



LEO PHARMA

Fellowship Program

A pioneer in medical dermatology and
rare dermatological diseases.

R | RUTGERS HEALTH
Institute for Pharmaceutical
Industry Fellowships

TABLE OF CONTENTS

MESSAGES FROM LEADERSHIP	3
ABOUT LEO PHARMA	5
FELLOWSHIP PROGRAM LEADERSHIP TEAM	10
MEDICAL AFFAIRS FELLOWSHIP	12
FELLOWSHIP ALUMNI	15
RUTGERS PHARMACEUTICAL INDUSTRY FELLOWSHIP PROGRAM	17



A MESSAGE FROM LEADERSHIP

Dear Rutgers Pharmaceutical Industry Fellow Candidates,

On behalf of LEO Pharma Inc., we would like to thank you for your interest in the Rutgers Post-Doctoral Pharmaceutical Industry Fellowship Program. The pharmaceutical industry provides many exciting and dynamic opportunities, and the same is true at LEO Pharma more than ever before.

We are a research-based pharmaceutical company founded in 1908 and headquartered in Denmark. Our global organization helps improve people's lives with innovative treatments for psoriasis, atopic dermatitis, and rosacea. Additionally, we are addressing the huge unmet medical need for people living with rare skin diseases.

This brings energy, but we need talented people such as yourself to sustain it. People who believe in and model our values of **customer focus, integrity, adaptability, innovation, and passion**. We are a company with a strong heritage and an even stronger future. Come pioneer with us.

We see the strategic importance of collaborating with Rutgers through the RPIF Program. We aspire to offer a dynamic and rewarding opportunity for fellows to begin their career with LEO Pharma.

Best regards,
Robert Spurr
Executive Vice President, Region North America
LEO Pharma Inc.

www.leo-pharma.us



A MESSAGE FROM LEADERSHIP

Dear Rutgers Pharmaceutical Industry Fellow Candidates,

As the Vice President of North America Medical Affairs at LEO Pharma, I am proud to support the Rutgers Pharmaceutical Industry Fellowship Program and the incredible opportunities it provides for pharmacists to launch their careers. The LEO US Medical Affairs Fellowship is a unique platform for aspiring professionals to gain hands-on experience, develop critical skills, and build a strong foundation for a successful career in the pharmaceutical industry.

At LEO Pharma, we are committed to innovation in dermatology, addressing unmet needs, and improving the lives of patients with skin diseases. The incoming Fellow will play an important role in driving this mission forward, contributing to groundbreaking work in a dynamic and collaborative environment. We are excited to welcome a passionate individual who is ready to help shape the future of dermatology and make a meaningful impact.

Best regards,
Shannon Schneider, PhD
Vice President, North America Medical Affairs
LEO Pharma Inc.

www.leo-pharma.us



We pioneer by looking beyond today to
constantly improve and extend what's
possible for the benefit of patients



LEO Pharma is dedicated to helping people achieve healthy skin by developing **life-changing medicines**



OUR VISION

We are the preferred dermatology care partner improving peoples lives around the world



OUR VALUES

INTEGRITY

We are a responsible company and keep our promises. We act and communicate in an open, honest and trustworthy way.

ADAPTABILITY

We stay agile in a dynamic world by seeking solutions that are flexible, scalable and cost effective. We seize new opportunities as they arise.



CUSTOMER FOCUS

We improve the quality of life of people through competitive products and services. To truly understand our customers, we engage in partnerships and dialogue.

INNOVATION

We all have a responsibility to innovate and challenge the status quo. We share and implement our ideas and learn from our failures.

PASSION

We will be the best. We care about people and take pride in what we do. We strive to support and inspire others in our efforts to make a difference.



Leading in medical dermatology

WE ARE FOCUSED ON:

- Addressing unmet needs within medical dermatology
- Delivering first- or best-in-class therapies
- Covering the full range of disease severities
- Bringing innovation to patients through R&D and partnerships

OUR THERAPEUTIC AREAS:



Generalized Pustular
Psoriasis



Chronic Hand
Eczema



Pyoderma
Gangrenosum



Atopic
Dermatitis

MULTIPLE DRUG DELIVERY SYSTEMS



Topicals



IV



Injectables

Business model

The resources we rely on

- More than 4,000 employees worldwide with diverse skills and expertise.
- Cutting-edge know-how in skin biology.
- Natural resources, including raw materials, energy and water to support our operations.
- Strong financial resources supported by disciplined capital allocation, enabling sustainable growth and margin expansion.
- Partnerships to advance disease understanding and fuel innovation, working with global leaders such as Gilead Sciences and Boehringer Ingelheim.



