

CAROL CASAZZA HERMAN

CREDENTIALS



RUTGERS UNIVERSITY

Baccalaureate in Biology/Ecology Rutgers College

HOFSTRA UNIVERSITY

Juris Doctorate Maurice A. Deane School of Law

NYU

Pfizer Inc. Legal Leadership Series, Stern Business School



PERSON

- **Accomplished executive** with extensive experience in risk management, compliance, corporate disclosure, and sustainability issues for public companies as a senior consultant with **Ernst & Young** and own firm
- **Global leadership position** as VP/Assistant General Counsel for **Pfizer Inc.**; led a 48 person, \$17MM team supporting transactions, operational implementation, compliance assurance, stakeholder engagement during both dynamic company growth and contraction
- **Sought-after speaker, educator, author.** Academic experience at several major universities including graduate programs at **Columbia University** and **Hofstra University**
- **Board Director experience** on six national, state and local not-for-profit boards including the Environmental Law Institute and New York League of Conservation Voters. Skilled in strategy development and succession planning. Recognized community leader



CAREER SUMMARY



2013-15	2008-13, Present	1989-2007	1987-1989	1984-1987	1979-1981
Ernst & Young	Casazza Herman, LLC	Pfizer Inc	Clapp and Eisenberg	US Environmental Protection Agency	
Lead, Life Sciences, Sustainability Services Practice	Managing Director	Various positions culminating in VP/Assistant General Counsel, Global EHS function	Law Firm Associate	Assistant Regional Counsel	Environmental Scientist

HIGHLIGHTS

Global Program

Creation/Implementation

- Created EHS due diligence/business transactions program for a **\$50B+** pharma company. Led due diligence/negotiations for the **\$90B** Pharmacia merger; key role in the **\$60B** Warner Lambert merger/integration.
- Created a global diversity program for 1000 person business function uniting diverse constituencies. Delivered nationally recognized program

Sector Advocacy Success

- Created pharma policy group; led advocacy in negotiation of three international treaties and other mission critical issues

Organizational Performance Optimization

- Assessment/transformation project for a **\$7B+** pharmaceutical company; program risk assessment for a **\$100MM** integrated steel producer; supply chain compliance assistance related to the US SEC Conflict Minerals rule for a **\$4B** manufacturing company

National Thought Leader

- Primary author of the National Association of Corporate Directors Handbook: *Oversight of Corporate Sustainability Activities* <https://www.nacdonline.org/Resources/Article.cfm?ItemNumber=12134>
- High profile public policy projects promoting national legislative/agency reform www.breakingthelogjam.org