



JOHN THIEVON

CORE COMPETENCIES

- Turnarounds/Restructures
- Improving Operational Efficiency
- Successful Product Launches
- Growth Strategies
- Capital Raises
- M&A Strategy & Negotiation
- Post-Acquisition Integration & Growth
- High-Performance Teams
- Business Strategy and Pull Through
- Contractual Negotiations/Licensing
- Trade and Government Relations
- Governance and Board Experience
- Risk Management
- Business Model Evaluation

BOARD OF DIRECTORS

- Special Advisor Verdad Real Estate & Construction
- NCHS
- Adams Respiratory Therapeutics
- Vaquero Club

BRANDS

Experience spans multiple therapeutic areas and includes:

Mucinex
Delsym
EpiPen

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PUBLIC / PRIVATE COMPANY CEO

STRATEGIC AND VISIONARY DRIVER BEHIND RAPID TURNAROUNDS, STARTUP SUCCESSES, AND REVOLUTIONARY PRODUCT LAUNCHES CREATING IMPRESSIVE REVENUE GROWTH AND LASTING STAKEHOLDER VALUE

John Thievon is a results-oriented, authentic leader with a track record of success in life sciences, real estate & construction. John has raised capital including participation in IPOs and private equity/PE in diverse industries. He is a commercialization expert with concentrations in marketing and manufacturing. John leverages robust talent networks to close gaps, resolves mission-critical issues, and creates value for stakeholders. His unwavering commitment to hiring the best and developing high-performing teams drives rapid sustainable results.

Most recently, John served as General Manager for Verdad Real Estate & Development's underperforming Construction Services Division (VCS). John devised and implemented a turnaround strategy that enabled VCS to achieve profitability while building a platform for future growth. Staff was reduced by half (from 31 to 16), resulting in a 40% reduction in SG&A and a 33% increase in revenue, making the company cash flow positive within 12 months. Vertical integration enabled the company to bring on the largest customer in its history and opened many new regional and national business opportunities.

Previously, John served as President and CEO for NCHS, a private specialty pharmacy provider serving bleeding disorder patients in the U.S. During his tenure, John drove changes and rebranding strategies designed to improve EBIDTA and strengthen NCHS' core business, including a 270% 7-year expected rise in net income. He resolved significant obstacles to growth, including sourcing top talent, cutting costs, navigating critical compliance issues, and focusing on high-profit offerings. John also implemented substantial cost-saving measures, eliminating 31% of non-staff OPEX by streamlining workflows and trimming vendor services which resulted in a reduced average working capital requirements to 5% of net revenue down from 13%.

John also served as President for Mylan Specialty LP, Mylan's branded pharmaceutical division that housed the EpiPen franchise. Under John's leadership, EpiPen experienced 50% year-over-year growth fueled by promotional leadership, integrated multi-channel marketing and PR campaigns, managed markets, government, and trade initiatives. Earlier in his career as President and CEO for MiddleBrook Pharmaceuticals, John leveraged his expertise to create an award-winning launch for Moxatag, the first FDA-approved once-daily amoxicillin. He commercialized Moxatag in less than 12 months, with US-wide retailer distribution, 67% single-year gains, and yielded first-year sales of \$14.8M through an award-winning marketing campaign.

The foundation for John's success stems from his career in the pharmaceutical industry marked by successive promotions, beginning with IMS Health Inc, where he gained insider insights that set the stage for award-winning strategies that would generate billions in revenue for multiple Rx brands. Later, John served at Adams Respiratory Therapeutics, leading strategies that drove a profitable prescription pipeline forecasted to deliver \$500M over 5 years. John also achieved #1 Physician/Pharmacist-recommended status for 2 consecutive years for Mucinex, placing the product among the fastest to achieve launch-to-recommended rankings industry-wide.

John earned his Bachelor of Business Administration in Marketing from Pace University in New York.