

M&A Services

Bio Book



At Syner-G, we are committed to empowering our partners to deliver breakthrough science and life-changing therapies to more patients worldwide. As the biopharma and biotech sectors continue to evolve, mergers and acquisitions remain key drivers of progress in innovation and expanding access to vital treatments.

Our experienced team of former operators and life sciences M&A experts is here to guide you through the complexities of these transactions. We focus on accelerating deal timelines, de-risking your path to integration, and enabling you to maintain your focus on discovery and clinical innovation. Our approach aligns people, processes, and technology to maximize value and minimize risk, supporting you at every stage—from pre-deal planning to post-close integration.

We support our clients with M&A integration, divestiture support, and due diligence, providing specialized expertise in technical due diligence, technology transfer, and regulatory strategy. This holistic approach ensures tailored solutions that deliver results and create value.

In a competitive landscape often led by larger firms, Syner-G's people-first philosophy and deep sector expertise across Regulatory, R&D, CMC, and Biomanufacturing set us apart, enabling seamless transitions and the best possible outcomes for our clients.

We are proud to be your science-led partner on this journey, committed to helping your organization to unlock every opportunity and maximize the value of every transaction.

Thank you for your continued trust.

Sincerely,



Ron Kraus, CEO
Chief Executive Officer



Ron Kraus

Chief Executive Officer

What he says about the team at Syner-G:



"Every day, I am inspired by the innovative work our teams conduct as we guide sponsors on the complex journey of bringing new therapies to deserving patients."



Ron came to Syner-G in 2022 with 28 years of life science industry experience holding several executive leadership roles in both public and private equity-backed companies. Ron has broad global experience in the Bio/Pharma industry successfully serving in leadership roles as a Business Unit Head and Sales Executive. A common theme throughout his career is a passion for building expert teams and businesses providing unparalleled support in the development of life-saving therapies. What he says about the team at Syner-G: "Every day, I am inspired by the innovative work our teams conduct as we guide sponsors on the complex journey of bringing new therapies to deserving patients."

Prior to joining Syner-G, Ron was the Chief Operating Officer at Cytel, responsible for driving profitable growth of their Services business. At Parexel, he was the Global Head of Consulting, leading the 1000+ employee business on a robust growth journey via a combination of organic growth, entering new markets, and acquisitions.

Prior to Cytel, Ron held various positions spanning 25 years at Parexel where he consistently delivered high levels of growth through increased sales of existing services while developing new markets and expanding into new business areas. Under his leadership, the Consulting Services Business delivered 16% revenue CAGR at operating income levels exceeding 25%.

During his tenure leading Parexel Consulting, Ron successfully developed and launched Parexel's regulatory outsourcing service which exceeded expectations by capturing several new partnerships in the initial 18 months representing \$50M USD in new revenue. He also led the identification, due diligence, and integration of two acquisitions allowing Parexel to further differentiate its global product development services and provide access to new client buyers to drive growth.

During Ron's season in sales at Parexel he transformed the sales organization from a traditional business development function focused on RFP-style selling into an integrated global team highly effective at consultative selling and account management. While in Clinical Research Services Business, he oversaw Phase I thru Phase IV research and led the transformation of the function from a regionalbased service to a global function while enhancing operational and financial controls. These enhanced financial and operational controls delivered improved profitability and customer satisfaction and in 2019, Parexel's Clinical Research unit was ranked #1 among global CROs for leadership in Phase II-III services by ISR.

Ron graduated from the University of Massachusetts Amherst with a Bachelor of Science in Mechanical Engineering.

Under Ron's Leadership:

16% revenue CAGR

Consulting Services Business delivered 16% revenue CAGR at operating income levels exceeding 25%.

\$50M

Launched Parexel's regulatory outsourcing service capturing \$50M USD in new revenue

#1 (2019)

Parexel's Clinical Research unit ranked #1 among global CROs for leadership

Jennifer Kilroy, PhD.

Head of Strategy & Programs

Navigating mergers and acquisitions demands not only strategic insight but also a deep understanding of organizational dynamics.



Jennifer Kilroy is a trusted ally for life science organizations undergoing critical transformations. With a PhD in Management Behavioral Science, she has a deep appreciation for the intricate relationships between people and culture within organizations. This understanding enables her to empower teams as they navigate transitions, making her an invaluable partner during pivotal change initiatives.

When faced with the daunting challenges of integrating diverse teams and operational systems, Jennifer's strategic insights affirm that any goal is within reach. Her ability to foster collaboration among various stakeholders creates a unified approach, allowing clients to leverage the collective strengths of their teams to drive innovation and address complex challenges.

At Syner-G, Jennifer leads a forward-thinking team of business management consultants who prioritize building strong relationships with each client. They focus on understanding their unique needs and developing tailored solutions that instill confidence throughout the transition process. Clients greatly value her team's commitment to upholding organizational culture while pursuing strategic objectives, offering a clear roadmap aligned with their long-term vision.

