



2016 ANNUAL REPORT



HBA

Healthcare
Businesswomen's
Association

THE HBA IS A CONVENER

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LETTER FROM THE CHAIR



In 2015, the HBA refreshed both our mission and our five-year strategic plan to create a laser focus—and true accountability—around moving the needle on gender parity.

In 2016, we began putting this bold plan into action. Coming together around our singular purpose, we put a stake in the ground—challenging ourselves to not just develop and support women who are ready to lead in healthcare, but to change the culture of healthcare to ready it for more women leaders.

With that in mind, we undertook three key initiatives.

First, we set out to deepen and share our research around the business case for gender parity. We created foundational data and publications to tell the story of the dwindling healthcare leadership talent pool—and help business leaders understand that they need women at the table to accelerate their companies' growth, expand their leadership teams and move healthcare forward at a societal level.

Second, we worked to broaden and deepen our engagement. Through the HBA Next geographic operating model, we continued to reconfigure our organizational structure to match the 2016 environment. We transitioned five existing chapters to the Next model and opened five new affiliates.

We also continued to leverage technology strategically for greater engagement. We brought global leaders together virtually to provide advice and guidance on our strategic plan and achievement of key milestones. Through these efforts, we obtained a new level of reach, frequency and intimacy with our volunteers and our larger membership.

Third, we pushed forward in our governance efforts to allow our global board to focus on overall strategy, while empowering regional and local leaders to execute that strategy in a way that makes sense to our customers. This nimble approach created many more leadership opportunities and increased volunteer satisfaction. Volunteer leaders were unburdened from many of the time-consuming but necessary operational tasks and freed to put their time and talents toward making a significant impact in ways most important to them.

This was a year of implementation and change. Our outstanding group of leaders across the organization met each challenge along the way with innovative solutions to take the HBA to the next level of achievement. The many volunteers, leaders and staff remain focused on our singular goal of moving the gender parity needle forward.

Nancy Santilli, 2016 HBA chair

2016

Healthcare
Businesswomen's
Association **AT A GLANCE**

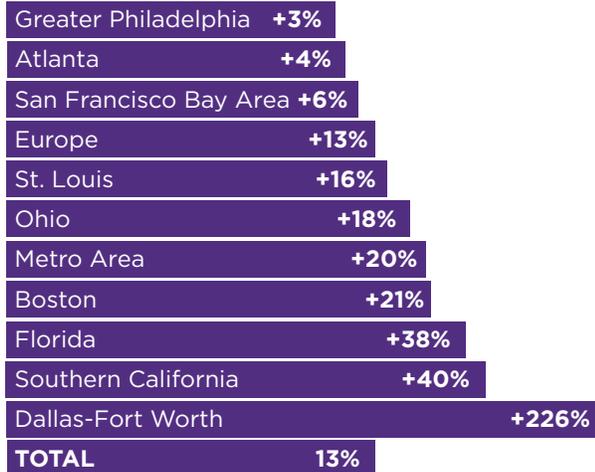
Fourth decade

of advancing women in the business of healthcare

Celebrating 10 years

of success under the leadership of Laurie Cooke, HBA CEO, the organization's first full-time professional staff member

Growth across the chapters



Tremendous membership growth

7,980

Total membership went from 7,091 to 7,980 - 12.5 percent growth

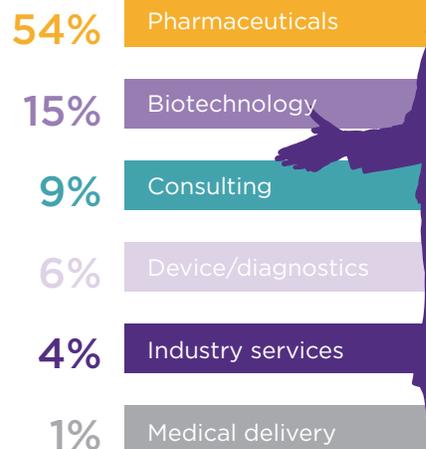
15/400+

15 chapters worldwide offering 400+ annual events

40,000+

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

120 working with 120 corporate partners



THE HBA IS A CONVENER

DEEPENING AND SHARING RESEARCH AROUND THE BUSINESS CASE FOR GENDER PARITY

Through sharing research, broadening and deepening our engagement, and empowering our leaders to expand our reach and bring more professionals into the organization, we positioned ourselves this year as a convener of companies dedicated to achieving gender parity.

