

# Andy Zaayenga

Managing Director at SmarterLab

andy.zaayenga@lrig.org

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## Summary

Over 30 years of experience in life sciences laboratory automation and medical devices with focus on drug discovery and biospecimen management

## Business

- # SmarterLab, consultants in laboratory automation
- # HighRes Biosolutions, system integration and devices
- # Tecan REMP, sample management
- # TekCel, founded this company featuring innovative sample storage
- # Zymark, the pioneer in laboratory automation
- # Sybron, medical devices in the operating room

## Associations

- # Laboratory Robotics Interest Group (LRIG) – Executive Chair
- # Society for Laboratory Automation and Screening (SLAS) – Board Director
- # International Society for Biological and Environmental Repositories (ISBER) – Council Director
- # Public Population Project in Genomics (P<sup>3</sup>G) – Member
- # U.S, Department of Health and Human Services (DHHS), National Institutes of Health (NIH), National Institute of Allergy and Infectious Diseases (NIAID) – Scientific Review Boards
- # Combinatorial Chemistry & High Throughput Screening – Section Editor
- # National Institutes of Health (NIH) Biospecimens Interest Group – Member
- # Society for Biomolecular Sciences (SBS) – Board Director
- # Association for Laboratory Automation (ALA) – Board Director
- # Standardisation in Lab Automation (SiLA) – Implementation Partner
- # IEEE Conference on Automation Science and Engineering (IEEE CASE) – Program Committee
- # American Chemical Society (ACS) – National Division of Laboratory Automation Executive Chair
- # Microplate Technology (MipTec) and International Conference on Automation and Robotics (ICAR) – Program Committee
- # BioScience Technology – Editorial Advisory Board
- # Lab Manager Magazine – Editorial Advisory Board
- # ScreenTech – Program Committee
- # Laboratory Equipment Control Interface Specification (LECIS) Discussion Group - Moderator
- # Tecan Programming Discussion Group - Moderator

## Patents

- # Four innovations in processes and devices for sample management

## Specialties

Connect with me directly: <http://linkd.in/AndyZaa>

Email: [andy.zaayenga@lrig.org](mailto:andy.zaayenga@lrig.org)

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## Experience

### **Managing Director at SmarterLab**

July 2012 - Present (1 month)

July 2012 to present

December 2008 to December 2009

August 1996 to November 2006

SmarterLab provides consulting services including process analysis and recommendation, due diligence, system integration and implementation, and project management in laboratory automation to pharmaceutical, biotechnology, academic and clinical clients internationally. Our primary focus is in the drug discovery and biobanking areas including compound storage and retrieval, biobanking, biostorage and environmental repository operation, liquid handling, replication, distribution, and systems integration. SmarterLab also provides business development and market information services to laboratory automation providers.

[www.smarterlab.com](http://www.smarterlab.com)

*17 recommendations available upon request*

### **Board Director at Society for Laboratory Automation and Screening (SLAS)**

November 2009 - Present (2 years 9 months)

Board Director, 2010 to 2013

Biomolecular Sciences Section (BSS) Executive Council, 2010 to 2013

The Society for Laboratory Automation and Screening (SLAS) is a new non-profit scientific organization uniting the Society for Biomolecular Sciences (SBS) and the Association for Laboratory Automation (ALA). The SLAS mission is to be the preeminent global organization providing forums for education and information exchange to encourage the study of, and improve the science and practice of, laboratory automation and screening.

[www.slas.org](http://www.slas.org)

*3 recommendations available upon request*

### **Section Editor, Laboratory Automation and Robotics at Journal for Combinatorial Chemistry & High Throughput Screening (CCHTS)**

October 2009 - Present (2 years 10 months)

[www.bentham.org/cchts](http://www.bentham.org/cchts)

## **Council Director at International Society for Biological and Environmental Repositories (ISBER)**

January 2004 - Present (8 years 7 months)

A Division of the American Society for Investigative Pathology (ASIP)

Council Director, 2010 to 2013

Marketing Committee Chair, 2010 to 2011

Marketing Committee Member, 2008 to present

Journal for Biopreservation and Biobanking, Section Editor: Automation & Facilities, 2010 to present

Program Committee Member, 2010 to 2013

Finance Committee Member, 2009 to 2013

Web Site Committee Member, 2009 to present

Automated Repositories Working Group Chair, 2008 to present

Pharmaceutical/Academic Repositories Working Group Member, 2008 to present

Informatics Working Group Member, 2009 to present

Environmental Specimens Working Group Member, 2010 to present

ISBER Special Service Award 2010

Member, 2004 to present

ISBER is the only international forum that addresses the technical, legal, ethical, and managerial issues relevant to repositories of biological and environmental specimens.

ISBER educational resources and meetings focus on technical issues such as quality assurance and control, regulations, human subject privacy and confidentiality issues, and provide information about sources of equipment and expertise. ISBER assists vendors in recognizing the needs of repositories for the development of new products and services, and provides information about existing repositories and their specimen collections.

[www.isber.org](http://www.isber.org)

*1 recommendation available upon request*

## **Executive Chair at Laboratory Robotics Interest Group - LRIG**

January 1989 - Present (23 years 7 months)

Executive Chair, Executive Board Director, Webmaster, 2002 to present

LRIG Discussion Group Moderator, 1997 to present

Chair, Webmaster (Mid Atlantic Chapter), 2002 to 2006

Secretary, Automation Technologies Chair, 1996 to 2002

Member, 1989 to present

We are a continuously growing not-for-profit educational group focused on laboratory automation. Our membership consists of over 9,000 scientists and engineers. We have Bay Area California, Chesapeake (Maryland, Virginia, Washington D.C., and Delaware), Mid Atlantic, Midwest, New England, Northwest, Philadelphia, San Diego, SouthEast, Upstate New York, Texas, United Kingdom and Germany chapters.

Members are from the pharmaceutical, biotechnology industries and academia with others from the chemical, agriculture, cosmetic, food, and specialty industries.

You may join the LRIG LinkedIn Group at:

<https://www.linkedin.com/e/gis/705/7DDD0E40E723/>

and the Biorepository Hub on LinkedIn at:

<http://www.linkedin.com/e/gis/87552/613E927AA8F3>

[www.lab-robotics.org](http://www.lab-robotics.org)

*13 recommendations available upon request*

### **Vice President of Business Development at HighRes Biosolutions**

December 2009 - July 2012 (2 years 8 months)

Vice President of Business Development, March 2011 to July 2012

Director of Business Development, December 2009 to March 2011

HighRes Biosolutions provided robotic systems and laboratory devices used by pharmaceutical and biotech companies and academic research laboratories in drug discovery research and biorepositories.

*24 recommendations available upon request*

### **Board Director at Association for Laboratory Automation - ALA**

January 1998 - June 2010 (12 years 6 months)

Board Director, 2003 to 2006

Journal of the Association for Laboratory Automation Editorial Advisory Board, 2006 to present

RapidFire Innovation Session Chair, 2005 to present

Nominating Committee, 2006

LabAutomation Scientific Program Committee Chair, 2005

LabAutomation Scientific Program Committee Associate Chair, 2004

Education Committee Member, 2003 to 2004

Membership Committee Chair, 2003 to 2004

Membership Committee Member, 2005 to 2006

Member, 1998 to 2010

The Association for Laboratory Automation (ALA) and the Society for Biomolecular Sciences (SBS) are now merged to the Society for Laboratory Automation and Screening (SLAS).

The Association for Laboratory Automation (ALA) mission is to advance science and education related to laboratory automation by encouraging the study, advancing the science, and improving the practice of medical and laboratory automation.

[www.labautomation.org](http://www.labautomation.org)

*12 recommendations available upon request*

## **Board Director at Society for Biomolecular Sciences (SBS)**

January 1998 - June 2010 (12 years 6 months)

Board Director, April 2009 to June 2010  
Microplate Standards Development Committee, 1998 to 2010  
Sample Management Special Interest Group, 1998 to 2010  
Compound Management Session Chair, 2007  
Member, 1998 to 2010

The Society for Biomolecular Sciences (SBS) and the Association for Laboratory Automation (ALA) are now merged to the Society for Laboratory Automation and Screening (SLAS).

