

LISA HAYES

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SENIOR HUMAN RESOURCES PROFESSIONAL

Strategic, nimble Human Resources leader. Creates, develops and manages all human resources and recruiting functions to ensure best practices and legal compliance. Creates highly collaborative and collegial environments, communicating across all levels of organizations. Builds relationships based on trust and integrity.

EXPERIENCE

LISA HAYES CONSULTING 2007 – Present

Hampton Falls, NH

Consulting practice that aligns human resources initiatives with business strategies to achieve corporate objectives. Client list includes: BionX Medical Technologies, First Light Biosciences, Thrive Bioscience, Cytrellis Biosystems, SynapDx Corporation, Myriant Corporation, SmartBear Software, Life Technologies, ZS Genetics, Intelligent Biosystems and The DNA Repair Company.

- Led high-volume talent acquisition efforts for multiple North American sites and divisions.
- Successfully recruited scientists, engineers and key business personnel in fast-paced dynamic environments, which led to formation of transformative teams.
- Collaborated with hiring managers to refine job specifications and talent profiles.
- Conducted full life cycle recruiting including sourcing, screening, reference checking and negotiating offers.
- Utilized Kenexa and ADP applicant tracking systems and LinkedIn Recruiter tool.
- Collaborated with management teams to develop best practices.
- Advised management to resolve performance and employee relations issues.
- Conducted compensation, benefits and performance management analysis.
- Designed 360 feedback tools that reflect organizations' core values.

HELICOS BIOSCIENCES CORPORATION 2003 – 2007

Cambridge, MA

Biotechnology company that developed an ultra-high-throughput system for DNA/RNA analysis based on single-molecule sequencing.

DIRECTOR OF HUMAN RESOURCES

- Recruited by former Cytoc CEO to be a member of the founding team. I was employee number two.
- Developed compensation plan for base salary, incentive compensation, on-going stock grants and spot cash and stock bonuses for all levels of employees.
- Initiated efforts to improve performance at all levels including coaching managers to manage teams for peak performance and improve performance management process.
- Created and facilitated program to identify high potential employees with special focus on aligning their aspirations/career paths to achieve corporate goals resulting in empowered, high performing teams.
- Successfully recruited C-suite officers, VP General Counsel and VPs of R&D, Sales and Marketing and Operations. Developed and implemented successful, cost effective recruitment strategies for multi-disciplinary technical team, sales, manufacturing and support staff.
- Consulted with CEO to ensure succession planning for key positions was in place.
- Researched and implemented health, life, dental, LTD, STD and 401(k) plans.
- Co-managed internal due diligence for two large equity financings and a \$52MM IPO.
- Identified initial space and negotiated lease at a rate under-market by a factor of 10. Negotiated four additional leases and directed respective expansions.

EXACT SCIENCES CORPORATION (NASDAQ: EXAS) 1997 - 2002

Maynard, MA

Applied genomics company that develops and markets non-invasive, DNA-based methods for early detection of colorectal and other common cancers.

DIRECTOR OF HUMAN RESOURCES

- Recruited by former Cytoc CEO to be a member of the founding team. I was employee number four.

- Developed and implemented successful talent acquisition strategies that included scientists, senior management and CEO search. Realized \$250k savings in search fees during high growth period.
- Coached senior team on employee relations, retention and related legal issues.
- Developed and communicated employment policies to create and support collegial corporate culture.
- Created and implemented competitive salary and stock structure.
- Designed and implemented health, life, dental, LTD, STD and 401(k) plans.
- Co-managed internal due diligence for three large equity financings and a \$56MM IPO.
- Managed space design and contractors for multiple laboratory and office expansions. Completed on time and under budget.

LISA HAYES CONSULTING 1995 - 1996

- **BAY STATE GAS COMPANY:** Facilitated reorganization to strategically position company to be competitive in a deregulated environment. Recommended reallocation of personnel after assessing needs and core competencies, resulting in retention of highly valued personnel.
- **ABIOMED, INC.:** Delivered high volume recruitment for rapid ramp up of Abioco (artificial heart) research and development team.
- **CASCADE SYSTEMS, INC.:** Created comprehensive human resources function for this start-up software company.
- **BULL WORLDWIDE:** Developed strategic expatriate staffing plan for newly formed joint venture located in China.

CYTYC CORPORATION (NASDAQ: HOLX) 1990 - 1995

Marlborough, MA

Diagnostic and medical device company that designs, develops, manufactures, and markets diagnostic and surgical products. Products cover a range of cancer and women's health applications, including cervical cancer screening. As of October 2007, CYTYC Corp. is a subsidiary of Hologic Inc.

DIRECTOR OF HUMAN RESOURCES 1992 - 1995

- Developed human resources function in an early stage, entrepreneurial environment.
- Developed programs and initiatives that successfully retained key personnel during reorganization.
- Managed recruitment to meet new strategic challenges.
- Authored expatriate plan. Developed corporate policies for employee relocation.

MANAGER OF HUMAN RESOURCES 1991 - 1992

- Developed long and short-term recruitment strategies that included scientists, engineers and executive search.
- Created and implemented company wide salary and stock structure.
- Researched and implemented health, life, dental, LTD, STD and 401(k) plans.

ADMINISTRATOR 1990 - 1991

- Successfully recruited staff of diverse business and technical disciplines at all levels.
- Managed facilities expansion.
- Supervised cash management.

EDUCATION

MS Management, Antioch University New England, Keene, NH, 2006

MEMBERSHIPS/AFFILIATIONS

Vice Chair, Friends of the Hampton Falls Free Library

Society for Human Resources Management (SHRM), Member

Senior Human Resources Network (SHRN), Former Member

Career Collaborative, Volunteered to conduct mock interviews with individuals re-entering the job market

One Family, Inc., Volunteered to conducted mock interviews with graduating scholars