

Stephen M. Herrington

5935 Barclay Lane
Naples, FL 34110
(239) 877-7069 (Cell) – steveherrington@me.com

Summary of qualifications

Strong, decisive leader with excellent partnering skills across departments. Ability to develop, communicate and align the organization to long-term vision for the business. Skilled at both turnaround situations as well as managing organizations with a drive for continuous improvement.

Work experience

2017 - Present

Momentum Medical – Founder and CEO

Naples, FL

Founder of a medical device company services that helps surgeon inventors and companies to effectively develop and commercialize new products. For surgeon inventors, the focus is to develop their ideas to proof of concept through the development phase and further on to regulatory clearance depending on the desired outcome. For companies, the focus is to improve the product commercialization/product development process as well as to advise smaller companies through early stage activities.

2015 - 2017

Catalyst OrthoScience - CEO

Naples, FL

Chief Executive Officer of early stage orthopedic device company bringing a novel total shoulder solution to the market. Oversight of all aspects of the business with special focus on fundraising, creation of commercial organization for distribution in the US, development of company structure, direct management of supply chain, oversight of commercialization of new products, onboarding of new team members and long term strategy.

- Led fundraising efforts for \$3.3M Series A financing. \$100,000 VentureTech award winner.
- Achieved 510k clearance May 2016, more than \$1M in revenue year 1. First sales transaction completed August 2016.
- Worked with founder and major investors to support formation of board.
- Assembled team of leaders including Sales & Marketing, R&D, Finance and Operations.
- Developed long term strategies to drive market share and acceptance of Catalyst solutions.

2006 - 2015

Biomet, Inc. - Vice-President of Research & Development and Business Development

Palm Beach Gardens, FL

Vice president in charge of Technology Development, Clinical Research, Global Development Engineering/Design and Business Development for the dental division.

- Developed and implemented a corporate level (all Biomet divisions) stage gate commercialization process requiring significant transformation of the organization. Critical focus on marketing messages and the supporting research required.
- Developed leaders in the organization to drive change and innovation.
- Tripled the capacity of the organization to deliver new products with an on-time launch performance of 80% while achieving 7X new product revenues over baseline in three years.
- Developed strategies for product portfolios across the entire product range including dental implants, restorative products, digital solutions and biologic/regenerative products.
- Critical Executive Committee member in charge of driving strategic decisions for the business and managed relationships with key customers.
- Authored strategies for the business, including core R&D, as well as long term vision for the business.
- Re-engineered approach to clinical research, focusing execution on critical projects, with a record number of scientific posters accepted.
- Obtained board level funding for and fully developed a next generation dental implant system.

Biomet – Vice-President Operations Strategy

Warsaw, Indiana

Vice president of Operations Strategy in charge of developing and overseeing the execution of the overall supply chain footprint strategy and deployment for the entire Biomet organization.

- Program Management Office oversight to optimize the supply chain, identification and execution of integrated systems and new entities to maximize tax savings that eventually lead to savings of over \$200 million per year. Built a low tax optimized operational structure and two plants in China.
- Coordinated plant closures, ensuring proper planning and implementation combined with global communication strategies to minimize impact to the organization.

2005 - 2006

Arthrex, Inc. - Vice-President of Engineering

Naples, Florida

Responsible for overseeing the R&D and Engineering departments in this innovative sports medicine company.

- Led four cross-functional teams: Capital Equipment, Knees, Shoulders and Small Joints.
- Major focus on guiding team management to be cohesive to avoid duplication of efforts.
- Close interaction with marketing, sales and developing surgeons through the unique environment at Arthrex, using cadaver training and product evaluation to develop unique shoulder, knee and small joint systems.

1998 - 2005

Lorenz Surgical (Wholly owned subsidiary of Biomet, Inc.) - Vice-President of Research and Development, Quality and Regulatory (Promoted from Senior Engineer to Director to Vice president)

Jacksonville, Florida

Led two critical areas of this innovative craniomaxillofacial company, R&D and Quality/Regulatory.

- Responsible for guiding the R&D department through the product development cycle to bring safe, effective, innovative and competitive products to market. Products included craniomaxillofacial plating, TMJ, ENT products, neurosurgery products, biologic/regenerative products including DBM, platelet concentrate, Calcium phosphates/sulfates, resorbable scaffolds for plating and nerve regeneration and pectus excavatum products.
- Refocused the work of the R&D department with a goal-oriented approach, resulting in successful launch of several major product lines through the years.
- Close interaction with marketing, sales and developing surgeons to determine product positioning, competitive activities and company focus for new product development, both short and long-term.
- Negotiation of product development agreements, royalty agreements, consulting agreements, third party distribution agreements and assignment or licensing of patents.
- Quality and regulatory leadership with a focus on re-engineering of the quality system, with an emphasis to remove subjectivity on the manufacturing floor.