The Society for Biomolecular Sciences (SBS), the only international non-profit scientific society dedicated to drug discovery and its related disciplines, was founded in 1994 to provide a forum for global education and information exchange among professionals in the chemical, pharmaceutical, biotech, and agrochemical industries.

[www.sbsonline.org](http://www.sbsonline.org)

*1 recommendation available upon request*

## **Director at Tecan REMP Americas**

November 2006 - December 2008 (2 years 2 months)

REMP, a Tecan Group company, develops and produces devices, consumables, software and fully automated sample processing and storage systems mainly used in Research and Development by the world's leading pharmaceutical, academic, biobanking and agrochemical organizations.

[www.remp.com](http://www.remp.com)

*61 recommendations available upon request*

## **Founder, CEO, Chairman of the Board at TekCel / Hamilton Storage Technologies**

September 1997 - September 2004 (7 years 1 month)

I am a Founder of TekCel (now Hamilton Storage Technologies). I was Executive Vice President, Business Development, and Board Director from September 2001 to September 2004. Previously, I was Chief Executive Officer, President, and Chairman of the Board (September 1997 to September 2001). TekCel was a pioneer and leader in providing automated compound management solutions to the drug discovery laboratory industry.

I was involved in management, finance, sales and marketing, business development, applications, research and development, manufacturing, and virtually every sector of the company as we grew from a two person start-up to a seventy person high growth corporation.

[www.tekcel.com](http://www.tekcel.com)

[www.hamilton-storage.com](http://www.hamilton-storage.com)

*21 recommendations available upon request*

**Senior Field Application Consultant at Caliper Life Sciences / Zymark Corporation**

October 1989 - September 1998 (9 years)

As a Senior Field Application Consultant for Zymark, a pioneer and industry leader in laboratory robotics, I managed complex system installations and upgrades. I developed my own leads, determined the proper system configuration for a user's application, proposed and priced the job, facilitated the component construction and delivery, and installed the system. I worked with the user to develop the application level programming and fully debug, test and optimize the system. I acted as liaison between the end user and Zymark. I worked worldwide in the pharmaceutical, environmental, chemical, process, and the food and beverage industries. In 1995 I conceptualized, planned, and initiated the creation of a business unit, Field Application Consulting, which previously did not exist in the company. It grew into a multi-million dollar business unit.

[www.caliperls.com](http://www.caliperls.com)

*18 recommendations available upon request*

**Field Service Engineer at Sybron Medical Products / Castle**

April 1981 - October 1989 (8 years 7 months)

In this position I maintained and repaired digital and analog electronic, electro-mechanical, hydraulic, steam, pneumatic, and vacuum sub-systems on critical care medical equipment at clinical and industrial accounts. I managed installations and provided technical support and user training.

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## Skills & Expertise

**Drug Discovery  
Management  
Biotechnology  
Lifesciences  
R&D  
Pharmaceutical Industry  
Medical Devices  
Commercialization  
Biochemistry  
Technology Transfer  
Molecular Biology  
FDA  
Genomics  
Oncology  
Product Development  
Clinical Trials  
Start-ups  
Biopharmaceuticals  
Regulatory Affairs  
Clinical Research**

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## Organizations

### **Society for Laboratory Automation and Screening (SLAS)**

Board Director

November 2009 to Present

Board Director, 2010 to 2013

Biomolecular Sciences Section (BSS) Executive Council, 2010 to 2013

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[www.slas.org](http://www.slas.org)

### **Journal for Combinatorial Chemistry & High Throughput Screening (CCHTS)**

Section Editor, Laboratory Automation and Robotics

October 2009 to Present

[www.bentham.org/cchts](http://www.bentham.org/cchts)

### **International Society for Biological and Environmental Repositories (ISBER)**

Council Director

January 2004 to Present

Council Director, 2010 to 2013

Marketing Committee Chair, 2010 to 2011

Marketing Committee Member, 2008 to present

Journal for Biopreservation and Biobanking, Section Editor: Automation & Facilities, 2010 to present

Program Committee Member, 2010 to 2013

Finance Committee Member, 2009 to 2013

Web Site Committee Member, 2009 to present

Automated Repositories Working Group Chair, 2008 to present

Pharmaceutical/Academic Repositories Working Group Member, 2008 to present

Informatics Working Group Member, 2009 to present

Environmental Specimens Working Group Member, 2010 to present

ISBER Special Service Award 2010

Member, 2004 to present

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ISBER educational resources and meetings focus on technical issues such as quality assurance and control, regulations, human subject privacy and confidentiality issues, and provide information about sources of equipment and expertise. ISBER assists vendors in recognizing the needs of repositories for the development of new products and services, and provides information about existing repositories and their specimen collections.

[www.isber.org](http://www.isber.org)

### **Laboratory Robotics Interest Group - LRIG**

Executive Chair

January 1989 to Present

Executive Chair, Executive Board Director, Webmaster, 2002 to present

LRIG Discussion Group Moderator, 1997 to present

Chair, Webmaster (Mid Atlantic Chapter), 2002 to 2006

Secretary, Automation Technologies Chair, 1996 to 2002

Member, 1989 to present

We are a continuously growing not-for-profit educational group focused on laboratory automation. Our membership consists of over 9,000 scientists and engineers. We have Bay Area California, Chesapeake (Maryland, Virginia, Washington D.C., and Delaware), Mid Atlantic, Midwest, New England, Northwest, Philadelphia, San Diego, SouthEast, Upstate New York, Texas, United Kingdom and Germany chapters. Members are from the pharmaceutical, biotechnology industries and academia with others from the chemical, agriculture, cosmetic, food, and specialty industries.

You may join the LRIG LinkedIn Group at:

<https://www.linkedin.com/e/gis/705/7DDDD0E40E723/>

and the Biorepository Hub on LinkedIn at:

<http://www.linkedin.com/e/gis/87552/613E927AA8F3>

[www.lab-robotics.org](http://www.lab-robotics.org)

### **Society for Biomolecular Sciences (SBS)**

Board Director

January 1998 to June 2010

Board Director, April 2009 to June 2010

Microplate Standards Development Committee, 1998 to 2010

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Member, 1998 to 2010

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Board Director

January 1998 to June 2010

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Journal of the Association for Laboratory Automation Editorial Advisory Board, 2006 to present

RapidFire Innovation Session Chair, 2005 to present

Nominating Committee, 2006

LabAutomation Scientific Program Committee Chair, 2005

LabAutomation Scientific Program Committee Associate Chair, 2004

Education Committee Member, 2003 to 2004

Membership Committee Chair, 2003 to 2004

Membership Committee Member, 2005 to 2006

Member, 1998 to 2010

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The Association for Laboratory Automation (ALA) mission is to advance science and education related to laboratory automation by encouraging the study, advancing the science, and improving the practice of medical and laboratory automation.

[www.labautomation.org](http://www.labautomation.org)

### **Public Population Project in Genomics (P<sup>3</sup>G)**

Member

January 2009 to Present

The Public Population Project in Genomics (P<sup>3</sup>G) and Society is a not-for-profit consortium that provides the international research community with access to the expertise, resources and innovative tools for health and social sciences research.