The value we create

- Serving more than 100 million patients annually.
- Providing access to more than 20 brands in more than 70 markets.
- Presented 75 congress contributions – posters, oral sessions and late-breaking presentations – and published 43 peer-reviewed papers in 2025.
- More than 92,000 units of medicine donated to communities in need in 2025.

Our operations



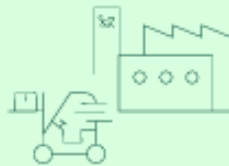
Research and development

Advancing innovation through strategic research and asset partnerships, leveraging decades of dermatology expertise to deliver distinctive clinical programs and new treatments for diseases with high unmet need – including five Phase 3 studies involving over 1,490 patients in 2025.



Approvals and access

Managing global product registrations and regulatory compliance to secure timely approvals and optimize market access.



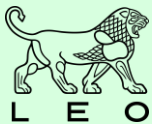
Production

Delivering high-quality products through six production sites, a dedicated Product Supply team of around 1,600 FTEs and partnerships with more than 15 production and alliance partners.



Commercialization

Operating in over 70 markets with a team of more than 1,000 FTEs, including 30+ affiliate markets and 40+ partner markets.



LEO Pharma at a glance

LEO Pharma is a global leader in medical dermatology. We deliver innovative treatments for skin diseases, building on a century of experience with breakthrough medicines in healthcare.

117+

LEO Pharma has been advancing care and improving lives through science and innovation for over a century.

