LES is the global leader in standards development, education, and certification in promoting intellectual property commerce.

VISION

LES is an independent, professional organization that facilitates global intellectual property commerce through education, networking, standards development and certification.

MISSION STATEMENT
In this Annual Report 2008 of the Licensing Executives Society (U.S.A. and Canada), Inc., the Society highlights the achievements, activities and events of the 2007-2008 year, under the leadership of President Thomas A. Picone, and presents the plans of President-Elect François Painchaud for the 2008-2009 year. Tom completes his term of office at the 2008 Annual Meeting at Orlando in October, and François will be installed as President 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 Michael J. Lasinski is for the calendar year 2007. His general statement on the outlook for 2008 is based upon incomplete data, the full report to be made after the end of the calendar year.

Also presented are the Vice President Reports for Communications, Local Chapters, Education, Membership, Member Interests and International. A change of format has been made in these reports, and in those of the President and President-Elect, to conversational “Q&A” sessions with the reporting officers. This new format is designed to present the information in a more personal, informal manner. This Annual Report concludes with the Licensing Executives Society (USA & Canada) Foundation’s Report and biographical sketches of the Officer and Trustee candidates for the 2008-2009 election at the Orlando Annual Meeting, and lists of the Officers and Trustees 2007-2008, the Past Presidents of the Society from 1966 to the present, and the member societies of LES International.

The Society and the Annual Report Committee encourage the wide dissemination and use of this Annual Report, both as an informative publication regarding 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 sent to info@les.org.

The Committee expresses its special thanks to Carla Blackman and Design Interface for their careful and competent work in assembling this report, making the Committee’s work a very easy task.

Tom Small
Annual Report Editor
Past-President LES (USA & Canada)
“The main reason for the CLP™ is to increase the level of excellence and emphasize education for the licensing professional. There are two objectives; the first is to increase the level of professionalism and expertise in the field. The second objective is to add credibility for choosing a licensing professional.”

**Q:** In your tenure as LES (USA & Canada) President for 2008, how has the organization changed?  
**Tom:** During this past year, LES (USA & Canada) turned its focus to global expansion. This was evident in our meeting with LES (USA & Canada) and LES International, which opened doors by greatly enhancing communication between the organizations. There has also been a major emphasis to expand in Latin America. And in January, I will be making a presentation at an LES International Meeting in New Delhi, India.

**Q:** One of the biggest stories for LES (USA & Canada) in 2008 has been the CLP™, Certified Licensing Professional. How is certification and education helping LES (USA & Canada) move to global excellence?  
**Tom:** First of all, let me congratulate the 675 individuals who have achieved CLP™ designation in this inaugural period. Testing is scheduled in various locations throughout the USA and Canada for September, with a goal to have 1,000 CLP™ designates by the year’s end.

The main reason for the CLP™ is to increase the level of excellence and emphasize education for the licensing professional. There are two objectives; the first is to increase the level of professionalism and expertise in the field. The second objective is to add credibility for choosing a licensing professional. The CLP™ gives the employer increased confidence that the consultant or employee they hire has achieved certain objectives of performance.

We are also working diligently to make the CLP™ available worldwide. The goal is to globalize the CLP™ so that employers outside the USA and Canada know more about the consultants they hire. A few countries, both developing and emerging, have already begun certification programs and LES (USA & Canada) wants to catalyze these efforts. These countries will also be offering CLP™ testing so that certification can grow. Expanding globally will help LES (USA & Canada) become the most effective organization worldwide.

**Q:** What does the CLP™ mean to you personally?  
**Tom:** The focus on education and developing objective criteria for licensing professionals has been an important milestone for me. Throughout my 18 years of LES (USA & Canada) service, I have always been interested in education and involved in educational programs. To be involved in the formation of the CLP™ and education at this level has been especially gratifying. As the CLP™ designation becomes better known, it will enhance credibility for our organization. As an employer, I will look for the CLP™ designation to qualify a new hire.

**Q:** I know that it’s hard to choose just one, but can you tell us which LES (USA & Canada) Meeting has been most memorable?  
**Tom:** The meeting this past year in Chicago that brought together LES (USA & Canada) and LESI was most memorable because there were so many joint meetings and opportunities for productive communication. LES President Chikao Fukuda and I had many great interactions. Workshops were also co-led by LES (USA & Canada) and LES International Committee Chairs.

**Q:** Tell us about your most memorable LES (USA & Canada) experience.  
**Tom:** The support I have received through LES (USA & Canada) friends as I face a new disease process and the ability to rely on my LES (USA & Canada) friends as I pursue the most aggressive treatment regimen has been truly remarkable. We volunteers give of ourselves for the good of the group; positive benefits come back to us in ways that have been made very evident to me. Finally, I thank each member of the Board for their hard work this year. This is how we achieved our goals for ’08.
“The immediate future of our organizations is in continuing the work already begun. ‘Globalization’ has been at the heart LES (USA & Canada) in recent years, and it will be at the core again this coming year.”

Q: What plans do you have for the future of LES (USA & Canada)?

François: The Board of Trustees of the Licensing Executives Society (USA & Canada) has continued a strategic review process, which was started under Kathleen Denis’ presidency and culminated under Dwight Olson’s presidency. Through this process LES (USA & Canada) embarked on a journey, which realized the creation of the Certified Licensing Professional (CLP™) certification and a greater openness to international issues. For this expanded focus on globalization, the position of Vice-President International lead by John Paul was created. At this time the entire organization, be it the Education VP and Trustees, the Membership VP and trustees, the Members Interest VP and Trustees, even the sectors and the chapters themselves, have been called to support these two extraordinary initiatives. Everyone has been asked to contribute and we are seeing the progress.

The immediate future of our organization is in continuing the work already begun. “Globalization” has been at the heart of LES (USA & Canada) in recent years, and it will be at the core again this coming year. We will look at key aspects of licensing and how they exemplify licensing and technology acquisitions as a culture—a global culture.

In the medium to long-term range, our goal is to enhance the transparency and professionalism of our great organization. The Strategic Planning Committee will tackle those issues along with other strategic elements.

Q: What does the CLP™ certification program mean to you?

François: This is one of our key developments stemming out of our strategic process. It is a chance to again demonstrate the leadership of LES (USA & Canada) in the national and international arenas. It is also an opportunity to display leadership not only within the LES (USA & Canada) family, but also on a grand scale to the licensing and technology transfer community at large. LES (USA & Canada) has invested a tremendous amount of resources and time to make CLP™ a success. Our vision from the start was to create one global certification body that sets the standard for the licensing profession.

This new endeavour is meant to be inclusive and generate credentials for all licensing professionals alike so that industries, government and universities will come to rely on the meaning of this certification. I am especially proud of the fact that LES (USA & Canada) had the vision to make CLP™ a separate organization with its own Board of Governors, who are called to uphold and set the standards for the licensing community. This Board of Governors will, in time, become independent of LES (USA & Canada) and hopefully serve all professional societies related to licensing.

Q: How has LES (USA & Canada) Education helped the field of licensing?

François: Education has always been at the core of LES (USA & Canada); it is one of the “raison d’être” of our Society. LES (USA & Canada) is a leader in education with diverse courses, at times industry-centric and at times cross-industries focused, great partnerships with other organizations, and in sharing knowledge with LESI and the other national or regional LES Societies. For example, through our “Globalization” project, LES (USA & Canada) has been a catalyst and partner with LESI and the South-American LES Societies to assist the South-American LES Societies in putting together a series of conferences in Brazil, Argentina, Chile and Peru. Many LES (USA & Canada) members gave their time to make this event happen. I believe that it

Continued on page 11
Year 2007 was a milestone for LES (USA & Canada), marked by the launch of the Certified Licensing Professionals (CLP®), Inc. organization. Supported by a long-term investment of more than $400,000, LES (USA & Canada) looks forward to establishing the CLP® credential as a professional distinction throughout the licensing community.

Overall LES (USA & Canada) revenue for 2007 was just under $6 million ($5,946,049), a 15% increase from the 2006 total of $5.15 million. Total expenses for the year were $5,603,482, just 1% greater than $5.5 million for 2006.

Membership
Our membership total for 2007 was 5,572 which is a decrease from 2006 when it was 6,006. The total membership dues collected in 2007 ($1,233,603) provided 21% of our total revenues, and substantially funded the cost of our administrative office services. From dues collected, we transferred $387,712 to LESI. The transfer is to pay for the services that LESI provides for our members, including providing the Membership Directory and les Nouvelles. This payment to LESI represents 7% of our total expenses in 2007.

Meetings
LES (USA & Canada) provides high-quality, professional networking and education opportunities through our local chapter events, education programs, and the Winter, Spring, and Annual Meetings.

In 2007, the meetings were organized around the annual theme of Change, with a well-attended Winter Meeting in San Francisco (February), an innovative meeting in the growing licensing marketplace in Atlanta (May) and a record-setting Annual Meeting at the Vancouver Convention and Exhibition Center (October).

