&A
- 80% would recommend the program to colleagues

CONCLUSION

Using employee resource groups, such as WLI, can help the business connect with and support unique customer segments in a more informal and inviting way. Valuable insights on unmet needs and challenges that female optometrists face have provided opportunities for JVC to better support them with products, training and solutions, have strengthened JVC's ability to improve vision for everyone, everywhere, supported the personal and professional development of this important group of female optometrists, and strengthened our pipeline. The Celebration of Women in Optometry program demonstrates the possibilities realized from influence on an industry that serves patients and impact on a business delivering stakeholder value through connecting women from different professions with unique perspectives on similar challenges and opportunities.

REFERENCE

Rodemich K. Women in Optometry: 50/50? Optometric Management Dec 2012

CONTACT

Charis Lau: mlau27@hba.jvc.com

Johnson & Johnson Vision Care, Inc. © Johnson & Johnson Vision Care, Inc 2015

Successful firsts included:

- A new "Spark Talk" format offering robust business and leadership lessons in lively and informative 10-minute first Dine-Around program.
- The ACE award was presented via a Spark Talk format, offering first person impactful reflections on how to create and sustain an internal women's network.
- A panel of male executives offering a diverse perspective for women leaders

MAIN STAGE PRESENTATION

Male Perspectives on Women Getting (and Staying) in Seats of Influence in Healthcare

Moderator: Gail Evans, former EVP at CNN and author of "Play Like A Man, Win Like A Woman"; Nick Colucci, chief executive officer, Publicis Healthcare Communications Group; Brian Goff, EVP and president hematology, Baxalta; Rob Moverely, regional vice president, operations - west region, Quest Diagnostics; Stuart Sowder, PharmD, JD, HBA 2015 Honorable Mentor and vice president of external medical communications, Pfizer



33 women leaders in healthcare honored for their volunteer service to the HBA

1 company's women's leadership advancement program chosen as the 2015 ACE award winner



2015 ACE AWARD WINNER



ROCHE DIAGNOSTICS' WOMEN LEADERSHIP INITIATIVE (WLI)

“It is an honor to be recognized for our efforts with the 2015 HBA ACE award. As part of the overall Roche Diagnostics diversity and inclusion strategy, our Women’s Leadership Initiative has meaningful impact on the development of our leaders. We know that focusing on women and diversity is essential to our success and directly impacts our ability to deliver on our purpose of doing now what patients need next.”

Jack Phillips, president and CEO, Roche Diagnostics North America

The ACE (Advancement, Commitment, Engagement) award recognizes internal leadership programs that perform by advancing and enhancing the careers of women in their respective organizations.

The ACE award winner is selected via a rigorous and independent screening process against five criteria:

- ▶ *Measurable results and impact on target population; quantitative benchmarks*
- ▶ *Business performance - the degree to which the initiative supports the overall business*
- ▶ *Stewardship - the depth of commitment to the program*
- ▶ *Execution - the effectiveness of program execution*
- ▶ *Sustainability - the survivability of the program beyond initial years*



2015 PRESIDENT'S AWARD



Nicki Norris
HBA Chicago,
corporate relations



Laurie Lucas
HBA board,
director

The President's award is given to an HBA leader who exemplified effective leadership and dedication to the mission of the HBA and has had a measurable impact on the HBA global organization, chapter operations, members and/or Corporate Partners.

2015 INNOVATION AWARD



Rosa Lau
principal
technical writer,
Roche Diagnostics,
HBA San Francisco



Priya Mitty Ryali
clinical trial management
associate, Gilead,
HBA San Francisco

The Innovation award recognizes an individual who demonstrated commitment, passion and a drive for results, created a new process, product, service or recognition level, and brought a positive benefit to the HBA.

2015 LEAD BY EXAMPLE RECOGNITION



Deborah Seltzer
Spencer Stuart,
HBA Atlanta founder,
2013 HBA president,
HBA Next project
advisor, and most
currently Texas liaison

The Lead by Example award is a unique recognition for this year to celebrate a leader who has served the HBA at a chapter and global level and continues to serve by stepping in wherever needed to lend her expertise.