+4,000

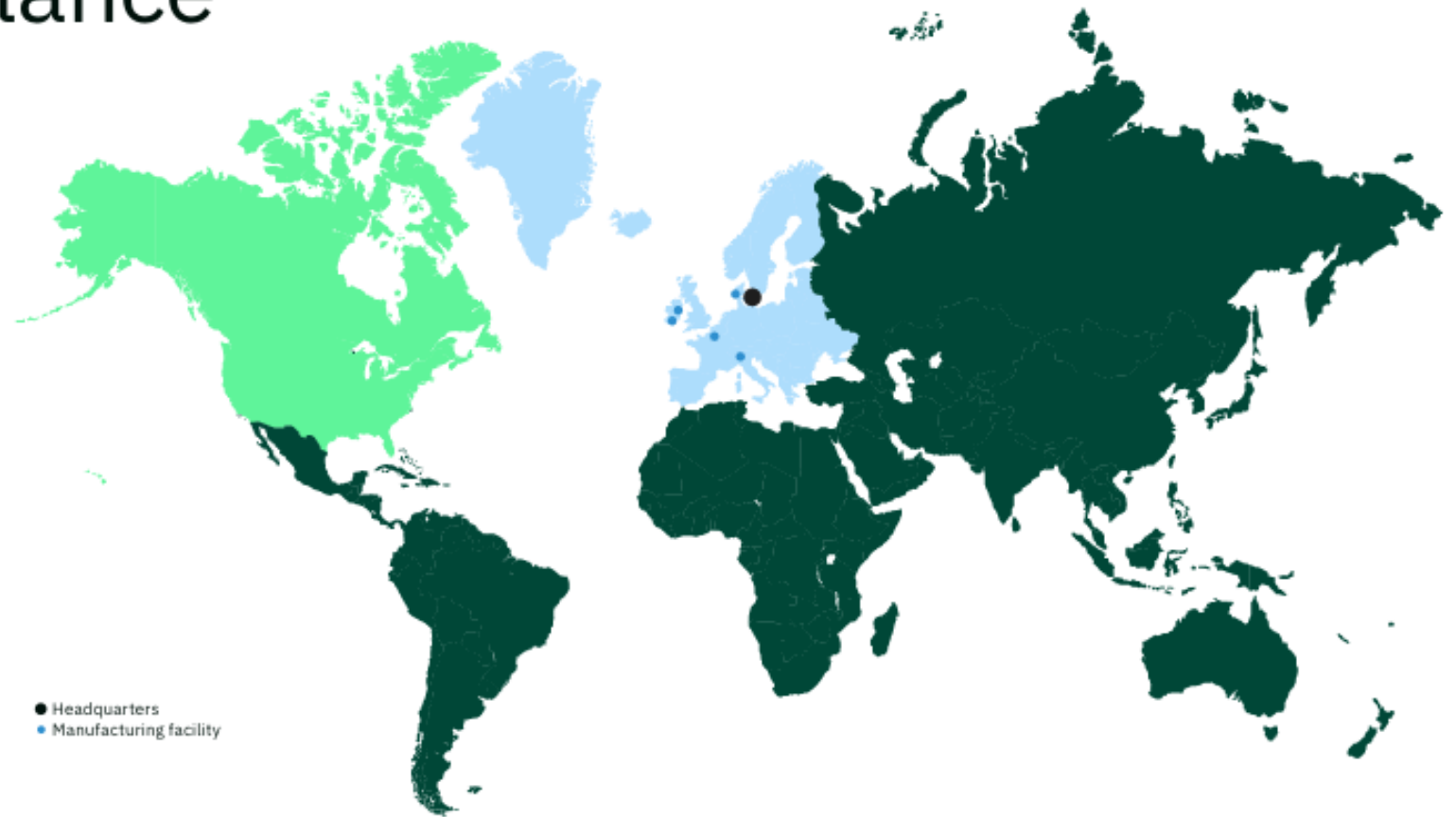
Dedicated employees in 30 countries

70+

Markets (31 affiliate & 42 partner markets)

+100m

Patients in treatment with LEO Pharma products annually



Share of revenue, North America, 35% revenue growth in 2025 (CER)



Share of revenue, Europe, 3% revenue growth in 2025 (CER)



Share of revenue, Rest of World, 9% revenue growth in 2025 (CER)



PRECEPTORS AND EXECUTIVE CONTACTS



LEO PHARMA FELLOWSHIP LEADERSHIP TEAM

Executive Sponsor



Shannon Schneider
Vice President,,
North America Medical Affairs

Fellowship Preceptors



Hannah Lo
Medical Director,
AD Product



Arzu Veysel
Manager,
Scientific Affairs

Cross-Functional Preceptors



Alfred Ponterdolph
Senior Director,
Medical Information



James Amadin
Director,
Scientific Communications



Tanzania Vinson
Medical Director,
CHE Product



Ha Nguyen
Senior Director,
US Field Medical



Sanjeev Balu
Senior Director,
Health Care Systems & HEOR

People & Communications



Nicole Fontanazza,
Associate Director,
HR Business Partner



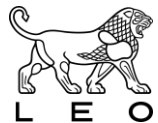
Tegan Hsieh
Vice President,
HR North America



US Medical Affairs Fellowship

LENGTH: 2 YEARS

LOCATION: MADISON, NJ



US Medical Affairs Fellowship

OVERVIEW

The Medical Affairs Fellowship will be a two-year program designed to expose the Fellow to the core functional areas of the U.S. Medical Affairs Department. The Fellow will work in Medical Strategy for the entirety of their two-year experience, with stretch projects in Medical Information, Publications, Health Economics Outcomes Research (HEOR), and Field Medical. The Fellow will have the opportunity to work on established and pipeline products.

First Year of Fellowship

HQ Medical Strategy

- Collaborate with cross-functional teams including; Marketing, Commercial, Communications, Regulatory Affairs, Legal, Market Access, and Clinical Research as it relates to Medical Affairs activities
- Assist in the development of medical content for congresses, symposia, and advisory board meetings with top-tier Key Opinion Leaders (KOLs)
- Contribute to projects that directly impact brand development and life cycle management
- Participate in developing and driving the execution of internal and external scientific communication strategy
- Drive medical education initiatives for pipeline and approved products

PRECEPTORS

Hannah Lo, PharmD, RPh
Medical Director, AD Product



&

Arzu Veysel, PharmD, MPH
Manager, Scientific Affairs



US Medical Affairs Fellowship (Continued)

Second Year of Fellowship Rotational Schedule

2 months Medical Information

- Provide efficient and unbiased medical information on LEO Pharma products to healthcare professionals, consumers, and employees
- Conduct research, plans, and authors Standard Response Letters (SRL), FAQs, and customized responses to unsolicited information requests
- Interact directly with HCPs and consumers to respond to unsolicited requests for Medical Information or escalated inquiries.