The revenues received for these three key meetings were $2,961,197 compared to $2,683,811 for 2006, which represents a 10% increase year-over-year.

LES (USA & Canada) Sponsorship continued to grow in 2007, with a total of $493,780 raised to enhance the LES (USA & Canada) meeting experience, including the introduction of LES (USA & Canada) Power Networking and the development of the LES (USA & Canada) E-vent Resource Center, an online repository of the content presented at each of the LES (USA & Canada) meetings in 2007.

LES (USA & Canada) Education
The number of LES (USA & Canada) Education programs, including the Professional Development Series and the Technology Transfer Seminar, continued to expand in 2007, with the introduction of new Advanced courses. Competition for LES (USA & Canada) Education events also increased, resulting in lower than expected attendance for select courses.

Total revenues for LES (USA & Canada) Education programs in 2007 were $623,745 (compared to $560,216 for 2006), and our expenses in 2007 were $551,858, resulting in revenues over expenses of $71,887. This excess is reduced from 2006 where revenues over expenses were $101,592.

Communications
LES (USA & Canada) escalated its media outreach activity throughout the past year, capitalizing on the increased attention to licensing and intellectual property issues. LES (USA & Canada) leaders were interviewed several times for comments on the impact of recent court decisions or legislative proposals on licensing and technology transfer. LES (USA & Canada) continued with the strategic redesign of its Web site, with a planned launch of a new Web site by the end of 2008.

All Other Core Services
LES (USA & Canada) continues to develop its staff and administrative resources to provide a full range of LES (USA & Canada) activities. Our total expenses in 2007 for such core member services, not otherwise allocated in above segments, were $1,344,092. This represents an increase over the comparable total ($1,241,742) for 2006.

Investments
Based on prior years’ financial success, LES (USA & Canada) has accumulated substantial funds available for investment. Beginning in 2005, LES (USA & Canada) implemented a new investment policy designed to provide greater returns on these funds, without generating significant risk for the society. LES (USA & Canada) investment income totaled $206,619 for 2007, compared to $343,000 in 2006.

As of 12/31/07 our combined investment, savings, and checking accounts were $2,571,568. This is less than total anticipated expenses for one year. Based on...
recommendations for societies such as ours, we will continue to build reserves to at least one year’s expenses accumulated for society operations.

The LES (USA & Canada) Board of Trustees also approved a $100,000 contribution to support the renewed focus of the LES (USA & Canada) Foundation.

### Audit of our Returns

Our finances are audited by an outside firm managed by an Audit Committee which is independent of the Treasurer and LES (USA & Canada) accounting function. We have received our outside Auditor’s opinion letter which affirms the financial report which is part of this summary.

### 2008 Outlook

As we prepare this report in August 2008, some of our events so far this year have not met our financial expectations, including the 2008 LES International Conference and select LES (USA & Canada) Education programs in the first half of the year. Through the close of our June 2008 financials, we are approximately $79,000 behind our annual budget which is close to break-even for the year.

The LES (USA & Canada) Board of Trustees has also adopted a series of resolutions for long range financial planning which set goals for restoring the LES (USA & Canada) accumulated reserves within three years.

### Summary

2007 was a unique year for LES (USA & Canada), a combination of strategic investments in Certification and the LES (USA & Canada) Foundation, and continued efforts to meet budget expectations for meetings and education programs. The directions and policies implemented in 2007 set the course for enhanced financial strength and stability in the future.

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### Financial Summary

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<td><strong>Revenue over/(under) Expenses</strong></td>
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Vice President Reports

Communications Report
by Ada Nielsen—VP, Communications

Q: In what ways is LES (USA & Canada) communicating with its members?
A: We’re using some broad-based strategies that include our Web site and e-communications, as well as more traditional forums, such as the Viewpoints newsletter and the Annual Report. Throughout the year, efforts are also focused on public relations. We’ve also found that bringing LES (USA & Canada) members together through education venues, train-the-trainer programs and the like really do facilitate communication. Within our own committee, the communication team meets monthly to exchange ideas via conference calls.

Q: Why are these communication efforts so vital to LES (USA & Canada)?
A: It is essential that we communicate effectively with our members and that this communication is a two-way dialogue. That being said, information is provided to LES (USA & Canada) members regarding the learning and networking opportunities available throughout the year, as well as timely and relevant information that will benefit their daily business practices. Members truly have the inside track on what’s new and what’s now in IP around the globe. On the flip side, we create avenues in which LES (USA & Canada) members can provide feedback that has an impact on future LES (USA & Canada) offerings. It is also important to maintain informal alliances with non-members, government agencies and other associations, such as BIO, in order to share relevant information with our members.

Q: What was new for Communications in 2008?
A: Well, the biggest news in our area is that we hired Carol Gerard as Marketing and Communications Director. Her primary role is to make sure the new LES (USA & Canada) Web site is up and running. Another goal for Carol is to create a consistent LES (USA & Canada) presence and message across all lines of communication, from the Web to e-news to press releases. She’ll be working to bridge any inconsistencies that occur between the electronic arena and the print world.

Q: I’m sure you’ve faced some challenges at VP Communications. Can you tell us about a few?
A: Getting a marketing director in place was a very recent challenge. LES (USA & Canada) needs a clear direction in this area to help identify our target audience, find ways to reach that audience and to keep the message consistent. My challenge was to help LES (USA & Canada) understand the broad reach that marketing has on our membership. Another related challenge is in understanding how to take advantage of new social networking sites, like LinkedIn. It’s important to evaluate how we connect with the younger generation of licensing executives. In fact, I would welcome any input regarding other social networking sites that would benefit our members. I would also like to point out that Viewpoints is stronger than ever and is effective at providing benefits that are separate but supportive of LES (USA & Canada) meetings.

Q: On a different note, you’ve been involved with LES (USA & Canada) for many years now and have attended countless LES (USA & Canada) meetings. Which was your favorite?
Ada: My first is still my favorite—the LES (USA & Canada) Annual Meeting in San Antonio. I had been attending the Chicago local meetings, but the annual meeting introduced me to LES (USA & Canada) on a much larger scale. I also attended my first Fundamental Course there and that really got me involved in Education. The course helped me connect with the other people in my class. Of course, the venue was also great!

Q: Can you tell us about your most memorable LES (USA & Canada) experience?
Ada: I have had many great, unforgettable experiences, especially in my LES International experiences. However, the most memorable has to be the LES (USA & Canada) Foundation Dinner at the Four Seasons in Chicago. I chaired that event and Judge Posner was the speaker.

Local Chapters Report
by Paul Roberts—VP, Local Chapters

Q: Why are the Local Chapters vital to LES (USA & Canada)?
A: The Local Chapters are a vital and integral part of the Society because of their grass roots participation and excellent local networking and education opportunities. Local Chapters are ambassadors for LES (USA & Canada) in that they represent the varied aspects of what LES (USA & Canada) has to offer, and bring many of the same benefits offered nationally to the local level where it is sometimes more easily accessible. These aspects are critical and introduce LES (USA & Canada) to prospective new members and remind existing members of all the great reasons to remain active with LES (USA & Canada).

Q: What new initiatives were launched to engage the Local Chapters in 2008?
A: In 2008, the Local Chapter Trustees implemented two new initiatives: (1) build and grow local chapter network contacts and (2) transition to new accounting and registration system. For the first initiative, all local Chapter e-mail distribution lists were forwarded to LES (USA & Canada) headquarters for consolidation and maintenance.

The second Chapter initiative regarding the transition to a new accounting and registration system began in 2007: the LES (USA & Canada) Board of Trustees directed all Chapters to transition to a new accounting system since it is a fiduciary duty to insure Chapters comply with Federal non-profit accounting regulations. To assist with the accounting transition and ease the administrative burden to local Chapter Chairs, LES (USA & Canada) now offers online registration and event invoice/bill payment. In January 2008, LES (USA & Canada) Chapters were advised to close their local bank account and forward surplus funds to LES (USA & Canada) headquarters which will be available to the Chapter for 2008 events. As of July 1, this transition was nearly complete, with all chapters benefitting from greater support and fewer administrative responsibilities.

Chapter Highlights
As of July 15, over 2000 LES (USA & Canada) members are active with LES (USA & Canada).
& Canada) Members and licensing professionals attended over 100 Chapter events throughout the U.S. and Canada. Several local chapters were revived and/or founded in 2008. The LES Austin Chapter was revived and held their first meeting since 2006 and the LES Tennessee Chapter was founded.

- The LES Silicon Valley Chapter held its 8th annual meeting with 140 attendees.
- LES Philadelphia held its first event in a year and hosted two subsequent meetings, all well attended.
- LES Maryland set attendance records (70+) at two of its 2008 events.

Chapter Event Statistics

- 78% of the Chapters submitted a LES (USA & Canada) Chapter Summary Board report (up from 34% in Oct 2007).
- Over 100 Chapter events were posted to the LES (USA & Canada) Web site.
- More than 2,000 online meeting registrations were processed since inception.
- 72% of LES (USA & Canada) Chapters held at least one networking meeting.
- 78% of LES (USA & Canada) Chapters used online registration.
- 25% (10 chapters) receive support from sponsors, with 34 total sponsors.