### **National Institutes of Health (NIH) Biospecimens Group**

Member

January 2008 to Present

### **IEEE Conference on Automation Science and Engineering (IEEE CASE)**

Program Committee, Life Sciences & Health Care Automation  
January 2010 to December 2010

**American Chemical Society (ACS)**

National Division of Laboratory Automation Executive Chair  
January 2002 to December 2004

**Microplate Technology (MipTec) and International Conference on Automation and Robotics (ICAR)**

Scientific Program Committee & Sample Management Chair  
January 2001 to December 2005

**BioScience Technology**

Editorial Advisory Board  
January 2005 to December 2008

**Lab Manager Magazine**

Editorial Advisory Board  
January 2005 to December 2008

**Informa Life Sciences Group – ScreenTech**

Distinguished Faculty  
January 2002 to December 2002

**Dmoz Open Directory Project**

Editor  
January 2002 to December 2010

- Editor, Laboratory Automation and Robotics
- Editor, Pipettors, Automatic and Manual
- Editor, Laboratory Refrigeration and Cold Storage
- Editor, Laboratory Instrument Service, Calibration, and Repair
- Editor, Laboratory Hoods

**Laboratory Equipment Control Interface Specification (LECIS) Discussion Group**

Moderator  
January 2003 to December 2010

**Tecan Programming Discussion Group**

Moderator  
January 2008 to Present

## Publications

### **Management of Chemical and Biological Samples for Screening Applications**

Wiley April 2012

Authors: Andy Zaayenga

Contributing author: Andy Zaayenga

Filling an obvious gap in the scientific literature, this practice-oriented reference is the first to tie together the working knowledge of large screening centers in the pharmaceutical and biotechnological field. It spans the entire field of this emerging discipline, from compound acquisition to collection optimization for specific purposes, to technology and quality control. In so doing, it applies two decades of expertise gathered by several large pharmaceutical companies to current and future challenges in high-throughput screening. With its treatment of libraries of small molecules as well as biobanks containing biomolecules, microorganisms and tissue samples, this reference is universally applicable for any molecular scientist involved in a large screening program.

### **My Freezer's Full, What Do I Do?**

Biobanking 2010 Conference, Philadelphia PA January 2010

Authors: Andy Zaayenga

### **A Scalable Approach to Automated Biobanking**

Biobanking & Sample Management Conference, Frankfurt/Main Germany May 2009

Authors: Andy Zaayenga

### **Mission Accomplished**

Journal of the Association for Laboratory Automation (JALA), Vol. 10, Num. 2, pp. 9A-10A April 2005

Authors: Andy Zaayenga

Editorial, also guest editor this issue

### **New Hope For Overstressed Compound Libraries: Automation Facilitates Distributed Compound Management**

American Biotechnology Laboratory, Vol. 20, Num.5, p.44 April 2002

Authors: Andy Zaayenga

### **Use of the Zymark RapidPlate-96 to perform pipet-in-a-tip assays for high throughput screening**

Islar Proceedings 1997

Authors: Andy Zaayenga

Crafford Harris, Ruth Brosius, and Mary Jo Wildey, R. W. Johnson PRI, and Andy Zaayenga, Zymark Corporation

### **Use of a 96-Well Format High Speed Pipetting Robotic System to Perform Assays in a Microliter Format**

Islar Proceedings 1994

Authors: Andy Zaayenga

Mary Jo Mroczenski-Wildey, William Maise, and Mike Greenstein (Andy Zaayenga collaborated and

assisted)

## **Automating the Rate-Limiting Steps for High Capacity Random Compound Screening: Weighing and Dissolution**

LRA, Vol. 5 1993

Authors: Andy Zaayenga

Dennis S. France, Mary Kae Murdoch, Mary Russell, Naved Surve, Xiaowen Ma, Melissa Drelich, Christopher Duston, Andrew Hanson, James R. Paterniti Jr., and David B. Weinstein (Andy Zaayenga collaborated and assisted)

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## Patents

### **Multi well plate cover and assembly**

United States Patent 6,486,401 Issued November 26, 2002

Inventors: Andy Zaayenga

A sealing cover for a multi well plate includes a plurality of layers including a lid and a non-stick sealing layer. The sealing cover also includes a spring member for holding the multi well plate securely. The sealing cover is especially adapted for manipulation by a robotic apparatus.

### **Random access storage and retrieval system for microplates, microplate transport and microplate conveyor**

United States Patent 6,663,334 Issued December 16, 2003

Inventors: Andy Zaayenga

An apparatus for random access storage and retrieval of a plurality of microplates is provided. The apparatus includes a plurality of microplate racks arranged in a stack. Each of the racks is mechanically engaged with a plurality of support columns and each of the columns has a plurality of locking devices corresponding to the plurality of racks. The apparatus also includes a lift, coupled to the support columns, for moving the stack or a portion thereof, and a controller, coupled to the lift and the locking devices. The controller is responsive to a signal to access a desired rack or microplate to cause actuation of one or more of the locking devices corresponding to the rack adjacent to the desired rack or microplate, followed by actuation of the lift, thereby moving a portion of the stack a sufficient distance to allow access to the desired rack or microplate.

### **Microplate cover assembly**

United States Patent 6,896,848 Issued May 24, 2005

Inventors: Andy Zaayenga

A microplate cover assembly which is compatible with manual workstations or robotic handling systems used for high throughput screening. The cover assembly includes a cover, a pressure plate and a layer of sealing material. The cover is shaped such that when it is engaged with a microplate, the cover exerts a compressive force on the pressure plate, which in turn disperses the force in a substantially uniform manner across the layer of sealing material. The cover and pressure plate also include laterally-extending tabs which allow it to be engaged with or disengaged from a microplate in a fully automated fashion.

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## Honors and Awards

### Patents:

Multi Well Plate Cover And Assembly; Patent No.: US 6,486,401

Random Access Storage And Retrieval System For Microplates, Microplate Transport And Microplate Conveyor, Patent No.: US 6,663,334

Microplate Cover Assembly, Patent No.: US 6,896,848

Collaboration: Microplate lidder/delidder; Patent No.: US 6,543,203

### Interests

automation technologies, computer technology, backpacking, hiking, camping, motorcycling, slow blues, reading

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# Andy Zaayenga

Managing Director at SmarterLab

andy.zaayenga@lrig.org

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## 171 people have recommended Andy

"I wish I could have chosen more than three attributes to describe Andy. My problem was overwhelming and Andy resolved my issues quickly and at a very reasonable cost to my company. I would recommend his services to any size company, his attention to detail and commitment to solve any problem was more than impressive. Dan Mastroianni, President and owner, Custom Electric Design LLC."

— **Dan Mastroianni**, was Andy's client

"Andy is successful in his endeavors because of his knowledge of the industry and breadth of technical expertise as well as his focus on personal relationships. His commitment to clients continues beyond the initial relationship to the achievement of their goals. I enjoy working with him and look forward to continuing our business interactions in the future."

— **Mark Cada**, *Life Sciences Account Manager, Labvantage Solutions Inc*, was with another company when working with Andy at SmarterLab

"I can not say enough positive things about all my encounters with Andy. He is a true professional and an asset to any organization."

— **Paul Ventura**, *Account Manager, Labcyte*, was with another company when working with Andy at SmarterLab

"Andy assisted me with the with the critical evaluation of third party contractors for formatting high-throughput screening compound libraries. His extensive experience in compound management equipment facilitated the rapid and unequivocal identification of the best contractor. Because of his effort, I was able to make an informed and rational decision. I would seek Andy's assistance again and highly recommend him to any interested party."

— **Peter Hodder**, was Andy's client

"I met Andy in 2003 when Cephalon's Lead Discovery Department purchased TekCel's Automated Plate Management System. After its installation in April 2004 Andy, President and CEO of TekCel, worked tirelessly to ensure the equipment was performing as we expected. Even after leaving TekCel to pursue other opportunities Andy continued to support us due to his deep sense of customer loyalty. As Director of Smarter Lab, Andy has been a highly dependable source of advice in the area of compound management as well as general lab automation. As Cephalon plans for future equipment needs in the area of sample storage, we

would certainly consider hiring Andy as an independent consultant."

— **Jean Husten**, was Andy's client

"Andy consulted for the team that was selecting an automated compound storage and retrieval system at Lundbeck Research USA. After careful consideration of our needs, he gave pragmatic, detailed advice that included some key ideas that had not yet occurred to us. He was very knowledgeable and delivered excellent value as a consultant in this field."

— **John Wetzel**, was Andy's client

"I have had the opportunity to interact and work with Andy many times over the past twenty years as a colleague, client, and service provider. His dedication and insight have kept him at the forefront of enhanced R & D automation and process reengineering. His passion and resourcefulness is evenly tempered by the pragmatism and reality of budgets and implementation logistics, understanding that one solution does not "fit all", instead evaluating each circumstance and recommending the best course of action for each lab or program independently. In addition to his experience and expertise, his volunteer efforts and participation in scientific organizations and associations warrant significant merit. I highly recommend Andy Zaayenga."

— **Rick Hammar**, *National Sales Manager, ASDI*, was with another company when working with Andy at SmarterLab

"Andy provided very helpful advice for establishing an automated compound delivery system at Lundbeck."