2 months HEOR

- Gain experience on day-to-day HEOR activities including being a part of a real-world evidence (RWE) generating study
- Interact with vendors and learn about designing a study for RWE and economic modeling
- Present findings from one RWE study and compare/contrast with what's observed/seen in the literature

3 months Medical Science Liaison

- Engage thought leaders in scientific discussion during field-based activities with Medical Science Liaisons (MSLs)
- Facilitate discussion and identification of insights from the field and various matrix teams to determine unmet medical needs and competitive intelligence insights and inform medical strategy
- Develop relationships with HCPs (academic and non-academic physicians, nurse practitioners, and physician assistants) to ensure that there is access to current medical and scientific information.

3 months Medical Outcomes Liaison Managed Care

- Proactively and reactively engage payer/PBM executives and their designates (from pharmacy, medical, quality, value assessment, etc.), external scientific experts, and relevant business influencers in clinical and health outcome-based information for all portfolio and pipeline products to inform access and reimbursement decisions

2 months of Preferred Area of Interest



RUTGERS FELLOWSHIP ALUMNI AT LEO PHARMA INC.

MEDICAL AFFAIRS

Jonathan Gosnell	RUCIF	Medical Science Liaison
Julia Napoli	RUCIF	Manager, Medical Information
Brian Esparza	RUCIF	Manager, Scientific Affairs
Karol Wroblewski	RUCIF	Medical Science Liaison
Gabriela Odierno	RUCIF	Medical Science Liaison



During my rotational experience in US Medical Affairs at LEO Pharma, I gained comprehensive exposure to various facets of medical affairs, led high-visibility projects, and collaborated with cross-functional colleagues across the US organization and beyond. Through the fellowship, I had the opportunity to work on a cutting-edge biologic and support pipeline products, while gaining the tools and resources necessary for professional growth. This unique experience not only shaped me into the professional I am today but also laid the foundation for my current role as a Medical Science Liaison. Additionally, as part of the Rutgers program, I served on the RPIF Candidate Relations Committee, led multiple conferences and recruitment initiatives, mentored students, and fostered meaningful relationships with other RPIF Fellows.

- **Jonathan Gosnell, PharmD, RPh, Medical Science Liaison**



During my Global Medical Information fellowship at Merck, I gained a comprehensive understanding of both Medical Information and the broader field of Medical Affairs. I had the opportunity to contribute to the launch of a product that received breakthrough therapy and orphan drug designations from the FDA. Through the Rutgers program, I was also able to engage in research, teaching, and leadership roles. My fellowship not only provided a strong foundation for my career but also fostered lifelong friendships!

- **Julia Fuller, PharmD, RPh, Manager, Medical Information**

REGULATORY AFFAIRS

Paulina Estrada	RUCIF	Director, Global Regulatory Strategy
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LEO PHARMA RPIF ALUMNI

Jonathan Gosnell	RUCIF	LEO Pharma
Brianna Potestio	RUCIF	Novartis



A close-up photograph of a man's hands clasped over an elderly person's hands. The man's face is blurred in the background, showing a smile. The background is a soft-focus bokeh of warm colors like orange, yellow, and red. The text 'Together, we reach far beyond the skin' is overlaid on the left side in a white, bold, sans-serif font.

***Together,
we reach
far beyond
the skin***



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Rutgers Pharmaceutical Industry Fellowship (RPIF) Program

Ernest Mario School of Pharmacy (EMSOP)

Rutgers, The State University of New Jersey

The RPIF Program has thrived under the leadership of the founder, Dr. Joseph A. Barone, Dean and Distinguished Professor of EMSOP, Dr. Carolyn Seyss, the Executive Director for the Institute for Pharmaceutical Industry Fellowships, and is supported by a team of RPIF alumni experienced in the pharmaceutical industry.



