VISION

LES’ vision is to advance the business of intellectual property to fuel the evolving innovation economy.

MISSION STATEMENT

LES’ mission is to empower its community to drive strategy, transactions, and deals involving intellectual property business and law.

In this Annual Report of the Licensing Executives Society (U.S.A. and Canada), Inc., the Society highlights the achievements, activities and events of the 2020-2021 year, under the leadership of President and Chair Gillian Fenton, and presents a profile of President and Chair-Elect Scott Williams. Gillian completes her term of office at the 2021 Virtual Annual Meeting in September, and Scott will be elected and installed as President and Chair at that meeting. Because the Society’s fiscal year is the calendar year and this Annual Report is published at the end of the outgoing president’s term, the current report of Treasurer Michele Riley is for the calendar year ending December 31, 2021. Riley summarizes the highlights for 2021, identifies the biggest financial challenge for LES in the future, and outlines the actions that LES is taking for improved financial performance. The full report for 2021 will be made after the end of the calendar year.

Also presented are the biographical sketches of the Officer and Director candidates for election at the 2021 Virtual Annual Meeting. The Society and the Annual Report Committee encourage the wide dissemination and use of this Annual Report, both as an informative publication of the many activities and programs of the Society in which LES volunteers have expended many thousands of hours throughout the year, and as a promotional tool for the Society. We welcome the broad use of the Annual Report as well as comments and suggestions for future issues.

The Annual Report Committee expresses its special thanks on behalf of the Society to all the staff and volunteers.
Friends and Colleagues, I am deeply honored and excited to be elected as your LES President and Chair for the upcoming year, commencing in October 2020. I would like to offer a special note of thanks to my husband Matthew who has supported me and provided invaluable advice and counsel throughout my professional career including my 28 years of LES membership. When I joined the LES Board in 2017, Matthew generously shared his experience and perspectives as a Past-President of the International Cytokine Society and of the Society for Leukocyte Biology, providing great insight into the workings of not for profit professional education societies. I would also like to thank my colleagues at GSK especially Catherine Ghislain and the leadership of GSK Vaccines Legal Operations for their support of my LES Board service.

I am also grateful for the generosity of my many LES mentors, starting with Dave Brook and Dick Wise who initially encouraged me to join LES as a young associate at Hamilton, Brook, Smith, and Reynolds. Their advice has served me well, leading me to meet many long-time friends and kindred spirits within LES, including Paul Stewart, Brian O'Shaughnessy, Louise Levien, Pam Demain, Tanya Moore, John Paul, Marc Schwartz, Bob Held, Scott Williams, Rachel Kreppel, and of course Gary Federochko who has just completed his term as President and Chair. My sincere thanks to them and to my fellow Board members who have been a source of inspiration, constant learning and encouragement in my service to LES. Finally I would like to recognize two ‘heroes of intellectual property’ who have inspired me with their passion for IP and its benefits to our Society and to society in general: Joe Allen, the architect of the Bayh-Dole Act, and Judge Paul Michel, retired Chief Judge of the Court of Appeals for the Federal Circuit. Thank you all.

My LES journey

Back when I was a young associate at Hamilton Brook, just starting to explore directions for developing my legal career, it was critical to find and attend local educational and networking events such as those hosted by the LES Boston Chapter. Not only do local society chapters offer a chance to meet and interact with local leaders and colleagues, broadening our experience beyond our immediate workplace, they are critical to our development of ever-expanding professional networks. From the beginning of my LES journey, I prized the diversity of our community bringing together not just patent and transactional lawyers, but also business development, finance, and alliance management professionals. I personally share the LES core value of cross disciplinary communication and collegiality. Additionally, LES has always stood out from the ecosystem of professional societies in its international character, reflecting and promoting the advancement of innovation and IP driven business around the globe. We are all enriched by the tapestry of diverse experiences, perspectives, and business cultures of our members.

While from the beginning I enjoyed the local chapter events and considered it a special treat to attend the national society’s Annual and Spring Meetings, it wasn’t until much later in my career that I learned the true value of LES. I was asked in 2014 to join the Editorial Board of Insights, providing peer review of member-submitted articles on timely topics and best practices. The Editorial Board introduced me to fellow LES volunteers from the other industry sectors. In that same year, I was asked to lead a half-day workshop on best practices in IP due diligence, which I thoroughly enjoyed. I later became the chair of the Editorial Board, and upon joining the LES Board in 2017, I had an opportunity to learn more about all of LES’ publication channels and platforms, including contributions to the new LES website which just debuted in July. As an in-house counsel and leader of the IP function for Emergent BioSolutions in 2018, I was invited to the LES IP100 where I experienced for the first time the roundtable, expertly facilitated discussions of topics of key relevance to the business of IP which are a distinguishing hallmark of the LES experience. Each of these experiences highlighted the value of our extremely generous, knowledgeable, and collegial community of LES members. LES provides each of us with a learning laboratory—there are many educational and volunteer opportunities for those with the curiosity and commitment to engage actively with the Society.

