

Ready. Set. Grow.

# Search And Human Capital Consulting



**RxcelPartners**  
*The opportunity builders*

Serving Healthcare Companies & Healthcare Investors with  
Experience, Expertise, and Flexibility

# Overview of RxCel Partners



**Our Purpose**



**Who We Are**



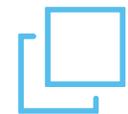
**Why RxCel Partners?**



**Our Four-Stage Process**



**Commitment to Diversity and Inclusion**



**Representative Clients**



**Our Team**



# Our Purpose

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Throughout our two-decade history, we have achieved success by consistently placing star performers who become invaluable, strategic additions to our clients' management teams and Boards.

# Who We Are



## 90+ Years Combined Experience

Our healthcare clients are served across Biotech, Pharma, Hospitals, CROs, CDMOs, CMOs, MedTech, Medical Device, and Healthcare Funds throughout the U.S. and Europe.



## We Value Our Clients

- 80% of our business comes from referral
- 70% of our business comes from repeat clients
- 50% of our business is with Early Stage and Startups



## We Value Inclusion and Diversity

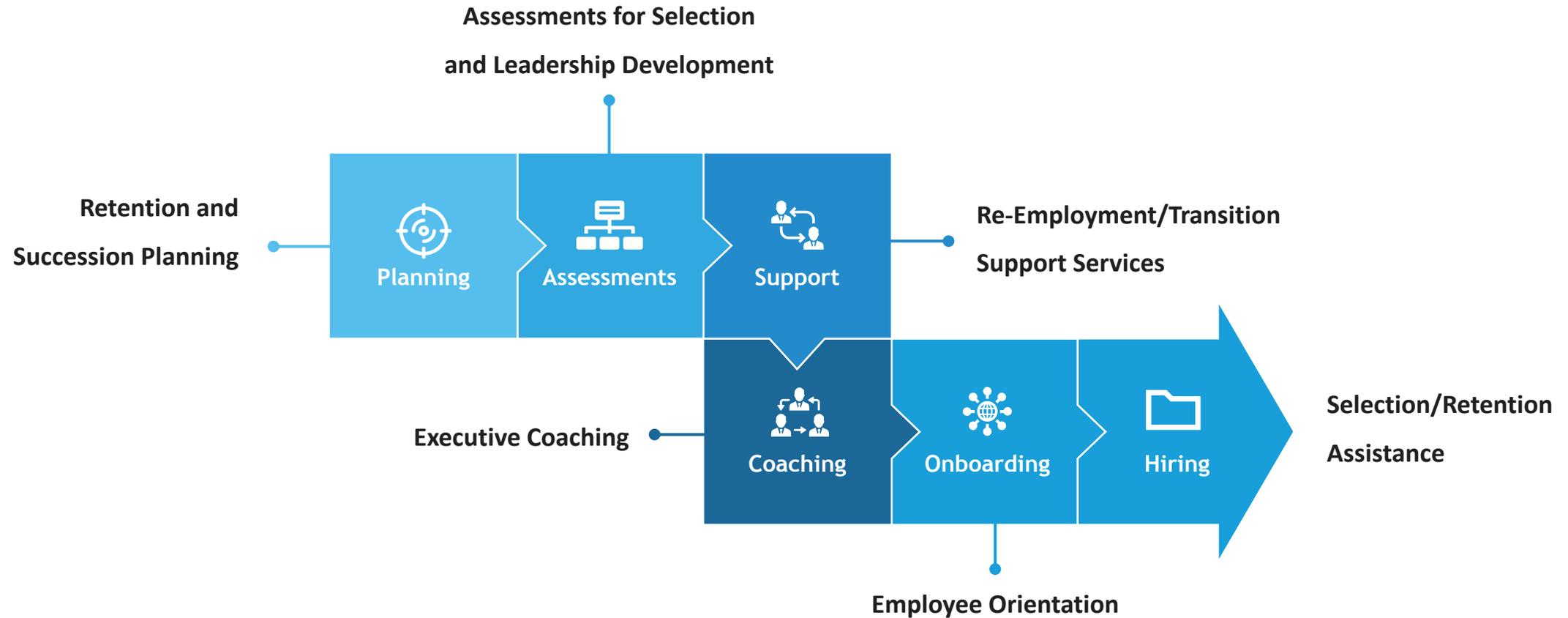
100% of presented final slates contain diverse and inclusive candidates.