2015 COUNCIL OF CHAPTER PRESIDENTS' AWARD



Laura Butler (R)
president, WorkLife for Women,
2015 HBA Ohio president
Pictured with Nancy Santilli, 2015 HBA president-elect

The Council of Chapter Presidents' (CCP) award is intended to recognize an individual who has demonstrated consistent leadership that directly progressed the CCP's agenda, fostered collaboration throughout the council, and brought best practices to fruition across chapters.

2015 TRANSFORMATIONAL AWARD



Liz Coyle (C)
general manager commercial research,
IMS Health, 2015 HBA CCP chair, HBA Next project lead
*Pictured with Nancy Santilli (L), HBA 2015 president-elect and
Wendy White (R), 2015 HBA president*

The new Transformational award honors a chapter president and their entire chapter board based on transformational change that will impact healthcare in their geography.

CHAPTER EXCELLENCE AWARDS



The Chapter Excellence award acknowledges an entire chapter board that has excelled in an area of chapter operations that exceeded the HBA's membership and/or financial targets and the chapter's own expectations.

GREATER PHILADELPHIA CHAPTER: (Nancy Santilli, background), Shetal Vyas, Stacie Snodgrass, Mary Dominiecki, Lisa Morris, Lynn Paolicelli, Marie McDonald, Kathy Relias, Bonnie Wingate, Ashley Tappen, Carolyn McMicken, Liz Coyle, Monica Heuer



25+ media exposures, including:

- ▶ Staff members quoted in industry magazines and serving on industry panels
- ▶ 2015 WOTY featured in *Pharmaceutical Executive* and *Med Ad News*
- ▶ 2015 Rising Stars and Luminaries featured in PharmaVOICE
- ▶ 3 *HBAAdvantage* issues tied to flagship events



THANK YOU

2015 HBA ADVISORY BOARD

Thank you to the senior executives who provide strategic direction on how the HBA can further the advancement of women's careers in healthcare worldwide through HBA initiatives. The HBA advisory board is made up of an invited group of senior executives in the healthcare industry who represent a diverse membership and who are willing to support the HBA mission for a three-year term.

Beth Battaglino, director of advocacy and alliance

Shideh Sedgh Bina, founding partner, Insigniam

Paula Brown Stafford, biopharmaceutical services executive

Carolyn Buck Luce, executive in residence, Center for Talent Innovation, senior managing director, Hewlett Consulting Partners

Jennifer Cook, head of pharma region, Europe Roche

William Fitzsimmons, PharmD, EVP, regulatory affairs, clinical and research quality assurance, Astellas

Geno Germano, president, Intrexon Corporation

Brian Goff, EVP and president, Hematology Baxalta, Inc.

Buket Grau, VP, asset executive, Biogen

Adele Gulfo, EVP and chief strategy officer, Mylan

Bridgette Heller, EVP, early life nutrition, Danone

Annalisa Jenkins, CEO, Dimension Therapeutics

Sandip Kapadia, CFO North America, Sandoz

Jacopo Leonardi, EVP, president of Immunology division, Baxalta, Inc.

Terri Pascarelli, CEO, AIT Bioscience, LLC

Kristine Peterson, biopharmaceutical executive

Kim Ramko, Americas advisory life sciences sector lead, EY

David Ricks, SVP and president, Lilly bio-medicines, Eli Lilly and Company

Kevin Rigby, general manager, Rigby Consulting, LLC

Deborah Coogan Seltzer, director enhanced search, North America, Spencer Stuart

Christi Shaw, US country head, president of Novartis Corporation and Novartis Pharmaceuticals Corporation (NPC), Novartis Pharmaceuticals Corporation

Stuart Sowder, PharmD, JD, VP of external medical communications, Pfizer

Denice Torres, chief strategy and business transformation officer, Johnson & Johnson Medical Devices

Susan Torroella, EVP, Wellness Corporate Solutions, LLC

Tim Zuber, partner, KPMG

Jeanne Zucker, VP, client development, athenahealth



CORPORATE PARTNERS AND SPONSORS

Thank you to the companies who make the HBA's mission of advancing women in the business of healthcare possible with their generous support, both in funding and in the spirit within their own organizations.