— **Ken Jones**, was Andy's client

"Andy came highly recommended by several colleagues to assist with the critical evaluation of third party contractors for formatting a 600,000 compound library suitable for ultra high throughput screening. The vendors were given specific goals and each submitted detailed proposals outlining scope, schedule and resources. Andy compiled a matrix to compare all proposals and executed site visits on our top choices to confirm their capabilities. Throughout the process, he articulated the critical issues clearly and guided us to a very satisfactory selection. I would seek Andy's assistance again and highly recommend him."

— **Deborah Mosca**, was Andy's client

"I'm not sure I can add more than what many others know and would say about Andy. He is very well regarded and connected. I know Andy through his consulting business and various professional meetings. He is professional, pleasant, organized and well informed."

— **Rhett Affleck**, *V.P., Technology, Nexus Biosystems*, was with another company when working with Andy at SmarterLab

"I've been privileged to work with Andy on several automation projects. In each case his unsurpassed knowledge of the tools and discovery processes have resulted in success. In each of our projects, Andy has been creative, reliable, determined, and 100% on board for the success of the project. I have never worked

with anyone more customer focused and willing to do what needed to be done to make the project successful, regardless of the day of the week or hour. In each case he has also acted as a mentor and guide in determining the optimal design and path forward."

— **Mary Jo Wildey**, was Andy's client

"I've known Andy for the past 5 years, during which time I have known him to work hard and work smart. He has been intelligent and affable, always helping his many friends within the pharmaceutical discovery space. I highly recommend Andy."

— **Alex Birch**, *Informatician, Elan*, was with another company when working with Andy at SmarterLab

"Andy and I worked together on some very complex issues within our field. Andy has always executed the tasks with efficiency and ingenuity. He is a leader in the industry and it would be a privilege to work with him again."

— **Ken Brown**, was Andy's client

"I've known Andy for over 10 years now and he never ceases to amaze me. He manages to be one of the brightest people I know, yet at the same time, one of the nicest and most interesting people I know. Simply put, he knows everything and everyone associated with HTS, compound management, assay development, and software/hardware integration. And he happens to be a big fan of the blues, which makes anyone a superstar in my book."

— **Dara Zuckernick**, *Project Manager, Caliper Life Sciences*, worked with Andy at SmarterLab

"I have known of and worked collaboratively with Andy for over ten years in the Life Sciences market place. Industry knowledge, customer satisfaction and consistent on time delivery of services are all part of Andy's skill set."

— **Mark Bramwell**, *Director of Worldwide Support, Labcyte Inc.*, was with another company when working with Andy at SmarterLab

"Andy has a wealth of knowledge in the area of laboratory robotics. He is hard-working and fair-minded with the customer's interest always at heart. He is a clear expert in this arena."

— **Joe Olechno**, *VP Marketing, Labcyte*, was with another company when working with Andy at SmarterLab

"I've worked with Andy for the last four years while building the Midwest LRIG organization. Always full of creative and imaginative ideas, Andy makes any team he's on successful ! A+++"

— **Thomas Strader**, *President, Heartland Biotech*, was with another company when working with Andy at SmarterLab :: TopLinked.com with 804 connections

"I have had the opportunity to interact and work with Andy many times over the past ten years as a customer



and a colleague. I value his expertise and insight in the field of automation and process integration. He understands customer needs and translates that to the automation solutions. His creativity and business acumen have fueled his success as an entrepreneur. I have also interacted with Andy in many scientific/technology forums both as an organizer and a colleague. We worked together on the Board of Directors of SLAS from 2009 to 2011. His sound advice had a significant impact on the successful merger of the two societies (SBS and ALA) that formed SLAS and aided in charting a future direction for the new organization. I highly recommend Andy Zaayenga"

— **Michelle Palmer**, *Director of Discovery and Preclinical Research, Broad Institute*, worked directly with Andy at Society for Laboratory Automation and Screening (SLAS)

"I have worked with Andy as a co director of the SBS and as a co-chair of a scientific session on sample management. Andy has a wealth of knowledge of early drug discovery and automation . He is always willing to share that knowledge with others."

— **Susan Crimmin**, *Director, GlaxoSmithKline*, was with another company when working with Andy at Society for Laboratory Automation and Screening (SLAS)

"Andy joined the board of Society of Biomolecular Science while I was serving my second term as the Board Director and later the President-elect. Andy brought to the Board with his rich knowledge in lab automation and his long time working experience with Association for lab Automation. Andy later served critical role during merge of the two organizations and then became the Board Director of the new organization. Personally, I enjoyed closely working with him on several society initiatives and many conversations we had during my term. I am sure Andy will be successful in any future business role he decides to take."

— **John Wang**, *Vice-President, Biomolecular Science Section, Society of Lab Automation and Screening, Society for Biomolecular Sciences*, worked directly with Andy at Society for Laboratory Automation and Screening (SLAS)

"Andy and I have had the chance to work with each other on various projects related to the International Society of Biobanking and Environmental Repositories. His professionalism and drive to better the scientific communities he serves is recognized by many. As I have come to know him, I am always impressed by his resourcefulness, knowledge and willingness to step forward to help in any way possible. Anyone who has had the opportunity to work with Andy knows what a pleasure it is. His smile and positive attitude is unwavering. Thanks Andy!"

— **David Lewandowski**, *Business Development Manager North America, Cryobiosystem*, was with another company when working with Andy at International Society for Biological and Environmental Repositories (ISBER)

"I am glad to have known Andy for over 10 years. He has been a mentor and guide to me as I have grown with LRIG and also outside. Andy has provided with the inspiration by example for hard work, service (to the LRIG community), selfless nature and sacrifice. He has grown LRIG Midatlantic chapter and globally through his work and broad association with people across industries."

— **Kapeeshwar Krishana (Kapeel)**, *Senior Scientist, Rhodia*, worked directly with Andy at Laboratory Robotics Interest Group - LRIG

"I have had the pleasure of working with Andy on numerous occasions over the past Decade. I would have to say, when you think of the business of Laboratory Automation, the first executive that comes to many peoples mind is Andy Zaayenga. He is a a first class person, who continues to be a shinning light in our industry. He would be a HUGE asset to any company that he would be associated with."

— **Mark Moyer 702.892.8008**, *President, Executec Search Agency, Inc.*, was with another company when working with Andy at Laboratory Robotics Interest Group - LRIG

"From knowing Andy almost 15 years, I would have to say that he is one of the most outstanding people in the Laboratory Automation Field. He is detail and results oriented, always making sure his clients/customers are on the right path and getting what they want, to achieve their goals. It seems the more complex the situation/system, the greater Andy organizes the solution and in the most personable way. This also brings me to the fact that Andy is a pleasure to work with and an excellent 'go to' team member."

— **Jeff Hurwitz**, *Robotic System Sales Engineer - Zymark Corp, Caliper Life Sciences*, worked with Andy at Laboratory Robotics Interest Group - LRIG

"I have worked with Andy within the LRIG organization for a number of years. I recognize him as an individual who creates a path rather than follow one. He's a master at networking and earns the respect of his customers, peers, friends and subordinates. Please contact me directly if you'd like to speak with me regarding Andy. Tony.Nardei@verizon.net TonyN@seahorsebio.com"

— **Tony Nardei**, *Philly Chapter Treasurer, LRIG Laboratory Robotics Interest Group*, worked indirectly for Andy at Laboratory Robotics Interest Group - LRIG

"Andy is a leading figure in both the Compound Management and Biobanking arena. He has played a leading role in developing networks within the industry to the benefit of all (LRIG, ALA, LinkedIn and ISBER)"

— **David Harding**, *Sales and Marketing Director, RTS Life Science*, was with another company when working with Andy at Laboratory Robotics Interest Group - LRIG

"I had an opportunity to work with Andy through different lab automations forums for over 10 years. I have first met Andy when he founded Lab Automation Interest Group (LRIG) in New Jersey. At the time lab automation was a nascent field, with very few specialists dedicated to realization of High Throughput Screening (HTS) platforms for drug discovery. Andy's deep understanding of the requirements of the cutting edge lab technologies and instrumentation ensured that only high quality presentations and truly novel vendor products were presented at this forum. Thanks to his work LRIG became an enormously popular forum growing from a few enthusiasts to hundreds of members all over US. More recently I've closely worked with Andy on implementing novel solutions for compound storage and replication in support of Lead Optimization processes. Andy's adherence to timelines and his ability to ensure an appropriate level of support has proved to be invaluable in completing this project. I am looking forward to continue to collaborate with Andy on

many aspects of lab automation in the future."