HOSTED BUILDING BETTER BUSINESS CONNECTIONS SUMMIT

At the “Women Leaders Transforming the Future through Gender Partnership” Summit, **nearly 100** senior leaders from more than 30 life sciences companies gathered to take a deep dive into the topic of gender partnership and learn practical ways to create a world of true equality.

KEYNOTE SPEAKERS

Rayona Sharpnack, CEO and founder, Institute for Gender Partnership

Mike Kaufmann, chief financial officer, Cardinal Health

Hosted by Pfizer Inc.

SECURED VISIBILITY

- ▶ Created the **Gender Partnership webinar series**, and worked to convene companies to discuss the impediments and solutions to uncover hidden bias, build gender partnership and laud those individuals and companies who get it right.
- ▶ Conducted an **HBA Gender Parity Maturity Model** market sizing and competitive landscape survey.
- ▶ Published three **HBAAdvantage** magazines, including an issue focused entirely on gender parity.
- ▶ HBA CEO Laurie Cooke was interviewed on the topic of moving the needle on gender parity by Nancy Donohoo in her new podcast series **Talk at the Top**.
- ▶ HBA Boston held a **gender parity tweetchat**, led by Kelley Connors, global chair of the HBA’s Digital Innovators affinity group, and HBA Boston vice president.
- ▶ Contributed to the **USA Today Women in Business** supplement on the future of business, in which businesses united to raise awareness of gender parity. The HBA contributed an article on why women should seek sponsors.

THE HBA IS A CONVENER CONT.

CELEBRATED INTERNATIONAL WOMEN'S DAY with a free virtual event titled "Moving the Needle." In this webinar, Laurie Cooke, HBA CEO, Kim Ramko, global and Americas advisory life sciences industry leader, EY, and Rhonda Crichlow, vice president, Novartis, shared how their organizations are being change agents for global parity and what actions others can take.

Became a member of the **THIRTY PERCENT COALITION**, a unique and groundbreaking national organization of more than **80 members** committed to the goal of women, including women of color, holding **30 percent** of board seats across public companies.

BROADENING AND DEEPENING ENGAGEMENT

Hosted our **2nd annual** HBA reception at the J.P. Morgan Healthcare Conference, facilitating business connections among nearly **200** senior executive women and men in the business of healthcare. This reception was sponsored by Bristol-Myers Squibb and the HBA San Francisco Bay Area chapter.

CREATED A NEW MEMBERSHIP LEVEL FOR YOUNG PROFESSIONALS

OPENED FIVE NEW AFFILIATES UNDER THE HBA NEXT MODEL

- ▶ HBA Phoenix
- ▶ HBA Seattle
- ▶ HBA Denver
- ▶ HBA Austin
- ▶ HBA Kansas City

ENHANCED GOVERNANCE TO EMPOWER LEADERS

Built out global committees in preparation for 2017. Global committees are small teams of subject matter experts who establish and refine the HBA's strategy, priorities and key initiatives in a specific focus area.

REACHED NEW MEMBERSHIP MILESTONES

HBA Europe crossed **500+** members.

HBA Boston reached **1,000+** members.

HBA 2016 FLAGSHIP EVENTS

Woman of the Year (WOTY)

Innovation. Inspiration.

nearly

2,500

attendees
in New York

70

women in healthcare
honored as
HBA Rising Stars

28

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)



It takes courage to be yourself,
and it is inclusion that lowers barriers and enables
people to bring their best self forward.