2015 HBA CORPORATE PARTNERS

Abbott	GlaxoSmithKline	Ogilvy CommonHealth Worldwide
Actavis	Grant Thornton	OSU Wexner Medical Center
Actelion Pharmaceuticals US, Inc.	grey healthcare group	PALIO, an inVentiv Health Company
AlphalimpactRx	GSW, an inVentiv Health Company	PDI, Inc.
AmerisourceBergen Corporation	Havas Health	Pfizer Inc
Amgen, Inc.	Health & Wellness Partners LLC	PharmaVOICE
Aptus Health	Helsinn	Practice Fusion
Astellas Pharma US, Inc.	Horizon Pharma	PwC
AstraZeneca/MedImmune	IMS Health Incorporated	PSKW LLC
athenahealth	Inovalon	Publicis Healthcare Communications Group
Baxter	Insigniam	PublicisTouchpoint Solutions, Inc.
Bay City Capital LLC	inVentiv Health Inc.	Purdue Pharma L.P.
Bayer	inVentiv Health Clinical	Quantum Health
BD	inVentiv Health Commercial	Quest Diagnostics
Benchworks	inVentiv Health Public Relations Group	Quintiles Inc.
bioMérieux, Inc.	Ironwood Pharmaceuticals	Razorfish Health
Boehringer Ingelheim	Johnson & Johnson	RB
Bristol-Myers Squibb Company	JUICE Pharma Worldwide	Regeneron Pharmaceuticals Inc
Campbell Alliance, an inVentiv Health Company	Kaiser Permanente	Roche Diagnostics
Cardinal Health	KMK Consulting, Inc.	Saatchi & Saatchi Wellness
CareFusion	Knowledgent	Sandoz
Carter McKenzie Select	KPMG LLP	Sanofi
Catamaran	LLNS	Shionogi, Inc
CDM New York	Lundbeck	Shire
Cegedim Relationship Management	M3 Global Research	Spark Therapeutics
Celgene Corporation	Makovsky	Stryker Corporation
Christiana Care	Mallinckrodt Pharmaceuticals	Sudler & Hennessey
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Erickson Stock	Merck KGaA	Vertex Pharmaceuticals Incorporated
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EY (Americas)	Momenta Pharmaceuticals Inc	Walgreens Boots Alliance
EY (Europe)	North Highland	West Pharmaceutical Services, Inc.
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EVERY YEAR since the HBA began nearly four decades ago, we've taken another step toward our mission to further the advancement and impact of women in healthcare worldwide. Looking back on the past three years, it is clear that we have now not only taken another step, but also positioned ourselves for a giant leap forward for the organization, for women, and for healthcare in the years to come.

The HBA has experienced tremendous growth in the more than four decades since our founding. In the past several years, the successes of our leadership mentoring and coaching initiatives have taken on their own momentum to spur even faster growth.

In 2015, we reached a state of great maturation for the organization. We optimized our board's capacity and impact through high-performing board development, exceeded our attendance goals for our annual Woman of the Year (WOTY) event, and drove Corporate Partner growth in expanded industry sectors. We broadened and deepened support for HBA members across the spectrum, introducing both a new membership level for young professionals under the age of 35 and a new program to reengage our past HBA board presidents. And we piloted our new HBANext geographic operating model with two new affiliates, enabling us to reach more people with less effort for our volunteer leaders.

Despite our successes in readying women for leadership, we also recognized that we must do more to achieve greater success for women—and for all those who benefit from their leadership. And we addressed the reality that while we have done a tremendous job in building the leader-ready women pipeline to fuel the engine of gender parity, our efforts will stall if companies still aren't hiring these women into senior roles.

Thus, we came into 2015 with the sense that this year being an inflection point in our journey as a mission-driven nonprofit. We reflected on our significant successes, looked deeply at how each of our organizational elements—from our board of directors to our professional staff to our chapters—was working, and identified gaps and opportunities where we could increase our impact.

It truly was a year of alignment, in which we worked to ensure that everyone was focused on the same goal of seeking to inform companies about the business case for gender parity and initiate change to corporate culture to start or improve diversity and inclusion practices. It was a year of advocacy, in which we made clear that the HBA is the champion of gender parity. It was a year of awareness, in which we challenged ourselves to broaden the reach of our message so that we can more powerfully impact the larger conversation.

As Wendy noted in her letter, we came out of 2015 with a foundation for measuring our success by an entirely different yardstick: Not just by the number of members or programs, but by the broader outcome of moving the needle on gender parity. Our leaders throughout the organization are energized toward this challenge and ready to hold ourselves accountable for creating true change.

Laurie Cooke, HBA CEO





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