



John Hawkins
Vice Chairman & Director

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John Hawkins is Vice Chairman and Director, Odgers Berndtson, LLC, based in the firm's New York and Washington, D.C. offices. Combining 30+ years of leadership experience in executive management, search/board consulting and investment banking, John brings a unique mix of insights to his work. His experience has encompassed diverse challenges, including strategy development, management and board succession, executive team building, corporate governance and capital formation.

John's career in board consulting started at Russell Reynolds Associates where he created and led the firm's worldwide Healthcare Practice, and was later tapped to lead their global Board and CEO Practice across all vertical markets. Mr. Hawkins has led or co-led more than 200 advisory engagements, encompassing CEO succession planning, founder transitions, board practices, board composition, corporate governance, and the recruitment of CEOs, COOs, presidents and board directors.

Prior to joining Odgers Berndtson, John served as the Regional Managing Partner of The Americas Region at Heidrick & Struggles, a role in which he oversaw approximately half the firm, including 265 search consultants, 26 offices and \$350M in revenues in the Western Hemisphere.

Earlier in his career, John co-founded a private investment firm which acquired the healthcare business of NYSE-listed Pharmaceuticals/Consumer Goods firm, Carter-Wallace, Inc. in 2001. Upon its acquisition, the business was re-branded MedPointe Inc., and John was appointed a Member of MedPointe's Executive Committee and EVP-Corporate Development and External Affairs. He was actively involved in developing the firm's strategy, recruiting directors to its board, raising private equity and debt capital, and recruiting numerous members of its founding management team. Then in 2007, MedPointe was acquired by a pan-European strategic buyer, Meda AB, in an \$800M cash/stock transaction which provided the acquirer with a beachhead in North America and yielded equity investors a substantial return on their investment.

Prior to that, John served as SVP and CFO of NASDAQ-listed Monsanto biologicals contract manufacturing spinout, Invitron Corp., and as an IPO equity banker with Alex. Brown & Sons (where he participated in more than 40 IPOs as a deal banker).

A graduate of the University of Virginia, John earned an MBA from The Tuck School of Business at Dartmouth. He is a past Chairman of the Board of Trustees of The Jefferson Trust as well as a former Trustee of the Jefferson Scholars Foundation. John was recognized for his superior search delivery in John Sibbald's *The New Career Makers* and Nancy Garrison-Jenn's *The Global 200 Executive Recruiters*.