LES Value

But enough about my LES story—I encourage each of you to explore and engage with what LES has to offer. In the past year, we have refreshed and updated our core mission, strategy, and offer-
ings to better align with what brings value to our members. Those professionals who make up the deal teams who create IP-driven business transactions, execute those transactions to drive forward businesses leading the innovation economy, and implement visionary IP strategies to capture and enhance the value of knowledge-driven industries globally. LES is a community founded upon expertise, peer-to-peer learning, and collegial networking. LES serves an essential purpose for professionals whose daily activities otherwise may offer only competitive if not adversarial opportunities for interacting with our peers. More than this, LES offers unique development resources to support advancement of our members’ careers. Our new website features enhanced resource libraries ranging from our publications databases and eLibrary to LES’ royalty rate and deal terms surveys. More resources are being developed: I am particularly excited about our new Clause Bank, a comprehensive collection of commonly used agreement definitions and deal terms, developed exclusively by and for LES members, led by Ann Cannoni, to improve professionalism and drafting quality of the agreements we negotiate every day. I am also excited about our growing content archive of recorded online events, featuring presentations and webinars on cutting edge topics ranging from data licensing to startup valuations to the role and value of standards in Intellectual Property.

And I would be remiss if I did not also acknowledge the tremendous adverse impact of the pandemic we are experiencing, of COVID-19, on our businesses, our livelihoods, and our lives. We have seen an unprecedented reversal of fortunes as our world and our governments struggle to contain and control the most massive public health challenge of our time, and the ensuing economic hardships arising from necessary measures to shut down workplaces, travel, and in-person gatherings. Fortunately, the pandemic has also created an unprecedented opportunity for collaborations in the race to develop countermeasures including diagnostics, vaccines, and therapies, and I celebrate all of the LES members and their organizations who have risen to this challenge. We all wish them speedy success in overcoming this disease. But for the many LES members who have been personally affected by the loss of jobs and job opportunities, I am proud to have developed our program of “LES Careers in Transition” events, centered on webinars with leading professional recruiters, and peer-to-peer roundtable networking facilitated by experienced LES members and mentors. We will continue this program into the coming year.

**LES Strategy & Initiatives**

Indeed, the pandemic and associated inability to produce our key events, such as this Annual Meeting, in person has caused LES to profoundly reconsider and redevelop our strategy and programming. Our central consideration for the coming year and beyond is: how do we deliver value for LES members? To do this, we are re-imagining LES as follows:

1. First, we are aligning our leadership around three core activities:
   a. **Content development**, which unites event programming, education, webinars, our highly anticipated royalty rate and deal terms surveys, and more. We will develop a new ecosystem based on ‘content themes’ to provide you with flexibility to learn the essentials, such as through a short article or blog post, or instead to learn in-depth through webinars and educational programs.
   b. **Member engagement**, including exploration of new membership paradigms such as group or corporate level membership, and also—critically—customer service and engaging with LES members to learn your feedback about what is valuable to you, and translate that into new LES resources and programs. And,
   c. **Communications**, including continuous improvement of LES’ publications such as *Insights* and *Viewpoints* and an enhanced use of digital and social media. The pandemic has opened up new paths of online engagement, and we hope to develop a new online community for networking and sharing our expertise with each other.

2. Next, we will explore mutually engaging partnerships and joint programming with allied professional development organizations and societies who share LES’ core values.

3. Finally, we will embed a culture of fiscal prudence throughout LES: every program and event we take on will have passed our criteria for providing ROI—value to every LES member.

**Closing**

The year ahead contains many challenges but also many opportunities. I hope that you will join me, and the LES leadership, on our journey of resilience and reinvention in 2021!

Thank you!
Looking Forward in 2021: New Year, New Blog, New Tagline

GILLIAN FENTON

I’m excited to share a few 2021 developments for LES. First, we’re pleased to announce the launch of our new blog, which will be known as The Deal Point. We have chosen this name because the deal point is the issue in any transaction that is the last point on which the parties agree before the deal is done: it is the most difficult compromise, requiring focus, skill, and creativity to craft a solution. The new LES blog is anticipated to provide our community with perspectives from LES leaders on critical, timely issues and to share how LES can help us all to realize our personal development goals in the deal-making professions. In the coming months, we will gradually replace our publications, starting with Insights, with the blog, which will serve as the digital home for LES updates, industry deep-dives, educational posts, and more. Please follow the blog here (link).

We are also thrilled to introduce our new tagline: Learning. Excellence. Sharing. Extensive thought went into crafting this tagline, and I’d like to take a moment to walk you through the process and the significance of its meaning. Founded in 1965, LES was created to cater specifically to licensing executives, and was named as such. Over time, however, the field has evolved, and we now do so much more than straight licensing transactions. Today, licenses are usually part of a more complicated bundle of agreements that require a wide range of expertise. Also, the LES mission has properly embraced the creation and management of intellectual property (IP) as well as the use of IP as business assets in licensing and other transactions. The majority of LES members today are not C-suite level executives. Instead, our membership reflects the typical cross-functional team of professionals with different specialties who come together to make IP-driven deals and collaborations successful. We are accountable to the C-suite, and we share the priority of educating the C-suite about IP as well as driving business strategies through licenses and other types of IP-driven transactions.