— **Ilonka Kariv**, *Director, Merck Co., Inc.*, worked with Andy at Laboratory Robotics Interest Group - LRIG

"While I held the Chair of the LRIG, Andy was really the driving force and backbone of this group. When he joined the leadership (originally recruited as Secretary), the LRIG was a disorganized group in NJ that had a paper mailing list of ~200 people and meetings that were lucky to attract a dozen people. Due to his tireless efforts to create the Web Site, expand the distribution and to creatively craft the subject matter of the meetings to fit evolving trends, the LRIG grew to an international organization with nearly 10,000 members. While I served as essentially the recognizable "talking head" at many of these meetings, it was in fact Andy who did the bulk of the "heavy lifting", organizing, answering e-mails in the middle of the night, setting up on-line discussion groups, facilitating the formation of new chapters across the country and around the globe. The evolution of the LRIG was truly a remarkable phenomenon in this space of drug discovery technologies and it is now a well-recognized force. While I served as Chair for a decade, it was really Andy Zaayenga that is responsible for the success of this growth, and for this I am proud and honored to have been associated with him in this endeavor."

— **Dennis France**, *Executive Director, Novartis Oncology*, worked directly with Andy at Laboratory Robotics Interest Group - LRIG

"Andy has demonstrated extraordinary vision, leadership and initiative in the creation, operation and growth of the Laboratory Robotics Interest Group. Because of his thoroughness and attention to detail, the formation and success of the Upstate New York LRIG has been a smooth, trouble-free and well organized undertaking. Andy has and continues to provide critical advice, encouragement and technical guidance to the Upstate New York LRIG."

— **Glenn Saunders**, *President, Upstate New York LRIG, Inc.*, was with another company when working with Andy at Laboratory Robotics Interest Group - LRIG

"Andy is a brilliant organizer and builder. He has been a key player in establishing LRIG as a premier networking organization for robotics professionals in the Northeast, providing a model for similar groups in other geographies. He has been able to meld the vendor-customer relationship with peer-to-peer networking, to form a strong and influential organization."

— **Jonathan Burbaum**, *Associate Director, Pharmacopeia*, worked directly with Andy at Laboratory Robotics Interest Group - LRIG

"I contacted Andy at LabAutomation 2002 when I started collaboration with the LRIG. Since then, I've been really impressed on the performance Andy carried out within the automation world. All the initiatives put in place through the LRIG were very successful. The huge contacts network of automation users assembled between US and Europe clearly helped to reach a great international forum of specialists which significantly contributed to share and integrate the worldwide multidisciplinary information on this area of knowledge that is very critical for success in the Drug Discovery business. I appreciate very much Andy's contribution and encourage him to ever improve in the future the high quality standards he already demonstrated."

— **Felix Risco**, was Andy's client

"Andy raised LRIG to its current leading position as the most widely spread and active professional organization in the lab automation arena. His leadership and extraordinary initiatives to develop and widen the spectrum of services to our members demonstrate his overall exceptional qualities as a visionary, and a mentor to many of us."

— **Pierre Monnet**, *Executive Chair - South East Chapter, Laboratory Robotics Interest Group*, worked directly with Andy at Laboratory Robotics Interest Group - LRIG

"Andy is one of the positive and recognizable icons in the lab automation industry. His integrity, motivation, and contributions have assisted many colleagues and customers achieve their goals; it's always a pleasure to work with him. He is one of the few people I know who can take a vision and see it to fruition."

— **Tony Lozada**, *Research Investigator, Sanofi-Aventis*, worked directly with Andy at Laboratory Robotics Interest Group - LRIG

"Andy has been the driving force for this group."

— **Peter Niggemann**, worked directly with Andy at Laboratory Robotics Interest Group - LRIG

"Andy is a dynamic and strong leader in the Biobanking space. I have enjoyed working with him on industry related projects and various conferences. He has an extensive network of contacts in this space and maintains an excellent reputation for exceeding expectations in everything he accomplishes."

— **Mark Cada**, *Life Sciences Account Manager, LABVANTAGE Solutions*, was with another company when working with Andy at HighRes Biosolutions

"I've always enjoyed interactions with Andy during our times at the LRIG meetings on the East coast. Always attentive to needs of the group and customers, quick to respond and always with a friendly disposition. He will surely be successful at whatever task is presented to him in this industry."

— **Brian Polizzi**, *SouthEast Regional Sales Manager - Bio discovery Instruments, PerkinElmer*, was with another company when working with Andy at HighRes Biosolutions

"Andy has a deep well of experience, technical/engineering expertise in laboratory automation and robotics, but more importantly a keen knowledge of operations and process use of this technology to offer creative solutions. He and his team are able after relatively short discussions, rapidly turnaround a recommended design and configuration in stunning visual detail that usually captures 90% of the requirements in the first iteration. They respond rapidly to request for design changes. I continue to use him and his team to continually upgrade our systems."

— **Tom Chung**, was Andy's client

"Andy is definitely the hardest working person in the Lab Automation business period! He is tireless and

amazingly well connected. I highly recommend Andy not only for his work in the commercial world but also thank him for the long and thankless hours he puts in to maintain/foster our organizations (LRIG, SLAS, ALA, SBS, ISBER, etc)."

— **Terry Smallmon**, *Director, Life Sciences, LabVantage Solutions*, was with another company when working with Andy at HighRes Biosolutions

"I have had the pleasure of working with Andy for many years, in multiple capacities for both him and me. Andy is an innovative technical expert with a flair for great presentations and an unwavering quest to solve problems in this field. His leadership of LRIG has built this network of volunteers into the best venue for vendor/client interaction on top of the sharing of technical information. He has my absolutely best recommendation."

— **Stein Roaldset**, *General Manager, CyBio US Inc.*, was with another company when working with Andy at HighRes Biosolutions

"Andy is very well-respected and highly regarded for both his skills and for his ability to work extremely well with people in a wide range of settings. Whether serving in his role as a business partner with HiRes Biosolutions or as a Board member for the Society for Laboratory Automation, Andy is highly effective in communicating his vast depth of industry and business knowledge and doing so in a friendly and collegial way. People routinely seek out his opinions and counsel. It's a great pleasure to work with Andy."

— **Mark Fischer-Colbrie**, *President, CEO, Labcyte Inc.*, was with another company when working with Andy at HighRes Biosolutions

"Andy is one of those individuals that everyone in our industry seems to know, and for good reason. He has been such an outstanding leader in the world of high throughput screening and laboratory automation. My involvement with Andy began many years ago through his leadership of the Laboratory Robotics Interest Group (LRIG) and his work as moderator of the LRIG discussion group. His efforts with the LRIG discussion group stitched together a wide array of users into a forum that significantly enhanced the knowledge base available to all. I feel that Andy's work with LRIG and other societies has been very beneficial to all in our industry. On a personal level, I have always appreciated interacting with Andy, as he has been a great source of advice to me. He has always been encouraging of my ideas and efforts, and through example has taught me the importance of being involved in our professional societies."

— **John Bradshaw**, *Senior Development Scientist, Artel, Inc.*, was with another company when working with Andy at HighRes Biosolutions

"Andy has been "connected" with the bioscience automation business community for many years and has been an excellent source of information and assistance. Andy has a broad view of the industry and is an excellent partner in considering or pursuing opportunities."

— **Craig Rubenstein**, *Lifesciences Technology Leader, Motoman, Inc*, was with another company when working with Andy at HighRes Biosolutions

"Andy is a tireless leader in the laboratory automation marketplace. Aside from his personal contribution through the formation of TekCell years ago to his leadership and co-founding of LRIG, Andy has demonstrated a unique commitment to the concepts and implementation of laboratory automation over the past 15 years. I have had the pleasure of working with Andy at LRIG and in conjunction with his some of his commercial ventures. He is among the most genuine and honest people that I know in the laboratory automation and instrumentation industry."