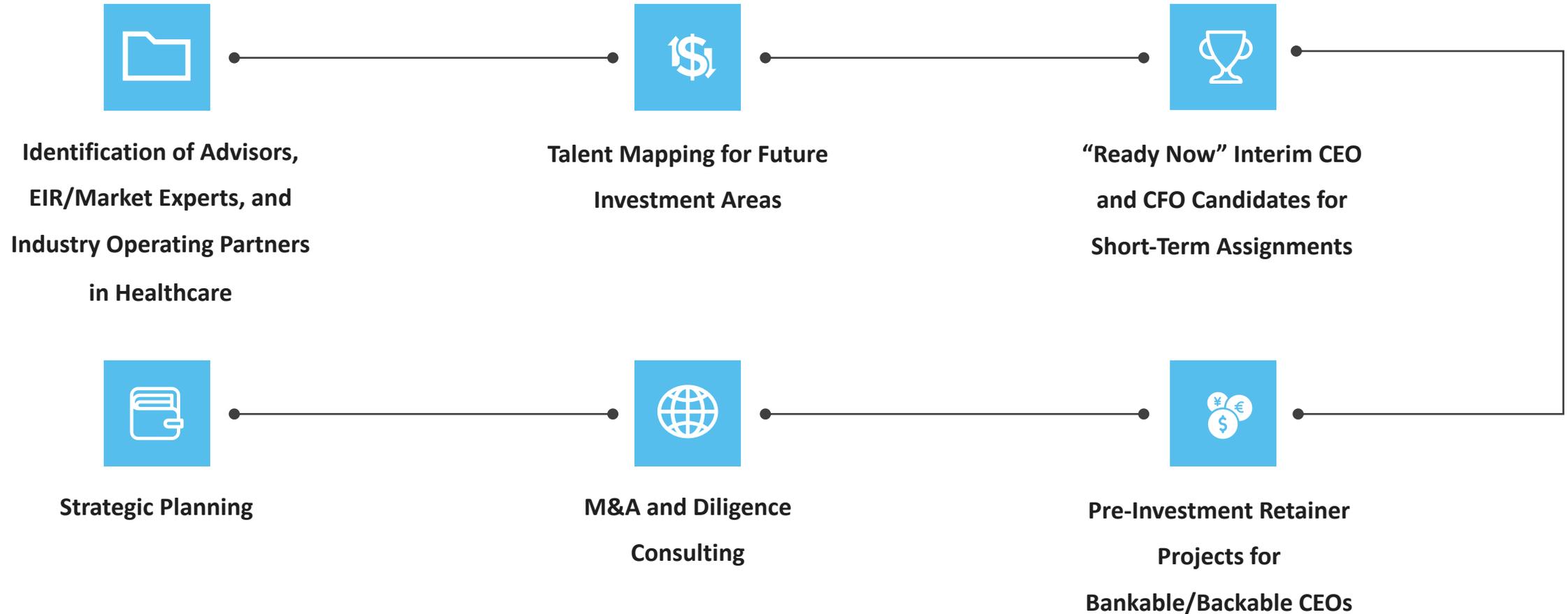
# Overview of Human Capital Advisory Services

Building High-Performing Cultures And Advisory Teams - Closing the Performance Gap



# Overview of Investment Transaction And Corporate Growth Services

Assisting Investment-Backed Companies Expand Market Presence and Profitability



# Why RxCel Partners?



## Real World Experience

Our senior consultants are all former Operating corporate executives. This business experience enables us to work across all functional areas and ensures our team understands and appreciates our clients' organizational challenges and cultural nuances.



## Trust and Success

Seventy percent of our business represents repeat clients.



## Personal Service

Our managing directors participate in all phases of the search process offering the benefits of executive-to-executive, consultant to client relationships and an expedited process.