So, with the evolving LES membership and faithfulness to our mission in mind, we sought a more inclusive tagline that communicates our key values in a clear, understandable way. Learning, Excellence, and Sharing – these values are central to everything we do, and they represent us as a society. They are pillars that serve as a guide for our programs and our members. Let’s take a moment to explore the importance of each.

Learning

LES is a professional education society, and education and learning are at the heart of everything we do. When I was new to the field, I was encouraged by my mentors to join LES. They emphasized how important community and professional learning were to my chosen specialty and career path. They showed me by example that education isn’t just about classrooms, or degrees, or even on-the-job learning. There are myriad nuances and legal intricacies that go into making an enforceable licensing deal, numerous business principles required to ensure it makes economic sense for both parties, and multiple legal frameworks in use around the world for IP and business transactions. LES members need a broad, multifaceted understanding of how innovative businesses form and grow. We also need the flexibility to apply our knowledge across different industries, stages in the business life cycle, and even legal frameworks to make deals happen. This type of experience is not acquired solely in a classroom - it requires lifelong learning and professional development.

LES is built around the concept of peer-, mentor- and community-based learning. We’re proud to offer a full curriculum of professional development...
President's March Message, continued from page 3

courses, ranging from introductory level to advanced intermediate to expert level. But in a broader sense, all our meetings and events all have a learning component. LES is committed to life-long learning in formal and informal settings, and that commitment surrounds and defines the spirit of the society.

**Excellence**

LES prides itself on our reputation of excellence and the many ways in which we aspire to measure up to that standard. We do so not only for our members, but for the broader business, legal, IP and finance community. LES provides a variety of resources that expedite and smooth deal making processes. They include:

**LES Royalty Rate and Deal Term Surveys**—Life Sciences, CEEM, High-Tech sector surveys have long served as a trusted resource for economic benchmarks defining high-technology, energy/materials and life sciences deals. To compare surveys from 2008-2018 visit: tinyurl.com/4otw3k5c.

**Licensing Standards Initiative**—LES is exploring new frontiers in best practices for IP in a variety of fields, including IP in the Supply Chain, IP Licensing Practices, IP Management for Startups, Intangible Assets in the Boardroom, IP Valuation and others. Each of these voluntary standards applies LES leadership and excellence in a neutral, authoritative way to educate the broader community in how to harness the value of IP to grow innovative businesses.

**IP Public Policy**—We are also a respected voice in public policy for legislation and legal reform that affect how well the innovation economy operates. We are distinguished from trade advocacy groups by our informed, neutral position—we speak for the best interests of a healthy IP and business ecosystem. Our expertise and efforts in public policy have been applauded by leaders in the field, including the judiciary and legislative branches of government.

**Frank Barnes Mentor Award**—Finally, at LES, we aim to not only deliver excellence, but to recognize its presence within our community. LES celebrates individual excellence by bestowing the Frank Barnes Mentor Award to one of our own each year: this award recognizes experienced individuals who have demonstrated their generosity of spirit by helping to advance the careers of others in the field of licensing. Recently, we have called upon our Barnes Award winners to pay it forward even more through our exclusive career-building facilitated roundtables program, the Network Enabled Teams, or NETs, for LES members experiencing career transitions.

**Sharing**

Sharing captures our core characteristic and value that, from its beginning, LES has been about creating a convivial community of people who enjoy being together, which naturally supports the coming together of individuals and ideas. Building community in this way is essential since the deal-making process has an inherent adversarial nature: in the course of doing deals, LES members will find themselves on opposite sides of the negotiating table. This makes it critical for the professionals in our field to get to know each other outside of the adversarial forum, to develop a knowledge and understanding for the personality, preferences, and even cultural difference of the deal parties with whom we’re engaging. Sharing, in this way, builds trust and nurtures lifelong personal relationships.

**Looking Forward**

Learning, Excellence, and Sharing will guide us on our LES journey this year and beyond. And we’ve got some great things in store—2021 promises to be a busy, exciting, and impactful year. Two ways you can help: we are looking for new leaders to shape our Women in Licensing (WIL) initiative (www.lesusacanada.org/committees/#wil) and calling for help in planning the 2021 Annual Meeting—Reimagining the Future (www.lesusacanada.org/les-annual-meeting). I hope you’ll join us on the journey!
Greetings LES members. As we move deeper into 2021, I find myself at the half-way point of my time as LES president. At the outset of my term last October, I set out a new strategy for the society, one that centered on six priority goals for the year. Today, I'd like to take a moment to give a mid-term report on where we stand on addressing those goals, as well as share a glimpse of what’s to come.

First, a note on the LES organization. Upon sharing the strategic goals for the year, my first step was to reconfigure our committee structure to better align with our priorities, break down silos, inspire energy and cross-pollinate ideas. We are fortunate to have a talented and dedicated team of volunteers at the helm of LES, and maximizing the value of each member’s contribution was a central goal in this reorganization. The result was two committee categories: Governance Committees and Strategy Committees. Under the strategy umbrella, we consolidated the prior structure into three committees: Content, Membership and Communications. The prior committees, such as meetings, surveys, and public policy, became subcommittees of these three.

