

Paul J. Clancy
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Seasoned executive with broad range of experiences across the corporate life cycle. Exceptional business acumen. Expertise in strategic planning, business development, M&A, new product launches, R&D program management, capital allocation, resource allocation, financial management, and investor communication. Over 35 years of professional experience in high performance organizations across a number of roles and industry sectors. Over 12 years as a Chief Financial Officer. Currently serving as member of Board of Directors for two innovative, fast paced biotech companies.

Board of Directors

- **Agios Pharmaceuticals** 2013 - present
*Publicly traded Biotech company with expertise in cancer metabolism
Market Capitalization of approximately \$3.5 billion; AGIO*
 - Member of Board of Directors
 - Chair of Finance & Audit Committee
 - Member of Pricing Committee
 - Executed six secondary offerings/ financings from 2014-2019

- **Incyte Corporation** 2015 - present
*Publicly traded pharmaceutical company with focus in oncology
Market Capitalization of approximately \$22 billion; INCY*
 - Member of Board of Directors
 - Chair of Finance & Audit Committee
 - Member of Compensation Committee

- **Xilio Therapeutics** July 2020 - present
Private, venture backed Biotech company focused on tumor-selective immunotherapies
 - Member of Board of Directors
 - Chair of Finance & Audit Committee
 - Member of Compensation Committee

Teaching Affiliations

- **Cornell University** August 2020 - present
Visiting Senior Lecturer of Finance
Samuel Curtis Johnson Graduate School of Management
Corporate Finance Immersion/Practicum

- **Harvard Business School** July 2020 - present
Executive Fellow
Provide advice to professors and career counseling to students in the MS/MBA
Biotechnology joint degree program and the Corporate Financial Operations course

Community

- **Catholic Charities of Boston**
Member of the Finance Committee
Member of 2019 & 2020 Spring Fundraising Committee

- **St Roberts Bellarmine Church**
Marriage preparation counselor

PROFESSIONAL EXPERIENCE

Alexion Pharmaceuticals

Boston, MA

2017 – 2020

Chief Financial Officer

Reported to CEO with responsibilities for Corporate Strategy, Business Development, Corporate Finance, M&A, Business Planning, Accounting, Treasury, Tax, Investor Relations, Internal Audit, Procurement, Information Technology, Facilities and Global Manufacturing. Led global staff of 700 professionals in providing insights to drive business performance and shareholder value. Leadership role with Board of Directors including with the F&A Committee, Transaction Committee.

- Delivered 18% revenue growth (CAGR) and 30% non-GAAP EPS growth (CAGR) from 2017-2019, expanding revenue from \$3.1 billion to \$5.0 billion and doubling Operating Cash Flow. Surpassed Wall St. consensus expectations in 11 consecutive quarters.
- Executed corporate wide restructuring within 60 days of on-boarding; 20% reduction-in-force, 15% expansion in cash flow. Catalyzed strategic reinvestment to rebuild the pipeline.
- Executed win-win agreement with Elliott Advisors (shareholder activist) in 2017/2018.
- Developed thoughtful “tuck-in” business development strategy and successfully rebuilt company’s R&D pipeline with 12 business development transactions focused in core strategic area of rare diseases.
- Re-financed \$3.6 billion of Senior Secured Credit Facility allowing for capital deployment flexibility.
- Awarded #1 Biotech CFO from Institutional Investor magazine survey (2019).
- Executed “Finance Academy” training courses to elevate knowledge and teamwork of CFO organization.

BIOGEN

Cambridge, MA

2001 - 2017

Chief Financial Officer

2007-2017

Reported to CEO with responsibilities for leading Corporate Finance, M&A, Business Planning, Accounting, Treasury, Tax, Investor Relations, Internal Audit, Procurement, and Facilities for this Fortune 500 company. Led global staff of 400 professionals in providing analytical and strategic insights to drive business performance and shareholder value. Leadership role with Board of Directors including with the Finance Committee and the Audit Committee.

