

JESSICA CLAIRE

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PROFESSIONAL SUMMARY

Accomplished professional with proven track record of leading research and development teams. Demonstrated ability to formulate and access conceptual ideas and deliver a finished commercial product. Well-versed in collaborating with employees and leaders to resolve control and procedural problems negatively affecting business operations. Dedicated to cost, process and resource optimization. Experienced in directing activities in **uncertain** settings. Talented at developing strategies, setting goals and training employees. Confident and decisive when communicating goals and vision to succeed. First-class problem solver with excellent interpersonal skills. Creative Operations Specialist skillful in executing effective operating rhythms and management systems structures. Expertise in analyzing, articulating and solving various problems.

Analytical and organized professional comfortable working independently or as part of team. Career path is characterized by leadership and determination. As a result, ground breaking manufacturing facilities are in operation and nutritionally enhanced food products and eco-friendly lubricants have been brought to the market place. Secured regulatory approvals assuring global FTO while enabling multinational licensees increasing trait market share. Impactful changes have been made to the intellectual property protection program strengthening patent protection capabilities while maintaining a sound corporate image.

Jessica has also leveraged his desire to become an entrepreneur. As a co-founder, owner and COO of Heya Wellness, Jessica was a key contributor and led the company through license capture and launched nine cannabis businesses. Heya Wellness is a successful medical cannabis company poised to take full advance of this billion dollar opportunity in Missouri.

SKILLS

- Leadership
- Strategic Vision/Planning
- Technology Advancement
- Innovation
- Integrity
- Business Acumen
- Relationship Building
- Change Management

WORK HISTORY

Consultant, 06/2020 - Current

Keybank National Association – North Salt Lake, UT

- Presented business leaders with cost-benefit and return-on-investment estimations to drive project planning and execution.
- Collaborated with manufacturing personnel to develop workflow strategies, integrating staff concerns and desires to provide enhanced worker morale and productivity.
- Recommended technology upgrades and complementary products to improve product offerings.
- Developed cGMP SOPs that incorporated HACCP to assure products are manufactured in a way that optimizes quality, consistency and safety.
- Assessed business needs and problem areas to create focused solutions like **cultivation and manufacturing**.
- Maintained authoritative knowledge on **market trends** through continued education and ongoing training.
- Developed and provided technical solutions for day-to-day operations and long-range strategic planning of scheduling and finance system for users.
- Provided high-level technical expertise to design and construction of manufacturing facilities.
- Interfaced with legal counsel for licensing agreements and funding.
- Investigated and addressed CO2 system issues to enhance functionality and improve safety.
- Authored best practices documentation for use in existing personnel training and new personnel onboarding processes.
- Evaluated and adopted new technologies to address changing industry needs.
- Created technical and business related responses to state cannabis agency.

chief operating officer,+chief +operating +officer +resume, 04/2019 - 05/2021

Anthem, Inc. – North Miami Beach, FL

- Developed business plans to evaluate cost/revenue projections.
- Refined organizational structure to consolidate, streamline and delineate necessary functions.
- Modeled and evaluated market share opportunities by analyzing and interpreting data and metrics.
- Key collaborator with license capture team. Resulted in one cultivation, three manufacturing and five dispensaries.
- Bolstered market position by leading negotiations for licensing contracts that provided exclusive access to two key brands in the state.
- Led recruitment and development of strategic alliances to maximize utilization of existing talent and capabilities.
- Shaped solutions and approaches by leveraging trends in customer marketplaces and industries.
- Supported and supervised cultivation team. Identified additional operational partners for manufacturing and dispensaries.
- Fostered new business through participation in trade shows and initiating communications with prospective clients via phone and email.
- Improved market opportunity and revenue by licensing key enabling technology.

Intellectual Property Protection Lead, 01/2017 - 04/2020

Pitney Bowes – Indianapolis, IN

- Accountable for managing all aspects of the Intellectual Property (IP) Protection Program while ensuring the highest level of integrity and continuous improvement.
- Led a highly specialized team focused on deterring patent infringement and maintained a level playing field for growers who comply with the terms of their agreements and respect patents rights.
- Worked with regulators and governmental agencies on coordinated efforts to mitigate patent infringement.
- Designed and executed functional strategies that are focused on overcoming tough challenges while customer relations are maintained or improved.
- Managed highly sensitive situations through strong leadership during conflict resolution.
- Effectively communicated with internal and external stakeholders enlisting their support to meet the ever-changing needs of the business.
- Developed and deployed detection processes and methodologies to effectively monitor trait presence in the field.
- Represent Bayer on the Seed Innovation and Protection Alliance Board of Directors (Chairman of the Board, Row Crop Division).
- Established guidelines and other tools to enhance handling of intellectual property matters.
- Counseled business clients and colleagues across organization on IP rights, IP law and effective ways to communicate companies IP philosophy.
- Advised internal business partners and legal organization colleagues to protect company's brand and intellectual property assets and reduce risk of infringement.
- Developed strong relationships with law firms and private investigators selected to provide services.
- Developed fact profiles, court declarations and advised the company on necessary legal actions against individuals and groups that committed patent infringement.
- Explained available courses of action, possible repercussions and impact of cases that needed legal action.
- Communicated with customers and collected information to research cases and prepare settlement offers.
- Oversaw allocation of funds from settlements for charitable donations.
- Conducted in person settlement discussions.