Recent transformation initiatives include successfully executing global integration for a leading pharmaceutical company through the largest acquisition in industry history, where the team's emphasis on seamless integration was crucial for securing the client's long-term viability and competitive advantage. Additionally, Jennifer's extensive experience with large-scale integrations for major medical device companies—impacting over 60,000 employees across more than 40 locations—has equipped her with the ability to harmonize operational systems while nurturing positive organizational culture during significant transitions. She is dedicated to aligning strategic goals with the cultural dynamics that resonate within teams, guiding clients through transformative changes to achieve their desired outcomes.

When organizations seek informed decisionmaking and operational excellence, Jennifer's expertise in tactical due diligence offers the critical insights necessary to enhance their integration efforts. Her innovative approach to designing and facilitating integration academies prepares workforces for new operating frameworks, equipping teams with the essential skills needed for effective change implementation.

Recognized for her commitment to the human side of change, Jennifer emphasizes the importance of building authentic connections. This focus ensures that transformations are not only effective but also sustainable over time. Her clients see her as a trusted partner they can count on to drive success and excellence throughout their journey of transformation.

Jennifer holds a PhD in Business Management, MBS in Human Resource Management, and a Bachelor of Commerce from the National University of Ireland. She has completed an Executive MBA, in addition to her professional certifications in executive coaching and lean sigma.

Areas of Expertise:

Guiding & Accelerating
Organizational Transformation

Strategy Development,
Alignment & Deployment

Operating Systems & Enterprise Solutions

Problem-Solving

M&A, Change Management, Digital
Transformation, Operational Excellence

Matt Brown, MBA

Director, Program Management and M&A

Matt partners with executive teams to architect high-impact solutions and unlock long-term value.



When organizations face high-stakes transformation, they turn to Matt for guidance that drives results. With over 15 years of experience navigating the full deal continuum— from diligence through integration or separation— Matt has become a trusted voice executive teams rely on to make confident, informed decisions that shape the future of their businesses.

At Syner-G, Matt partners with life sciences companies to ensure their strategic business transactions—whether deal execution, product lifecycle management, or portfolio optimization—translate into tangible, lasting outcomes. His role isn't just about managing deals; it's about enabling clients to realize the full value of their strategic ambitions.

Matt has advised on more than 30 complex transactions, both in the U.S. and internationally, with deep hands-on experience leading acquisitions and divestitures across the pharmaceutical, consumer products, and manufacturing sectors. Drawing from prior leadership roles at Pfizer and PwC, he brings clarity and direction to even the most complex M&A engagements—empowering clients to confidently navigate operational diligence, TSA governance, and integration planning across North America, Europe, and Asia.

With a practical approach grounded in bringing life sciences expertise and a focus on value realization, Matt partners with executive teams to architect high-performing programs and deal oversight. His ability to build cross-functional alignment and deliver measurable results has made him a trusted advisor throughout the M&A lifecycle.

Matt holds an MBA in International Business and Business Analytics from The George Washington University and is Green Belt certified in Lean Six Sigma. He has lived and worked in Switzerland, China, and Brazil and continues to bring a global perspective to every engagement.

15+ years

of global experience guiding organizations through the full deal continuum

30+ Acquisitions

with divestitures across the pharmaceutical, consumer products, and manufacturing sectors.

Candace Farley

Senior Manager, Organizational Development & Change Management

Candace excels at building strong relationships with stakeholders at all levels, fostering open communication and trust.



Candace Farley is a visionary change agent dedicated to guiding life science organizations through the complexities of mergers and acquisitions. With over 14 years of experience in project management and organizational change management, she provides unparalleled value through tailored change management strategies that ensure the seamless integration of people, processes, and technology, driving transformational success.

Her people-first approach effectively aligns organizational culture with strategic goals, reducing disruptions and enhancing operational efficiency during critical transition periods. Candace excels at building strong relationships with stakeholders at all levels, fostering open communication and trust that empower teams to proactively address challenges head on and capitalize on opportunities.

Candace's proven track record includes managing a multi-year integration program for a \$25 billion acquisition, which involved overseeing complex IT operations and extensive planning to meet strict timelines. Her expertise in program management streamlines integration processes and facilitates data-driven decision-making, positioning deal outcomes for success.

With a focus on execution, Candace delivers customized project management and organizational change management solutions that address the unique needs of each deal. Her passion for innovation inspires her to help clients streamline processes, enhance collaboration across teams, and achieve operational excellence.

Working with Candace is more than experiencing a smooth integration; her impact lays the groundwork for sustainable growth and resilience in an increasingly competitive and evolving market. Her expertise in change management not only strengthens organizational foundations but also positions her clients for long-term success, making her an invaluable partner in their transformation journeys.

Certified Change Practitioner, Prosci

Lean Six Sigma Green Belt

Villanova University

Education

B.S., Business Administration, CSU San Marcos