Each of the new Strategy Committees has a crucial role to play in progressing our priority goals, and I’m proud to report that working together, we’ve already made great advancements in all six areas. Let me share our work to date:

Goal: Pivot to a new Multichannel Content Strategy: We’ve made enormous strides in developing a multichannel content strategy and library organized by content themes that directly address member needs and interests. Over the past six months, we have amassed a strong pipeline of ideas that we are now working to formalize and develop into new, engaging offerings for our members, including education courses, webinars, events, and curated online resources. Stay tuned over the next six months as we roll out some of these new, exciting programs.

Goal: Launch an Online Community: I’m pleased to share that we are on track to launch an online networking community platform early this summer. The platform was piloted by our standards committee and will feature discussion groups according to sector, professional field, affinity groups and key topics of interest for our members. The goal is to foster a more collaborative member community and drive engagement across the society.

Goal: Develop a Partnership Strategy: Knowing that many of our members are involved in multiple societies, the leadership team saw a great opportunity to partner with other groups to both expand membership and learn from external sources. LES has historical relationships with groups like AUTM and CLP that we can leverage to this end, and we are also exploring opportunities with other adjacent societies with overlapping interests. For example, we are currently working with the Biotechnology Innovation Organization (BIO) on a series of webinars in May and June. We look forward to sharing additional collaborative content in the months to come!

Goal: Re-Evaluate Membership Structure: Since its inception, the LES member structure has always been focused on individuals. While this continues to be an effective approach, we have also begun experimenting with offering group registrations, an option that was met with enthusiasm at the 2020 Annual Meeting and has helped expand our reach and exposure to new groups and perspectives. We’ve launched a pilot program of organizational sustaining members with a select group of companies, and we are optimistic that this strategy will prove beneficial to both the society and our members.

President’s March Message, continued on page 6
Goal: Revamp Communications: Historically, LES has leaned on in-person events, newsletters and emails to drive member communication. In the digital era, and in the wake of COVID-19, this system was overdue for a revamp. I’m thrilled to share that at the midpoint of my term we have already made huge strides in modernizing our communications program and making better use of social media. Follow LES on LinkedIn for updates, and learn more about our new communication strategy in our blog post on the topic.

While we are actively paring down email and newsletter communication, I am also pleased to share the development of The Pulse, our new, substantive LES newsletter that curates and prioritizes content to help members find what is most relevant to them. Sign up for all LES mailings here. Additionally, I want to be sure all are aware that our umbrella organization, LES International, is transitioning its quarterly journal, les Nouvelles, to a half-digital model, in which the March and September issues will be completely online. If you are having any trouble receiving it, please contact admin@lesi.org to get added to the distribution list.

Goal: Embed Culture of Fiscal Prudence: Delivering value to our members has always been of critical importance, and demonstrating a culture of fiscal prudence is a crucial part of that goal. Now more than ever, it’s important to show value and quality and ensure we spend membership fees wisely on items, activities and events that will contribute directly to our members’ benefit. We have instilled this idea at all levels, throughout our board activities, our management and support functions, event planning and beyond. I’m happy to report that this approach has received universal support across the leadership team, and we intend to continue on this course.

In summary, at this half-way point in my presidential term, I am extremely pleased for the society and proud of the leadership teams. We have made substantial progress on all six of our main priorities for the year, and we are looking forward to an eventful and no doubt successful second half of the year.

If you have an idea for an LES program or topic theme, we’d love to hear from you. Please reach out at info@LES.org.

Find out more about LES membership, and follow us on Twitter and LinkedIn for all the latest.
Q: How did you start your career in licensing?
A: Scott: Early in my career, I held several business development roles for manufacturers of industrial automation equipment. The skills developed in those roles allowed me to move into a licensing role at BTG, a UK-based technology development and licensing company. My experience at BTG was very broad, allowing me to be involved with many different types of projects, including patent acquisitions and divestitures, emerging technology licensing and patent enforcement. From there I spent several years in consulting, and more recently I’ve moved back into corporate licensing roles with InterDigital and now GE.

Q: What is it about licensing that keeps you engaged?
A: Scott: It’s very rewarding to work on complex deals with highly skilled people from different professional backgrounds. That for me is the most interesting aspect of licensing. Creativity also drives me. One of the great things about licensing is the need for creative solutions to address the unique circumstances from deal to deal.

Q: What skills do you think people need who are new to licensing?
A: Scott: Licensing requires a broad skill set and few people come into licensing with all of the requisite tools. For those new to licensing you need to be curious, to have a passion for learning, and you need to have the desire to work with a diverse group of professionals. That’s where LES can help. LES provides the opportunity to learn through its educational programs, as well as to meet experienced licensing professionals who have varied expertise and come from different professional backgrounds. It is important to get that exposure and to step outside your comfort zone in order to understand all aspects of the licensing business.

Q: What has been your experience with LES?
A: Scott: I joined LES around the time that I took my first licensing position. I started going to local chapter meetings, and attended the LES Annual Meeting. I was also a student in some of the educational courses. I found LES to be the best professional organization for me because of the strong focus on education and networking. My early experiences inspired me to take on a number of roles in LES that I continue today. I was the Philadelphia Chapter Chair for five years, I’ve been an instructor for LES courses, I have been on several meeting planning committees and I have been on the Board of Directors for the past several years.