Q: What were your biggest challenges as VP of Local Chapters?

A: Our biggest challenges were getting a few thriving Chapters to adopt the new functionality offered to support their Local Chapter meetings, and then wean them off the legacy approaches they successfully used to handle certain Chapter operations. We had to make these functions consistent across all Local Chapters. Many of our Local Chapters are very strong and achieved success as a result of their Chapter Chair’s tremendous hard work and problem solving along the way. While those approaches work for those Chapters who created them, LES (USA & Canada) needed some consistency in certain areas to enable us to comply with all applicable legal and regulatory requirements. For example, a few Chapters established bank accounts over the years, but LES (USA & Canada) must adhere to certain tax requirements which necessitated centralized financial operations at the LES (USA & Canada) headquarters. We did so in a way that enables Chapters to continue to benefit from the revenue generated by the Local Chapter during the year in order to apply that to their Chapter-specific events. Since “change” can be disruptive, it was challenging to convince a few Chapters that their operations would be more streamlined, while continuing to benefit from their individual Chapter success. We have made that transition and all are benefiting from the new and consistent approaches that preserve the benefits Chapters have grown to enjoy.

Q: Who do you work with at LES (USA & Canada)?

A: I work primarily with Curtis Gore. Curtis is relatively new to LES (USA & Canada) and recently attended his first meeting in Chicago. Despite his brief history with LES (USA & Canada), Curtis has stepped up right from the start and addressed his responsibilities like a true professional. Curtis not only delivers what is requested of him (and more), but goes out of his way to suggest improvements and changes to help all involved.

Of course, I continue to work with Christine Mercado and Ken Schoppmann, who are both extremely accessible, knowledgeable and always willing to help.

We are very lucky to have such dedicated and competent professionals such as Curtis, Christine and Ken to keep our organization running as efficiently and effectively as it does—thank you to them and the rest of the LES (USA & Canada) staff for that!

Q: Which LES (USA & Canada) Meeting was your favorite?

Paul: My favorite LES (USA & Canada) meeting was my first: Puerto Rico. The law firm I was at during that time wanted someone from the firm to join one of their “Of Counsels” (Gayle Parker) who was then the President of LES (USA & Canada), since the firm wanted to maintain active involvement with such a great organization. I quickly stepped up to the plate (after all, it meant a trip to Puerto Rico). Aside from the fabulous location, I fell in love with the organization due to its focus on licensing intellectual property and after having met so many welcoming and knowledgeable professionals. I will never forget that meeting and all the encouragement and sage advice I have gotten over the years from so many trusted friends.

Q: What is your most memorable LES (USA & Canada) experience?

Paul: My most memorable LES (USA & Canada) experience was being co-chair of the 2007 Annual Meeting in Vancouver. It was such a great opportunity to learn all aspects of how meetings get “put together” and “pulled off,” and understand how the organization truly operates. I enjoyed helping deliver valuable educational content and networking opportunities to my fellow LES (USA & Canada) members, and doing so in such a remarkable venue—it was unforgettable for me.

Q: How has LES (USA & Canada) Education helped the field of licensing?

A: This one’s easy! My great mentor and coach from The Dow Chemical Company, Carl Handlovits (Corporate Director of Inventions Management) sent me to LES (USA & Canada) almost 20 years ago to acquire the learnings he believed I needed to be successful in this field. I learned that the profession of licensing is so interesting and challenging because it draws on so many disciplines in so many ways. Licensing especially needs professionals with legal, financial, and technical proficiencies that can be applied to often long-term business arrangements. Where can you go for the right mix of learning content? Law schools and conferences teach to pure-play legal professionals; business management schools and conferences teach methods and process, but leave out the important legal aspects. Only LES (USA & Canada) Education seems to combine all the learning aspects efficiently and place learners in the presence of faculty who are accomplished licensing professionals at the same time. It is a great process to follow new professionals as they consume LES (USA & Canada) Education offerings and grow their professional experience and recognition. I’d bet there are many licensing professionals in practice who’ve had the same great experience I’ve had. Multiply that, and its easy to imagine the impact the program has had on the field. LES (USA & Canada) Education is still incredibly relevant, and substantially valuable to both new and accomplished professionals alike.

Q: What does the CLP™ certification program mean to you?

A: I think the CLP™ credential was
Vice President Reports

overdue for our profession, and I’m excited to finally see this program presented to us. Having worked now in intellectual asset and knowledge management after 20 years at Dow Chemical, and now 10 years at PricewaterhouseCoopers, I can easily say that the importance of trust in business has never been more in the foreground. Trust, professional standards, and assured practitioner competencies are enhanced by the presence and interactions of respected certification programs. Transaction costs decline. Transaction cycle times decline. Both professionals and employers operate at higher levels of productivity when certified professionals are engaged in complex work. I see this play out every day in my own work environment where professionals carry a number of accounting, finance, project management, new product development and technical certifications. The CLP™ credential speaks well of people willing to validate their competency through profession level standards, and is also positive evidence of the maturity and stature of our profession as a recognized profession in today’s business environment.

Q: Which LES (USA & Canada) Meeting was your favorite?  
Phil: LES (USA & Canada) meetings are always memorable because of the great design and production work of our Society Staff and Event Committees, and in time you begin to experience “extended family” benefits no matter where the meetings are held. My most memorable Meeting was actually last year’s Annual Meeting in Vancouver, BC. It was a beautiful coastal setting, with great, leading issues content, and outstanding entertainment listening to the pearlescent voice of our friend and colleague, Lynda Covello, behind the jazz microphone. My most memorable international meeting was a few years ago in Oslo, Norway, hosted by LES Scandinavia. Again, great content and the ability to connect personally with so many people around the world in our profession.

Q: What is your most memorable LES (USA & Canada) experience?  
Phil: My most memorable LES experience was at the LES International Meeting a few years ago in Paris, hosted by LES France. I’d just landed from a 10 hour flight from Chicago and arrived by taxi at the hotel. My cell phone began to ring, and it was Ada Nielsen, asking me to immediately come to a conference room (unwashed) and deliver a PDS/Fundamentals train-the-trainer workshop to an international audience of 50 licensing executives. Sleepy, but seamless.

Q: What new initiatives for Education are there for 2008?  
A: LES (USA & Canada) Education is unique — there’s really not a better source of continuing professional education that combines aspects of intellectual property/contract law, technology, and finance along with key aspects of intellectual property management and business strategy. I know this is over-simplification, because we know licensing deals involve a lot more disciplines than these. But LES (USA & Canada) Education brings those aspects into the program too, with a great, professionally active faculty, and knowledge-development-based events that teach professionals a full spectrum of skills from licensing basics, out to leading edge business models and industry sector issues. This year our LES (USA & Canada) Education program focused on developing new quality standards for the PDS program, and a complete continuity audit directed at enhancing the student’s learning experience. We continued our education alliance program with the Biotechnology Industry Organization (BIO) and tested others with colleague organizations whose members have learning needs in the field of licensing. We continued new offering development in the areas of alliance management, intellectual property business strategy and competitive intelligence for licensing. LES (USA & Canada) Education offers the most complete source of continuing education for licensing professionals available. I’m excited about our goals for new initiatives in 2009! We want to expand our eLearning offerings, and introduce a great new approach to learning delivery at the Local Chapter level. Our program will always seek to meet professionals’ learning needs in ways that enhance career growth and business growth through licensing.

Q: What were your biggest challenges as VP of Education?  
A: I’ve had an incredible experience as VP of Education (USA & Canada), and the opportunity to work with our LES (USA & Canada) Administrative Staff and so many accomplished licensing executives (many are pretty famous!) over these years is a gift unmatched! What’s amazing to me about the program is, that it is primarily volunteer produced. A simple back of the envelope calculation shows an amazing investment of professional development hours to both develop and maintain the relevance of the content. This not only keeps the offering fresh with current issues in the profession, but also presents a challenge — everybody is very busy all the time. So productive coordination of the program’s generous volunteers is always a challenge. The other main challenge is production of content that is relevant to our diversity of Industry, University, Government and Professional Services sectors. Each one has its own specific purposes and goals, and our offerings have to engage them together with valuable take aways. On the other hand, this diversity present in the profession also creates novel learning experiences for licensing professionals. Whatever the challenge, the opportunity to serve LES (USA & Canada) in this role has been one of my most enjoyable professional education experiences!

Q: Who do you work with at LES (USA & Canada)?  
A: Education is so central to the mission and vision of LES (USA & Canada), that even though Education is a defined operational area in our Society, it touches all the other operations as well. So the person in the VP of Education role must work with many other officers, trustees, Society staff, committee and event leaders and interests to fulfill the role. Our core circle includes the Director of Education, Dr. Vicki Hancock; Trustee for Education, Brian O’Shaughnessey (Buchanan Ingersoll & Rooney, PC); and Trustee for Certification, Michael Lee (Sterne, Kessler, Goldstein, & Fox P.L.L.C). Of course, we work together with a great extended group of professionals and staff at the Education Committee level, practicing faculty, and a number of our counterparts at LES International. We especially appreciate the interest, ideas and hours of volunteer efforts from so many friends of LES (USA & Canada) Education.