Woman of the Year Jennifer Cook, head of pharma, region Europe, Roche

2016 WOMAN OF THE YEAR

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



“It takes courage to be yourself, and it is inclusion that lowers barriers and enables people to bring their best self forward. There is another important aspect to this that relates clearly to our focus here on achieving gender parity. I believe inclusive behavior is crucial to speeding up progress there as well. Any behavior that singles out one group and excludes another runs the risk of being divisive. Instead we have to create a positive alternative—and inclusion is a rising tide that lifts all boats.”

Jennifer Cook, head of pharma, region Europe, Roche

The Woman of the Year 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.

2016 HONORABLE MENTOR



“If we want to accelerate diverse leadership at the top, we must move from just mentoring to sponsoring and championing. You see, because with sponsorship and championship, we have more skin in the game. Sponsorship is saying that I want to take a bet on someone who I see greatness in before they see it in themselves and championship is saying that I am going to fight for her to take on that greater leadership role — someone who I know with a little caring, coaching and support will unleash her Shero Superpowers and be the legacy leaving leader we know she can be.”

Jacopo Leonardi, executive vice president and president, Immunology, Baxalta Incorporated

An Honorable Mentor is a 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.

2016 HBA STAR (STRATEGIC TRANSFORMATION ACHIEVEMENT RECOGNITION)



“The failure of belief is one of many inhibiting factors in the effort to achieve gender parity—and there has never been a better time to fight for this. We no longer have to make the case that women can be incredibly successful, talented leaders in a myriad of business settings. I have seen this in my own executive search work—clients demand a diverse slate of candidates. But as the HBA and other organizations work on the external environment, we women have another mission-critical battle to wage—we must fight against the gravitational pull of doubt. This interior terrain may prove to be the most decisive battlefield.”

Deborah Coogan Seltzer, director, services management and a member of the life sciences practice of executive search consulting firm Spencer Stuart

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



Attendees celebrating at the Woman of the Year event

2016 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.

Deirdre Albertson, vice president, project management, inVentiv Health

Sandy Babey, vice president/general manager, US region, BD

Iris Bavaj, senior director quality operations, Europe, West Pharmaceutical Services

Beth Beck, general manager, McCann Health, North America

Debby Betz, chief officer of corporate affairs and communications, Indivior PLC

Bridget Boyle, vice president and site head human resources, Roche Diagnostics

Francine Carrick, PhD, executive vice president, chief scientific officer, GSW, inVentiv Health

Mary Christian, head, oncology academic research group, Bristol-Myers Squibb

Rhonda Nesmith Crichlow, vice president and head, US diversity and inclusion, Novartis Pharmaceuticals Corporation

Jennifer Damico, vice president, corporate audit, Pfizer Inc

Sabina Ewing, vice president, business technology, Pfizer Inc

Lyn Falconio, executive vice president worldwide business director, Publicis Health

Cheryl Fielding, executive vice president, director of client services, PALIO, inVentiv Health

Heather Gervais, epocrates vice president commercial operations, athenahealth

Patrice Gilooly, vice president, quality assurance and operations, Regeneron Pharmaceuticals, Inc.

Jani Hegarty, president, Health & Wellness Partners

Rachelle Jacques, vice president US hematology marketing, Baxalta

Anne Keating, executive director, global development team leader, Astellas

Meg McKenna, vice president, US surgical care sales, Baxter Healthcare Corporation

Lisa Miller, PharmD, executive director, healthcare systems, Purdue Pharma L.P.

Cherene Powell, managing director, Accenture Strategy

Julie Schiffman, vice president portfolio and decision analysis, Pfizer Inc

Michele Schimmel, managing director, Rx Mosaic Health

Amy Starck, principal, Deloitte Consulting

Amy Van Buren, vice president, implementation, Magellan Rx Management

Karen Vari, regulatory competency lead - informationist, Knowledgegent

Jacquie Vealey, executive director segment solutions infectious disease, Quest Diagnostics

Marilyn Vetter, vice president, government and public affairs, Horizon Pharma



2016 HBA LUMINARIES

2016 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.