Q: As the next LES President looking toward the post-COVID era, what are some of the challenges that lie ahead and what is your focus moving forward?
A: Scott: COVID-related challenges will likely continue into my tenure as President. LES has done a great job of adapting to the pandemic. Our 2020 Annual Meeting was reconfigured into a very successful virtual meeting. Other LES in-person meetings and educational offerings have gone virtual as well. Through it all we’ve seen that LES members are extremely committed—LES Sector and Committee work continues in earnest, and we keep developing new and creative ways to work together, despite the inability to meet in-person. We intend to incorporate those virtual practices that have worked well along with our traditional offerings. Of course, we can’t wait to get back to seeing all of our colleagues in person and networking, which has been an LES hallmark for decades. Going forward, we are going to continue to increase LES influence in the IP ecosystem through programs like LES Standards and our work in public policy. LES is also developing new initiatives to engage the IP community and provide value to our members and their organizations.

Q: How has the pandemic affected your work/life balance? Any activities you enjoy?
A: Scott: Working from home definitely has its challenges—being at home isn’t an issue, it’s never leaving that’s becomes emotionally tiring over time. The outdoors has been a great retreat for my family and me during the pandemic. Last summer we spent a lot of time at the beach, and this winter we have enjoyed several weekends skiing.
As the Treasurer of LES USA & Canada, I am honored to provide this report. The COVID-19 pandemic has continued to make 2021 another year of uncertainty and change. We are holding our Annual Meeting virtually once again this year, and have continued throughout 2021 to provide virtual webinars, education classes and other relevant programming, including our new Half-Day Meeting events.

Our 2020 results reflect revenue and expenses that were each 46% lower than 2019. For 2021 year to date, revenue and expenses are both lower due to the global pandemic and its impact on in-person gatherings.

The full year 2021 results will show we were fortunate to not incur any cancellation penalties for our planned Annual Meeting venue in San Diego.

Our budget this coming year will reflect our expectation that we will hold an in-person Annual Meeting in 2022, but will also continue to hold certain events online to try and capitalize on demand from our members for content “anywhere/anytime.”

### Financial Summary

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CANDIDATES 2021-2022

Scott Williams
President and Chair

Scott is Vice President of Licensing and Technology Ventures at General Electric. Previously, he served as Director, Licensing at InterDigital, a leading mobile technology R&D company. Prior to joining InterDigital, Scott served as Director with Stout Risisus Ross, Inc. (formerly Inotex) where he led the transaction services practice area. He was responsible for managing the sale and licensing of clients’ intellectual property assets as well as providing consulting services related to both litigation and the valuation of intellectual property and technology businesses. Scott has more than 20 years of experience in licensing and business development as well as in consulting to technology businesses.

He also served as Vice President in the Strategic Business Development and Technology Commercialization business units of BTG plc, a British technology development and licensing company. Earlier in his career, Scott served as Director of Sales and Marketing for a start-up manufacturer of industrial computers and plant floor workstations where he was responsible for building a national distribution network and leading the company through a period of dynamic sales growth.

As a 18+ year member of LES, Scott has served on the LES Board since 2016, has served in the role of Director of Meetings, was previously also the Chair of the Philadelphia Chapter, and was the 2015 New York Annual Meeting Chair.

Scott received his BS in Mechanical Engineering from the University of Pittsburgh and his MBA from Temple University. He is also a Certified Licensing Professional (CLP) and a Certified Valuation Analyst. Scott is an author and frequent speaker on licensing and IP valuation topics.

Gillian Fenton, Esq., CLP has been a member of LES USA & Canada since 1992. She has served in a variety of roles, including as member of the LES Insights Editorial Board and later Chair of the Editorial Board; as a volunteer mentor for the LES Foundation International Business Plan Competition, and as Director for Communications and Publications. Gillian is presently a member of the LES Board Executive Committee and serves on a number of other LES Board committees.

Gillian is presently Senior Counsel at GSK Vaccines, where she is the sole North American attorney for significant vaccines pipeline business development transactions (acquisitions, in-licenses, collaborations, out-licenses, and asset divestments). Gillian’s practice also includes a wide variety of collaborations and R&D funding agreements with U.S. Government entities (NIH/NIAID, BARDA and DARPA). Prior to joining GSK, Gillian was VP, Associate General Counsel & Chief Intellectual Property Counsel at Emergent BioSolutions Inc., where she founded the IP department and oversaw all IP activities in support of Emergent’s IPO and subsequent growth through M&A. Prior to joining EBS, while in-house patent counsel at Biogen Inc., Gillian led all IP activities in support of market launch of a new biotherapeutic product and secured a favorable outcome in a precedential patent interference proceeding. She also has over 12 years’ experience in private practice at Boston-based law firms.

Her educational background includes a B.Sc. Biochemistry, Trinity College. and a J.D. cum laude from Suffolk University Law School, Boston, MA. She is admitted to practice in Massachusetts, Maryland, Washington D.C., and is a Registered U.S. Patent Attorney.

