

Alioth

We Build Teams That Invent the Future



We are a search and technology company. We specialize in the discovery and placement of senior leaders in the life sciences industry.

From developing life-changing drugs to curing rare diseases to revolutionizing agriculture, our clients are changing the world in a big way.

We help them hire executives and strategic talent that will remove the barriers to innovation and growth.

HERE'S HOW WE CAN HELP

You're creating the most important breakthroughs of the 21st century, and with that come countless variables that seem out of your control: scientific uncertainty, technology uncertainty, regulatory uncertainty, market uncertainty.

Talent uncertainty does not have to be an uncontrollable variable.

You can find the right leaders for your company, and we are here to help. We aren't merely filling seats; we partner with you to build teams that shape the future.

Here are some of the benefits of working with us.

Hire Long-Term Leaders Who Make an Impact

You're inventing breakthrough technologies that will fundamentally change your industry. That doesn't happen overnight. We're invested in finding you top-tier leaders who will make a lasting impact on your organization and the world.

Save Time

By understanding your corporate culture, we save you time on countless resume reviews. We present candidates who will dovetail with your culture and will know how to lead your organization.

Receive Unrivaled Service

You have our undivided attention. With fewer concurrent searches, deep industry knowledge, access to a vast network of key executives, and decades of experience, our tenured consultants ensure that every step is handled with white-glove service.

Reduce Long-Term Search Costs

We don't just find the right candidates; we help set them up for success after they're hired, reducing turnover among your senior ranks.

Stand Out

Give your talent a first-rate experience and stand out from your competition. Differentiation comes from caring about your candidates' long-term integration and success — not just filling a seat.



OUR SERVICES

It takes inventive minds with diverse skills, mindsets, and cultures to imagine the future and change the status quo. We want to help you find the people who will usher in new possibilities in the life sciences industries.

Learn more about our search services below.

Executive Search

We don't want to simply fill your open positions; we want to match you with the right executive who will have a long-term impact—executives with vision, with purpose, and with gumption.

To achieve that goal, we've developed a unique search process that is tailored to your company, your market, your culture, and your requirements for the open position. Alioth Exploration, our proprietary platform, helps you hire the right people by using data to provide you with insights about your talent acquisition process.

We work with you on building a hiring plan from start to finish. That includes:

- Understanding your organizational culture
- Ensuring alignment around the requirements for the open position
- Helping craft a job description
- Sourcing candidates
- Offering interviewing strategies
- Building success plans for your new executive.

Even after you've found the right candidate and signed the contract, our work is not over. We continue to check in because we care about your new executive's integration.

Strategic Talent Acquisition

In addition to executive search, we partner with you on your strategic talent acquisition initiatives because shaping the future requires great leaders throughout the org chart.

Whether you are looking for a key hire at a startup or hiring for mid- to senior-level management roles at a large enterprise, we are ready to help.

The best part: We bring the same white-glove service of executive search to your strategic hiring initiatives—for a fraction of the cost.

That includes access to the same executive search consultants, the same high-touch search process, and the same technology platform.



ALIGNING TALENT WITH CULTURE

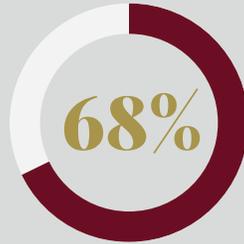
When it comes to finding the right talent for your company, you'll hear us say that culture is paramount. Don't worry, we still care about resumes and qualifications. It's just that culture is often an afterthought in strategic talent acquisition, when it should be at the forefront.

Consider the following statistics:



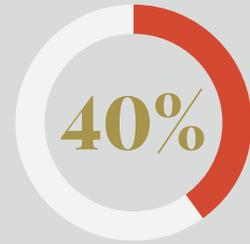
of executives fail within the first 18 months of their tenure.

CEB Global



of new hire failures at the senior leadership levels are the result of a lack of culture fit.

Harvard Business Review



of new C-level hires who departed within two years did so because of integration difficulties.

Harvard Business Review

Candidates can look great on paper, but unless their values and working styles complement those of your organization, they can be quick to depart, costing your company severely. That's why we take time to understand not only the needs and requirements for each role, but also the cultural texture of your organization.

And we do that by combining the art and science of search.



THE ART

Each of our executive search consultants draws on over 20 years of experience in the life sciences and technology industries. They have seen how the best companies transform industries and enrich lives, and they want to help you do the same.



THE SCIENCE

You wouldn't conduct an important experiment without structure and data to support your process.

The same should be true of your talent acquisition process. That's why we built Exploration, a technology platform that uses data science to help shape and optimize the talent acquisition lifecycle, and we're the only ones doing it.