- Drove financial performance of company over ten years, delivering 16% average revenue growth (CAGR) and 25% average non-GAAP Earnings Per Share growth (CAGR). Grew revenue from \$2.7 billion to \$11.5 billion in annual sales and net income from \$0.8 billion to over \$4.4 billion.
- Grew market capitalization from \$14 Billion to over \$60 billion over ten years; Total Shareholder Return of 20% (CAGR) - top decile of S&P 500 performance.
- Led all financial efforts for M&A and Business Development transactions. Led financial structure for over \$1 Billion of earn-out acquisitions, joint ventures, collaborations and in-licensing transactions. Led and executed \$3.2 billion Asset Acquisition from former collaboration partner (Elan) obtaining control of product via tax efficient transaction.
- Led three corporate restructurings over fourteen years including; post- merger integration resulting in 25% operating expense reduction and reallocation of spend to drive growth; strategic realignment to sharpen areas of focus with new CEO; and waste reduction program.
- Led all Capital Allocation efforts. Architected and executed over \$6.5 billion of share repurchases to return capital to shareholders from 2007 through 2011 – created approximately \$20 billion of shareholder value. Executed \$6 billion Debt Offering in concert with \$5 Billion share repurchase program in fall of 2016. Architected and executed the spin-off of an operating unit successfully launching a new Biotech company with \$4.8 billion market capitalization.
- Chaired Joint Steering Committee for collaboration agreement with partner companies.
- Led annual strategic and financial planning processes to develop optimal allocation of resources, drive business performance, and enhance operational execution.
- Led investor communications through investor meetings and relations with sell-side and buy-side. Managed with Board of Directors shareholder communication plans in light of activist investor (Carl Icahn) from 2007-2010. Voted in Top 3 Biotech CFOs in Institutional Investor annual survey in all years 2011 -2017.

Senior Vice President of Finance

2006-2007

Reported to CFO with responsibilities for leading Treasury, Tax, Investor Relations, and Business Planning groups. Led staff of over 50 finance professionals.

- Successfully executed new capital structure through a ‘Dutch’ auction share repurchase representing 17% of outstanding shares, bank financing of \$1.5 billion of debt, and updating credit ratings (S&P, Moody’s).
- Executed the adoption of FIN48 (new tax accounting standard), including comprehensive review of company’s uncertain tax positions for F&A committee.

Vice President Business Planning

2004-2006

Reported to CFO with responsibilities for leading the corporation’s planning processes including long range planning, annual budgeting, capital planning, and forecasting. Led staff of 35 finance professionals. Provided financial and business insights for decision making throughout company.

- Supported the CEO and senior team in restructuring the company and developing a new growth strategy. Implementation included 17% reduction-in-force, reallocating resources for external growth.
- Evolved annual planning process to be integrated with goal setting resulting in a higher level of execution.

BIOGEN (continued)**Vice President Portfolio Management** 2002-2003

Reported to Executive VP of R&D with responsibilities for providing strategic insight to maximize the value of development portfolio. Led a pre-merger integration team (Biogen and IDEC) to integrate the portfolio.

Vice President US Marketing 2001-2002

Reported to Senior Vice President Sales & Marketing with responsibility to drive a \$750 million revenue base and manage a \$100 million commercial budget. Led 35 person staff including marketing, sales analysis, and operations personnel. Achieved both revenue and market share targets for two consecutive years. Grew revenue 28% in 2001 beating plan by \$70 million. Developed and executed a defense plan holding new entrant to less than 6% year-end market share.

Webvan

1999 - 2000

Vice President - Reported to COO of start-up internet retailer in development of geographic expansion plans.