**Joseph A. Barone,
PharmD, FCCP**
*Dean and Distinguished
Professor*



**Carolyn Seyss,
PharmD, RUCIF**
*Fellowship
Executive Director*



**Joseph Fulginiti,
PharmD, MBA, RUCIF**
RPIF Associate



**Erica Dankiewicz,
PharmD, RUCIF**
RPIF Consultant



**Patrick Park,
PharmD, MBA, RUCIF**
RPIF Consultant

Program History

1984

EMSOP and 2 pharmaceutical companies began a first-of-its-kind collaborative pilot program to evaluate the potential contributions of clinically- trained pharmacists within a pharmaceutical industry practice setting. Following the successful pilot, the RPIF Program grew significantly and expanded to now include 26 companies within the pharmaceutical and biopharmaceutical industry with almost 300 Fellows.

2002

Dr. Ernest Mario generously provided an endowment to establish RPIF as an Institute to enhance and promote the role of pharmacists in industry through the RPIF Program. The Institute staff members:

- Create the Fellowship structure, providing strategic leadership and administrative support
- Promote quality, communication, scholarly activity, and professional development
- Arrange specialized training opportunities within the pharmaceutical and biopharmaceutical industry

2018

RPIF expanded to offer interdisciplinary Fellows' training by adding physician Fellowship opportunities to our well-established program.

2023

The RPIF Certificate is recognized with special credentials so our alumni can now proudly identify themselves as **RUCIF (Rutgers University Certified Industry Fellow)**.

Well over 1,900 Post-Doctoral Fellows have completed the RPIF Program, most of whom are experiencing influential and rewarding careers in the pharmaceutical and biopharmaceutical industry throughout the US and abroad. The RPIF Program has Preceptors and Mentors from industry who share their knowledge and experiences with the Fellows through an intense but closely-guided training program. Assignments and projects are challenging, meaningful, and designed to enhance understanding of the pharmaceutical and biopharmaceutical industry and the Fellow's functional area(s). Our goal is to provide the environment for Fellows to build the foundations to fuel their careers as future leaders in the industry.

Professional Development Series

All Fellows gather once monthly as a group to participate in the Professional Development Day (PDD) series, an important component of their training that complements the hands-on experience provided at the sponsor companies. The PDDs are steered by a committee of Fellows and are designed to enhance the Fellows' leadership skills such as emotional intelligence, communication, critical decision making, and presentation skills. Fellows develop skill sets under the guidance of external trainers and accomplished RPIF alumni. PDDs also provide general knowledge about various aspects of drug development/ commercialization and issues facing the pharmaceutical and biopharmaceutical industry, and promote connectivity and a sense of community among Fellows and alumni from different companies and disciplines.

The Fellows can learn from each other through individual and group presentations on topics and issues related to the pharmaceutical and biopharmaceutical industry. In addition, outside experts provide training and professional development in a variety of areas (e.g., tools for corporate success, professional writing, presentations, meeting facilitation, negotiating, influencing, networking, conflict resolution, giving and receiving feedback, and business etiquette). Other PDD guest speakers include senior industry executives, including our successful RPIF Program alumni, who share their career paths, insights, and experiences. Importantly, PDDs provide an excellent opportunity for Fellows to interact with each other and develop lasting personal friendships and a strong professional network of Fellows, faculty, alumni, and other industry executives.

Key Program Features

RPIF FOSTERS the growth and development of future pharmaceutical and biopharmaceutical industry professionals and leaders through:

F	Family of Leading Companies Partners include several top global pharmaceutical/biopharmaceutical companies and offer large to small company environments.
O	Outstanding Alumni Track Record Well over 1,900 alumni hold prominent positions at many leading companies, including VP and C-suite levels.
S	Strong Network Fellows develop valuable, lasting connections with each other, alumni, Preceptors, and Rutgers EMSOP faculty.
T	Trusted and Proven Since 1984 The Rutgers Fellowship Program is nationally recognized, trusted, and proven as the key pathway to industry, developing foundations for future leaders.
E	Enhanced Career Development Breadth of experiences informs career path choices, increasingly challenging assignments build depth of experience, and visibility creates opportunities - enhancing the potential for accelerated career paths.
R	Rigorous Academic Component Rutgers affiliation provides academic and professional development opportunities.