Sara Allen, director of digital, JUICE
Pharma Worldwide

Susan Asante-Abedi, senior principal, IMS
Consulting Group

Nyra Bannis, director of patient services, Shire

Chiara Bergerone, senior business director Europe, BD

Bárbara Büchel, vice president, global business
director, Indigenus, the global network of the bloc

Joan Cannon, national director, medical science
liaisons, Lundbeck

Kris Cappel, director, forecasting,
Teva Pharmaceuticals

Elizabeth Ciccio, vice president of marketing, Skipta

Kelly Cullen, vice president, account group supervisor,
Create NYC

Paula Dantas, senior tax manager, EY

Christine Dellanno, US regulatory healthcare
manager, RB

Nancy Shore DiLella, senior associate general counsel,
Genentech Inc

Belinda N. Drew, deputy director, global hemophilia
strategic marketing communications
and excellence, Bayer

Raffaella Faggioni, senior director, research and
development, MedImmune, the biologics
arm of AstraZeneca

Carla Fernandez, vice president, sales, Cardinal Health

MaryBeth Forte, director, human resources business
partner, Daiichi-Sankyo Inc.

Gina Fusaro, PhD, senior director, global scientific
communications, solid tumors and early pipeline,
Celgene Corp.

Adrienne D. Gonzalez, senior counsel, litigation and
government investigations, Bristol-Myers
Squibb Company

Catherine Goss, senior vice president, managing
director, Ogilvy CommonHealth

Kasey Quinn Griffin, associate director, clinical
operations, Quintiles, Inc.

Debra Harris, senior director, marketing solutions,
Healthcasts

Carolyn Higgins, senior scientist, research and
development program leader,
Ironwood Pharmaceuticals

Michelle R. Horton, principal, PwC

Shauna Horvath, director of client services, Cambridge
BioMarketing, a division of Everyday Health, Inc

Samina Kanwar, PhD, associate vice president and
head of life cycle management COE, global human
health, Merck & Co, Inc

Vildan Kehr, divisional vice president, global talent
acquisition, Abbott

Irina Kusnezow, manager, EY

Sue Lambert, senior director of customer experience,
Thermo Fisher Scientific

Suzanne E. Maahs, PharmD, associate director in
clinical sciences and innovation, translational medicine,
Novartis Pharmaceuticals

Heather McCollum, director, compliance, Shionogi Inc

Lisa J. Micarelli, vice president, account strategy,
McCann Managed Markets

Kim Milnes, director, global strategic internal
communications, Bayer

Phuong Khanh (P.K.) Morrow, MD, executive medical
director, Amgen

April Mulroney, managing director, Medidata
payments, Medidata

Christa Murphy, director, human resources, Eisai Inc.

Pauline Ng, vice president, group account supervisor,
Phase Five Communications, a division of ghg

Lauren Michelle Nook, vice president, management
supervisor, McCann Echo

2016 HBA RISING STARS CONT.

Ebele Ola, MD, director, medical affairs,
Johnson & Johnson

Eliza Oristano, assistant vice president, Makovsky

Caroline Pak, PharmD, medical editor-in-chief,
Pfizer Inc

Kelly Payne, leader - global business solutions the
Americas, Eli Lilly and Company

Veronica Pickens, senior director, compliance and
delegation, Inovalon Inc.

Michelle T. Quinn, vice president, head legal, generics,
Sandoz Inc.

Sarah Radicsh, vice president, account group
supervisor, Havas Life New York

Suma Ramadas, PhD, managing director, medical
affairs, inVentiv Health Consulting, formerly
Campbell Alliance

Shannon Resetich, global franchise head, Baxalta

Kimberly Robinson, vice president, management
supervisor, Giant Creative Strategy

Emery Rogers, account director, TBWA\WorldHealth

Nicole E. Romano, senior director, client services,
Publicis Touchpoint Solutions

Jody Russell, talent partner, UCB

Eugenia A. Rutenberg, business planning, Actelion
Pharmaceuticals US, Inc

Melissa R. Scherkoske, vice president, group account
director, Discovery USA

Tara Schweitzer, national account director,
Boehringer Ingelheim

Mona M. Scrofano, senior director, scientific and
competitive analysis, Takeda Oncology

Jennifer A. Shimek, principal, KPMG

Sujatha Sonti, head, formulation and process
development, GlaxoSmithKline

Christine E. Sproule, associate director, Merck KGaA,
Darmstadt Germany

Tara Sullivan, senior vice president, client service
director, CDM NY

Jenny Sung, associate vice president, evidence based
medicine research, Sanofi

Clare Tong, senior director, custom research,
AlphaImpactRx

Kirsten Hansen Tonnessen, vice president,
management supervisor, McCann Healthcare

Diane DiGangi Trench, head of account management,
managed markets, Takeda Pharmaceuticals
America Inc.