MEET OUR TEAM

Our practice leaders bring substantial executive recruiting expertise from within the biotech and pharmaceutical industries. In addition to their proven track records as executive recruiters, our consultants have held internal leadership roles and understand how to build high-performing teams in a highly regulated scientific space.

That's why we take a hands-on approach. We don't want to simply identify potential candidates who fit the experience requirements. We want to advise our clients on which candidate is the best for their company—from a competence, performance, and cultural perspective.

We have a track record of recruiting executives and other key talent across the many functions of R&D, medical affairs, commercial, manufacturing and corporate functions at pharmaceutical, biotechnology, medical device, and diagnostics companies.





Janet Stafford
CEO & Co-Founder

Janet Stafford founded Alioth to make a difference—not only in the way executive search is conducted, but also to help life sciences companies find leaders who will change the world. She brings more than 25 years of global talent acquisition leadership and executive search expertise to Alioth. Highly regarded in the market, Janet has leveraged her comprehensive understanding of talent to build, transform, and scale high-performing teams and organizations across functions and industries, including technology, life sciences, healthcare, professional services, and financial services.

Highly strategic, Janet has distinguished herself by fostering deep relationships and partnerships, both internally and externally, in order to identify and attract the right talent for her clients. She has built cohesive and inspired teams with a focus on maximizing potential, growth and efficiencies. Additionally, Janet has developed and implemented full-cycle talent delivery systems, creating innovative

solutions and transforming talent acquisition delivery models, on a global scale. At the foundation of all of her accomplishments is Janet’s unwavering care and consideration for people: candidates, clients and colleagues alike. A trusted business partner, she recognizes the mission-critical importance of finding, nurturing and deploying the best talent to enable organizations to meet their business goals and objectives, create enterprise value, and generate ROI for shareholders and investors.

As CEO and Co-Founder of Alioth, Janet and her team are dedicated to solving executive talent needs for clients, ensuring businesses have the critical intellectual capital to be future ready. She is passionate about cultivating novel opportunities and creating positive, high-quality experiences for both clients and candidates. Outside of work, she enjoys playing piano, painting, high-performance driving, and spending time with her family, including her Boston Terrier.





Holly Wittenberg
SVP of Life Sciences Executive Search

Holly Wittenberg is a veteran Executive Recruiter who loves people, science, personal development and, most of all, her work which allows her to combine them all. She brings a high degree of integrity, knowledge, passion and energy to every interaction. She and her team focus on value, culture, progressive thinking and deep connection.

Holly has deep expertise in the biotech and pharmaceutical industries bringing over twenty years of experience spanning preclinical R&D through medical affairs specializing in physician recruitment and scientific leaders for emerging biotechs and large global pharmaceutical companies across multiple therapeutic areas. She leads an experienced search team at Alioth with a specific niche within Translational Medicine, Early/Late Stage Clinical Development and Medical Affairs, conducting Medical Director through CMO/ Head of R&D searches.

Holly's real-world experience in executive search, corporate recruiting and non-profit provides a powerful advantage for her clients. Prior to joining Alioth, Holly helped Cambridge, MA-based Biogen create a successful internal sourcing strategy and

team for Research & Development in service of advancing the company's discovery, development and delivery of innovative therapies for people living with serious neurological and neurodegenerative diseases. Prior to Biogen, Holly was a Managing Partner at Kaye/Bassman International where she built a practice specializing in placing Oncologists and Hematologists in the Pharmaceutical & Biotechnology industry while spearheading a grassroots movement of volunteers who saw needs in the community and decided to make a positive impact. She was a founding member of the Kaye/Bassman Charitable Foundation which has since raised over \$1.7 Million for MDA and Baylor Cancer Center.

Holly received her Bachelor of Arts in Speech Communications from Texas A&M University. She was the Executive Director of Dress for Success Dallas and served on the Boards of Dress for Success Dallas, Attitudes and Attire and the Kaye/Bassman Charitable Foundation. She lives in Plano with her husband and two sons. When she is not watching her husband play soccer or boys at gymnastics, she can be found at the gym training krav maga or trying to find a quiet spot to read a book or listen to a podcast.





Tim Judge
AVP of Life Sciences Executive Search

Tim is a seasoned executive recruiter with 16 years of search experience in the biotechnology, pharmaceutical, and medical device industries. Tim has extensive c-suite recruiting experience, ranging from CEO, CFO, CBO, CMO, and CCO to VP Medical Affairs, VP Business Development, and VP Research & Development. He has worked with venture-backed companies and public companies from early-stage research to commercial stage across a wide range of therapeutic areas.