Because of its relationship with and close proximity to most of the nation's leading pharmaceutical and biopharmaceutical companies, EMSOP and the RPIF Program are uniquely capable of providing Fellows with advanced training in the pharmaceutical and biopharmaceutical industry.

Rutgers, The State University of New Jersey is one of the major state university systems in the United States. EMSOP is part of Rutgers Health and is the only state school of pharmacy in New Jersey. EMSOP is located on the University's main science and technology campus in Piscataway, New Jersey.

While RPIF offers all the benefits of a large program with an extensive network of distinguished professionals, Fellows receive the individual attention of a small program where they are known and supported as individuals.

Application Process and Eligibility Requirements

Pharmacy Fellows for the RPIF Program are selected on a nationally competitive basis. Candidates must have completed a Doctor of Pharmacy from an ACPE-accredited institution before July 1 of the fellowship term.

HOW TO APPLY:

The RPIF Program is highly competitive. **Candidates will be selected for interviews on a rolling basis, so we strongly encourage you to submit your application as soon as possible.**

Interested candidates may submit their application with short-answer questions and supporting materials (letter of intent, curriculum vitae, and 3 letters of recommendation) as soon as **Wednesday, October 14, 2026** by visiting our website at: <https://pharmafellows.rutgers.edu/how-to-apply/>

All application materials must be submitted electronically to the RPIF website per instructions on the site.

REQUIRED ITEMS:

SUBMIT BY:

Application with short-answer questions	Tuesday, October 20th
Letter of Intent (LOI)	Tuesday, October 20th
Curriculum Vitae (CV)	Tuesday, October 20th
Letters of Recommendation (LORs)	Tuesday, December 1st

ADDRESS LOI AND LORs TO:

Joseph A. Barone, PharmD, FCCP
Dean and Distinguished Professor
Ernest Mario School of Pharmacy
Rutgers, The State University of New Jersey
160 Frelinghuysen Road
Piscataway, NJ 08854-8020





"My experience as an RPIF Fellow has been one of the most meaningful and transformative parts of my professional journey, providing countless opportunities for growth while reinforcing the importance of giving back to the Ernest Mario School of Pharmacy community. I am grateful to draw upon my nontraditional experiences prior to pharmacy school to mentor, support, and advocate for our RPIF Fellows, encouraging them to embrace their own unique backgrounds as strengths in their professional careers. Investing in their professional and personal development is especially rewarding because today's Fellows will become tomorrow's leaders, advancing innovations that improve the lives of patients and strengthen the communities we serve."

John (Eun Sik) Cho, PharmD
Global GMP QA Strategy



"It is hard to put into words how much this fellowship has meant to me in just my first year. RPIF has challenged me to grow, think differently, and embrace opportunities I never imagined having this early in my career. Knowing that my work has the potential to impact patient care on a global scale has been incredibly rewarding, and I am excited to see how RPIF continues to shape my career and growth as a leader. I encourage future fellows to take advantage of everything the program has to offer because the experiences you gain and the relationships you build will shape your future."

Hillary Anne Reeves, PharmD
Late-Stage Clinical Development



"I am incredibly grateful for the personal and professional growth I have experienced as a Rutgers Fellow. Through RPIF and my partner company, I have been able to learn from inspiring mentors, collaborate with talented peers, and pursue opportunities that have accelerated my development. Being surrounded by such a supportive fellowship community has made this experience especially meaningful and has helped me feel prepared and excited for the future!"

Brynn Gilbert, PharmD
Medical Communications

AIFA
Alliance of Industry Fellowship Associates

**Aligned First Offer Date
December 11, 2026**

The choice of a Post-Doctoral Industry Fellowship is an important decision. AIFA exists to promote a consensus first offer date for all Fellowship positions. We believe this is a positive reflection of the cultures our Programs offer, and that culture is a critical consideration in choice of Fellowship.

We hope that other academic and non-academic Fellowship Programs will NOT pressure candidates to accept offers prior to this AIFA-aligned offer date. Candidates should feel free to request an extension for any earlier offer to allow them to consider their options.