Membership Report by Gary Nath—VP, Membership

Q: What membership efforts have been vital to LES (USA & Canada)?  
A: In 2008 we have made significant strides in improving the benefits our membership derives from our Society, expanding the focus our mentoring committee has on developing future LES (USA & Canada) leaders, and providing new and expanded Sponsorship opportunities. Membership has been working very hard to increase our numbers and interest in our organization.
Some of our highlights have been the completion of the McKinley Membership Study, the launching of the Member-Get-A-Member Campaign and our first ever New Member Orientation Program.

**Sponsorship Committee**

Sponsorship of the Annual and Seasonal Meetings has continued to be a significant source of revenue for LES (USA & Canada) and is a great marketing tool for those who participate. There are various levels of sponsorship and I encourage members who have never been a sponsor to speak to one of our Committee members and explore the benefits of sponsorship. The LES (USA & Canada) name and brand is expanding within the IP field and as a member there are many benefits attached to being part of such an illustrious organization as ours. To date, we have over 34 sponsors and raised in excess of $500,000. Also, in combination with the Communications Committee, through Power Networking the committee was able to assist in raising even more funds for LES (USA & Canada). With Ross Epstein, as Trustee along with Chuck Neuenschwander, Steve Adam and Janet Pioli, Sponsorship had another terrific year.

**Mentoring Committee**

The Mentoring Committee has shifted its focus towards new member orientation and was a key contributor to the New Member Orientation workshop held in Chicago. The New Member Orientation was a huge success. It allowed new members the opportunity to see how LES (USA & Canada) is structured, what benefits we offer and showed them how they can be active participants within our organization. Because it was so well received, it will be continued at future meetings including the 2008 Annual Meeting in Orlando. It will focus its efforts toward mentoring new members collectively instead of individually. However, One-On-One Mentoring is still available and is strongly encouraged for those who are willing to participate. The Mentoring Committee sent “Welcome Letters” to each and every one of our new members to highlight the benefits of LES (USA & Canada) and the mentorship program. We will continue the following at all seasonal and annual meetings: New Member Bingo, Member Orientation Workshop, Committee Meeting Workshop and Mentoring Breaks.

**Q: What new initiatives for Membership are there for 2008?**

**A:** The Membership Committee was extremely innovative this year and we look forward to seeing the results of its efforts in the coming years. A Member-Get-A-Member campaign was created to generate interest and increase membership numbers in LES (USA & Canada). The program runs until the end of September 2008 and any existing member who recruits a new member during this time will be entered into a drawing for a complementary registration and accommodations at the 2008 Annual Meeting in Orlando. The McKinley Study was completed and the final results are being analyzed to aid in directing new membership and retention activities.

Starting with the 2008 Spring/LESI Annual Meeting in Chicago, we hosted a New Member Orientation Workshop, just prior to the ever popular New Member Reception, with members of the Board and Industry Sectors in attendance to introduce LES (USA & Canada) to the new members. The Workshop was very well received by the attendees and will be continued at future meetings, including the 2008 Annual Meeting in Orlando.

During its monthly conference call meetings, the Membership Committee began planning for outreach programs to increase membership. The Committee plans to expand its outreach to Universities, including faculty and student populations, and has plans to coordinate with IEEE to promote LES (USA & Canada) to its vast membership, as well as other organizations within the digital community.

**Q: What were your biggest challenges as VP of Membership?**

**A:** For 2008, a major focus was placed on developing a “best practice” mode of operation for the Sectors and Committees, which included as a major portion of the effort, maintaining a sharp presence on the Web site. While the Professional
Vice President Reports

Member Interests Continued...

Interest Committees are less formal, Isabelle addressed this issue by requesting that each of the Sectors appoint an individual to be responsible for the Sector Web site. The result has been that each of the Sectors now has a good clear presence on the Web site. In addition, Isabelle created an introduction page on the Web, which allows easy access to any of the Sector sites and provides additional information to the first time user.

A major initiative for 2008 was to link the LES (USA & Canada) Web site to the LES International Web site. This was accomplished during the 2nd quarter of 2008. Now, members of LES (USA & Canada) and LESI Sectors and Work Groups can easily navigate back and forth from their home links to their counterpart Web pages. The hope is that this will help open up communications among the entire international organization.

Q: What were your biggest challenges as VP of Member Interests?
A: The biggest challenge that the team has faced this year is that of timely communication between all of the Sector and Committee Chairs. You would almost think that this isn’t their full time job. In any case, we’ve tried to help as much as possible by scheduling regular monthly conference calls and, when necessary, interim calls. All of the Chairs and the Trustee teams are working well together.

Another challenge that came up this past year was that of proposal submission. The Sector and Committee Trustees were, for the most part, left out of the process. This can create a real issue. The Trustees oversee all of the activity from the Committees and Sectors. Because of this, they can facilitate where a particular proposal might best be presented. An example of this was during the last proposal submission when one Sector received proposals that were not quite in line with the rest of the theme they were driving for, and so the proposals were put off to the side. Isabelle recognized this and realized that the proposals were good and might be better placed with a different Sector. Getting the Trustees involved up front is an issue that needs to be addressed this year, and going forward.

Q: Who do you work with at LES (USA & Canada)?
A: Our Sectors and Professional Interest Committees are made up of the following Industry Sectors:

- Health Care—doing very well, increasing membership.
- High Tech—doing very well, increasing membership. Some challenges exist here as interest in nanotechnology begins to grow. IUGI is also interested in this area.
- Chemicals, Energy and Materials (this year we dropped the “C” at the end of, what was CEMC, in order to avoid confusion, since this is an Industry Sector and not a “committee”).
- IUGI—The “I” in IUG“I” is for Interface. Some challenges exist here as interest in nanotechnology begins to grow. High Tech is also interested in this area.
- CP—The Consumer Products Sector continues to struggle for membership but is sponsoring workshops and proposals at the Orlando meeting.
- BMD—While not an Industry Sector by itself, the biomedical devices group is being jointly managed by the Health Care and High Tech Sectors. BMD is sponsoring six Workshops at the Orlando meeting.
- The Financial Markets and Trade Secrets Committees were dropped this year.

Professional Interest Committees are sponsoring workshops as well.
- International—five workshops at the Orlando meeting.
- Licensing Office Structure and Management—two workshops at the Orlando meeting.
- Strategic Alliance—two workshops at the Orlando meeting.
- Trademark Licensing—a real need for increased activity and membership.
- Valuation and Taxation—five workshops at the Orlando meeting.
- Women in Licensing—need to try to expand the success of this Committee to reach outside of the Bay Area.

In the coming months leading up to the Orlando meeting, we’ll continue working on best practices, getting proposals ready for the winter meeting and continue to address Web site updates and issues. Thanks to other committee members Isabelle Gorillott, Trustee for Industry Sectors, and Russell Levine, Trustee for Professional Interest Committees.

International Report by John Paul—Trustee for VP, International

Q: This is a new position on the Board, why was it created?
A: One of the top objectives of President Tom Picone and President-Elect Francois Painchaud’s leadership of LES (USA & Canada) is to increase the communication and cooperation between the national LES societies and address the growing number of global issues in our societies. Because the international aspects of our Societies are increasingly important, the new position of VP Interna-

John Paul (left) with Alan Lewis at the Welcome Reception in Chicago.
is our duty to encourage those examples of leadership and knowledge sharing. Education will always be at the forefront of these global initiatives.

**Q: What’s next for LES (USA & Canada)?**

**François:** For the upcoming year and in keeping with our overall theme, we will have three distinct meeting experiences that will provide opportunities for professional growth. Each meeting will explore different aspects of the culture of licensing—the characteristics that make it a unique, relationship-based community on a global scale.

The 2009 LES (USA & Canada) Winter Meeting, February 25-27 in San Antonio, TX, will address the importance of Professionalism. We will also have a track targeted to the High Technology, Chemicals, Energy, and Materials industry sectors.

The Spring Meeting, May 6-8 in Montreal, will be an opportunity to examine Networking in the 21st Century. Relationships, interpersonal and institutional, stimulate success by developing connections and identifying opportunities to combine resources and abilities. There will be tracks for the Health Care and the Information Technology sectors.

The Annual Meeting will take place October 18-22 in San Francisco, CA. This is the premier event for licensing education and networking. Perhaps no other area in the world better represents the synergy of technology, business, and entrepreneurship than San Francisco. The meeting will capitalize on this opportunity by focusing on Education and Diversity in licensing. The diversity of ideas presented at the LES (USA & Canada) Annual Meeting is invaluable to anyone in the ever-changing field of licensing.

