

Contact

www.linkedin.com/in/estradasantiago (LinkedIn)
www.quintiles.com (Company)

Top Skills

Legal Writing
Corporate Law
Leadership

Languages

Spanish (Native or Bilingual)

Honors-Awards

Corporate Counsel Winner, Legal Elite in Business North Carolina magazine

Santiago Estrada

Chief Legal Officer at Blue Cross NC
Raleigh, North Carolina, United States

Experience

Blue Cross NC

3 years

Senior Vice President, Chief Legal Officer
September 2021 - Present (1 year 8 months)
United States

Health Insurance, Pharmaceuticals

Vice President and Deputy General Counsel

May 2020 - September 2021 (1 year 5 months)
Durham, North Carolina, United States

IQVIA

Vice President, Associate General Counsel
October 2015 - May 2020 (4 years 8 months)
Research Triangle Park, North Carolina

Quintiles

18 years

Vice President, Associate General Counsel

2003 - 2015 (12 years)
Research Trianagle Park, NC

Assistant General Counsel

2000 - 2003 (3 years)
Research Triangle Park, North Carolina

Corporate Attorney

March 1997 - 2000 (3 years)
Reserach Triangle Park, North Carolina

Smith Debnam Hibbert & Pahl, LLP

Associate
August 1991 - March 1997 (5 years 8 months)

**EXHIBIT
C**

Education

Duke University

AB

Harvard Business School

The General Manager Program

Wake Forest University School of Law

JD

Contact

www.linkedin.com/in/melissa-kaluzny-04849247 (LinkedIn)

Top Skills

Employee Benefits

COBRA

ERISA

Melissa Kaluzny

Vice President & Deputy General Counsel at Blue Cross and Blue Shield of North Carolina

Durham, North Carolina, United States

Summary

Experienced health law attorney with over 15 years of experience in health care.

Experience

Blue Cross NC

12 years 6 months

Vice President & Deputy General Counsel

December 2021 - Present (1 year 5 months)

Durham, North Carolina, United States

Managing Counsel

November 2010 - December 2021 (11 years 2 months)

Blue Cross and Blue Shield of North Carolina

Manages the Health Plans and Products team which handles legal issues for all insured health products (both individual and group), claims administration services for self-funded groups, governmental programs (including Medicare supplemental, Medicare Advantage and Part D, the Federal Employees Program (FEP), and the North Carolina State Health Plan), as well as diversified products (Health Reimbursement Accounts, Flexible Spending Accounts, vision and dental). Maintains primary direct responsibility for counseling the company on state and federal legal requirements for group coverage (including mandated benefits and eligibility issues), wellness and disease management programs, Form 5500 requirements, COBRA, ERISA and health care reform as it relates to plan designs, appeals processes, and notice requirements.

Blue Cross and Blue Shield of North Carolina

7 years

Associate Counsel

June 2006 - October 2009 (3 years 5 months)

Durham, NC

Held primary responsibility for ERISA matters, including group contracting and claims review and appeal procedures, wellness programs, mental health and substance abuse, HIPAA portability and COBRA. Served as legal subject matter expert for Product Development and Sales.

Assistant Counsel

November 2002 - June 2006 (3 years 8 months)

Durham, NC

Held primary responsibility for ERISA matters, including group contracting and claims review and appeal procedures, wellness programs, mental health and substance abuse, HIPAA portability and COBRA. Served as legal subject matter expert for Product Development and Sales.

Education

University of North Carolina School of Public Health

Masters in Public Health, Health Policy and Administration · (1996 - 1997)

Hamline University School of Law

Juris Doctor, Law · (1993 - 1996)

Kenyon College

Bachelor of Arts, History · (1987 - 1991)

Contact

www.linkedin.com/in/david-lamb-2426424 (LinkedIn)

Top Skills

Health Law and Regulatory Compliance

Hospital and Physician Group Representation

Non-profit/Corporate Law

Certifications

Licensed Attorney (NC)

Licensed Attorney (MA)

David Lamb

Managing Counsel at Blue Cross Blue Shield of North Carolina
Raleigh, North Carolina, United States

Summary

Veteran in-house counsel with over fifteen years of experience representing large, mission-based organizations, including payers, academic medical centers, and affiliated hospital and physician networks; trusted legal and business advisor with a wide breadth of experience in regulatory compliance, complex transactions, corporate governance, privacy, human resources, and medical staff matters, in addition to contract negotiation, drafting, and implementation; reliable counselor to senior executives, operational leadership, and fiduciary boards; manager and mentor to in-house colleagues; strategic and analytical thinker, pragmatic problem solver, collegial and collaborative team member.