Karthika Perumal, an LES member for over 15 years, has served as a Co-Chair for the 2018 LES USA & Canada meeting in Boston, and Chair for the LES Life Sciences Sector Executive Committee. Karthika is currently a partner at Womble Bond Dickinson (U.S.) LLP where she specializes in protection and commercialization of intellectual property assets including patents, copyrights, data rights, and trademarks in the technology space. Karthika works with clients in the healthcare and energy sectors to protect, defend and monetize their innovations and to develop strategic IP portfolios.

Her IP transactions practice includes: technology licensing and other commercialization agreements; multiparty collaboration and joint venture agreements; product manufacturing, supply, and distribution agreements; and software development/support and service agreements, among others.

She previously was an Associate Director for Technology Development at the Univ. of Texas Medical Branch (UTMB). In that role, she developed commercialization strategies for various technologies, and led numerous successful technology commercialization deals, including helping to structure six life sciences start-up companies. She has been recognized by Texas Super Lawyers® as a Rising Star in Intellectual Property in 2018 and 2019. In addition to her significant technology transfer practice, Karthika also has experience in the prosecution of patents and trademarks for large corporate entities, research institutions and independent inventors.

Ms. Perumal is a Certified Licensing Professional (CLP) and received her J.D. from University of Houston Law Center and her Ph.D in Pharmacology from Baylor College of Medicine.
Michele Riley, CPA, CFE, CFF has been a member of LES USA & Canada since 2010. She currently serves as the Treasurer of LES and has volunteered for many years as an instructor for the CLP review course and other valuation classes. She is a Managing Director at Stout Risius Ross, an international financial advisory firm, and she focuses her practice on damages and valuation in intellectual property litigation and transactions. Michele has a BA in Physics from Emory University and an MBA from the University of Maryland. She started her career as a commissioned officer in the National Oceanic and Atmospheric Administration.

Michele is a native of Orlando but has lived in the Washington DC area for over 20 years, and enjoys being very active in her community. She and her husband Jack have two children.

Kevin R. Spivak is a senior legal editor with Thomson Reuters. Mr. Spivak’s prior experience includes managing and securing intellectual property rights in a wide variety of technologies for domestic and global corporations while working in private practice law firms.

Kevin received a B.S. in Computer Engineering from The George Washington University and a J.D. from The American University, Washington College of Law. Before completing law school, Mr. Spivak was a Patent Examiner in the U.S. Patent and Trademark Office, where he examined patent applications in computer-related technologies.

Ann M. Cannoni, CLP, is a Vice President and Director for The Webb Law Firm. Ann is an Intellectual Property attorney with almost 30 years of experience in patent strategy, preparation, protection and litigation in the chemical and mechanical fields, with an emphasis in pharmaceutical, polymer, and organic chemistry and medical devices. Before joining The Webb Law Firm, Ann served as Senior Director-Patents for Schering-Plough Corporation, where she was in charge of all chemistry patent activities. Her responsibilities included product life-cycle management, patent application preparation and prosecution, preparation of patentability, infringement and validity opinions, due diligence for licensing, as well as attorney and staff supervision. Earlier, as Assistant Counsel Coatings & Resins for the Automotive OEM and Aerospace Business Units of PPG Industries, Inc., Ann supervised all Intellectual Property activities for these business units. Prior assignments included conducting similar activities for the Fiberglass and Biomedical Business Units.

Ann received her B.Ch.E. degree from Villanova University and J.D. from the Catholic University of America, and is a Certified Licensing Professional (CLP).
Evelyn is a Senior Counsel in Ericsson’s IP Rights & Licensing group. In her role, Evelyn supports Ericsson’s patent licensing policies and practices for its industry-leading portfolio of over 49,000 patents.

Before joining Ericsson, Evelyn was a patent litigator and prosecutor at Sidley Austin LLP, representing both national and international clients. She also clerked for the Honorable David Folsom in the United States District Court for the Eastern District of Texas.

Evelyn has an Electrical Engineering degree and a law degree from The University of Texas at Austin. Prior to attending law school, Evelyn worked as a registered patent agent for several years, prosecuting patents in a wide-range of technologies ranging from telecommunications to biomedical instrumentation.

Evelyn is currently serving as a member of the LES Standards Board.

Lalit Gaur, MBA, CLP™ is a seasoned business development and licensing executive with over 20 years of proven track record in leading business development and licensing (BD&L) transactions, alliances, strategy, and deal making.

Currently, as Global Head of BD&L, Lalit leads a team responsible for executing BD&L transactions and strategy for VETOQUINOL, one of the globally leading pharmaceutical companies focused on animal health. Prior to joining VETOQUINOL, Lalit led and founded a management consulting advising clients ranging from governments to startup on BD&L transactions. Lalit has served in many BD&L capacities and across many segments of the life sciences industry. He started his career in human medical diagnostics, then to life sciences research and on to leading BD&L for Novartis AH, then to his current role.