Regulatory Affairs Licensing Manager, 06/2014 - 12/2016

Merck & Co., Inc. – Branchburg, NJ

- Successfully developed and managed key relationships with multinational companies fulfilling Monsanto's commercial licensing obligations for in-licensed and out-licensed soybean and canola traits.
- Provided responses to regulatory agencies regarding product information or issues.
- Developed and implemented creative strategies to enable licensee's requests, assured timely approval process and maintained commitment to Monsanto's trait platform in the absence of a commercial contract.
- Engaged mission critical stakeholders from Corporate Strategy, Industry Affairs, Issues Management, legal counsel, tech centers and global in-country colleagues ensuring internal alignment to manage sensitive issues and enable timely submission of multi national's dossiers for import and cultivation approval.
- Utilized strong negotiating skills as needed successfully leveraging Monsanto's interests and requests of licensee.

Regulatory Affairs Manager, 11/2013 - 06/2014

Apex Systems – Covington, LA

- Regulatory affairs manager for Vistive Gold Xtend soybeans and the Canola portfolio.
- Championed cross functional efforts with technical centers and in-country regulatory affairs managers ensuring completion of key studies and enabling timely regulatory approvals.
- Utilized effective communication, strategic planning and coordination of global activities to secure and maintain US and international approvals for FTO of Monsanto's biotechnology derived products.

Process Development Team Lead, 05/2012 - 10/2013

Monsanto – City, STATE

- Constructed the strategic vision and built alliances with key stakeholders in Seminis, manufacturing, and R & D that would support and drive discovery efforts and ultimate commercialization of the seed treatment of the future.
- Developed testing platforms that would enable increased AI loading, incorporation of biologicals and RNA.
- Designed and built high throughput seed treaters that are facilitating high volume screening of biologicals enabling technology assessment from the Agricore acquisition.
- Developed a seed treatment that substantially reduced dust for neonicotinoids like imidacloprid and clothianidin.
- Developed a new seed treatment for cotton with an enhanced fungicide package, color and gloss that better differentiated the Acceleron brand in the market place.

Facility Director, 07/2003 - 10/2013

Monsanto – City, STATE

- Advanced technology based innovations for soybean with improved composition, organoleptic sensory profile, enhanced processing efficiency, and nutritional quality.
- Built strategic alliances with key external stakeholders to facilitate commercialization of food and industrial products in accordance with the Biotechnology Innovation Organization (BIO) and Excellence through Stewardship (ETS).
- Expanded cross-functional organizational capacity by collaborating across departments on priorities, functions and common goals.
- Adjusted job assignments and schedules to keep pace with dynamic business needs, factoring in processes, employee knowledge and customer demands.
- Evaluated employees' strengths and assigned tasks based upon experience and training.
- Directed research endeavors that enabled Quality Traits business and launch of commercial products in both food and industrial applications.
- Led the development of a new core competency at Monsanto that enabled oilseed processing, characterization, and stability assessment of edible oils.
- Championed strategic processing evaluation which enabled \$3 M in capital funding for a food grade GMP oilseed processing facility for edible oil and compositional fractions for continued R&D and the commercial support of Vistive Gold and Soyomega.
- Prepared critical food grade edible oils samples, co-products, and meal for evaluation in food, animal feeding studies, GRAS submissions, human clinical trials and industrial applications that enabled product development and commercialization.
- Positioned Vistive Gold as preferred feedstock for bio-based lubricant industry.
- Provided technical due diligence for JV with Biosynthetic Technology, Inc. (\$12M equity investment) paving the way for economical, biodegradable and sustainable bio based lubricants, motor oils, and personal care products. Nominated for 2013 Presidential Green Chemistry Award.
- Championed relationship and testing with Environmental Lubricants Manufacturing for Vistive Gold enabling the complete replacement of base oil in product line. Sold at Lowes, Home Depot, Menards and a dozen ex-US countries under the UltraLube® brand.
- Developed technical template and executed on site operations for Closed Loop processing and packaging for regulated soybean products. Identified and enrolled mission critical processing and packaging stakeholders and successfully executed 4 Closed Loop crushes and subsequent packaging.
- Soyomega, Omega-3 fatty acid enriched soybean oil. Technical lead for due diligence team for the JV with DSM.
- Lead scientist enabling development of SDA oil for new industrial uses.
- Developed wood coatings for railroad ties, sign posts and decking industry.
- Developed SDA as bio-based viscosity modifier and replacement for fish oil in fat liquor production for leather industry, patents pending.