Experience

Blue Cross NC

Managing Counsel

November 2020 - Present (2 years 6 months)

Durham, North Carolina, United States

North Carolina Department of Health and Human Services

Attorney - Independent Contractor

April 2020 - November 2020 (8 months)

Raleigh, North Carolina, United States

Member of a strategic team exploring and promoting COVID-19 countermeasures to improve outcomes in North Carolina.

Vidant Health

Deputy General Counsel

October 2013 - July 2018 (4 years 10 months)

Greenville, North Carolina

Beth Israel Deaconess Hospital - Needham

Lead Counsel

January 2011 - 2013 (2 years)

Affiliated Physicians Group
Lead Counsel
January 2007 - 2013 (6 years)

Beth Israel Deaconess Medical Center
Deputy/Associate/Assistant General Counsel
2003 - 2013 (10 years)
Boston, MA

Testa, Hurwitz & Thibault, LLP
Associate, Business Practice Group
2001 - 2003 (2 years)
Boston, MA

Milberg Weiss, et al
Legal Assistant
1995 - 1997 (2 years)

Education

Vanderbilt University Law School
J.D. · (1998 - 2001)

Williams College
B.A., History · (1991 - 1995)

Contact

www.linkedin.com/in/marcia-pennefather-94704838 (LinkedIn)

Top Skills

Intellectual Property
Pharmaceutical Industry
Licensing

Languages

English (Native or Bilingual)
French (Limited Working)

Marcia Pennefather

Managing Counsel at Blue Cross NC
United States

Summary

Senior Counsel with an extensive background in biopharmaceutical services. Previously led the Global Vendor Contracts group within the Office of the General Counsel in a Fortune 500 Company with approximately 50,000 employees operating in 100 countries. Adept at working proactively and collaboratively to address legal risks and meet business needs in complex and rapidly changing international environments. Well versed in drafting and negotiating corporate transactions with a focus on licensing software and technology. Provides strategic counsel to senior management on a variety of sensitive corporate, compliance, intellectual property and risk management matters for the company. A dual-citizen of the United States and Canada.

Experience

Blue Cross NC
Managing Counsel
June 2022 - Present (11 months)
Durham, North Carolina, United States

Ora, Inc.
Senior Director and Counsel
April 2020 - June 2022 (2 years 3 months)
Andover, Massachusetts, United States

Johnstone & Cowling LLP
Foreign Lawyer
2019 - 2019 (less than a year)
Toronto, Ontario, Canada

QuintilesIMS
Senior Director and Associate General Counsel
June 2001 - July 2018 (17 years 2 months)
Raleigh-Durham-Chapel Hill Area

Quintiles, Inc.

Global Contracts Attorney; 2001-2003 (2 years)

Wachovia Bank

Assistant Vice President

1998 - 2001 (3 years)

Winston-Salem, North Carolina, United States

General Counsel's office; Secondment to Womble Carlyle Finance and Banking Group (asset-based lending and securitizations for Wachovia Bank) Summer Associate 1996 and 1997.

Education

Wake Forest University School of Law

Juris Doctor (J.D.) · (1994 - 1998)

Wake Forest University - Babcock Graduate School of Management

Master of Business Administration (M.B.A.) · (1994 - 1998)

University of Toronto

B.A., Political Science/Economics

Contact

www.linkedin.com/in/kateparadise
(LinkedIn)
www.poynerspruill.com (Company)

Top Skills

Affordable Care Act
Welfare
ERISA

Kate Paradise

Managing Counsel
Chapel Hill, North Carolina, United States

Summary

Experienced attorney specializing in health law, employment law and employee benefits. I advise senior leadership on regulatory compliance, legislation and contracting, as well as operational and transactional matters.

Experience

Blue Cross NC

8 years 8 months

Managing Counsel at Blue Cross Blue Shield of North Carolina
January 2022 - Present (1 year 4 months)

Manages the Health Plans product team, which provides legal advice to Blue Cross NC's fully insured group and individual lines of business, self-funded group health plan administration, and diversified products including dental, vision, consumer driven health plans, wellness and disease management programs. Manage employment law and employee benefit legal issues for the Company. Maintains primary responsibility for matters related to compliance with federal and state laws including ERISA, COBRA, HIPAA, PPACA, Internal Revenue Code, and North Carolina state insurance law, as well as state and federal employment laws.

Senior Counsel

September 2014 - December 2021 (7 years 4 months)
Raleigh-Durham, North Carolina Area

Poyner Spruill LLP

Employee Benefits Attorney
September 2007 - September 2014 (7 years 1 month)
Raleigh-Durham, North Carolina Area

My practice is focused in the areas of employee benefits, employment and health law. I specialize in health and welfare benefit plans, fringe benefit programs, wellness plans and severance plans. I also work with public, private, governmental and religious employers on all aspects of retirement plans, including qualified and non-qualified plans.