Sherrise Yvonne Trotz, senior director, enterprise
immunizations, Walgreens Boots Alliance

Ruth Trzcienski, senior manager, compliance,
inVentiv Health

Meredith Valentine, senior brand manager,
Johnson & Johnson

Deena M. Ward, senior director, area accounts,
Novo Nordisk

Pamela C. Wille, medical director/copy supervisor,
Flashpoint Medica

Kassie D. Wooton, senior staff liaison to the president
and CEO, Mallinckrodt Pharmaceuticals

Quyen Yuen, team leader, Allidura Consumer,
inVentiv Health

Lili Zhu, Pfizer global commercial operation China lead
(senior director), Pfizer Inc



2016 HBA RISING STARS

HBA 2016 ANNUAL CONFERENCE

Annual Conference

attended by
more than

850

women and
men in
healthcare

24/35

24 workshops and
35 total sessions—
with 3 Executive
Women's Forum
sessions

NEW

this year: three
pre-conference
seminars, developed
in response to
member demand for
more in-depth,
interactive sessions

16

industry posters
presented — with
one outstanding
poster award and
three special
recognition
awards

MOST OUTSTANDING POSTER

The B-Word: An Empirical Analysis of How Being Bossy Disproportionately Punishes Women in the Workplace

Cathleen Clerkin, PhD, and William Gentry, PhD, Center for Creative Leadership, Greensboro, NC, USA

KEYNOTE SPEAKER

Tan Le, founder and CEO, Emotiv Leadership

a bioinformatics company advancing our understanding of the human brain and early identification of biomarkers for mental and other neurological conditions using electroencephalography (EEG)

ON THE MAINSTAGE

Jazz Impact, featuring Michael Gold, PhD

delivered perspectives and techniques drawn from the world of business and illustrated through jazz — capturing the shared elements of good jazz and high performance business teams (including creativity, agility, empathy and flexibility).

LEADERS CONNECTIONS

Opportunities to be part of lively table discussions led by inspiring senior industry leaders.



HBA 2016 ACE AWARD WINNER



QUEST DIAGNOSTICS' WOMEN IN LEADERSHIP (WIL) EMPLOYEE BUSINESS NETWORK

“Approximately 70 percent of our employees are women, and Women in Leadership has expanded our talent pool of women leaders who contribute their unique talents, backgrounds and viewpoints to help advance our business. **WIL is growing our business and contributing to our bottom line.**”

Steve Rusckowski, Quest Diagnostics president and CEO

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*

HBA 2016 LEADERSHIP AWARDS

CHAIR AWARD

JESSICA PFENNIG Digital Innovators Team

The Chair 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.

INNOVATION AWARD

AMBASSADOR DESIGN TEAM

Amina Lobban, Bonnie Lappin, Danielle Littee, Krista McKerracher, Morgan King, Lisa Morris, Susan McPherson, Tina Stiles *Advisor Liz Coyle

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.

COUNCIL OF CHAPTER PRESIDENTS' AWARD

GISELA PAULSEN 2016 president of the HBA San Francisco chapter

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.

HBA 2016 LEADERSHIP AWARDS CONT.

CHAPTER EXCELLENCE AWARDS

The Chapter Excellence awards acknowledge 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. Two chapters were recognized this year.