PepsiCo

Somers, NY

1987 - 1999

Vice President and General Manager

1997-1999

Pepsi-Cola / Pepsi Bottling Group

Denver, CO

Reported to Chief Operating Officer with general management responsibility for seven state Business Unit; \$770 million in revenues, \$120 million in pre-tax profit, 3,000 employees, 46 warehouses, and 6 manufacturing plants. Member of Executive Operating Council (top twenty executives) for Pepsi Bottling Group, a PepsiCo spin-off company. Delivered three consecutive years of earnings growth. Designed the launch for 'Pepsi ONE' ; recognized as one of the top 3 Food Product Launches in the US. Implemented a re-designed price/promotion process bringing region out of price war.

Vice President Strategy

1994-1996

Pepsi-Cola North America

Somers, NY

Reported to Chief Commercial Officer with responsibility for providing leadership for channel and customer strategies to drive \$7 billion revenue base. Led a 25 person professional staff. Developed and implemented strategic plan for the fountain channel. Major changes included a re-negotiated distributor agreement, a new operating Division with staff of 400 people, and new marketing and selling approach. Launched inaugural Category Management initiative.

Director of Pricing & Market Strategy

1993-1994

Pepsi-Cola North America

Somers, NY

Reported to VP of Strategy with responsibility for developing and implementing national pricing and business strategies to drive \$6.5 billion revenue base. Led a cross functional team chartered to develop a plan responding to the premium private label threat. Aggressive pricing and marketing strategy implemented nationally which neutralized competition.

Director of Sales Operations

1992 - 1993

Pepsi-Cola of New Jersey

Moonachie, NJ

Full P&L accountability for five regional sales locations with \$120 million annual revenues, \$20 million operating budget, and 300 employees. Led consolidation of 2 distribution locations realizing 15% savings.

Manager of Planning & Analysis

1990 - 1992

Pepsi-Cola of New Jersey

Moonachie, NJ

Responsible for all financial planning and analysis for operating unit with \$200 million annual revenue. Managed staff of five finance professionals. Through detailed analysis, re-focused commercial plan to drive the most profitable channels.

Division Finance Manager

1989 - 1990

Pepsi-Cola Eastern Division

Somers, NY

Reported to Division Chief Financial Officer with accountability for strategic and financial planning for division with \$1.4 billion annual revenue. Led financial processes including annual budget, forecasts, and monthly financial reviews.

Business Planner, Strategic Planning

1987 - 1989

Pepsi-Cola USA

Somers, NY

Responsible for assessment of competitors and development of strategic plan. Prepared in-depth study of competitive distribution network identifying competitor operating philosophy, pricing and portfolio tactics.

Sanders Associates

1983 - 1985

Financial Management Training Program Nashua, NH

Select member of financial training program with rotational assignments, executive mentoring, and training classes. Assignments in cost accounting, financial analysis & reporting, and capital expenditure reporting.

EDUCATION

COLUMBIA BUSINESS SCHOOL

New York, NY

MBA

Elected to BETA GAMMA SIGMA - national honor society for business

BABSON COLLEGE

Wellesley, MA

BS, Business Administration

Finance concentration

Awarded HIGH DISTINCTION - top 10% of class

Freshman Scholar Athlete Award - Soccer

Recognition

- **Roundtable Panelist**

Journal of Applied Corporate Finance, Fall 2014

“Capital Deployment Roundtable: A Discussion of Corporate Investment and Payout Policy”

Journal of Applied Corporate Finance, Summer 2015

“Ernst & Young Roundtable on Activist Investors and Their Implications for Corporate Managers”

- **Institutional Investor All-America Executive Rankings**

Awarded in top 3 of **Biotech CFOs for Institutional Investor** annual survey in all years 2011 through 2020, as ranked by Portfolio Managers and Sell Side Analysts

- **Wall Street Journal Best CFOs**

Awarded number five of Best CFOs by WSJ in their first ranking (2012) across all industries

- **Women in the Enterprise of Science & Technology (WEST)**

Awarded Honorable Mention for “Guys Who Get It” award (2018)