

THOMAS D. OVERBAY, DVM

Summary of Qualifications:

Veterinarian with over 25 years of successful experience in a global life sciences industry with an emphasis in animal health encompassing Business Development, Contract Research, Sales and Marketing, Professional Services, and Field Veterinary Services

Experience includes strategic portfolio planning, review and evaluation of research and emerging technology, budgeting, sales and product launch for a full spectrum of animal health products including conventional and biotechnology biological and pharmaceutical products, third party negotiations for research, supply, development and licensing agreements,.

Self-motivated, detail-oriented, persistent, determined, able to prioritize and implement activities to achieve immediate and long-term goals to meet organizational objectives.

Comfortable in fast-paced, high-pressure environment

Conversant in scientific, legal, and business principles necessary to drive projects to completion

Experience:

Benchmark Biolabs, Lincoln, NE

Contract Services Provider

October, 2005 to Present -- Vice President, Business Development

- Senior Manager whose role is to identify clinical and non-clinical third-party research opportunities for development of biological and pharmaceutical technologies
- Identify needs within the animal and human health fields as development projects for both internal and external exploitation
- Identify and develop opportunities within private sector biologicals and pharmaceuticals for collaborative pursuit with investigators
- Coordinate all phases of negotiation and study execution with potential collaborators and internal departments including laboratory, clinical, regulatory, QA/QC, and manufacturing
- Work with universities and private research institutions for asset value enhancement through commercially oriented studies
- Enable immediate and long term revenues with attention to costs and cash flow

Fort Dodge Animal Health, Overland Park, KS

Manufacturer and Distributor of Veterinary Pharmaceuticals and Biologicals

2003-2005 Director, Business Development

- Review scientific literature and interact with leading researchers to catalog and describe novel technology
- Review and report emerging trends in veterinary practice through maintenance of network of leading veterinary practices
- Develop assets in clinical veterinary practice for evaluation of technologies and conduct of clinical research
- Identify and in-license new products and technologies in alignment with strategic business plan
- Coordinate research and marketing organizations for negotiation of all phases of agreements, including confidentiality, optioned research, development, supply and license agreements.
- Create portfolio management system to automate tracking of internal research projects including prioritization, timelines, resource requirements, and product profile.
- Generate industry analysis for assessment of company performance in relation to competitors, including product specific analysis for potential new products.

2001-2003 Director, Livestock Sales and Marketing

- Responsible for U.S. sales, expenses, and profit of cattle and swine products for a \$165 million business unit
 - Successfully met top line and margin expectations
 - Managed restructuring of business to address changing market climate
 - Transform business method from field inventory based system to net pricing system
- Responsible for Companion Animal sales in non-urban markets, accounting for 25% of total Companion Animal revenues
- Direct marketing budget and activities in support of cattle and swine products
- Direct supervision of Livestock National Sales Manager, Swine Business Unit Manager, 4 Product Managers, and 4 National Account Managers
- Indirect Supervision of 65 salespersons
- Interact with R&D, Manufacturing, and Legal
 - Manage inventory, product inventory, cost of goods
 - Manage new product development
 - Work within appropriate bounds for advertising, promotion, programs

2000-2001 Director, Professional Services

- Direct supervision of 23 veterinarians, 2 veterinary technicians, and office manager
- Provide professional and technical support of full product line including biological and pharmaceutical products for companion animal, equine and livestock
- Responsible for pharmaco-vigilance reporting, handling of adverse event cases with practicing veterinarians and animal owners, technical support and review of all commercial marketing materials, technical sales support through professional presentations and seminars, and technical training of company and distribution sales personnel

- Track and report product trends to R&D and senior management with regard to reactivity and association with adverse event reporting
- Conduct on-going interaction with R&D to identify product needs
- Resolve adverse drug events successfully with reporting veterinarians and animal owners

1993-2000 Director, Field Veterinary Services

- Created and managed department of field based veterinarians for sales support of companion animal, livestock, and equine products
- Hired, developed and guided veterinary component of sales and marketing teams responsible for of company's ten-fold growth over 7 year period
- Direct staff supervision of 12 veterinarians
- Developed companion animal, livestock, and equine technical sales presentations for biological and pharmaceutical products based on identification of needs of end user
- Delivered presentations to veterinarians, veterinary technicians, trade organizations, distribution and animal owners in local, regional, national, and international venues
- Conduct on-going interaction with R&D to identify product needs

1988-1993 Field Veterinary Consultant

- Develop and deliver sales presentations to producer associations, distribution, and veterinarians
- Provide technical support at trade shows
- Call on individual livestock operations and veterinarians with sales representatives to initiate and/or increase utilization of products
- Author articles on various diseases or management practices to increase awareness in order to generate product need

Washington County Veterinary Service, Abingdon, VA

Large Animal Veterinary Practice

1984-1988 -- Veterinarian and Co-Owner

- Provide medical and surgical veterinary services to dairy, beef, and equine clients
- Provide companion animal services to rural clientele
- Supervise 3 lay office staff
- Train senior veterinary students in clinical large animal practice as adjunct professor for Virginia-Maryland Regional College of Veterinary Medicine

Education:

Virginia-Maryland Regional College of Veterinary Medicine, Blacksburg, VA
 Doctor of Veterinary Medicine, 1984

Professional Associations:

American Veterinary Medical Association

Academy of Veterinary Consultants

American Association of Industrial Veterinarians

American Association of Bovine Practitioners

American Association of Equine Practitioners

Association of University Technology Managers (AUTM)

Licensing Executives Society