HBA BOSTON

BOARD OF DIRECTORS

Executive Committee

- President: Liz Paulson
- President-elect: Carol Bergeron
- Vice President: Kelly Connors
- Secretary: Amina Lobban
- Treasurer: Wei Wong
- Immediate Past President: Rota Notaroberto

Directors at Large

- Corporate Relations: Tina Talreja
- Marketing: Zohar P. Gorman
- Membership: Tina Stiles
- Programs: Bonnie Fendrock
- Programs: Alicja Januszewicz
- Volunteer Engagement: Jessica Blaustein



HBA OHIO

BOARD OF DIRECTORS

Executive Committee

- President: Staci Jenkins
- President-elect: Heather Brod
- Vice President: Susan Moffatt-Bruce
- Secretary: Karen Hagerty
- Treasurer: Melissa Masters
- Immediate Past President: Laura Butler

Directors at Large

- Corporate Relations: Leslie Goss
- Marketing: Nicole Plant and Stephanie Muir
- Membership: Tina Stiles
- Programs: Beth NeCamp,
Laura Rush and Kelly Adams
- Volunteer Engagement: Trisha Taylor

TRAILBLAZER AWARD



The HBA Metro chapter as they transition to the New York, Northern New Jersey and Central New Jersey chapters.

The HBA Florida chapter as they transition to the Miami and Tampa chapters.

The HBA Trailblazer awards recognize those that have been strategic, collaborative, willing; spent a lot of their precious time to strategize how to transition from a model that they were comfortable with to a new model; are transformative as they did the work to transition into that model; and continue to be patient as we all learn together.

THANK YOU

2016 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.

Adele Gulfo, executive vice president and chief strategy officer, Mylan

Annalisa Jenkins, chief executive officer, Dimension Therapeutics

Beth Battaglino, director of advocacy and alliance, Healthy Women

Brian Goff, chief commercial officer, Alexion

Bridgette Heller, executive vice president, early life nutrition, Danone

Buket Grau, vice president, asset executive, Biogen

Carolyn Buck Luce, executive in residence, Center for Talent Innovation

Christi Shaw, Sr. VP Lilly and President Global Bio Medicines, Eli Lilly

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

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

Geno Germano, president, Intrexon Corporation

Jacopo Leonardi, chairman and CEO, ActivCore

Jeanne Zucker, vice president, client development, athenahealth

Jennifer Cook, Sr. Vice President, global head product development clinical operations, Roche

Kevin Rigby, principal, Rigby Consulting, LLC

Kim Ramko, Americas advisory life sciences sector lead, EY

Kristine Peterson, biopharmaceutical executive

Paula Brown Stafford, biopharmaceutical services executive

Sandip Kapadia, CFO, Intercept Pharmaceuticals, Inc.

Shideh Sedgh Bina, founding partner, Insigniam

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

Susan Torroella, executive vice president, Wellness Corporate Solutions, LLC

Terri Pascarelli, chief executive officer, AIT Bioscience, LLC

Tim Zuber, partner, KPMG

Bahija Jalla, president, MedImmune

William Fitzsimmons, PharmD, executive vice president, regulatory affairs, clinical and research quality assurance, Astellas

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.

