

Anne Smith

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EDUCATION

UNIVERSITY OF WISCONSIN - OSHKOSH

Bachelor of Science, Department of Education, Degree in Special Education
Oshkosh, Wisconsin
Summa Cum Laude

Entered: September 1974; Degree Received: December 1977

UNIVERSITY OF WISCONSIN - MADISON

Juris Doctorate; Specialization in Corporate Law
Madison, Wisconsin

Entered: August 1980; Degree Received: May 1983

PROFESSIONAL DEVELOPMENT

Numerous continuing legal education and professional development programs, conferences and seminars

AFFILIATIONS

American Bar Association
Wisconsin Bar Association

EXPERIENCE

Career Specialization: Corporate Law, Mergers & Acquisitions and Business Transactions

UNIVERSITY OF WISCONSIN LAW SCHOOL

AUGUST 2009 TO PRESENT

Clinical Professor and Co-Director of the Law and Entrepreneurship Clinic

Creating and launching the Law and Entrepreneurship Clinic, including the creation of an advisory panel of outside attorneys to advise and continuously improve the program, working to develop processes and systems that will make the program sustainable, partnering with other university departments to provide comprehensive advice to entrepreneurs and mentoring and coaching students in working with clients.

PROMEGA CORPORATION, MADISON, WI

DECEMBER 2007 TO AUGUST 2009

A privately held global leader in providing innovative solutions and technical support to the life sciences industry. It holds approximately 150 patents and produces over 2,000 products to advance life science research. Promega has operations in twelve (12) countries and over \$220 million in revenue.

Vice President and General Counsel

Lead Legal and Human Resources Departments with total staff of 20 and budget of \$4 million.

- Directed the resolution of a complex employee dispute, avoiding litigation and settling the matter resulting in savings of \$1.3 millions.
- Managed the settlement of a patent royalty licensing dispute resulting in savings from the original demand of \$600,000.
- Orchestrated the implementation of state of the art Human Resource Systems and a Legal document management system.

QBE REGIONAL COMPANIES (N.A.), INC., SUN PRAIRIE WI

AUGUST 1983 - AUGUST 2007

A Delaware holding company, formerly known as Winterthur U.S. Holdings, Inc., which owned fourteen (14) insurance companies, including General Casualty Company and Unigard; and five (5) general business corporations. The insurance operations wrote \$1.6 billion in premium and were broadly licensed to write personal and commercial property and casualty insurance in the United States, Puerto Rico and Guam.

Senior Vice President, General Counsel and Corporate Secretary

March 1998- August 2007

Lead Corporate Legal, Human Resources and Corporate Communications Departments with total staff of 45 and budget of \$52 million.

- Prepared a closely held company for an initial public offering, including assessing the readiness of the organization; educating key individuals on governance, transparency and other change initiatives; recruiting a board of directors; overseeing the work of multiple project teams; coordinating the involvement of investment bankers and outside counsel; drafting documents and managing owner expectations.
- Created a single, comprehensive benefits package covering 2,500 U.S. employees by analyzing, three existing packages, structuring a blended, minimal impact alternative and orchestrating corporate-wide communication resulting in benefit plan cost savings of approximately \$2 million and ongoing savings in excess of \$100,000 per year due to efficiencies gained from simplified plan structure and administration.
- Directed the legal aspects of corporate divestitures resulting in transactions in excess of \$2 billion, including coordinating preparation of data rooms, responding to information requests, meeting with perspective buyers, involving appropriate corporate resources, negotiating terms, drafting documents and obtaining regulatory approvals.
- Managed the consolidation of marketing communications, corporate legal and human resource functions at the direction of the Board of Directors resulting in annual cost savings of \$600,000; and increased efficiency, effectiveness and professionalism in the delivery of communications, legal and human resource services across the entire organization.

Vice President and General Counsel

June 1989 - March 1998

- Lead external corporate growth initiatives resulting in acquisitions with a value in excess of \$700 million, including analyzing potential acquisition candidates, conducting due diligence reviews, involving appropriate corporate resources, negotiating terms, drafting documents and securing regulatory approvals.
- Orchestrated the resolution of a complex, multi-state regulatory and litigation matter for European parent, involving significant potential for business and reputational damage, including possible loss of licenses to do business in four (4) states, by objectively balancing demands of U.S. regulatory and legal systems and parent expectations.
- Reorganized the human resources department from an administrative department to one that provided functional expertise and strategic business partner consultation, resulting in the development of performance metrics which enabled senior management to make objective workforce decisions and positioned the company to be a leader in human resource practices.
- Created a corporate marketing department based on industry best practices resulting in the establishment of national brand standards, the fielding of regular market research, the development of annual marketing plans and implementation of an internal and external communication strategy.
- Obtained certificates of authority to conduct property and casualty insurance business in 30 states for one or more companies resulting in the immediate transfer of over \$100 million in premium to the company and a long term competitive advantage in the commercial insurance market.

SPEECHES, WORKSHOPS AND PUBLICATIONS

Law & Entrepreneurship Clinic Student Experience, presented to the University of Wisconsin Law School Faculty, Madison, Wisconsin, December 16, 2010.

Idea and Invention Protection and Confidentiality, electronic learning module, developed for the University of Wisconsin System, January 15, 2011.

Legal Basics for Entrepreneurs and Start Up Businesses, presented as part of the Gilson Lecture Series, Wisconsin Institutes of Discovery, Madison, Wisconsin, March 30, 2011.

Protecting Your Ideas and Inventions, presented at Ideas to Inventions Conference sponsored by the Wisconsin Innovations Service Center, Green Bay Wisconsin, April 19, 2012.