1996 - 1998

Joint Implant Surgeons - Director of Research Services

Columbus, Ohio

Responsible for management of the research efforts of one of the premier private orthopedic joint practices in the United States.

- Developed research strategies, executed clinical study protocols and authored several manuscripts.
- Procured funding for clinical studies.
- Hired and directed the efforts of a clinical research nurse.

1995 - 1996

Boston Scientific Corporation - Development Engineer

Spencer, Indiana

Responsible for the design and development of GI and bladder neck suspension devices.

- Emphasis on design and manufacturing of injection molded and extruded medical products, utilizing Pro-Engineer.
- Identified alternate means of fixation utilizing alternate suture anchors.
- Coordinated product development work with several sites.

1990 - 1995

Biomet, Inc. - Development Engineer

Warsaw, Indiana

Responsible for the design and development of orthopedic total knee systems.

- Primary team member that developed, from concept through commercialization, the largest product launch in the history of Biomet. The Maxim knee system had peak revenues in excess of \$100M.

- Primary designer and inventor of innovative knee system that was a foundation for future knee systems.
- Experience in finite element and CAD modeling, prototyping, metal and plastics CNC machining, investment cast tools, polishing, blasting, coating, packaging, outside vendors and post-release product support to the field.
- Highly skilled in consulting surgeon interaction.
- Contributed to product positioning within the market.

1989 - 1990

Zimmer, Inc. - Customs Engineer/Research Engineer
Warsaw, Indiana

Responsible for the design of custom devices and coordination of fatigue testing in the research labs.

- Primary responsibilities included the design of custom implant components for patients that were not candidates for treatment with standard line product. Experience with design of hip, knee, shoulder, elbow and hemi-pelvis implants.
- Significant interaction with surgeons to develop appropriate solutions.
- Research engineer role in the Fatigue and Fracture Mechanics section of the research lab with a primary role of consultant to the rest of the company regarding implant designs.
- Authored test reports to document the results of testing.

Education

1985 - 1989

Rose-Hulman Institute of Technology
Terre Haute, Indiana

BS Mechanical Engineering

Patents and major publications

5,997,577 Knee joint prosthesis

5,885,298 Patellar clamp and reamer with adjustable stop

5,330,534 Knee joint prosthesis with interchangeable components

6,379,363 Method and apparatus for reattachment of a cranial flap using a cranial clamp

Mallory TH, Lombardi AV Jr, Fada RA, Herrington SM, Eberle RW.

Dislocation after total hip arthroplasty using the anterolateral abductor split approach.

Clin Orthop. 1999 Jan;(358):166-72.

Lombardi AV Jr, Mallory TH, Maitino PD, Herrington SM, Kefauver CA.

Freehand resection of the patella in total knee arthroplasty referencing the attachments of the quadriceps tendon and patellar tendon.

J Arthroplasty. 1998 Oct;13(7):788-92.

Lombardi AV Jr, Mallory TH, Staab M, Herrington SM.

Particulate debris presenting as radiographic dense masses following total knee arthroplasty.

J Arthroplasty. 1998 Apr;13(3):351-5.

Mallory, T.H.; Lombardi, A.V. Jr.; Herrington, S.M.: "The effect of surgical technique on long-term survivorship." In: Steinberg M.E.; Garino, J.P. (editors). Revision Total Hip Arthroplasty, Philadelphia: Lippincott Williams & Wilkins, pp. 89-105, 1999.

Lombardi, A.V. Jr.; Mallory, T.H.; Maitino, P.D.; Herrington, S.: Freehand resection of the patella in total knee arthroplasty referencing the attachment of the quadriceps tendon and patellar tendon. Orthopaedic Transactions, 22(4):1125, 1999.

Lombardi, A.V. Jr.; Mallory, T.H.; Herrington, S.M.; Adams, J.B.; Kefauver, C.A.: Clinical results associated with the S-ROM modular femoral component in primary total hip arthroplasty. Archives of the American Academy of Orthopaedic Surgeons, Selected Scientific Exhibits, 1998.

Lombardi, A.V., Jr.; Mallory, T.H.; Herrington, S.M.; Kefauver, C.A.: Freehand resection of the patella in total knee arthroplasty referencing the attachments of the quadriceps tendon and patellar tendon. Abstracts from the AAHKS Seventh Annual Meeting. The Journal of Arthroplasty, 13(2):235, February 1998.

Lombardi, A.V. Jr.; Mallory, T.H.; Adams, J.B.; Herrington, S.M.: A stepwise algorithmic approach to flexion contracture in total knee arthroplasty. Archives of the American Academy of Orthopaedic Surgeons, Selected Scientific Exhibits, 1(1):1-8, Summer 1997.

Mallory, T.H.; Lombardi, A.V. Jr.; Smucker, J.D.; Herrington, S.M.: Fighting the effects of age. THR improves function, relieves pain. Advance for Directors in Rehabilitation, (9):21-23, September 1997.