Lalit has been a member of the Licensing Executives Society for more than 15 years and currently serves as Chair of the Life Sciences Sector. Over the last decade or so, Lalit has remained very active with life sciences serving as a mentor, a judge to the business plan competition, and co-chair of many sub-committees in the Life Sciences Sector. He earned an MBA from Rice University and MS in Biology (Molecular) from Texas A&M.

Ian DiBernardo is the Chair, IP Litigation and Practice Group Leader, US Technology Practice at the law firm of Brown Rudnick LLP. For over 25 years, he has represented clients across the intellectual capital ecosystem in creating, protecting and monetizing assets. His multifaceted IP and technology practice includes building worldwide patent portfolios, bringing products to market by providing clearance opinions, negotiating licenses, manufacturing, supply and distribution agreements, and litigating all types of IP and related breach of contract matters. His transactional practice includes both stand alone IP and technology agreements, such as outsourcing, cloud computing and license agreements, and larger corporate transactions, such as mergers and acquisitions and joint venture agreements.

He frequently works in the areas of software, financial services and FinTech, food science and AgTech and MedTech, and represents funds in connection with IP-focused investments.

Ian has been recognized in Legal 500 in the area of trade secrets; ranked multiple times by Chambers USA: America’s Leading Lawyers for Business in the area of Intellectual Property: Patent; named an IP Star by Managing Intellectual Property Magazine; and named in Super Lawyers in each of the specialties of Intellectual Property, Intellectual Property Litigation, and Information Technology/Outsourcing.

Ian received his J.D., magna cum laude, from Syracuse University College of Law, and his B.S., cum laude, in Electrical Engineering from Bucknell University.

Louise Levien, Ph.D., CLP is currently a licensing consultant. She also is an active volunteer, not only for LES, but for the MD Anderson Venture Mentor Service, for Brown University and for College Money Matters. She continues to use her experience as a scientist and licensing professional to mentor others as well as develop and deliver training in the field of IP licensing. Louise retired from ExxonMobil Upstream Research in 2017, after holding diverse scientific, managerial and staff assignments. She spent the last third of her career working the company's Commercial, Intellectual Property and Licensing group, and was responsible for IP processes, the intellectual property aspects of agreements, and licensing transactions impacting ExxonMobil's upstream business.

Louise holds a ScB degree in Geological Sciences from Brown University and MS and PhD degrees in Geochemistry from Stony Brook University. She is a Certified Licensing Professional and co-inventor on two patents.
Eric Victory is Vice President, Global Strategic Marketing at Aurinia Pharmaceuticals in Rockville, MD. Previously, Eric worked at AstraZeneca’s MedImmune unit as VP, Partnering & Strategy—Head for Cardiovascular, Metabolic, & Infectious Disease, leading licensing activities for two of the company’s therapeutic areas. In this role, Eric successfully closed the acquisitions of Spirogen and Amplimmune, brought on Sanofi Pasteur as a partner in developing MedImmune’s MEDI8897 (nirsevimab) next-generation RSV antibody, and led negotiations for multiple other key agreements across the pipeline.

Before that he managed MedImmune’s US Government pandemic influenza contracting, and held other roles in business development and marketing. Eric served over 5 years as a commissioned officer in the US Navy Nuclear Propulsion Program, and he holds bachelors degrees in physics and political science from Stanford University, and an MBA from Northwestern University’s Kellogg School of Management.

Efrat Kasznik is President of Foresight Valuation Group and a Lecturer at the Stanford Graduate School of Business. Efrat is a Silicon-Valley based valuation and intellectual property expert with two decades of consulting experience, focusing on assisting IP holders across industries with the valuation and monetization of their intangible assets. She helps clients, ranging in size from Fortune 100 companies to start-ups, with IP and business valuations in support of licensing deals, IP and technology acquisitions, M&A transactions, tax reporting, strategic planning, and fundraising. She also frequently serves as a testifying expert in legal disputes involving IP and startup valuations and damages.

She is the immediate past-Chair of the High-Tech Sector, LES USA & Canada, and has been recognized as a top IP strategist on the IAM 300 list every year since 2013. Efrat received an MBA from the University of California, Berkeley, and a B.A. in Accounting and Economics from the Hebrew University, Jerusalem.

Vincent Bergeron is a Partner, Lawyer and Trademark agent with ROBIC, a Canadian firm focused on intellectual property, where he is the Leader of the national Emerging Technologies Group.

He specializes in the international protection, defense and commercialization of intellectual property assets related to information technology, particularly in the areas of artificial intelligence, big data, blockchain, software, video games, internet of things, virtual reality and other emerging technologies.

Author of more than 160 publications and conferences, Vincent Bergeron has been invited as a speaker on intellectual property and emerging technologies by many prestigious organizations around the world.

He is involved in leadership roles in several international and local organizations, including as International Chair of the YMC Committee (Young Members Congress) for LESI, after serving as Chair of the North American Committee. He has also been President of the Canadian Bar Association, Quebec Division, for the Information, Telecommunications and Intellectual Property Section.

He has been recognized by Best Lawyers in Canada in Technology Law, as well as by Lexpert in Intellectual Property and Technology Transactions, and as a Leading Lawyer to Watch in Computer & IT Law.