Director for Combinatorial Catalysis Discovery, 01/2002 - 06/2003

Monsanto – City, STATE

- Program Director for catalyst discovery, integrated results into the Roundup R&D program.
- Led a team responsible for discovering new catalyst technology for Roundup production.
- Enhanced performance of high throughput reactor systems for catalysts that enabled the screening of every viable element on the periodic chart.
- Developed an algorithm for simplifying complex data sets in order to determine if selectivity of catalytic reactions were enhanced.
- Discovered catalyst promoters that reduced by-products and improved reaction yield.

Pilot Plant Program Director, 01/2000 - 12/2001

Monsanto – City, STATE

- Research chemist responsible for development and successful implementation of the cleanest and highest production chemical process for the production of glyphosate at Monsanto.
- Designed, built and tested lab and pilot scale platforms totaling \$500K to perform feasibility studies.
- Managed a team of 12 individuals that operated the pilot plant 24/7 for 1.5 years.
- Efforts resulted in the successful start up of a new plant utilizing this technology that is a central platform for producing Roundup at Monsanto.

Senior Research Scientist, 01/1997 - 12/1999

Monsanto – City, STATE

- Discovered breakthrough innovation in phosphorus oxidation – the first eco-friendly process for the selective oxidation of elemental phosphorus utilizing water as the oxidizing agent.
- Lead chemist responsible for development of new methods to selectively oxidize elemental phosphorus that is environmentally responsible.
- Developed methodologies for preparing phosphorous acid via the hydrolysis of alkylphosphites.

Process Chemist, 08/1996 - 12/1996

Monsanto – City, STATE

- Research chemist responsible for development and successful implementation of the cleanest and highest production chemical process for the production of glyphosate at Monsanto.
- Designed, built and tested lab and pilot scale platforms totaling \$500K to perform feasibility studies.
- Managed a team of 12 individuals that operated the pilot plant 24/7 for 1.5 years.
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EDUCATION

Ph.D.

Purdue University

Bachelor of Science

Southeast Missouri State University

AFFILIATIONS

- Ones to Watch 2020: Jessica Claire – Missouri Medical Marijuana Industry peer nomination.
- Rapid Recognition Award for Enabling Shotgun Sequencing, 2016.
- Rapid Recognition Award for Finalizing Licensee Allergenicity/Proteomics Study, 2016.
- Presidential Green Chemistry Award Nomination: *Vistive® Gold Soybeans and Biosynthetic Technologies Enable Biodegradable, Non-Toxic, Renewable and Economical Industrial Bio-Lubricants*, 2013.
- Sustainability Award: *SDA Soybean Strategy Project*, 2013.

CERTIFICATIONS

ADDITIONAL INFORMATION

Literature Publications Patents

1. Claire, Jerald D.; Rafferty, D.; Washington, J.; Kubiak, C. P. Multisite Kinetic Analysis of the Redistribution of Terminal Ligands in Nickel A-frames by Quantitative Two-Dimensional 31P{1H} EXSY NMR. *Organometallics* **1998**, 17 4461.
2. Claire, Jerald D.; Nash, J. J.; Fanwick, P. E.; Kubiak, C. P. *Synthesis and Structures of the m-Vinylidene Binuclear Nickel Complexes [Ni2(m-C=CH2)2Cl2] and [Ni2(m-C=CH2)(dmppm)2Br2]: A comparison of the Electronic Structure of Nickel A-frames*. *Organometallics* **1996**, 15 1690.

3. Morgenstern, D. A.; Ferrence, G. M.; Washington, J.; Henderson, J. I.; Rosenheim, L.; Claire, Jerald D.; Fanwick, P. E.; Kubiak, C. P. *A Class of Halide-Supported Trinuclear Nickel Clusters [Ni3(m3-L)(m2-dppm)3]n+ (L = I-, Br-, CO, CNR, X = I-, Br-, n = 0, 1) Novel Physical Properties and the Fermi Resonance of Symmetric m3-h1 Bound Isocyanides Ligands*. *J. Am. Chem. Soc.* **1996**, 118 2198.
4. Signer, M. S.; Eaton, B. E.; Claire, Jerald D.; Kubiak, C. P. *Low Temperature Study of the Catalytic Iron Mediated [4 + 1] Cyclization of Allenyl Ketones and Carbon Monoxide*. *Organometallics* **1996**, 15, 2829.