2016 HBA CORPORATE PARTNERS

Abbott	Health & Wellness Partners, LLC	PALIO, inVentiv Health
Accenture	Healthcasts, LLC	Pfizer Inc.
Actelion Pharmaceuticals US, Inc	Heartland Blood Centers	PharmaVOICE
Alcon	Helsinn	Practice Fusion, Inc.
Alnylam Pharmaceuticals, Inc.	Horizon Pharma plc	Publicis Healthcare Communications Group
AlphalimpactRx	IMS Health Incorporated	Publicis Touchpoint Solutions, Inc.
AMAG Pharmaceuticals, Inc.	Indivior PLC	Purdue Pharma L.P.
Amgen Inc.	Inovalon	PwC
Aptus Health	Insigniam	Quantum Health
Astellas Pharma US, Inc.	inVentiv Health	Quest Diagnostics
AstraZeneca/MedImmune	inVentiv Health Clinical Division	Quid, Inc.
athenahealth	inVentiv Health Commercial	Quintiles Inc.
Baxter	inVentiv Health Public Relations Group	RB
Bay City Capital LLC	Ironwood Pharmaceuticals	Regeneron Pharmaceuticals, Inc
Bayer	Johnson & Johnson	Relypsa, Inc.
BD	JUICE Pharma Worldwide	Roche Diagnostics
Benchworks	KMK Consulting, Inc.	Sandoz
Boehringer Ingelheim	Knowledgent	Sanofi
Bristol-Myers Squibb Company	KPMG LLP	Shionogi Inc.
BTK Communications Group, LTD	Lifewatch Services, Inc.	Shire (merger with Baxalta)
C1 Consulting	Lundbeck	Shire (merger with Baxalta)
Cardinal Health	Magellan Rx Management	Skipta LLC
CDM New York	Makovsky	Takeda Pharmaceuticals, Inc.
Celgene Corporation	Mallinckrodt Pharmaceuticals	Taylor Strategy Partners
Create NYC	Marina Maher Communications - Rx Mosaic	TBWA\WorldHealth
Daiichi Sankyo, Inc.	McCann Echo	Teva Pharmaceuticals
DDB Health, US (fka Flashpoint)	McCann Health	The Bloc
Deloitte LLP	McCann Managed Markets	The Lockwood Group LLC
Discovery USA	McCann Torre Lazur	Theravance BioPharma
Eisai Inc.	Medidata Solutions	Thermo Fisher Scientific Inc.
Eli Lilly and Company	Medline Industries, Inc.	Trinity Partners
Erickson Stock	Merck & Co., Inc.	UCB, Inc.
Everyday Health, Inc.	Merck KGaA, Darmstadt Germany	Vertex Pharmaceuticals Incorporated
EY (Americas)	Merrimack Pharmaceuticals, Inc.	Vynamic LLC
EY Europe	Mission Pharmacal Company	Walgreens Boot Alliance
Genentech, Inc.	Momenta Pharmaceuticals, Inc.	West Pharmaceuticals Services, Inc.
Giant Creative Strategy	NaviSync LLC (awaiting pd inv for website)	
GlaxoSmithKline	North Highland	
Grant Thornton LLP	Norton Rose Fulbright US LLP	
greyhealth group	Novartis Pharmaceuticals Corporation	
GSW, inVentiv Health	Novo Nordisk	
Havas Health	Ogilvy CommonHealth Worldwide	

THANK YOU CONT.

2016 HBA WOMAN OF THE YEAR SPONSORS

INFLUENCER



RUBY



GOLD



EMERALD



DIAMOND



TOPAZ



SILVER



BRONZE



MEDIA PARTNERS



ADVERTISERS



THANK YOU CONT.

2016 HBA ANNUAL CONFERENCE SPONSORS

INFLUENCER



RUBY



EMERALD



DIAMOND



publicishealth



GOLD



TOPAZ



OPAL



MEDIA PARTNERS



STATE OF THE HBA FINANCES 2016 CONT.

HEALTHCARE BUSINESSWOMEN'S ASSOCIATION, INC.

STATEMENTS OF ACTIVITIES

Years Ended December 31, 2016 and 2015

	<u>2016</u>	<u>2015</u>
Support and Revenues		
Meetings, workshops and conferences	\$ 2,104,241	\$ 2,048,635
Individual memberships	1,052,956	1,027,232
Corporate memberships	906,376	880,413
Special events - <i>Woman of the Year</i>	699,128	730,617
In-kind contributions	251,319	225,309
Other revenue	114,018	97,796
Investment return	30,731	23,301
Foreign exchange gain	101	2,592
Total Support and Revenues	<u>5,158,870</u>	<u>5,035,895</u>
Expenses		
Payroll and personnel related	2,488,842	1,951,869
Events, meetings, workshops and conferences	1,495,617	1,440,498
Special events - <i>Woman of the Year</i>	598,737	513,628
Technology and communications	252,050	220,586
Donated services, materials and facilities	251,319	225,309
Travel, meals and entertainment	226,125	282,239
General and administrative	178,308	182,311
Professional fees	131,675	218,406
Research	67,838	62,423
Marketing and advertising	63,716	54,642
Amortization	54,925	36,699
Miscellaneous expense	26,625	8,572
Printing and postage	24,158	30,821
Insurance	10,500	17,768
Total Expenses	<u>5,870,435</u>	<u>5,245,771</u>
Change in unrestricted net assets	(711,565)	(209,876)
Unrestricted net assets, beginning of year	<u>3,452,523</u>	<u>3,662,399</u>
Unrestricted net assets, end of year	<u>\$ 2,740,958</u>	<u>\$ 3,452,523</u>