— **Robert Speziale**, *Vice President-Business Development, Invetech*, was with another company when working with Andy at HighRes Biosolutions

"Andy's knowledge of cutting edge technology, scientific applications, and connections to industry leaders is unmatched. If you are looking for a solution, Andy can pull together the resources needed to make it happen and with his calm and confident demeanor you know you are in good hands. Andy is Lab Automation!"

— **Rich Tula**, *President, Biodirect, Inc.*, was with another company when working with Andy at HighRes Biosolutions

"I have known Andy Zaayenga as a colleague and friend for 20+ years. Andy and I worked together at Zymark Corp. during the developmental days of laboratory automation and robotics. Andy combines an deep understanding of customer needs, biopharma applications, and automation technoloiges with a solid commercially-focused business approach. Andy Zaayenga is a talented and energetic business leader, who I recommend without reservation."

— **Brian Paras**, *Director, Business Development, Caliper Life Sciences / Zymark*, worked with Andy at HighRes Biosolutions

"There is little left to say about Andy. If you have been in this industry for any time at all you will come across Andy or you will hear from someone about Andy. He works tirelessly on the boards of major organizations such as LRIG, SBS, SLAS to name but a few. His recommendations are from people that know the space well, because he has earned the respect of the industry over the years. I first met Andy in 1989 when he was at Caliper and we have worked for competing companies ever since, but I have always had the highest regard for Andy. Andy is a luminary in the industry and I sincerely hope that I will have a chance to work with Andy in the future . I would not hesitate to have Andy as part of my executive team."

— **Tony Lima**, *VP of WW Sales and Service, Molecular Devices*, was with another company when working with Andy at HighRes Biosolutions

"I've known Andy for many years. He is an extremely well regarded pillar in the laboratory automation community and someone for whom I have the highest respect."

— **Jason Greene**, *Senior Product Marketing Manager, BioTek Instruments, Inc.*, was with another company when working with Andy at HighRes Biosolutions

"I have known the Mr. Lab Automation from the beginning of my lab automation career. I am very impressed about Andy's ability of raising an organization's business development to new level through quality, working

relations and process improvement. Andy is a personable and experienced technical leader. As he draws and applies knowledge from his professional experience, Andy also provides many technical solutions in drug discovery community."

— **Jimmy Cui**, *the Robot Guy, St. Jude Children's Research Hospital*, was a consultant or contractor to Andy at HighRes Biosolutions

"Andy has been in the forefront and one the leaders in the Lab Automation space for over 20 years. He knows more about this area than anyone I know. He is extremely well liked and respected in the life sciences industry. He would be a great asset to anyone."

— **Jon Lipsky**, *Global Business Development Manager, Labware, Seahorse Bioscience*, was with another company when working with Andy at HighRes Biosolutions

"Andy is a skilled manager and a high profile professional in its field. He is also involved in the International Biobanking Society (ISBER and ESBB) participation and coordinating important Working Groups in Biobanking Automation field. I endorse Andy mainly for its high professional skills."

— **Pasquale De Blasio**, *President, ESBB (European, Middle Eastern and African Society for Biopreservation and BioBanking)*, was with another company when working with Andy at HighRes Biosolutions

"Andy is a wonderful business resource and has deep knowledge of the technical aspects of biobanking."

— **John Mills**, *Chairman, BioStorage Technologies*, was with another company when working with Andy at HighRes Biosolutions

"Andy has proven to be an outstanding communicator, networker and promoter within the laboratory automation world. My introduction and relationship development with him during the evolution of the relationship between HiRes and Douglas Scientific. Andy has proven to be a wonderful business associate and has helped connect the dots for me on numerous occasions through his broad network. I highly recommend Andy and hold him in high regard amongst the business professionals within this field."

— **Darren Cook**, *VP of Strategy and Business Development, Douglas Scientific*, was with another company when working with Andy at HighRes Biosolutions

"I have worked with Andy on ISBER projects, in which he shares a wealth of knowledge and experience. When it comes to lab automation and robotics, I can't think of another professional I would recommend more highly."

— **Rick Michels**, *Vice President Customer Relations & Marketing, Dataworks Development, Inc.*, was with another company when working with Andy at HighRes Biosolutions

"Andy is a consummate professional and one of the hardest working people I have ever known."

— **Paul Hensley**, *Regional Manager, Zymark*, worked with Andy at HighRes Biosolutions

"If you know Andy, this recommendation won't tell you anything you don't already know. He is one of the "big names" in the life science automation world. Andy is a true thought leader, innovator and all-round superstar. I've had the great pleasure to work together with Andy on numerous occasions during the past 15 years. No matter what we were working on, the experience was always the same; Andy has a first rate knowledge of the industry and can maintain a big picture view, while not losing sight of the details that often are the difference between success and failure. He always works tirelessly and pragmatically on any project or problem until it is complete. Andy is also an amazing mentor and advisor. Throughout my career he has always been there to listen, provide input and offer advice."

— **Ian Yates**, *Senior Manager, Custom Automation Solutions, Agilent Technologies*, was with another company when working with Andy at HighRes Biosolutions

"Andy was a colleague and mentor for me when we worked at Zymark. His knowledge of automation and his customer service skills were nothing short of outstanding. He was viewed as an "extended employee" by every client he worked with. Since that time I've worked with Andy in several other capacities. He continues to be extraordinarily well informed about automation processes and solutions, his follow through is exceptional and his attention to detail is outstanding. Andy is clearly recognized as an industry leader. His most notable trait is his impeccable character and integrity. Working as a solutions provider and partnering with me in my role as an automation developer at Bristol-Myers Squibb, Andy has unequivocally worked in our best interest. There are very few people I would recommend as strongly to partner with in business as Andy."

— **Christian Strom**, *Field Service Engineer, Zymark Corporation*, worked directly with Andy at HighRes Biosolutions

"In my experience, HighRes Biosolutions is the most dependable and creative laboratory automation and system integrator vendor."

— **Scott P. Layne, MD**, was Andy's client

"I have had the rewarding opportunity of working with Andy in the context of fulfilling the evolving needs of our laboratory. I have always found Andy to be an excellent listener and partner to understand the true needs behind our processes. He has proven himself to be a creative thinker and diligent driver to finding novel solutions. And his ever-present optimism is absolutely infectious to any team effort."

— **Charles Bruseo**, *Project Manager - Innovative Lab Design, Novartis Institutes for Biomedical Research*, was with another company when working with Andy at HighRes Biosolutions

"I have had the distinct opportunity to work with Andy for a few years and found him to be a strong business leader. His balanced approach to problem solving and thoughtfulness in dealing with every day business issues made it much easier for me to do my job. Andy is very professional, serious and yet approachable which is so important with business relationships today. It was a pleasure to work with Andy in helping develop and grow the Association for Laboratory Automation organizations trade show and association. For someone to volunteer valuable time to an industry association demonstrates his willingness to give back to an



industry that has been very important for him and his career. That speaks volumes of the character of this individual."

— **Brian Casey**, *President, Next Generation Event Group*, was a consultant or contractor to Andy at Association for Laboratory Automation - ALA

"I worked with Andy on the ALA board of directors. i have been a member of the LRIG for more years than i can remember. Andy is a great guy."

— **Rod Markin**, *Sr. Associate Dean Clinical Affairs, University of Nebraska Medical Center*, was with another company when working with Andy at Association for Laboratory Automation - ALA

"DJG provides marketing services to the Association for Laboratory Automation, and I worked with Andy in his capacity as an ALA board member and committee chair. Andy truly is a passionate believer in ALA and laboratory automation. His knowledge of the field and wide base of contacts helped us serve ALA better - whether through conference or member marketing growth. He is a very strong leader and gave us the latitude to do our job while providing the broad direction and guidance needed. He is also not afraid to roll up his sleeves which is important in any volunteer organization. I would strongly recommend Andy in any professional endeavor he pursues."

