



**Proposed New Board Members**  
**September 2025**

**Janene Asgeirsson**  
**Chief Legal Officer and Corporate Secretary**  
**Analog Devices, Inc.**  
**Andover, MA**

As Chief Legal Officer and Corporate Secretary of Analog Devices (ADI), Janene Asgeirsson leads our worldwide legal, governance, trade, regulatory, government affairs, risk, and compliance functions, including mergers and acquisitions (M&A), litigation, intellectual property, and corporate matters, as well as internal audit, enterprise risk and the governance aspect of our ESG programs. Janene also acts as a strategic advisor to ADI's executive leadership team and board of directors.

Janene has over two decades of combined experience in private practice at American Lawyer-ranked international law firms and in senior and executive level roles at publicly traded technology companies. Prior to joining ADI in August 2021, Janene served as the chief legal officer, chief compliance officer and secretary at Acacia Communications, leading global teams with diverse responsibilities. During her tenure at Acacia, she accomplished several significant strategic projects and transactions, including Acacia's initial public offering (IPO) – the best-performing U.S. IPO of 2016 – and its multi-billion-dollar sale to Cisco Systems. While in private practice, Janene provided strategic and legal counsel to several companies across multiple industries, ranging in size from start-ups to multi-billion-dollar, complex global organizations, and successfully executed multiple IPO and complex, cross-border M&A transactions.

Janene holds a Juris Doctor from Northeastern University School of Law and a Bachelor of Arts in accountancy from the University of San Diego, where she graduated summa cum laude. Janene is a member of the State Bars of Massachusetts, New York and California. She serves as the Secretary of ADI's Board of Directors and as a director of several of ADI's global subsidiaries. From 2015 to 2021, she served as a director on the Franklin Performance Arts Company.

Janene is an avid reader and performing arts enthusiast. She is committed to continual learning and growth, is a certified yoga instructor, and enjoys international travel, being outdoors and spending time with her family.

**Spencer Thibodeau**  
**Assistant Vice President, Legal Counsel**  
**Unum**  
**Portland, ME**

Spencer Thibodeau is currently an Assistant Vice President, Legal Counsel on the Regulatory Affairs team at Unum's Portland, Maine campus. Prior to joining Unum, Spencer was appointed by President Joseph R. Biden to serve as Deputy Assistant Secretary for Intergovernmental Affairs at the U.S. Department of Energy.

Spencer previously practiced law in the real estate practice group of the Portland, Maine based law firm of Verrill Dana, LLP for more than eight years. Spencer also served as a Portland, Maine City Councilor for nearly six years, where he chaired the Sustainability and Transportation Committee and Housing and Economic Development Committee.

Spencer was born in Cincinnati, Ohio, adopted to Maine at an early age, and is a proud graduate of Fairfield University and Northeastern University School of Law. When Spencer is not in the office, he can be found running, enjoying the Maine outdoors, or visiting one of Portland's many restaurants.