GIBSON DUNN

Webcast: Life Sciences Trends and Compensation Planning for 2027, Regulatory Update, and Strategies for Investor Outreach

Webcasts | October 28, 2026

This recorded session provides HR and Total Rewards leaders with critical market intelligence to inform 2027 compensation, talent, and workforce planning decisions. Gibson Dunn lawyers and Aon/Radford leaders explore merit and salary increase trends, workforce mobility, hiring activity, and other key human capital indicators shaping the life sciences industry. They also focus on the U.S. regulatory environment and investor outreach strategies in life sciences.

MCLE CREDIT INFORMATION: This program has been approved for credit in accordance with the requirements of the New York State Continuing Legal Education Board for a maximum of 0.50 credit hour, of which 0.50 credit hour may be applied toward the areas of professional practice requirement. This course is approved for transitional/non-transitional credit. Attorneys seeking New York credit must obtain an Affirmation Form prior to watching the archived version of this webcast. Please contact CLE@gibsondunn.com to request the MCLE form. Gibson, Dunn & Crutcher LLP certifies that this activity has been approved for MCLE credit by the State Bar of California in the amount of 0.50 hour in the General Category. California attorneys may claim “self-study” credit for viewing the archived version of this webcast. No certificate of attendance is required for California “self-study” credit.

PANELISTS: Gina Hancock is a partner in the Dallas office. She practices in the firm’s Executive Compensation and Employee Benefits Practice Group. Gina has significant experience with executive compensation, complex domestic and international transactional matters, initial public offerings, health and welfare benefit plans, retirement plans, and related matters. Her practice focuses on all aspects of equity compensation; employee stock purchase plans; 401(k), pension and nonqualified deferred compensation plans; executive employment, severance, retention, change in control and restrictive covenant agreements; incentive compensation; and cafeteria and other welfare benefit plans. She also provides advice with respect to general corporate governance and disclosure matters. Gina is ranked in Band 2 by Chambers USA 2026, named on Law360's 2025 Rising Stars list, and on the 2025 Best Lawyers: Ones to Watch® in America list for Employee Benefits (ERISA) Law. **Aaron Briggs** is a partner in Gibson Dunn’s San Francisco office, a member of the firm’s Securities Regulation and Corporate Governance Practice Group, and co-chair of its ESG Risk, Litigation and Reporting Practice Group. He advises public companies and their boards, particularly in the technology and life sciences sectors, on SEC reporting and compliance, corporate governance, ESG disclosure, investor engagement, annual meetings, shareholder activism, and executive compensation. Before rejoining the firm, Aaron spent five years as Executive Counsel, Corporate, Securities and Finance at General Electric Company, where he led a redesign of GE’s investor communications. He is a Fellow of the American College of Governance Counsel and was named Governance Professional of the Year by Corporate Secretary magazine in 2016. **Ed Speidel** has 25 years of experience in executive and employee compensation, corporate governance and deep expertise in

Related People

Gina Hancock

Aaron Briggs

© 2026 Gibson, Dunn & Crutcher LLP. All rights reserved. For contact and other information, please visit us at www.gibsondunn.com. | **www.gibsondunn.com**

equity compensation practices. His clientele consists of companies of varying size and complexity, primarily in the technology and life sciences industries. He maintains a strong focus in biotech, med devices, diagnostics, and emerging technology. Prior to joining Aon, Ed was principal and national executive compensation practice leader for Mellon Human Resources & Investor Solutions (formerly Buck Consultants). Before Mellon, Ed was managing director of the Northeast compensation practice for PricewaterhouseCoopers. Ed earned a Bachelor of Arts in economics from University of Delaware, a Master of Business Administration from Lehigh University, a Juris Doctorate from New England Law, and a Master of Laws in taxation from Boston University School of Law. In addition, he is a certified compensation, benefits, and equity professional, respectively. Ed writes and speaks frequently on executive and equity compensation issues. **Tanaz Moazami** is a Partner in Aon's Human Capital Solutions practice. She leads the Global Life Sciences Data Solutions sector and oversees Aon's Life Sciences and Medical Device & Technology Executive Council forums, where she convenes senior executives to share insights, benchmark practices and address emerging rewards and talent challenges across the industry. Tanaz has extensive experience advising global organizations on compensation strategy, pay programs and talent-related aspects of transformation. Prior to joining Aon, she was part of Mercer's M&A transaction team, responsible for strategic and technical HR due diligence. In that capacity, she led complex transactions and post-merger integrations for both corporate and private equity buyers and sellers, helping align reward programs, organizational structures and people strategies with deal objectives. **Laura Wanlass** is a Partner within Aon's market leading Executive & Board Advisory practice, providing strategic consulting to boards and executive leadership teams across the globe, on data-led approaches to the oversight, strategy, and execution of Corporate Governance, Executive Compensation, the evolving legal & regulatory environment, and other emerging topics impacting businesses. She is also a dedicated advisor to various private and public company Nominating & Governance Committees, Human Capital/Executive Compensation Committees, and more. Key consulting includes providing recommendations and assistance on corporate governance matters, creating effective external communication strategies across all channels (including regulatory filings (10-K, DEF 14A), global sustainability reporting standards (voluntary and mandatory), corporate website and more), creating board and c-suite level reporting and dashboards, and in conducting board and c-suite level education and evaluations. © 2026 Gibson, Dunn & Crutcher LLP. All rights reserved. For contact and other information, please visit us at www.gibsondunn.com. Attorney Advertising: These materials were prepared for general informational purposes only based on information available at the time of publication and are not intended as, do not constitute, and should not be relied upon as, legal advice or a legal opinion on any specific facts or circumstances. Gibson Dunn (and its affiliates, attorneys, and employees) shall not have any liability in connection with any use of these materials. The sharing of these materials does not establish an attorney-client relationship with the recipient and should not be relied upon as an alternative for advice from qualified counsel. Please note that facts and circumstances may vary, and prior results do not guarantee a similar outcome.

Related Capabilities

Life Sciences