**Q: Is there anything you would like to add to our conversation here?**

**François:** I believe that LES (USA & Canada) is poised for further growth. My personal goal is to be able to achieve this without losing the LES (USA & Canada) warmth and volunteer culture that make us unique.

**Q: Which LES (USA & Canada) Meeting was your favorite?**

**François:** I must say that my favorite meeting still remains the Boston Annual Meeting in 2004. Being involved in its organization, with record breaking attendees, coming off some more difficult years, and with the Boston Red Sox making it to the World Series at the same time was quite a challenge; but what a great experience.

**Q: What is your most memorable LES (USA & Canada) experience?**

**François:** I have been able to experience the greatest of mentorships one could expect from a professional society. It started seamlessly with John Woodley (a Past-President) introducing me to many members and making me feel that I belonged. This led to a form of coaching from many members that continues today. For me this also sets LES (USA & Canada) apart from all other professional societies.
This proved to be a watershed year for the LES Foundation (a foundation of the LES (USA & Canada)) in its ongoing work to increase awareness and understanding of the field of licensing among non-IP professional audiences through its outreach and educational programs.

Of significant note was the enormously successful 2008 Graduate Student Business Plan Competition, which welcomed international entries for the first time in honor of the 2008 LES International Meeting in Chicago. This move effectively doubled the size of the event—drawing 21 impressive entries from innovation–minded students from around the globe.

“The Competition is a good illustration of the Foundation’s mission,” said Arthur Rose, LES Foundation president. “Our student participants are immersed in a simulated real-world venture capital experience where they quickly learn the immense value licensing brings. In fact, some of our participants have gone on to become licensing professionals and LES members.”

Seven teams qualified to present their plans at the final round of competition in Chicago, including MicroTransponder Inc., from the University of Texas, Dallas; EcoRegen, from Swinburne University of Technology (Australia); 3rd Rock Sunblock, Inc., from Duke University; SeriesTech from Lund University (Sweden); ESMo Technologies, Pts Ltd., from Nanyang Technological University (Singapore); NanoGreen, Inc., from the University of Hawaii; and, BioRegenix from the University of Illinois at Chicago.

“Students tell us that the LES Foundation Competition is one of the best because it’s the ‘whole package’—offering a rich academic experience, as well as industry networking and mentorship elements that provide distinct competitive advantages as students move toward the marketplace,” said Linda Chao, senior associate for Stanford University’s Office of Technology Licensing and the LES Foundation Board Member who chaired the 2008 Competition.

MicroTransponder, Inc., from the University of Texas captured first place for their plan to license and commercialize a wireless “Neurostimulation Pain Management System” which can be implanted to relieve the debilitating and chronic pain associated with cancer, diabetic neuropathy, lower back pain and other conditions. They received a $10,000 cash prize as well as $45,000 worth of in-kind services from Ocean Tomo and Knobbe, Martens, Olson & Bear, LLP.

In addition, LESI sponsored the inaugural Global Award to recognize the team whose business plan best dealt with IP rights and their use in the global business environment. This award and a $5,000 prize went to the student team from Swinburne University of Technology (Australia) for their plan to develop EcoRegen, a biotechnology company aimed at regenerating organic wastes into renewable resources and organic products for a sustainable ecology throughout the world.

Each of the remaining five finalists teams received a $1,000 prize. Entries are now being accepted for the 2009 LES Foundation Graduate Student Business Plan Competition with finals to be held at the LES (USA & Canada) Spring Meeting in Montreal.

**E.B. (Ted) Cross Honored with the Frank Barnes Mentoring Award**

Over the years, many in licensing have received valuable counsel and guidance from E.B. (Ted) Cross. For this reason, LES (USA & Canada) and the LES Foundation honored Mr. Cross with the Frank Barnes Mentoring Award during the Annual Meeting in Vancouver.

Now in its 7th year, the Barnes Award was established by a group of LES (USA & Canada) members to memorialize Frank Barnes’ vast contributions to the field of licensing through mentorship. An award of $500 is presented annually to an LES (USA & Canada) member who, like Mr. Barnes, has devoted considerable time to mentoring licensing executives.

“Ted’s years of service and guidance to members throughout Canada and the U.S. has distinguished him among his peers and colleagues. His commitment to sustaining excellence in the licensing profession embodies the spirit and purpose of this award,” said Ada Nielsen, the Trustee and Foundation Board member, who nominated Mr. Cross.

Upon receiving his award, Mr. Cross expressed gratitude to the important mentors in his life, including his wife of 42 years, Helen, and his esteemed professional mentor, LES (USA & Canada) Past-President John Woodley.

Mr. Cross received his degree in Chemical Engineering from the University of Toronto and served as a pilot in the Royal Canadian Air Force. He spent 25 years working in the Canadian chemicals industry before joining the University of Waterloo in 1982 where he developed the Waterloo Centre for Process Development into a world-class model technology transfer and licensing office.

A longtime member and leader within LES (USA & Canada), Mr. Cross currently sits on the LES Foundation Board. He is Chairman of the Board of the Canadian Innovation Centre and runs E.B. Cross & Company, an intellectual property and licensing consulting firm.

**LES Foundation’s Annual State of the Licensing Industry Survey**

The highly anticipated results of the Annual State of the Licensing Industry Survey once again provided LES (USA & Canada) members and others with valuable insights and perspective on key statistics, events and trends in the field.

Each year the survey uniquely gathers and analyzes data from across industry sectors through an online questionnaire of LES (USA & Canada) members.

“We see the survey as not only a service to the profession, but also as a way to illustrate the significant role licensing plays in the marketplace to leaders in business and government, academic researchers, and the public,” said LES Foundation President Arthur Rose.

This year’s survey found that, even in an era filled with headlines about patent reform and vigorous public debate about IP issues, licensing professionals report spending very little time on litigation issues. They also reported that they are increasingly looking towards patents for creating competitive advantage.

Interestingly, the survey compared licensing professionals’ perceptions of an anti-IP environment today versus three years ago, with 61% of responses indicated “strong” or “moderate” cause for concern today versus 61% also reporting that they would have said there was “no” or “slight” cause for concern just three years ago.

In addition, the survey looked at motivations for creating IP, dealmaking and best and worst practices.

For a closer look at the survey results or for more information on any of the LES Foundation programs, please visit www.lesfoundation.org.
**Candidates 2008–2009**

**François Painchaud — For President**

François Painchaud is the current LES (USA & Canada) President-Elect and a candidate for President. He was Plenary Chair for the 2007 Annual Meeting in Vancouver. From 2004-2007, Mr. Painchaud was Regional Vice President, Canada, and prior to that was involved as Trustee and at various levels of the Society’s activities. He was Arrangements Chair for the 2004 Boston Annual Meeting. He is also active in the Canadian Bar Association. He serves on the Board of Directors of various technology driven private and public companies, the Board of Directors of the Canadian Louis Pasteur Foundation (CLPF), and is the corporate secretary of the Consortium québécois sur la découverte du médicament (CQDM).

Admitted to the Quebec Bar in 1986, François Painchaud is a partner at Léger Robic Richard, L.L.P., a multidisciplinary firm comprised of lawyers and patent and trademark agents, which specializes in business law and intellectual property, including patent law (“Robic”). In charge of the business law group of Robic, he has oriented his practice toward the field of commercial law, with particular emphasis on licensing of intellectual property and technology transfers, joint ventures and M&A.

At the academic level, Mr. Painchaud was adjunct professor at McGill University, teaching “Trade Secrets and Technology Transfers, Complex Legal Transactions II” course. He has also contributed to the Robic-Léger, Canadian Trade-Marks Act Annotated and the Canadian Copyright Act Annotated. Mr. Painchaud is also a Certified Licensing Professional (CLP™).

**Thomas A. Picone — For Past-President**

Dr. Thomas Picone is the current LES (USA & Canada) President and a candidate for Past-President. He was a plenary speaker at the Spring LES Meeting 2005 in Raleigh, North Carolina, and is a regular speaker in mini-plenary panels. He also served as the Chair of the Health Care Sector from 2000-2001. He was Co-Chair of the LES International Health Care Committee 2002-2003 and has been a Trustee since 1999. He is also a Certified Licensing Professional (CLP™).

Dr. Picone is Vice President, Strategic Alliances Global Licensing with Schering-Plough Corp. He has over 24 years of pharmaceutical experience, including 10 years in Research and Development and 14 years in Business Development, Licensing, M&A, and Commercial Development. He completed 33 in-licensing, five out-licensing and two M&A projects in diverse therapeutic areas including diagnostics, urology, metabolism, pulmonology, vaccines, anti-infectives, gastroenterology, and genomic and medical devices. Dr. Picone was formerly Entrepreneur-In-Residence at the VC firm, Oxford BioScience Partners. Prior to his employment at Oxford, he was Vice President, Global Licensing at Pharmacia. He was also at Abbott Laboratories for 18 years, 10 years in R&D and 8 years in Business Development.