— **David Lorenzo**, *President, david james group*, worked directly with Andy at Association for Laboratory Automation - ALA

"I had the pleasure of working with Andy from 2004 to 2006 as a board member of the Association for Laboratory Automation. Andy leadership style is superb: he leads by example, by encouragement, and by understanding what matters to others. He sees the best in everyone, and brings out the best in them. He is concerned with the industry as a whole, not just the limited interest of a single company. He gets "five stars" from me."

— **Douglas Perry**, *Associate Dean of the School of Informatics, Indiana University (IUPUI)*, worked directly with Andy at Association for Laboratory Automation - ALA

"I've had the opportunity to work with Andy on the Board of Directors of the Association for Laboratory Automation (ALA) for a number of years. Andy has a very deep understanding of laboratory automation technologies, as well as the pharmaceutical and biotech industries. He is an accomplished innovator in the automation field and he is well respected by his peers. In addition, Andy is honest, very hard working, and trustworthy. I've thoroughly enjoyed working with him and wish I had more colleagues like him."

— **Torsten Staab**, *Team Leader, National Security Technologies, Los Alamos National Laboratory*, was with another company when working with Andy at Association for Laboratory Automation - ALA

"Andy and I worked together to organize and manage the Scientific Committee for the LabAutomation2005 meeting in San Jose, CA. With over 100 presentations and almost 5,000 attendees, this meeting faced a number of challenges, both organizationally, administratively, and programmatically. As Program Chair, Andy was able to marshal his resources and efficiently lead the effort to address all of the difficulties,

resulting in an excellent meeting and program. He was able to communicate with all stake-holders without letting the process get bogged down in unnecessary meetings or other delays. I would gladly work with him again."

— **Douglas Gurevitch**, *Senior Development Engineer, UC San Diego, Bioengineering*, was with another company when working with Andy at Association for Laboratory Automation - ALA

"Andy continues to be one of our industries leading stewards, both facilitating and advancing the level of communication and engagement that keeps the laboratory automation industry in step with other high tech markets. In my dealings with Andy, he has always brought an open mind and an entrepreneurial approach to the issues."

— **Chris Neary**, *General Manager, Beckman Coulter*, was with another company when working with Andy at Association for Laboratory Automation - ALA

"Andy and I worked closely together as members of the Board of Directors of the Association for Laboratory Automation. Andy is highly skilled and knowledgeable in numerous scientific and engineering disciplines. He is one of the hardest working people that I know. Above all, Andy gets things done."

— **Mark Russo**, *Principal Scientist, Bristol-Myers Squibb*, worked directly with Andy at Association for Laboratory Automation - ALA

"I have known Andy for about 10 years - first for his role in the leadership of LRIG and subsequently for his role in the ALA. Andy and I served on the Board of Directors for ALA. I found Andy to be a very open minded person who wanted to discuss the facts and make rational decisions based on those facts. He would listen and consider other positions before making his decision on a topic. When discussing topics with Andy you know you got a fair hearing for your opinion."

— **David Herold**, *Professor, UCSD*, worked directly with Andy at Association for Laboratory Automation - ALA

"Andy was a bright and creative contributor as a member of the Board of Directors of the Association for Laboratory Automation. Andy focused on growing the international recognition, educational programs, revenue generation, and membership promoting activities of the ALA. Andy is an exemplary team player and consensus builder. I highly recommend Andy as a member of any productivity oriented group."

— **Robin Felder**, *Chair, Advisory Board, Medical Innovation and Transformation Institute*, worked directly with Andy at Association for Laboratory Automation - ALA

"Andy has made a huge contribution to the Laboratory Robotics community with his organisation of ALA and LRIG. The time and effort that he has undertaken for the benefit of the Automation community is awesome."

— **Malcolm Crook**, was with another company when working with Andy at Association for Laboratory Automation - ALA

"Andy has been a vital part of our change model -- at a strategic high level and, when needed, tactically involved and focused. He is very smart and driven. Andy's ability to drive consensus and pull objectives forward are incredible. He's an excellent part of our team mix and valued on many levels."

— **Greg Dummer**, *Executive Director, ALA*, reported to Andy at Association for Laboratory Automation - ALA

"Andy is a well-known leader and highly respectable executive in the Laboratory automation/ HTS field. He has demonstrated extraordinary leadership skills in developing vision and driving growth of Society for Biomolecular Sciences (SBS) and LRIG. I am very impressed with his contribution to Assay development & High throughput Screening LinkedIn Group. I congratulate him for his new position at HighRes Biosolutions and highly recommend him as a team leader for any organization."

— **Rakesh Rathore**, *Researcher, University of Cincinnati*, was with another company when working with Andy at Society for Biomolecular Sciences - SBS

"Andy is second to none in terms of customer focus - he is no novice in terms of business skills, however what sets him apart is his single minded devotion to the customer. He has the highest integrity and ethics of any individual I know, and will religiously work for what's best for the greater good of his customer. Not only is Andy a pleasure to work with, he is a true joy to converse and spend time with. It has been a delight to work with Andy, and I hope to do it again at some point in the future."

— **Kathryn Coleman**, *Tecan Integration Group Manager, Tecan*, worked with Andy at REMP US, a Tecan Group company

"Andy helped to fairly mediate a dispute concerning availability of vendor support for a sample management system that combined new and used REMP components. This dispute was complicated by a negotiation phase that included changes in staff and policy changes at REMP due to a phased implementation of Tecan business practices. Andy successfully turned a non-negotiable policy dictum into a discussion about mutually beneficial business solutions, trust and integrity."

— **Jeff James**, *Automation Engineer, NanoString Technologies*, was with another company when working with Andy at REMP US, a Tecan Group company

"Andy is a very personable and responsive guy. It was a pleasure to work with him."

— **Bruce Ritchie**, was Andy's client

"Andy is a talented executive with top-notch domain knowledge who is well known and well respected throughout the industry. I have worked with Andy on a number of initiatives throughout the years and find him to be thorough, highly motivated and a real pleasure to work with. Andy's experience has imparted to him a genuine insight into helping his clientele reach their goals, and has done a phenomenal job in organizing various professional groups to foster and facilitate information interchange within the scientific community. Everybody knows Andy. He has a magnanimous personality, and has accumulated a great number of friends in the business. I am happy to include myself as one of them."

— **Mark Doring**, *Principal Scientist, Schering-Plough*, was with another company when working with Andy at REMP US, a Tecan Group company

"It was a great pleasure to work with this incredible "book of knowledge" of this niche market "Compound Management". But also from the prior life at Zymark Lab automation we had good relations. therefore I hope we further stay in contact and I wish Andy all the best to continue supporting his clients to their best (if this is a correct English phrase;-)"

— **Karsten Kristandt**, *Product Manager Stores, REMP AG*, worked with Andy at REMP US, a Tecan Group company

"Andy is both an impressive technical expert and a skilled problem solver. He is extremely well-connected in the lab automation field and is highly regarded."

— **John Babiak**, was Andy's client

"Andy professionally represented and promoted Tecan's business beyond the scope of his responsibilities."

— **Steve Levers**, *Sr Vice President; Head of Business Unit Components, Tecan Group*, worked with Andy at REMP US, a Tecan Group company

"Andy is an extremely competent element of senior management. He worked diligently to ensure the success of a difficult business unit. Under his direction, the group showed success and growth. On a personal level, Andy is ALWAYS willing to go the extra mile to try and help out colleagues and friends. Additionally, Andy has done a tremendous amount for the industry in general. He is truly an asset to any organization."

— **Benjamin Carey**, *US Marketing and Sales Support Manager, Tecan*, worked with Andy at REMP US, a Tecan Group company

"Andy is a consummate professional, highly skilled at managing complex customer relationships and maximizing sales opportunities."

— **Kelli McCoy**, *Western Region Sales Manager, Tecan U.S. Inc.*, worked with Andy at REMP US, a Tecan Group company

"Andy is a fantastic networker. It was a great pleasure for me to work with Andy and take advantage of appropriate contacts in every business situation related to the field of our industry. Not only has Andy built up a network but he also maintains it on a regular basis. The same applies to his customers. They were always open for Andy's vast knowledge in the industry and did appreciate his well informed advice."

