

## Charlie Aragon

**Road to Red Oak:** Prior to joining Red Oak, I spent more than 17 years as an attorney in the pharmaceutical industry. I was fortunate to have had the chance to work closely with Red Oak and get to know members of the Senior Leadership Team. So, I knew firsthand that Red Oak was best in class in its industry. Add to that an entrepreneurial organization backed by the resources of two parents sitting atop the Fortune 500. When this role came open, I saw it as an amazing opportunity for growth, where I could learn tons, push the edges of my comfort zone, and have a meaningful impact.

**Role at Red Oak:** As General Counsel, I am formally charged with managing Red Oak's legal affairs. In this capacity, I advise the President and the Board on matters of governance and handle a host of legal issues, ranging from regulatory compliance to strategic and commercial transactions to litigation and employment. Another important part of my job, which sometimes takes me outside of the legal realm, is my responsibility as a strategic partner to the President and other members of the Senior Leadership Team. In this role I help set Red Oak's strategic course and shape its culture.

**Most valuable skills:** I've been practicing law for (gulp) more than two decades. I'm fortunate because I've had opportunities to work with, and learn from, lots of great individuals throughout my career. This applies to lawyers and non-lawyers alike. It should go without saying that the substantive legal experience I've gained is central to my role as Red Oak's General Counsel. Just as important, however, is what I've learned about business, generally, and the pharmaceutical industry, more particularly. The upshot is that being well rounded helps me be more collaborative. I'm not just the lawyer you go to when a legal issue pops up, but I'm also a strategic partner you can lean on to get to a good outcome.

**Tips for new hires:** As a relative newcomer, I'm struck by how generously the organization invests time and resources to get new hires up to speed and put them in a position to succeed and contribute. You're surrounded by smart people who have a wealth of knowledge and experience in an industry that is constantly changing. Take advantage of what Red Oak has to offer and learn all you can about a key economic sector that plays a critical role in everyone's health and quality of life.

