

PAUL G. HOWES

Pennsylvania, USA

Senior Executive – Health Care

Highly qualified executive with U.S. and international experience in the pharmaceutical and medical device industries. Leadership roles in Marketing, Sales, Finance, and General Management with full P/L accountability. Strengths in business strategy, new product commercialization, raising capital, and organizational development around a performance-based culture.

Professional Experience

- THROMBOGENICS NV**, Leuven Belgium August 2014 – current
Board Member
Executive Chairman, ThromboGenics, Inc.
Charged with evaluating and improving commercial execution and performance in the key US subsidiary, which is the only country where the company retains sole marketing rights for their novel retinal product Jetrea®.
- INOTEK PHARMACEUTICALS**, Lexington, MA 2008 – current
Board Member (June 2013 – current)
President, CEO and Board Member (2008 – June 2013)
As President & CEO for five years, responsible for developing and executing the company's strategic and business plans, including hiring and leading an executive team charged with optimizing the company's pre-clinical and clinical assets, leading fund-raising and business development initiatives, and ensuring effective resource management. Completed two financings, for \$23 million and \$21 million. Company's lead asset is *trabodenoson* (formerly INO-8875), a novel mechanism compound for the treatment of glaucoma and elevated intra-ocular pressure, currently in Phase 2 clinical development.
- BAUSCH & LOMB**, Rochester, NY 2003 – 2007
President, Americas Region
Reported to the CEO, responsible for leadership of the sales and marketing effort throughout the United States, Canada, Latin America and South America, and the development and execution of the regional commercialization strategy. Business segments included Vision Care (contact lenses and lens care products), Surgical (cataract, vitreo-retinal and refractive devices, equipment and supplies) and Pharmaceuticals (Rx, OTC pharma and nutritionals). Senior member of the corporation's management team, with a headcount of approximately 1,200 individuals and an annual revenue objective in excess of \$1 billion.
- MERCK & CO., INC.** 1998 – 2003
Vice President, Sales – Mid-Atlantic Region, USHH (West Point, PA) (2001-2003)
Responsible for the execution of Merck's sales strategy for key primary care products, through six regions, sixty managers and approximately 600 professional sales representatives. Key products included Zocor, Cozaar/Hyzaar, Fosamax, Singulair, Vioxx and Zetia. Served as Chairman of Sales Executive Committee, responsible for resolving issues of integration across all U.S. sales forces, establishing and monitoring policy, compliance programs and standards.
- Vice President, Sales and Marketing**, Specialty Products, USHH (1998 – 2001)
Responsible for development and implementation of sales and marketing strategies and tactics for four therapeutic business groups and specialty sales teams – Pepcid, Proscar, Propecia and the Ophthalmics franchise. Served as Chairman of Worldwide Business Strategy Team for Propecia. Responsible for the Marketing Training function. Member of Marketing Council.

DUPONT MERCK PHARMACEUTICAL COMPANY

1996 – 1998

President & CEO (Wilmington, DE)

Reported to the joint venture Board of Directors. Responsible and accountable for the performance of this fully integrated \$1.5 billion pharmaceutical company (subsequently purchased 100% by Dupont and then divested to Bristol Myers Squibb). Created the launch team for Sustiva, a highly successful NNRTI for the treatment of HIV/AIDS. Divested the multi-source/generics business (now a public company – Endo Pharmaceuticals). Led the highly successful defense of Coumadin following the loss of market exclusivity. Led the process of organizational transformation to prepare for new product launches and create a faster, leaner organization.

MERCK FROSST CANADA INC.

1994 – 1996

President (Montreal, Canada)

Reported to the President, Americas Region. Responsible for all commercial operations for the human health business in Canada. Board member of Pharmaceutical Manufacturers Association of Canada and the Board of Trade of the Montreal Urban Community. Led the defense of Vasotec against an illegal generic, including extensive lobbying at the federal and provincial levels. Successfully introduced Cozaar, Fosamax and Crixivan into the Canadian market. Created a Patient Health Management initiative in Canada as the industry's first foray into disease management.

MERCK & CO.

1987 – 1994

Medco Acquisition – Transition Team

(November 1993 – January 1994)

Part of initial group of four Merck executives assigned to Medco following completion of the acquisition. Worked with the Therapeutic Economics and Outcomes Management group to develop the business case for manufacturer-sponsored disease management programs.

Executive Director, Hospital Marketing Group, USHH

(1992 -1993)

Responsible for the development and implementation of marketing strategy for Merck's injectable antibiotics, Primaxin and Mefoxin, as well as the Customer Marketing team covering group purchasing organizations, hospitals and multi-hospital systems. Created and launched West Point Pharma as a real-time experiment on whether Merck should enter the U.S. generics business (subsequently copied by several other major pharma companies).

Vice President, Sales, Merck Frosst Canada, Inc.

(1990 – 1991)

Responsible for the sales of Merck's human health products in Canada, including vaccines. Launched Zocor and Proscar. Reorganized sales training and field communications to improve quality and flow of relevant information to the field.

Executive Director, Finance and MIS, Merck Frosst Canada

(1987 -1989)

Responsible for financial reporting, financial planning and control, taxation and information systems for all aspects of Merck's business in Canada, including research, manufacturing, human health, consumer products and vaccines. Also directly responsible for two standalone businesses, Radiopharmaceuticals and Stable Isotopes.

PRICE WATERHOUSE, Toronto and Montreal, Canada

1976- 1987

Progressed through various positions over eleven years, initially in the public company audit group, then the small business advisory practice and finally the tax practice. Final six years spent primarily in the area of corporate taxation, including a focus on international transfer pricing issues.

Education**Harvard University**, Cambridge, Massachusetts – AB**York University**, Toronto, Ontario – MBA**Canadian Institute of Chartered Accountants** – CPA (Canada), CA

Other Activities

Director – Kish Bancorp, Belleville, PA

Chairman - Prevent Blindness America

Trustee – Christiana Care Health System, Wilmington, DE