STATE OF THE HBA FINANCES 2016

HEALTHCARE BUSINESSWOMEN'S ASSOCIATION, INC.

STATEMENTS OF FINANCIAL POSITION
December 31, 2016 and 2015

	<u>2016</u>	<u>2015</u>
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 1,179,008	\$ 2,467,850
Investments	254,624	613,883
Designated investments - deferred compensation plan	87,722	81,666
Accounts receivable	125,636	130,532
Prepaid expenses	<u>40,056</u>	<u>6,516</u>
Total Current Assets	1,687,046	3,300,447
Investments, net of current portion	2,301,397	1,660,069
Intangible assets, net	<u>161,469</u>	<u>158,876</u>
Total Assets	<u>\$ 4,149,912</u>	<u>\$ 5,119,392</u>
LIABILITIES AND NET ASSETS		
Current Liabilities		
Accounts payable and accrued expenses	\$ 383,004	\$ 587,497
Deferred revenue	938,228	997,706
Deferred compensation plan obligation	<u>87,722</u>	<u>81,666</u>
Total Current Liabilities	<u>1,408,954</u>	<u>1,666,869</u>
Net Assets - Unrestricted		
Designated for deferred compensation plan	87,722	81,666
Undesignated	<u>2,653,236</u>	<u>3,370,857</u>
Total Net Assets	<u>2,740,958</u>	<u>3,452,523</u>
Total Liabilities and Net Assets	<u>\$ 4,149,912</u>	<u>\$ 5,119,392</u>

LETTER FROM THE CEO



Ten years ago, I joined the HBA as the organization's first professional staff member. At the time, the HBA had reached a point where it had proven itself as a strong force for women in healthcare. The volunteer leaders recognized that they were poised for a trajectory of growth, and that bringing on staff was the missing piece to being able to truly take off and make the full impact of which they knew they were capable. They chose to make an investment to take the organization—and the women's advancement it supports—to the next level.

A decade later, we stand at another pivotal moment of investment for the HBA. A moment in which we are poised to be able to make a greater impact than ever before. As Nancy wrote in her opening letter, 2016 marked the year that we began to implement our bold plan for moving the needle of gender parity. And again, we've recognized the need to ensure that we have the structure and the resources in place to sustain our forward momentum.

To do this, we made a strong financial and resource investment this year in bringing on several new staff members to support the transition of our governance model to one in which the board and volunteers set the direction, while the staff runs the organization. We changed the size of our board, adjusted board terms and asked our nominating committee to ensure that our commitment to true parity is reflected in our board. We successfully brought many of our existing chapters and welcomed new affiliates into the new HBA Next geographic operating model to expand our network of impact across the U.S., and Europe.

We also made a significant investment in the foundational research for our gender parity goals. One of the major barriers to making the business case for gender parity is that business leaders, by nature, require evidence, and the research around gender parity wasn't readily accessible. We undertook a search of all available gender parity research and developed a paper for which we are now seeking publication. This effort will not only make it easier for our partners to make the case for gender parity, but will also help to establish the HBA as the convener for companies to learn from each other in advancing gender parity in the workplace.

Because of these strong investments—and the growing network of smart, talented and dedicated HBA members, volunteers, board members, staff and partners—we stand ready to turn this pivotal moment into a movement for the future of gender parity worldwide.

Laurie Cooke, HBA CEO



373 Route 46 West Bldg. E, Suite 215
Fairfield, NJ 07004
Phone: +1 (973) 575-0606
Fax: +1 (973) 575-1445
Email: info@hbanet.org

www.hbanet.org