Mike Perham has been a member of LES since 2009, having served multiple roles on Annual Meeting Committees, the Life Science Sector leadership team, and the Young Members Council. He is currently Chair-elect of the Life Science Sector.

Mike is currently the Director, Innovations and External Relations at the Howard Hughes Medical Institute, Janelia Research Campus, overseeing technology transfer, open science, external relations and library services. His experience includes roles in technology transfer and IP management at UTMB, the University of Virginia, a startup called Microlab Diagnostics, and Health Diagnostic Laboratory. He has spent the last 12 years negotiating and managing a wide variety of out- and in-licensing agreements, Intellectual Property rights transfers from open-source to collaborative development arrangements, managing IP portfolios and leading litigation efforts.

He studied Chemistry at the University of Texas and received a PhD in Biophysical chemistry from Rice University where he was an NIH Biotechnology Trainee and Keck Fellow in the Houston-Area Molecular Biophysics Program.
Julia Barnes-Weise, J.D., CLP, the Executive Director of the Global Healthcare Innovation Alliance Accelerator, co-founded the non-profit GHIAA in the spring of 2016 as a spin out of her work at Duke University as a Visiting Associate Professor of the Practice at Duke's Sanford School of Public Policy, and Director of the Sanford Innovation, Technology Policy project.

She is a lawyer, board member, business development executive and Certified Licensing Professional. She has been a member of LES since 1986. Julia has been a Senior Business Development and Legal Consultant to the Coalition for Epidemic Preparedness Innovations (CEPI) for almost three years. She has also been a consultant on partnering for the Pandemic Preparedness Framework initiative of the WHO, during which time she co-authored a paper on the success and failures of the Ebola Outbreak 2014 consortia and created a system for monitoring potential Priority Pathogen development partner matching. Julia is a Collaborator with the Harvard University's Berkman Klein Center Global Access in Action initiative. She is a member of and co-chair of the Healthcare Sector of the LES and frequent speaker on healthcare licensing and partnering. Barnes-Weise was a founding member of the Alliance Management Sector of the LES. Julia is also a Consultant and lecturer for the Duke Law School Access to Medicines course; and a Board Member of the Medical University of South Carolina Foundation for Research and Development.

She is a former Director of Business Development at Glaxo Wellcome (now GSK), an attorney at SAS Institute and also founded and has consulted for BioMatch, LLC for many years. She has decades of experience negotiating IP licenses, alliance agreements and advising healthcare companies and institutions on partnering strategies. She has consulted with both US and European start up companies and initiatives, including developing business development plans for venture capitalist backed spin out companies.

Julia has a BA in Economics and Literature from Ohio Wesleyan University, a JD from the University of North Carolina at Chapel Hill, completed a yearlong Notre Dame University Law School program on International Trade, and a course on International Marketing from the Duke University Executive Education program at the Fuqua School of Business.

Mihaela Bojin is an Associate Director at the University of Iowa Research Foundation (UIRF). She has extensive expertise in intellectual capital management (licensing, business and intellectual property assessment, partnerships) in a variety of areas (pharmaceuticals, drug delivery, medical devices, software, etc.)

Mihaela has held numerous leadership positions as a Board member of the LES Standards Development Organization (SDO), Chair and founder of the LES Iowa Chapter, Chair of the LES Standards ISO/TC 279 Innovation Management Committee, VP of LESI Patent and Technology Licensing Committee, University of Iowa committees (Conflict of Interest, IP policy), and the University of Iowa Staff Council (executive committee, HR, university relations). In 2020, Mihaela was selected as a member of the IAM Strategy 300, an elite global group of IP strategists.

Mihaela is a Certified Licensing Professional (CLP) and a registered patent agent with the U.S. Patent and Trademark Office. Prior to joining UIRF, Mihaela was a patent agent at a New York City Intellectual Property Practice Group, where she managed complex patent dockets for U.S. and foreign pharmaceutical, chemical, and cosmetics clients. Mihaela also has extensive research and teaching experience gained as an assistant professor on tenure track at the City University of New York, and as a postdoctoral scholar at the University of California, Davis, and at New York University. Mihaela holds a PhD in Theoretical Chemistry from Cornell University, and a BSc in Chemistry from University of Bucharest, Romania.

Rachel has been a member of LES since 2002 and has served as the Vice President Public Policy and Standards. She has been an active member of LES participating on the Public Policy Committee for the last several years. She currently serves as a Trustee at Large.

Rachel is Senior Assistant General Counsel for Purdue Pharma L.P. in Stamford, Connecticut. She manages patent litigation, primarily Hatch-Waxman cases, and settlements of patent litigation. She also is involved with IP licensing. After law school, Rachel went directly in-house to Purdue. At the beginning of her career, she focused on licensing agreements to support Purdue’s discovery research and other research groups, including licensing agreements with universities. In 1999, Rachel received her B.S. in Chemistry with a minor in Management (concentrating on Entrepreneurship) from Rensselaer Polytechnic Institute. She attended Chicago-Kent College of Law in its Honors Scholars program and received a J.D. with a certificate in Intellectual Property in 2002. She is admitted to practice in the states of Connecticut and New York and the USPTO.
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