

MARY L. LEAGUE

Austin, TX • Mobile: 512.914.2667 • maryleague@me.com

GLOBAL HUMAN RESOURCES

Human Resources Executive with multiple industry experience including publicly traded global medical device, life sciences/med tech, hospital systems, high-tech/enterprise software, and manufacturing. Specialized knowledge building human resource functions from the ground up for emerging technology, high growth, and early-stage venture-backed companies. Successful track record developing executive management teams, creating performance-based programs within mission-based, values-driven cultures, and managing strategic mergers and acquisitions.

KEY QUALIFICATIONS

**Talent Acquisition • Global Mergers & Acquisitions • Executive and Board Compensation
• Global HRM & Operations Start Up • Employment Legal Compliance • Public Company Reporting •
Leadership & Organizational Development**

CAREER HIGHLIGHTS

Strategic Human Resources Advisor, Self-Employed, Austin TX 2024 – Present
Currently providing human resources consultancy services to executives and teams on a part-time basis

Apollo Endosurgery, Inc., Austin, TX – *Acquired by Boston Scientific* 2009 – 2023
*Apollo Endosurgery (NASDAQ: APEN) develops and manufactures minimally invasive, class III bariatric and endoscopic solutions worldwide *consultant 2009-2010*

VICE PRESIDENT, HUMAN RESOURCES

- Responsible for developing and managing global people and corporate culture strategies with a team of 8 HR professionals in the US, UK, and Costa Rica
- Recruit key executive positions for a rapidly growing organization including CEO, CFO, EVP-Operations, and VP of Health Economics and Reimbursement; Support the nominating and governance committee of the board of directors on new board/officer recruitment and special projects
- Led all people aspects of a \$100M global acquisition; successfully integrated 100+ employees in the United States and 75+ international employees in EMEA, APAC, Canada and Brazil; set up manufacturing site in Costa Rica
- Set up back-office operations and legal entities for nine international offices; negotiated contracts with multi-national legal, benefits, and payroll providers to service a global workforce
- Develop executive compensation and corporate compensation philosophies and practices, long-term incentive programs, and worked closely with the board of directors' compensation committee to achieve quarterly and annual objectives
- Partner with the CEO on global communication strategies and develop organization development programs including employee engagement, mission and values programs, and succession planning
- Responsible for the successful integration of Apollo entities and employees into Boston Scientific

Infoglide Software, Austin, TX- *Acquired by FICO* 2000 – 2011
Enterprise software solutions for Identity Resolution and Risk Assessment
**worked concurrently at Apollo and Infoglide from 2009-2011*

HUMAN RESOURCES DIRECTOR

- Developed all human resources functions and company programs from the ground up
- Content expert and resource to the board of directors for other investment portfolio companies.
- Managed the global human resources strategies for expansion into Europe.
- Co-authored patent proposals, government contract proposals and financial reports

Seton Healthcare Network, Austin, TX

1994 – 2000

Seton Health Care Network (Ascension Health) is the largest not-for-profit healthcare organization with multiple locations across Central Texas

HUMAN RESOURCES SITE DIRECTOR

- Director for 6 business units with 1,000 employees at multiple sites.
- Lead for human resources aspects of new business mergers and acquisitions. Supported the integration of 1,600+ city employees into the Seton Network.
- Upgraded the talent acquisition process for a fast-growing healthcare organization to better meet changing needs and address market demands. Recruited key director, executive, and medical professional positions for new and growing business units.
- Managed a team of professional recruiters and generalists; promoted creativity to achieve professional and organizational goals.
- Created and facilitated manager and employee training courses in the areas of employment law and compliance, compensation and benefits.

ADDITIONAL EXPERIENCE

Four Seasons Hotels and Resorts, Austin, Texas and San Francisco, CA

1990 – 1994

Four Seasons operates premier luxury hotels world-wide

ASSISTANT DIRECTOR, HUMAN RESOURCES

Human Paradigm, Austin, Texas

2000 - 2012

Human Resources and Organizational Development Consultancy

CO-FOUNDER AND BUSINESS DEVELOPMENT

Generated sales and new client service strategies for a boutique consultancy firm.

Key Clients Include: Bellicum Pharmaceuticals, Alamo Drafthouse Cinemas, Family Eldercare, and SensorTran

EDUCATION, PROFESSIONAL DEVELOPMENT & AFFILIATIONS

BSW with Honors, *The University of Texas at Austin; Charles Laughten Presidential Scholarship Recipient*

Board Member, Kids In A New Groove (KING)

2018- 2021

Austin-based non-profit dedicated to mentorship through music for youth in foster care

Additional Professional Affiliations

- Society of Human Resources Management; Senior Professional of Human Resources (SPHR Inactive) - Member
- SHRM Executive Certification: China's Economic Rise and It's Critical HR Challenges
- World at Work-Total Rewards Association
- Austin Women in Technology
- MedTech Women Austin; Founding member of Austin HR Executive Roundtable
- Previously held a Secret Security Clearance