Dr. Picone received his Bachelor of Arts in Psychology/Biology from St. Michaels College in Burlington, VT. He received his MA in Psychology and Neuroscience at the University of Hartford, CT, and his PhD in Biochemistry at the University of Connecticut at Storrs in 1980.

**Ada C. Nielsen — For President-Elect**

Ada Nielsen is currently serving as the Vice President for Communications. She was Arrangements Chair for the 2007 Annual Meeting in Vancouver, was co-program chair of the LESI Annual Conference in Chicago, is a Trustee of the Licensing Foundation and is in charge of fundraising for the Foundation. Ada had been responsible for oversight of the Fundamentals and Intermediate level courses, developing the intellectual asset management modules for both courses, teaching frequently for PDS, and helping to pilot add-on workshops for Intermediate PDS at local chapter meetings for the Education Committee.

She also was a committee member for the Certification initiative and now holds the CLP™ designation. Having been Vice-Chair of Education for the LES International (2001-2002), chair for the Chemicals, Energy and Environment Working Group (2005-2006), she is now chair of Education for LESI.

Ada is responsible for developing intellectual asset strategies in areas of Exploration and Production for BP America, Inc., and has a strong track record in identifying and extracting value from non-commercial inventions as well as developing new products and new businesses.

She earned an AB in chemistry from Wellesley College, an MBA in finance and marketing from the University of Chicago Graduate School of Business, and studied theoretical physical chemistry in graduate programs at Tulane University and Dartmouth College.
Candidates 2008–2009

Michael J. Lasinski — For Treasurer

Mr. Lasinski has held the position of Treasurer since 2005. In addition, Mr. Lasinski holds or has held various other positions within LES (USA & Canada), including: Treasurer (2005 - 2008), Trustee of Technology Transfer Seminars, Trustee of On-Line Service, Co-Chair of the Michigan Chapter, Co-Chair of the Valuation & Taxation Committee, Program Chair for the 2002 Annual Meeting in Chicago, and Co-Chair for the 2007 LES (USA & Canada) Annual Meeting in Vancouver. Mr. Lasinski has spoken internationally at LESI functions (and other educational organizations) on the topic of intellectual property valuation. Earlier this year, Mr. Lasinski became a Certified Licensing Professional (CLP™).

Mr. Lasinski is a Managing Director at Ocean Tomo and is in charge of their valuation business. Previous positions include Executive Director at the Center for Applied Innovation (CAI), Vice President at CRA, International, as well as positions at Coopers & Lybrand (now PriceWaterhouseCoopers) and Ford Motor Company. His education includes both an MBA and BS in Electrical Engineering from the University of Michigan. Mr. Lasinski is a licensed C.P.A. in the state of Illinois and the former Vice-Chair of the Intellectual Property Owners Organization’s Valuation and Taxation Committee.

Walter G. Copan — For Regional Vice President, U.S.A.

Within LES (USA & Canada) Dr. Walter Copan is currently serving as Regional Vice President, U.S.A. He has been Vice President for Member Interests, Trustee for Mentoring, and chaired the LES (USA & Canada) Chemicals, Energy, and Materials Sector and the Industry-University-Government Transactions Sector. In LES International, he was Chair for the LESI Chemicals, Energy and Environment Committee and is currently Chair of the Industry-University-Government Transactions Committee. Walter is also an international delegate to LESI.

Dr. Copan is Executive Vice President—American Operations and Chief Technology Officer at Clean Diesel Technologies, Inc., a clean energy and environmental technology innovation firm. Prior to joining Clean Diesel, he was with the National Renewable Energy Laboratory of the U.S. Department of Energy in the capacity of Principal Licensing Executive. Before his decision to join NREL, Dr. Copan was Managing Director, Technology Transfer and Licensing for The Lubrizol Corporation.

His undergraduate degrees in chemistry and music, and his Ph.D. in Physical Chemistry were earned at Case Western Reserve University (CWRU). In 2008 CWRU named Dr. Copan the University Alumnus of the Year. He is also a Certified Licensing Professional (CLP™).

Kenneth McKay — For Regional Vice President, Canada

Kenneth McKay is an active member of LES (USA & Canada) and LES International. He was Program Chair for the 2006 Annual Meeting in New York City, and is Chairman of the Winter Meeting Committee in San Antonio 2009, also past chair of the LESI IP Maintenance and Trademark and Character Licensing Committees. Ken was a contributing author to the first volume of the Licensing Best Practices Book. He was also LES Canada Vice-President in 1995-96. Ken recently received the CLP™ designation.

Ken is an attorney and partner with Sim & McBurney and Sim, Lowman, Ashton & McKay LLP in Toronto, Canada. He is an active litigator in the Intellectual Property Bar in Canada and has appeared as lead counsel and co-counsel on several leading intellectual property cases at the trial and appeal level as well as the Supreme Court of Canada. He is the co-author of the Canadian Marketing Law Handbook and Trade-marks—Canadian Forms and Precedents.

His education includes a BA from the University of Toronto and a LL.B. from the University of Windsor. Professional memberships include the Canadian Bar Association (CBA), the International Trademark Association (INTA), the Law Society of Upper Canada and a Fellow of the Patent and Trademark Institute of Canada and a member of AIPPI.
Thomas J. Filarski — For Secretary

Mr. Filarski has served as secretary for LES (USA & Canada) since 2005. Other records of key involvement in the Society include: Board of Trustees 2001-Present; Regional Vice President, USA, 2004-2005; Vice President of Communications 2002-2004, Chair for the 2002 Annual Meeting in Chicago; Co-Chair of the 2001-2005 Meeting Coordination Committee; Chair for the Publications Committee 1998-2000; and Annual and Seasonal Meeting Committees for 1994, 1995, 1996, 1997 and 1999.

Tom became a partner in Brinks Hofer Gilson & Lione in 1992, after joining the firm in 1986. His practice includes litigation and counseling in patent, trade secret and related unfair competition law on a variety of inventions. Tom holds a J.D. from De Paul University College of Law, a B.A. in Chemistry and an M.S. in Chemical Engineering from Michigan Technological University.

Pamela R. Demain — For Vice President, Communications

Nominated for Vice President of Communications, Pamela was Trustee for Partnering in 2006 and 2007. In that capacity, she spearheaded the Power Networking initiative that debuted at the 2007 Annual Meeting. Pamela has been a member of the Health Care Committee since 2003 and involved in planning for the health care sector at LES (USA & Canada) Meetings and in Viewpoints. She has also been an active participant at meetings as a speaker and attendee.

Pam is Executive Director, Corporate Licensing at Merck & Co., Inc. She has been at Merck for twenty-seven years. For fourteen years, she has been negotiating transactions with companies, universities and institutions worldwide. She also heads up relationship development for licensing at Merck. Previously, Pam spent thirteen years in Global Marketing with positions ranging from heading up the Business Information & Research Group to Product Management and Marketing Communications.

Pam’s pharmaceutical career began in the laboratories of Gruppo Lepetit, an Italian pharmaceutical company, which was then a subsidiary of the Dow Chemical Company. Ms. Demain is a graduate of the University of Massachusetts at Amherst, holds a M.B.A. in International Business from The American University in Washington, D.C. and is a Certified Licensing Professional (CLP™).

Gary M. Nath — For Vice President, Membership

Gary Nath has served two terms as Trustee for Marketing and as an International Delegate. He is currently serving as Vice President for Membership. He has served as Trustee of Sponsorship and Trustee for Marketing. As the National Sponsorship Chair since its inception in 2003, Gary has been instrumental in raising over $2 million dollars for LES (USA & Canada). He was Chair of the 2006 LES (USA & Canada) Winter Meeting in Pasadena, as well as active on several Annual and Seasonal Committees. He is a popular workshop speaker and has conducted more than 50 worldwide lectures on subjects of IP licensing.

Gary is a patent attorney, scientist and entrepreneur. He is the Founder and Managing Partner of The Nath Law Group. Prior to entering private practice, he was Assistant General Counsel, and Patent Counsel for Warner-Lambert, and held senior patent positions at NL Industries and FMC Corporation. He has been an Angel Investor, Officer and Director in over 15 startup companies.

Mr. Nath received a JD degree from American University, Washington College of Law and attended Temple University undertaking PhD studies in Biochemistry. He was awarded a BS degree in Biology and Chemistry from Rider University, has been certified in Molecular Biology and Immunology in 2005, and is a Certified Licensing Professional (CLP™).
Candidates 2008–2009

**Paul A. Roberts — For Vice President, Local Chapters**

Mr. Roberts has been active in LES (USA & Canada) since 1996 and an Trustee since 2004. As the current VP for Local Chapters, Paul spearheaded a review of chapter best practices and continues to implement various improvements in chapter operations across the organization. Paul recently piloted an Advanced Legal Course as part of the Professional Development Series. As the Industrial Sector Trustee, Paul regularized sector interaction with the Board. Paul was formerly the LES (USA & Canada) Trustee for Web site matters and introduced more Web site functionality. Prior to that, Paul completed two terms as the Chair for the High Technology Sector. He has also been a Workshop and Add-On speaker.