## Diversity and Inclusion

RxCel Partners is deeply committed to workplace diversity and inclusion where the richness of ideas, backgrounds, and perspectives are harnessed to create robust company cultures, improved bottom lines, and increased business value.



## Commitment

We have an unwavering commitment to our clients and guarantee our process.



## First Impressions Are Everything

We recognize that when we contact a candidate, we aren't representing RxCel Partners, we are representing you, your brand, and your organization. We endeavor to make every candidate feel special and communicate your excitement and interest in them.



## We Care About Culture

RxCel Partners takes a comprehensive approach to understanding the companies we consult and the people we seek. Our clients' goals become ours, and we become an extension of their organizations by investing completely in the relationship; our commitment results in collaborative client relationships and higher success rates.



## Boutique And Global

We are a boutique firm with limited search restrictions. With experience in adding talent in both the U.S. and Europe, our clients have the benefit of working with a multi-national firm while enjoying one-on-one attention and close working relationships with our consultants.

# Our Four-Stage Hiring Process



Working as an extension of your organization, we develop a strategy, target list, and market outreach methodology, targeting the best-in-class talent matching your specific criteria.



As a boutique firm with an international reach, our experienced team identifies, attracts, and selects a unique and diverse slate that matches your specific talent needs and unique culture.



With our hands-on approach, we work closely with your team and each candidate throughout the interview, selection, and referencing process, to a successful conclusion.



We stay in close touch with you and your new hire throughout the onboarding process to ensure a smooth transition and a quick ramp-up to success.

# Commitment to Diversity and Inclusion

Only 22% of Fortune 500 Boards have female leaders. Other minorities are represented in 23% of Fortune 500 Boards (African-Americans comprise 11%, Hispanics 4%, and Asians 8%).  
(McKinsey Study, 2020)

## Our Approach and Philosophy

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We assist organizations and boards with promoting fairness across their organization, and identify characteristics and values during hiring that lend to more diverse and inclusive cultures.

## Building Diverse Talent Pipelines

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We leverage creative approaches in networking to connect with diversity candidates. We assist organizations in their own sourcing of diversity candidates through our proven process and industry contacts.

## Diverse Executives to Board Positions

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We facilitate the growth of diverse executives into board positions through career development coaching, bio development, and network introductions. We match executives with the most fruitful opportunities to enhance career growth.

# Selective Payer/Provider Clients



# Selective Biotech and Healthcare Service Clients



# Selective Healthcare Investor Clients



BEECKEN PETTY O'KEEFE & COMPANY



**Pouschine Cook**  
Capital Management, LLC



**RATOS**

# Meet The Team



## Founder and CEO – Jim Utterback

Jim's leadership roles have included serving as President/CEO of several pharma, hospital, health service, and HCIT firms, including those focused on genomics and personalized medicine. He has also held corporate officer positions with publicly traded Covance (formerly Corning Life Sciences) and Rhone-Poulenc Rorer Pharmaceuticals (now Sanofi). Jim has worked and lived in the U.S., Europe, Africa, and India, building out leadership teams around the world. He is currently on several startup advisory Boards in both the U.S. and Europe.



## Senior Vice President – Cindy Pallman-David

Cindy began her career in healthcare research before transitioning to retained search with a boutique firm, working closely with the Founder and President to build the organization from inception to a multimillion-dollar firm. Her search industry focus includes healthcare, insurance, technology, biotechnology, venture-backed and private equity portfolio companies. She is a former Chapter President and former National Board member of the International Association of Corporate and Professional Recruitment.



## Senior Vice-President – Stefan Werdegar

Stefan's career spans 20+ years across client management, sales and consulting in professional services, Not-for-Profit and technology. In 2011 he made the transition into Human Capital Advisory and Executive Search to follow his passion in helping organizations build high performing leadership teams and assist executives in growing their career and leadership ability. Stefan leads the firm's Human Capital Advisory Services.



# Contact Us

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Let RxCel Partners assist your organization in reaching its full potential.

We appreciate the opportunity to scale and  
advise your organization or firm.

**THANK YOU**

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