Prior to Alioth, Tim was a Senior Recruiter at Korn/Ferry where he handled full-cycle management in Executive Recruiting for virtually all of the C-Suite roles, with particular focus on Business Development, Research & Development and Regulatory leadership roles. Tim was

also a senior recruiting consultant at Bausch & Lomb. This in-house position provided him with the unique perspective of working effectively with the various hiring managers and HR support. Earlier in his career, Tim was an award-winning Pharmaceutical Sales Representative and was promoted to District Sales Manager with Schwarz Pharma and Pharmacia. This provided him with invaluable commercial experience in the industry,

Tim received his B.A. in Biology from the University of Montana. He is a Seattle native and lives north of the city. He is an avid supporter of Washington Huskies football, loves photography, and enjoys spending time with his wife, Millie, and two grown children, Liz and Joe.





Juliana Rissi
Executive Recruiter

Juliana is an Executive Recruiter specializing in Life Sciences since 2014. She is passionate about bringing innovation to save and improve lives. Through strategy, creativity, and resilience, Juliana recruits C-level and upper management executives in the most competitive markets. Since her debut in Executive Search, Juliana has been working with multinational pharmaceutical, biotechnology, diagnostics, health, nutrition, and cosmetology companies. Her practice and network extend across North and Latin America, Europe, and Asia.

With a keen interest in entrepreneurship, Juliana participated in the launch of three companies in the fields of luxury and hospitality services, cosmetics e-commerce, and import/export. These experiences promoted her development in business development, marketing, management, and administration skills.

Juliana holds a Bachelor's Degree in Environmental Chemistry and Technology from the Universidade Tecnológica Federal do Paraná, in Brazil, where she was born and raised. Living in Florida since 2010, Juliana is an avid paddle-boarder and hiker. She is also enthusiastic about ethnic cooking, backpacking, and attending concerts from 90's rock and alternative bands.





James Oakes
Executive Recruiter

James has been recruiting for the Life Sciences industry since 2009. Originally from Scotland, James completed his Masters at the University of Glasgow before moving to Japan. His recruitment career began in the APAC region, building and leading recruitment teams in Tokyo and Singapore, before relocating to New York in January 2020 to focus on the North American biotech market.

With a background in executive search and full lifecycle recruitment for Scientific, Medical and Technical functions, he has partnered with companies ranging from multinationals to pre-seed startups to secure the leadership teams they need to move their projects forward successfully.

James and his family relocated to the San Francisco Bay Area in 2022 with he and his wife welcoming a very lively, expressive pair of twins soon after. Both keen fans of the outdoors, they are trying to do as much mini-hiking and trail walking as they can while pushing a double-stroller.





Emma Lisa Lesica
Vice President of Client Solutions

Emma Lisa joins Alioth contributing a depth of experience in organizational change, innovating workforce strategy, talent development and retained search. Her focus on the team will be driving executive business development of software enabled services to expand market footprint and build our customer base partnerships.

As part of Pepsi-Cola's professional placement team, she partnered in organizational design and led the technology talent acquisition function to include a national hybrid technology/finance staffing campaign for a corporate transformation initiative. Later she joined as a founding member for the now global specialty executive search/management consulting firm Daversa Partners in developing people growth strategy across technology verticals. For the past decade, she has consulted in career and college strategy, business concept development and Future of Work.

Emma Lisa lives in Connecticut where she and her husband Tom launched their greatest enterprise—the raising of three great sons. Favorite past times include traveling, hiking, beaches in Rhode Island and family gatherings.





Henry Nothhaft, Jr.
President and COO

A serial entrepreneur and a veteran of the SaaS industry, Henry is known for his ability to conceptualize, develop, launch, and market industry-changing products. At Alioth, he oversees marketing, business development, product management, and engineering for Alioth Exploration, an organizational diagnostics platform that provides actionable insights to optimize your company's performance and hiring initiatives.

Henry began his technology career in the Silicon Valley at Everdream, a pioneering SaaS company that was acquired by Dell and enabled the remote management of connected devices. Since then, he has held product and marketing leadership positions at WebEx, Cisco, LiteScape, and Clear Labs. In 2009, he became an entrepreneur-in-residence at SRI International, which led him to found the early AI company Trapit, which was acquired by ScribbleLive in 2017.

Henry holds a B.S. in economics from Willamette University and currently lives in Austin, Texas. Between parenting a first-grader and building a company, there's not a whole lot of time left for personal pursuits. But you might find him reading a book, improving his physical strength and endurance, or cooking. Often two of those at once.