Currently, Paul is the Lead of Patent Operations at Accenture, where he manages a growing staff of 10 as well as outside patent counsel relationships. Previous experience includes management of intellectual property assets through the Chapter 11 bankruptcy of a former Fortune 500 company and work as a United States Patent Examiner.

Paul holds a BS in Electrical Engineering from University of Maryland at College Park, MD and a law degree from Whittier Law School, in addition to an intellectual property certificate from Franklin Pierce Law School.

**John C. Paul — For Vice-President International**

John currently holds the position of Vice President-International for LES (USA & Canada), and co-chairs the LESI Committee of the Americas. He led the Washington, D.C. Local Chapter during the last decade, chaired the Professional Development Committee during the launch of the IAM program, and organized speakers and arrangements for various LES (USA & Canada) annual and seasonal meetings. For many years he coauthored a quarterly review of recent developments in licensing law for the Licensing Executives Society International Journal *les Nouvelles*. He has also held leadership roles in the ABA, the AIPLA and the ASME, and taught patent law as an adjunct faculty member of Catholic University. John recently received the CLP™ designation.

John is a patent attorney and partner in the Washington, D.C. office of Finnegan Henderson Farabow Garrett & Dunner and leads the firm’s IP Management Section. He has over twenty-five years of experience in IP licensing, litigation and prosecution, and currently focuses on licensing, strategic IP management and due diligence investigations. John holds a bachelor’s degree in Engineering from Brown University and a law degree from Case Western Reserve University.

**Michael Q. Lee — For Vice President, Education**

Michael Lee was Meeting Chair of the LES (USA & Canada) Winter Meeting 2007 in San Francisco. He is Program Chair of the 2008 Annual Meeting in Orlando, FL. He also served as Add-on Chair for the 2007 Annual Meeting (Vancouver); Plenary Co-Chair for the 2006 Annual Meeting (New York City); Arrangements Chair for the 2006 Winter Meeting (Pasadena); Workshop Co-Chair for the 2005 Annual Meeting (Phoenix); and Co-Program Chair for the 2005 Spring Meeting (Raleigh).

Mike Lee is a patent attorney and Director with Sterne, Kessler, Goldstein & Fox, an IP firm in Washington, DC. Mike works with clients of all sizes to strategically protect and leverage their intellectual assets to support and further their business objectives. He has extensive experience developing strategies for addressing allegations of patent infringement. Mike is an experienced licensing attorney, and has been awarded Certified Licensing Professional (CLP™) designation.

Mike earned his law degree from Georgetown University, and holds Master and Bachelor degrees in electrical engineering from the Universities of Maryland and Virginia, respectively.
Glenn Wheeler — Vice President, Member Interests

Glenn Wheeler is nominated for VP of Member Interests following his two terms as Trustee for LES (USA & Canada) Online and first term as VP of Member Interests. At the Chicago meeting Glenn was responsible for reaching out to USA & Canada and International members to help support Registration. Last year he co-chaired as VIP Arrangements, and previously he acted as the Treasurer and Arrangements Chair for the Annual Meeting in New York in 2006, following being a member of the Arrangements Committee for the Annual Meeting in Phoenix. He has past experience in the capacity as the Arrangements Chair for the Annual Meeting in San Diego in 2003. Previously he was the Tours Chair for the Annual Meeting in Palm Desert in 2001 and Arrangements Chair for the seasonal meeting in Tucson in 2000.

Glenn is the Vice President of Engineering for TAEUS International Corp. performing technical investigations and reverse engineering in the fields of high technology systems, integrated circuits and software to chemicals and biomed, all in support of IP attorneys. In addition, he directs and takes part in litigation support, prior art searching, patent valuation and patent brokering.

He holds a BSE from Arizona State University, specializing in electronics systems and design and has a background in physics and chemistry.

Mitch Charness — For Trustee, New Membership & Mentorship

Mitchell Charness has been an active member of LES (USA & Canada) since 1996, participating in numerous annual and seasonal meetings, and local chapter meetings. He was the Arrangements Chair for the Winter 2007 Meeting in San Francisco, Mini-Plenary Chair for the 2008 Annual Meeting in Orlando and is the Workshops Chair for the 2009 Spring Meeting in Montreal.

Mitch is a lawyer, patent agent and trade-mark agent and is currently a partner with Ridout & Maybee LLP in the firm’s Ottawa office. His practice covers mechanical patents, trade-marks, licensing and litigation. Mitch was called to the Bar in Ontario in 1995, and he clerked with the Federal Court of Canada prior to joining private practice.

He is also a part-time Professor at the University of Ottawa Law School, teaching a course in Advanced Trade-marks Law and is a frequent speaker on intellectual property topics for various organizations, including the University of Ottawa School of Engineering, Carleton University, Algonquin College, the National Judicial Institute and the Canadian Intellectual Property Office.

Ross Epstein — For Trustee, Sponsorship

Ross Epstein’s most recent LES (USA & Canada) involvement includes: Program Committee for the Spring Meeting 2007 in Atlanta, Sponsorship Committee for the past several years, Workshop Chair for the Annual Meeting 2006 in New York City, Program Chair for the Spring Meeting 2006 in Pasadena, and a delegate for LES International.

Mr. Epstein is a Managing Partner in the San Diego Office of The Nath Law Group; his area of practice includes advising technology based companies on international and U.S. intellectual property issues. Prior to joining the Nath Law Group, Mr. Epstein spent nine years as President & CEO of BCH Communications in the former Eastern Bloc. Mr. Epstein co-founded BCH Communications in 1992 in Prague.

Mr. Epstein received his Juris Doctor degree with honors from Boston University School of Law. He was a Note and Case Editor for the Boston University Law Review, was a G. Joseph Tauro Distinguished Scholar, received the American Jurisprudence Award for Criminal Law and was the President of the International Law Society. Mr. Epstein received an AB degree in History from Princeton University.
Candidates 2008–2009

Isabelle M. Gorrillot — For Trustee, LES (USA & Canada) Online

Dr. Gorrillot currently is with Thomson Reuters. Previously she directed the University of Pennsylvania Center for Technology Transfer’s internal and external marketing efforts. An immunologist trained at the Institut Pasteur (France), she embraced a career in corporate business development starting at ALZA Corp. (Palo Alto, CA) as a technology acquisition analyst.

Isabelle is a member of the Society for Competitive Intelligence Professionals (SCIP) and the Product Development and Management Association (PDMA). However, her heart is with the LES (USA & Canada) where she has been a member for over 13 years, and which has been an incredible resource for not only her career development, but also learning to think creatively of new business approaches, and making great and long-term friends. Isabelle chaired the Industry-University-Government Laboratory Transactions (IUGT) sector of LES (USA & Canada) in 2005-2006, and was a speaker and/or organizer of a number of workshops or add-on seminars. This year she co-founded the Entrepreneurial sub-sector of the IUGT with Tony Stanco. Isabelle finds energy in her involvement with the LES (USA & Canada) through her delightful daughter Olivia who is getting early training in the licensing profession at LES (USA & Canada) meetings.

Russ Levine — For Trustee, Committees

Russell Levine currently serves as an International Delegate to LES International and Chair of the LESI Patent and Technology Licensing Committee. He also was Program Co-Chair for the LESI 2008 Annual Meeting; past Chair of the LES (USA & Canada) Litigation Committee and past Chair of the Laws & Government Action Committee. Recent “Top 10” workshops for LES (USA & Canada) and LESI were presented in Zurich, Atlanta, Vancouver and Melbourne, Australia. He is a member of the ABA, the AIPLA, the Federal Circuit Bar Association, the International Bar Association, the International Trade Commission Trial Lawyers Association, and Past Chair of the Young Lawyers Committee of the AIPLA.

Russell is a Master in the Richard Linn American Inn of Court. He also was recently inducted into the International Directory of Distinguished Leadership Hall of Fame for his contributions to the field of Intellectual Property. He was also recommended by his peers in a statewide survey by the Leading Lawyers Network to be among the Top Lawyers in Illinois in Intellectual Property.

He holds a BS in Interdisciplinary Engineering and a BS in Economics, both degrees from the University of Michigan. He received a law degree from the University of Chicago, and he is registered to practice before the United States Patent and Trademark Office. He is also a Certified Licensing Professional (CLP®).

Gwen Melincoff — For Trustee, Marketing

Gwen Melincoff had been a member since 1993, and on the Health Care Committee for the past five years. She has also been a participant in a number of panel discussions at various LES (USA & Canada) meetings. Gwen recently received the CLP® designation.

Ms. Melincoff has been with Shire Pharmaceuticals since September 2004, first as Vice President of Business Development and recently as Senior Vice President, Business Development. During this timeframe Shire has acquired New River Pharmaceuticals and Transkaryotic Therapies Inc, also in-licensed a number of new product candidates. Prior to her employment at Shire, Ms. Melincoff was VP of Business Development at Adolor Corporation in Exton, PA.

