

SUMMER L. THOMPSON

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Guided by Purpose, Driven by Performance

Strategic, relationship-driven global operations and market leader with 20+ years of experience in leading teams to grow and expand vaccine and medical device sales. Goal-driven organizational champion recognized for executing business strategy by building highly accountable, intentional, and empowered cultures. Employs the "Lifting as we climb" philosophy in providing unique opportunities for team members to succeed and build careers that meet their individual goals.

- ✓ Transformed GSK's Illinois Vaccine Team from an underperforming division to a Top 3 Region by creating a culture of accountability and excellence aligned to a clear, intentional, and deliberate strategy while developing a diverse team that reflected the communities served.
- ✓ Earned the GSK Values Award for successfully leading the partnership with the University of Wisconsin to address a meningococcal outbreak. This powerful collaboration created a large-scale public initiative with over 35K vaccinations within three months.
- ✓ Established GSK's Working Parents Employee Resource Group (ERG) to support working parents during significant times of change. Created webinars to address common challenges including working from home, how to speak to children about race, and vaccinating children against COVID-19.
- ✓ Highly sought-after coach and mentor recognized for leading with heart, humor, and humility to create inclusive environments that establish trust.

LEADERSHIP EXPERIENCE

NOVAVAX, INC.

2022 to Present

Regional Business Director

Built the regional sales organization to promote the COVID-19 vaccine and portfolio of products. Recruited and developed the account management team to achieve all KPIs in alignment with the overall strategy and mission. Established cross-functional collaborations with Market Access, Trade, and Medical Affairs to ensure that policy and payer authorities recognized product value.

GLAXOSMITHKLINE VACCINES

2012 to 2022

Regional Sales Leader (2017 to Present)

Promoted to lead a team of ten account managers and immunization specialists throughout Illinois supporting large integrated delivery networks (IDNs) and independent practices with matrix support.

- ▶ Reconstructed the team by empowering existing members to take ownership of their own business and level up their efforts resulting in a top-ranked sales team earning \$114M+ in annual sales. Promoted three individuals to leadership roles within four years while performance managing four individuals in two years.
- ▶ Drove key initiatives by creating cross-functional collaborations with key partners including the Public Account Director, national accounts teams, and contracted partners to execute sales strategy for public health and population health plans.
- ▶ Created and implemented the Business Acumen Clinic designed to train team members to diagnose, build territory plans, execute, and evaluate progress. Created data infrastructure for team accountability resulting in customer behavior changes.
- ▶ Selected to chair the Women's Leadership Initiative Global Book Club across seven countries, including the United States. Created content, questions, onboarding for group leaders, and facilitator check-ins to ensure each group met the unique cultural needs of their country.
- ▶ Appointed to the 2021 Accelerating Development Leadership Program, a GSK leadership development initiative for top leadership talent.
- ▶ Facilitated team discussions around "I am but I am not" topics to build unity among a diverse team during times of civil unrest.
- ▶ Appointed to lead the Flu Sales and Operations for a ten-state territory responsible for 4.5M doses and \$67M in sales annually.

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Account Manager, Integrated Delivery Networks (IDN) (2014 to 2017)

Commercial Capabilities Peer Educator (2016 to 2017)

Directed all development, communication, and execution of vaccine protocol solutions within the IDN customer segment with sales force matrix partners and home office stakeholders. Simultaneously served as Commercial Capabilities Peer Educator from 2016 to 2017.

- ▶ Realized \$10M+ in annual sales by developing and growing key accounts, increasing GSK Flu penetration with two new accounts, and adding new accounts to the Flu Expansion program. Drove demand for productions and solutions through sustainable business relationships.
- ▶ Successfully converted three IDNs to GSK vaccine schedules based on clinical, financial, and organizational development needs.
- ▶ Trusted resource to C-level leaders and key stakeholders within the IDN customer segment contributing to key account growth and deployment of vaccine resources to provide comprehensive immunization products and service solutions.
- ▶ Earned the 2015 Winners Circle Award as a top account manager within the Vaccine Business unit. Appointed to the Regional Leadership Development program for aspiring leaders.
- ▶ Served as Inclusion and Diversity (I&D) Lead Project Manager for a ten-state area, driving awareness of GSK's I&D efforts while developing the program.
- ▶ Active ERG member in high profile groups, including Global Communications Lead for the Early Career Network and Field Lead/Project Facilitator for the Women's Leadership Initiative.

Executive Immunization Sales Specialist (2012 to 2014)

Served as vaccine expert, presenting programs to IDNs resulting in \$6M+ in annual sales. Trained health care professionals on vaccine administration, scheduling, dosing, and disease states.

- ▶ Leveraged sales data to strategically target key accounts, identify territory and market trends, and develop account plans based on high potential opportunities.
- ▶ Developed strategic account plans to meet customer goals while driving growth and expansion of vaccine opportunities.

HEALTHPOINT BIOTHERAPEUTICS

2007 to 2011

Senior Territory Manager, Medical Device and Biotherapeutics

Drove relationships with key hospital personnel to initiate trials, maintain current business, and grow sales volume to \$5M annually. Developed weekly wound progression meetings to discuss current wound patients and acceptance of product on facility formulary.

Previous positions include Unit Manager – Altria | Sales Representative – Altria

EDUCATION AND LICENSURE

Bachelor of Arts, Advertising | Michigan State University

PROFESSIONAL ASSOCIATIONS

Chair | GSK, Working Parents

Chair | GSK, Women's Leadership Initiative Global Book Club

Global Communication Lead | GSK, Early Career Network

Field Lead/Project Facilitator | GSK, Women's Leadership Initiative

Lead Project Manager | GSK, Inclusion and Diversity

Member | Healthcare for Women in Business

COMMUNITY ENGAGEMENT

Member and Volunteer | Jack and Jill of America

President | Parent Teacher Organization, Catholic East Elementary