



ANNOUNCEMENT

May 9, 2022

I am pleased to announce the following changes within the HR organization:



Eric Gratton, will be promoted to **Field Training Operations Manager**, reporting into Nikki Tesmer effective May 23, 2022. In this role, Eric will administer digital learning tools, coordinate instructor-led training events, and organize and host new hire training for field-based employees. Eric will also assist in the coordination and planning of large-scale company meetings and events.

Eric joined Ipsen as my Executive Assistant in August 2021 after 10 years of professional EA support in various industries. I'd like to personally thank Eric for his many contributions to the HR team and wish him nothing but the best as he transfers to the Business Operations & Strategy team. Eric will remain based in Cambridge, MA.



As part of this change, **Kathy Keczy** will join the North America HR team on May 9, 2022, as **Executive Assistant** reporting to me. Kathy will be based at One Main Street in Cambridge.

Kathy brings a significant amount of experience to Ipsen, most recently at KabaFusion where she provided EA support to their CEO, CFO, General Counsel, Chief HR Officer, and Chief Compliance Officer. Prior to that Kathy was a Senior Executive of Finance & Culture Coordinator at Kings Dining & Entertainment, as well as an Office Manager at Stericycle-Hudson.

Please join me in congratulating Eric on his new role and wishing Kathy success as she onboards to Ipsen. Eric will partner with Kathy during the month of May to ensure a seamless transition.

Lisa DiPaolo
SVP, HR, North America and Global R&D and Global Partnering