



Proposed New Board Members
December 2022

Francis X. Hayes

President

Bond Building Construction, Inc.

Boston, MA

Frank has over 30 years of construction industry experience with strong leadership and management expertise in planning, preconstruction and project delivery. These strengths make him very effective in organizing teams to deliver exceptional value to BOND Building Construction clients. In addition, he has led numerous company initiatives, including the development of people strategies, plans for continued regional expansion, best-in-class project delivery, and state-of-the-art technology platforms.

Prior to working with BOND Corporate and leading BOND Building, Frank held leadership positions in both construction and institutional settings and formerly served as the Chief of Operations for Harvard Business School. He is a graduate of the Harvard Business School's program in Management Development and holds an Associate's Degree in Civil Engineering from the University of Massachusetts Lowell.

He has served on many industry committees including the Association of Independent Colleges & Universities of Massachusetts, Associated General Contractors (AGC), Department of Community & Housing Development, Fenway Alliance, Rebuilding Together Boston and Society of College and University Planning.

Richard M. Paglia

Vice President, Marketing & Business Development

Enbridge

Waltham, MA

Rich Paglia is vice president of marketing and business development for Enbridge Inc.'s gas transmission business, responsible for maintaining and growing the business of the company's natural gas pipeline assets and storage facilities.

Paglia also serves as president of Maritimes & Northeast Pipeline, a joint venture of Enbridge Inc., Emera Inc., and ExxonMobil Corporation. He is responsible for Maritimes' assets in Canada and the United States.

Prior to assuming his current position in 2017, Paglia served as vice president of marketing for Spectra Energy's U.S. transmission business.

Before joining Spectra Energy in 2009, Paglia worked for Engie (formerly known as GDF SUEZ) and held various positions within the company's North American business units over a 10-year period.

He began his career in the energy industry working for Coastal Corporation in the Northeast sales, marketing and trading group.

Throughout his career, Paglia's areas of responsibility have been focused on sales, marketing, trading, portfolio management and business development.

He earned bachelor's degrees in economics and Spanish from Boston College in Chestnut Hill, Mass.

Paglia is on the Board of the Northeast Gas Association. He is also a member of the Guild of Gas Managers and Society of Gas Lighting.

Shannon Resetich
Global Franchise Head, Rare Diseases
Sanofi Genzyme
Cambridge, MA

Shannon Resetich is a proven healthcare executive and transformational leader with a passion for improving lives, elevating standards of care for patients, and advancing inclusion and diversity in the healthcare industry. Shannon is currently Global Franchise Head, Rare Diseases at Sanofi Genzyme, responsible for the rare disease business operating in over 100 countries and delivering \$3.5B annual net sales by growing six in-market brands while advancing a robust pipeline of innovation. In her role, Shannon is a member of the Sanofi Genzyme Executive Leadership Team which oversees the strategy, operations and growth of the Specialty Care Global Business Unit and is focused on advancing new therapies to make a positive impact on patients. Prior to her current role, Shannon served as Sanofi Genzyme's Head of Rare Diseases and Rare Blood Disorders, North America. Before joining Sanofi, Shannon held various leadership positions at Shire, Baxter/Baxalta, Kraft Foods, and TAP Pharmaceuticals.

Shannon is Chair Emeritus of the Board of Directors of the Healthcare Businesswomen's Association (HBA) and has been dedicated to advancing gender parity in the healthcare and pharmaceutical industry for close to 20 years. She also serves as a volunteer and advisory

board member for Women's Lunch Place, a nonprofit day shelter community for women who are experiencing homelessness or poverty in the greater Boston area. Shannon received her MBA from the Kellogg School of Management at Northwestern University and earned her undergraduate degree in Biological Engineering from Purdue University. Shannon lives in Lexington, MA with her husband Richard and their two daughters.

Edmund (Ted) Shallcross
President and Chief Executive Officer
Amica Mutual Insurance Company
Lincoln, RI

Edmund (Ted) Shallcross III is the President and Chief Executive Officer of Amica Mutual Insurance Company, based in Lincoln, Rhode Island. A seasoned business and financial leader in both property/casualty and life insurance, he has over 25 years' experience in the insurance and banking industries. His specific areas of expertise include strategy, growth, distribution, planning, operations, accounting and finance, product development and risk management. Ted joined Amica in 2007 as a Senior Assistant Vice President in the Accounting Department. He subsequently became a Vice President in Amica Life and oversaw the organization's financial and operational activities. He later served as Senior Vice President and General Manager of the Life Company, responsible for all activities of that business.

Before joining Amica, Ted spent 12 years in KPMG's P&C Insurance Practice, where Amica was one of his clients.

Ted holds a Master's Degree in Strategic Management from the Kelley School of Business at Indiana University. A cum laude graduate of the College of the Holy Cross, he also holds Bachelor of Science degrees in both economics and accounting. Ted is a Fellow of the Life Management Institute and a Certified Public Accountant, winning the Rhode Island Gold Medal Award and the KPMG Award for obtaining the highest score on the Rhode Island exam. He's also been recognized as a Providence Business News 40 Under Forty award winner for career and community accomplishments.

Ted serves on the American Property Casualty Insurance Association's Financial Management Committee, as well as its Federal and State Modernization Working Group. He's also involved in the community, sitting on the Board of Governors of Leadership Rhode Island (a nationally recognized leadership organization creating and supporting a legacy of leaders). He previously served on the Board of Directors of the Providence Children's Museum and the American Heart Association Executive Leadership Council, as well as various committees for the Rhode Island Philharmonic Orchestra and Music School.

Ted, his wife, Shannon, and their two sons, Teddy and Gethan, live in Rhode Island.

Molly K. Williams
Director – Alliance Development, East Team Lead
Pfizer Inc.
Manchester, VT

Molly K. Williams is the Director of Alliance Development for Pfizer Inc. As part of Pfizer's U.S. Policy and Government Affairs team, Molly leads the Eastern Region Alliance Development team. Molly joined Pfizer from Wyeth where she was Director of State Government Affairs for New York and Vermont. She began her career in the New York State Legislature in 1995 where she held several positions in both the Senate and Assembly. In addition, Molly worked as Director of Public Policy at New York State Health Care Providers, Inc., and Assistant Director for Fiscal Policy and Communications at the Medical Society of the State of New York. Molly holds a B.A. and M.P.S. from Alfred University. She and her family live in Manchester, VT.