5. Claire, Jerald D. *Synthesis, Characterization, and Reactivity of Diphenophosphine Bridged Nickel A-frames*. Ph.D. Dissertation, Purdue University, West Lafayette, IN, **1996**.
6. Clark, Jessica D.; Claire, Jerald D.; Shah, Ajit S.; Peterson, James C.; Chou, Shine; Levine, Jeffrey; Karakas, Achilles M.; Ma, Yinong; Ng, Kin-Yin; Patelis, Lester; Springer, John R.; Stano, Don R.; Wettach, Richard H.; Dutra, Gerard A. *Process Research, Development, and Pilot-Plant Preparation of Clofencet, a Novel Wheat Hybridizing Agent: Lewis Acid-Catalyzed Reaction of Ethyl Diazoacetate with 4-Chlorophenyl Hydrazonoacetaldehyde*. *OPR&D* **2004**.

7. Honary, Lou; Claire, Jerald D.; Tripodi, Federico *New Developments in Alternative Wood Treatments*. *Crosslinks* **2012**.
1. Ma, Y.; Claire, Jerald D. *Process for Producing Phosphorous acid*. U.S. Patent 6,194,604, **2001**.

2. Claire, Jerald D.; Sall, Erik D.; McGrath, Martin P. *Process and Apparatus for Preparation of Phosphorus oxyacids from Elemental Phosphorus*. U.S. Patent 6,238,637, **2001**.
3. Claire, Jerald D.; Sall, Erik D. *Process and Apparatus for Preparation of Phosphorus oxyacids from Elemental Phosphorus*. U.S. Patent 6,476,256, **2002**.

4. Claire, Jerald D.; Sall, Erik D. *Preparation of Phosphorus (I) Oxides, Phosphorus (III) Oxides, and Lower Hydrides of Phosphorus by Catalytic Reduction of Phosphorus (V) Oxides*. U.S. Patent 6,440,380 B1, **2002**.
5. Claire, Jerald D. et al. *Reaction Systems for Making N-Phosphonomethyl Glycine Compounds*. U.S. Patent 7,015,351 B2, **2006**.

6. Makadia, Vallabh; Arhancet, Juan P.; Claire, Jerald D. *Seed Oil Compositions*. U.S. Patent US 2006/0111254 A1, **2006**.
7. Claire, Jerald D.; Makadia, Vallabh; Arhancet, Juan P.; Claire, Jerald D. *Processes for Preparation of Oil Compositions*. U.S. Patent US 2006/0111578 A1, **2006**.

8. Claire, Jerald D.; Makadia, Vallabh; Arhancet, Juan P. *High PUFA Oil Compositions*. U.S. Patent US 2006/0110521 A1, **2006**.
9. Calabotta, Jo Beth; Deppermann, Kevin Lee; Dersch, Erik; Claire, Jerald D.; Koestel, Angela Ranae; Ludwig, Cindy L.; Martinell, Brian J.; Williams, Edward *Preparation and Use of Plant Embryo Explants for Transformation*. U.S. Patent US20080280361A1, **2008**.

10. Morgenstern, David A.; Makadia, Vallabh; Claire, Jerald D.; Calabotta, Jo Beth; Estep, Joann; Nissing, Nicholas J. *Use of Oils with High Concentrations of Polyunsaturated Fatty Acids in Plastics and Surface Coatings*. U.S. Patent US 2009/0081465 A1, **2009**.
11. Claire, Jerald D.; Honary, Lou; Tripodi, Federico *High PUFA Oils for Industrial Applications*. U.S. Patent US 2015/0275047 A1, **2015**.

12. Claire, Jerald D. *Catalyst Promoters for the Oxidation of Diethanolamine*. U.S. Patent Pending.
13. Claire, Jerald D.; Makadia, Vallabh; Mierkowski, Craig; Deppermann, Kevin Small Scale Low Residence Time Seed Press. U.S. Patent Pending.

14. Claire, Jerald D.; Honary, Lou *High Oleic Soybean Oil with Improved Performance and Use in Industrial Applications*. U.S. Patent Pending.
15. Claire, Jerald D.; Honary, Lou *Use of SDA Oil as a Bio-based Viscosity Modifier*. U.S. Patent Pending.

16. Claire, Jerald D. *Use of SDA Oil as a Fat Liquor for Leather Treatment*. U.S. Patent Pending.

Select Presentations

1. *Synthesis and X-ray Structure of [Ni2(m-C=CH2)(dmppm)2Cl2]: Extended Hückel Calculation on a Generic Nickel A-frame*. Claire, Jerald D.; Nash, J. J.; Fanwick, P. E.; Kubiak, C. P. Poster presented at the 206th ACS meeting in Chicago IL, 8/93.
2. *Synthesis and X-ray Structure of [Ni2(m-C=CH2)(dmppm)2Cl2]: Extended Hückel Calculation on a Generic Nickel A-frame*. Claire, Jerald D.; Nash, J. J.; Fanwick, P. E.; Kubiak, C. P. Poster presented at the 2