Representative Experience:

Advising clients regarding welfare and fringe benefit plans, including ERISA, COBRA, HIPAA and non-discrimination issues.

Assisting clients with review and negotiation of service provider contracts and vendor agreements.

Drafting plan documents and employee communications.

Advising clients on health reform legislation under the Patient Protection and Affordable Care Act.

Advising employers on the operation of retirement plans, including matters concerning ERISA and Internal Revenue Code compliance.

Counseling employers on administrative and compliance issues, including correcting qualification failures, prohibited transactions and fiduciary breaches.

Assisting clients with the creation of severance pay plans.

Representing associations in the design, implementation and administration of multiple employer welfare arrangements (MEWA), including representation before the North Carolina Department of Insurance in licensing matters.

Representing sponsors of qualified retirement plans before the Internal Revenue Service, Department of Labor and Pension Benefit Guaranty Corporation, including advice and representation in connection with Internal Revenue Service and Department of Labor voluntary compliance programs.

Pension Benefit Guaranty Corporation (PBGC)

Law Clerk

May 2006 - August 2006 (4 months)

Washington D.C. Metro Area

NC Department of Justice

Summer Law Clerk

May 2005 - August 2005 (4 months)

Raleigh-Durham, North Carolina Area

Accucast, Inc. (acquired by Premiere Global Solutions)

Marketing Communications Coordinator

August 2001 - August 2004 (3 years 1 month)

Greater Atlanta Area

Education

University of North Carolina School of Law

Doctor of Law (J.D.) · (2006 - 2007)

University of Pittsburgh School of Law

Juris Doctor · (2004 - 2006)

Emory University - Goizueta Business School

B.B.A., Political Science and Business Administration with a concentration in

Marketing · (1997 - 2001)

Contact

www.linkedin.com/in/brian-vick-7117369 (LinkedIn)
www.williamsmullen.com/bvick/
(Personal)
www.williamsmullen.com/
(Company)

Top Skills

Unfair Trade Practices

Litigation

Class Actions

Publications

Supreme Court Issues Important Antitrust Ruling on “Price Squeeze” Claims

Health Insurer’s Costly Privacy Breach Provides Guidance For Managing HIPAA Risks Associated With Electronically-Stored PHI

Electronic Discovery Legislation Introduced in North Carolina

Four Years Later: How the 2006 Amendments to the Federal Rules Have Reshaped the E-Discovery Landscape and are Revitalizing the Civil Justice System

Avoiding Contempt: Responding to Non-Party Subpoenas

Brian Vick

Managing Counsel at Blue Cross Blue Shield of North Carolina
Cary, North Carolina, United States

Experience

Blue Cross NC

Managing Counsel

June 2017 - Present (5 years 11 months)

Durham, North Carolina

Blue Cross Blue Shield of North Carolina

Senior Counsel

March 2016 - June 2017 (1 year 4 months)

Durham, North Carolina

Blue Cross and Blue Shield of North Carolina

Associate Counsel

June 2014 - March 2016 (1 year 10 months)

Chapel Hill, North Carolina

Williams Mullen

6 years 11 months

Partner

August 2007 - June 2014 (6 years 11 months)

Raleigh, North Carolina

Health care and health insurance litigation and regulation (certificate of need litigation; Medicaid prepayment review; network management and provider contracting disputes; antitrust litigation; regulatory and licensing disputes before the N.C. Department of Insurance, N.C. Medical Board, N.C. Board of Pharmacy, and N.C. Division of Medical Assistance)

Complex commercial and class action litigation (civil RICO, unfair trade practices, breach of contract, breach of fiduciary duty, tortious interference, trade secret misappropriation)

State and local tax litigation (property tax exemption disputes; property valuation disputes).

Consumer protection/FTC litigation and counseling (unfair trade practices, TCPA & TSR litigation)

Electronic discovery and information governance (preservation, discovery strategy, ESI protocol negotiation, document review, information governance counseling)

Associate

August 2007 - January 2012 (4 years 6 months)

Raleigh, NC

U.S. Court of Appeals for the Fourth Circuit

Judicial Law Clerk to the Honorable Allyson K. Duncan

August 2005 - August 2007 (2 years 1 month)

Ellis & Winters LLP

Associate

August 2003 - August 2005 (2 years 1 month)

U.S. Court of Appeals for the Eleventh Circuit

Judicial Law Clerk to the Honorable Joel F. Dubina

August 2002 - August 2003 (1 year 1 month)

N2K

Production Manager

1998 - 1999 (1 year)

Blue Note Records

Production Manager

1994 - 1998 (4 years)

Education

University of Georgia School of Law

JD · (1999 - 2002)

Vassar College

BA, Psychology · (1990 - 1994)