Prior to joining Adolor, Ms. Melincoff was Director of Business Development at NanoSystems, a subsidiary of Eastman Kodak, which was subsequently acquired by Elan Corp PLC. Ms. Melincoff has held several senior level positions in research administration, operations, product management and research for Sterling Drug, Cellex Biosystems and Centocor, Inc.

Ms. Melincoff holds an MS degree in Management and Health Care Administration from Penn State University and a BS degree in Biology from George Washington University.
Brian O’Shaughnessy — For Trustee, Current Offerings

Brian is the LES (USA & Canada) Trustee for Education, and an International Delegate to LESI. He has authored and upgraded several modules of the Professional Development Series, “Intellectual Asset Management,” for which he has served as a faculty member for over 7 years. He also served on the planning committee for the LES (USA & Canada) Winter 2006 Meeting.

Brian has additional professional affiliations with the Intellectual Property Owners’ Association, the American Intellectual Property Law Association and the American Bar Association’s Section of Intellectual Property Law. He is a registered patent attorney with over twenty years’ experience in intellectual property law, and is a shareholder in the law firm of Buchanan Ingersoll & Rooney, PC practicing in the firm’s Alexandria, VA office. His practice emphasizes the protection of intellectual property through portfolio management, licensing, litigation, and special proceedings such as interferences, particularly in the chemical and pharmaceutical disciplines.

He holds B.S. and M.S. degrees from the Department of Chemistry, Rochester Institute of Technology, where he now serves on its Board of Trustees. He earned a Juris Doctor degree from Syracuse University College of Law in 1986.

Robert Goldman — For Trustee, New Offerings

Robert is a new Trustee, who will be helping to further enhance the Professional Development Series. Over the last several years in LES (USA & Canada), he has been an instructor for the Technology Transfer course, served on the program committee for the 2007 Spring Meeting in Atlanta, participated in the CLP™ exam development process, and presented numerous workshops or add-on sessions at LES (USA & Canada) meetings.

Robert is a Principal with CRA International in Chicago where he assists clients with IP valuation, strategy, licensing and competitive intelligence services. Robert holds both BS and MS degrees in General Engineering from the University of Illinois at Urbana-Champaign, and an MBA from Northwestern University’s Kellogg School of Management.

Michael Martin — For Trustee, Certification

Mike is a candidate for Trustee of Certification. He was previously on the Board of Trustees; and, was responsible for opening dialogues with other associations, expanding the Tech Transfer Seminar to Canada, and the liaison for the industrial sectors. He is the program chair for the LES (USA & Canada) Winter Meeting 2009 in San Antonio and is a frequent speaker for LES (USA & Canada), AUTM and international technology transfer meetings. He has been published in les Nouvelles and other peer reviewed journals. Mike recently received the CLP™ designation.

Mike has over 30 years of business and product development experience and has held positions at E.I. DuPont, PPG Industries, Ciba-Geigy, and Michigan State University. Recently at Virginia Tech Intellectual Properties, he was responsible for the management and commercialization of intellectual property; formulation and execution of new business entry plans; financial and market evaluations of acquisitions; national sales and market management; and growth of community economic development strategies. His present consulting practice focuses on establishing technology transfer capacity in the U.S., Middle East and the Pacific Rim.

He holds a B. ChE. from Univ. of Detroit-Mercy and earned his MBA from Univ. of Delaware.
Tanya Moore — For Trustee, Partnering

Tanya joined the Foundation Board two years ago and serves as its secretary. She is a frequent speaker at LES (USA & Canada) meetings and a variety of IP conferences, including LES (USA & Canada) and LESI.

At present, Tanya is the General Manager of Outbound IP Licensing in Microsoft’s corporate Intellectual Property & Licensing group. Prior to assuming her position with Microsoft, she was a key member of IBM’s Intellectual Property & Licensing organization. Tanya joined IBM in 1980 and spent the earlier part of her career in software development technical and management capacity, as well as business development.

In her IP career, Tanya has led and participated in a wide variety of transactions involving all forms of IP, and including licensing, collaborations, asset sales, divestitures and joint ventures. Her current responsibilities include formulating outbound technology licensing strategies, identifying and negotiating licensing arrangements in various Microsoft technology areas, including financial valuations, and leading a team of licensing executives. Tanya Kaptzan Moore holds a Bachelor of Arts degree in Mathematics from Fordham University, and a Master of Science degree in Computer Science from Polytechnic University. She is also a Certified Licensing Professional (CLP™).

Caroline Rockafellow — For Trustee, Local Chapters, USA & Canada East

Caroline is Of Counsel with the Hutchison Law Group, PLLC in Raleigh, North Carolina. Her practice is focused on life science and information technology companies, with a concentration on legal issues impacting the use and commercialization of intellectual property.

Caroline is the immediate past co-chair of the Research Triangle Park Local Chapter. In 2004 Caroline was instrumental in relaunching this local chapter and in 2005 it was recognized by LES (USA & Canada) as the best reinvigorated chapter. Caroline remains active with the local chapter activities. She speaks and writes often on intellectual property and technology transfer matters. She also has professional affiliations with numerous local and national organizations, including the North Carolina Bar Association and the Association of University Technology Managers. She received her J.D. and Masters in Intellectual Property from Franklin Pierce Law Center and earned her undergraduate degree in Chemistry from Drury University.

Peter M. Ross — For Trustee, Local Chapters, USA & Canada West

Peter has been a member of LES (USA & Canada) since 2002 and participates in the Toronto Chapter. Peter is currently the Trustee, Local Chapters for USA and Canada West, and during 2007 was active in the development and launch of the Certified Licensing Professional (CLP™) initiative. Throughout 2008 Peter has continued with CLP as Chair of the Examination Development Committee. Peter is also a Board Member of the LES Foundation. He has participated in licensing seminars highlighting university-industry transactions, and has been a member of the Conference Board of Canada’s “Leaders’ Roundtable on Commercialization.”

Peter is Intellectual Property Counsel to Research Western at The University of Western Ontario in London, Canada, and supports technology transfer and licensing initiatives, management of intellectual property rights, ethics review and negotiations for sponsored research opportunities. He is a former General Counsel to a publicly-traded, real property company which operated throughout Canada.

Peter holds an Honours Business Administration degree from Wilfrid Laurier University; a Bachelors of Laws from The University of Western Ontario; a Masters of Laws (Intellectual Property) from Osgoode Hall Law School, York University; and a certificate in alternative dispute resolution through the University of Windsor. He sits on the advisory board of a number of privately-held Canadian corporations.

Catherine A. Sohn — For Trustee, Industrial Sectors

Catherine is a long-standing member of LES (USA & Canada), the Philadelphia Chapter and is a Certified Licensing Professional (CLP™). She is currently a member of the LES (USA & Canada) Health Care Committee and has been a speaker at prior LES (USA & Canada) meetings in Florida, Philadelphia and Vancouver.

As Senior Vice-President, Catherine is responsible for GSK Consumer Healthcare’s global business development strategy, overseeing in-licensing, strategic alliances, and M&A. In addition to 10 years of leadership of GSK’s Consumer Healthcare divisions’s acquisitions and OTC licensing deals, Cathy has 16 years of experience in GSK’s Pharmaceutical Division, including U.S. Business Development, Medical Affairs and U.S. and Global Pharmaceutical Marketing. Prior to joining GSK, Cathy was Assistant Professor of Clinical Pharmacy at The Philadelphia College of Pharmacy for four years.

A native of California, Cathy received her Doctor of Pharmacy degree from UCSF, School of Pharmacy, and a Certificate of Professional Development from The Wharton School at the University of Pennsylvania.
### Officers, Trustees 2007–2008

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<th>Position</th>
<th>President/Name</th>
<th>Vice President—Membership</th>
<th>Vice President—Education</th>
<th>Vice President—Communications</th>
<th>Vice President—Local Chapters</th>
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### Past Presidents

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<td>J.D. Stice</td>
<td>1986-87</td>
<td>Samuel G. Layton, Jr. (Deceased)</td>
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<td>Dudley B. Smith (Deceased)</td>
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<td>William E. Riley, Jr.</td>
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<td>William S. Campbell (Deceased)</td>
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<td>Larry W. Evans</td>
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### Member Societies of LES International

- LES Andean Community
- LES Arab Countries
- LES Argentina
- LES Australia/New Zealand
- LES Austria
- LES Benelux
- LES Brazil
- LES Britain & Ireland
- LES Chile
- LES China
- LES Chinese Taipei
- LES Croatia
- LES Czech Republic
- LES Croatia
- LES France
- LES Germany
- LES Hungary
- LES India
- LES Israel
- LES Italy
- LES Japan
- LES Korea
- LES Malaysia
- LES Mexico
- LES Philippines
- LES Poland
- LES Russia
- LES Scandinavia
- LES Singapore
- LES South Africa
- LES Spain & Portugal
- LES Switzerland
- LES (USA & Canada)