— **Donat Elsener**, *VP of Innovation, REMP*, managed Andy indirectly at REMP US, a Tecan Group company

"I have known Andy for several years, and have been able to consult successfully with him on several Remp / Tecan projects and concepts. The consummate professional, Andy has always been able to provide

knowledge based input and guidance on a whole range of automation ideas and problems in a very understandable way to the end-user, without recourse to jargon and over technical description - but he does know all this stuff. He has been a great officer for LRIG and is often available at major conferences for ad hoc discussion. At a personal level, he is one of the good guys, is very freindly and a great conversationalist. Any individual or organisation contemplating hiring Andy's wide knowledge of the industry, and his expertise, will be making a wise decision to do so."

— **Terry Wood**, *Mr., Pfizer Ltd*, was with another company when working with Andy at REMP US, a Tecan Group company

"Andy is one of the most influential people in the laboratory automation industry, he seen and witnessed every moment of the life science automation industry as it has grown over the last few decades and has been there at the coal face while doing it. In addition; both I and the industry have a debt to Andy for founding the highly successful and useful Laboratory Robotics Interest Group which has over a dozen global chapters. Andy is also a good teacher and a great influencer - always taking the time to explain his reasoning and thinking to people at all levels of experience. I only wish he had started all this a bit earlier so as to make my first years in lab automation a bit easier!"

— **Neil Benn**, *Head of Automation, Cenix Bioscience*, was with another company when working with Andy at REMP US, a Tecan Group company

"Andy is great to work with. He is scientifically knowledgable and technically skillful in many areas. Andy is very customer focused and always litsen to the customers, and come up with great solutions for problems. I highly recommend Andy for his integrity, expertise and willingness to help others."

— **Dalin Nie**, *Associate Director, AstraZeneca*, was with another company when working with Andy at REMP US, a Tecan Group company

"Andy has great skills in personal computing and is a very IT security aware person. I really enjoyed working with him during my time at REMP."

— **Roger Tschirky**, *Head of Information Technology, REMP AG*, worked directly with Andy at REMP US, a Tecan Group company

"I have had the unique oppourtunity to work with Andy as both a client and a colleague. While working at Lilly I was the project lead for the procurement of a Storage and Retrieval device and TekCel was our vendor of choice. During my tenure with Tecan I had the opportunity to work closely with Andy on several projects integrating REMP products with the Tecan EVOware platform. Andy is an excellent resource in the field of laboratory robotics. As a manager Andy has the utmost respect for his subordinates and is one of the few managers that I have worked with that respects and values the contribution of the team. I would highly recommend to anyone the opportunity to work with Andy; he is an expert in the field and is highly respected in the industry."

— **Mark Dickey**, *Project Manager, Tecan*, worked indirectly for Andy at REMP US, a Tecan Group company

"It was a real pleasure to work with Andy on different projects. Andy is an enthusiastic, friendly and very reliable person. I wish him all the best for his future."

— **Nicolas Zbinden**, *Project Leader, REMP*, worked with Andy at REMP US, a Tecan Group company

"Andy is true professional and I benefitted from his openness to sharing business introductions while at Tecan. His expertise in automation is a valuable asset and I hope we may work together again in the future."

— **Paula Stonemetz**, *Global OEM, Tecan*, worked with Andy at REMP US, a Tecan Group company

"Andy is a very detail oriented Manager and he is very focus his work. He had provided good information and support during soem automation analysis. I highly recomend Andy."

— **Juan Rivera**, was Andy's client

"I met Andy 20 years ago and we quickly became friends and have remained close ever since. He has become an icon in the industry and someone I have learned to trust and respect. His knowledge of the market and depth of experience is a wonderful asset but his personality and great positive spirit are what really makes Andy unique. I have enjoyed working with Andy and would recommend him without hesitation."

— **Peter Siesel**, *VP of Sales & Marketing, Tecan US*, worked with Andy at REMP US, a Tecan Group company

"I endorse Andy Zaayenga as an Innovative Technologist and Thought Leader. I have worked with Andy for over 12 years starting from when I was a Molecular Biologist doing High Throughput Screening (HTS) for Johnson & Johnson. Andy helped us co-develop and implement many new robotic technologies that helped us succeed in discovering and optimizing new molecular entities (NMEs). Now that I am a Program Manager in Translational Medicine Information Technology (IT) at J&J, I have made sure to keep in contact with Andy to benefit from his forward thinking and broad understanding of research across many industries. Andy's ability to consistently be ahead of the curve is a testament to his dedication and talent."

— **Bob Gruninger**, was Andy's client

"I would like to recommend Andy Zaayenga for the appropriate upper management position within your company. Andy was employed with Tecan as Director of REMP for the past 3 years. He has excellent written and verbal communication skills, is extremely organized and follows through to ensure a job gets done although he had people in place to perform these tasks. In other words, he didn't just assume that all was well, he followed to confirm. During his tenure with Tecan, Andy managed the sample management organization within Tecan. He and his organization were a unique fit and fostered strong working relationships within the organization that promoted synergy and team work. Despite his obligations, Andy was always willing to offer assistance and had excellent rapport with constituents served by the Tecan organization including clients and other professionals. He would be an asset to any organization and he has my uncompromised recommendation. I often referred to him as "Mr. Personality" because he possesses the unique people skills that are vital to success in today's business arena. He could relate to personnel in all levels of the Tecan

organization and his glowing personality always encouraged others to converse with him. This trait is inherent and is vital for all successful leaders and "real winners", Andy Zaayenga."

— **Barry Landis, Ph.D.**, *Detection Channel Sales Manager, Tecan US, Inc*, worked directly with Andy at REMP US, a Tecan Group company

"Quality individual who knows markets and people."

— **Jeff Aufmann**, *Regional Manager, Tecan*, worked with Andy at REMP US, a Tecan Group company

"Andy helped me to create a new project around biobanking. He is a wealth of useful information, and was instrumental in our creating a biobank at an institute with no experience in this area. The team that Andy created and managed was also extremely valuable in this experience. My experience with Andy was fantastic."

— **Matt Tector**, was Andy's client

"Andy is well respected in the liquid handling and robotics industry. His vast network and leadership within the industry opens up many new business opportunities. Andy is a pleasure to work with and brings a high degree of professionalism and insight to the business."

— **Davis Phill**, *Sales Director, Tecan*, worked with Andy at REMP US, a Tecan Group company

"Andy is a great collaborator, friend and associate. I think that one of Andy's best attributes is that he wants the job done right and does the job right the first time. He is not looking at cutting corners but providing the best service/product as he possibly can. He accomplishes this by working with the customer vs for the customer. He builds and fosters excellent relationships with his clients. This is shown by the extra miles he goes to ensure the customers happiness and ultimate success."

— **Ed Hudak**, was Andy's client

"In addition to being very intelligent and detail oriented, Andy is one of the most reliable and honest people I know. I worked with him on the organizing committees of several meetings and have been consistently impressed. I have also work with Andy in his role as a service provider and found the same high level of integrity and intelligence."

— **William Janzen**, *President/COO, Amphora Discovery*, was with another company when working with Andy at REMP US, a Tecan Group company

"Andy is an outstanding resource for pharmaceutical lab automation. He is an expert in many instruments as well as large integrated systems and everything in between. I would recommend using his expertise wherever process improvement through automation is needed."

— **John Derent**, was Andy's client

"During the two years I worked with Andy at REMP / Tecan, everytime I was on a critical mission for our US customers he's always been there to make sure things happened - both on the communication and technical level."

— **Laurent Weber**, *Database Engineering, REMP*, worked with Andy at REMP US, a Tecan Group company

"While Andy was our sales director for America, I was head of Operations and thus the next in line after him for the order fulfillment. Andy knows the storage business for pharmaceutical samples very well. He has an excellent relationship network within the industry. Andy got several of my projects out of trouble thanks to skilled negotiation with our customers. I appreciated very much his customer focus. After he has been made redundant with the downsizing of our sales organization, I wish him all the best for his future."

— **Stefan Lauenstein**, *Head of Operations, REMP AG (Part of the Tecan Group)*, worked with Andy at REMP US, a Tecan Group company

"Over the past two plus years I have worked with and for Andy Zaayenga at REMP. As many have pointed out he is very experienced and knowledgeable in the broad area of laboratory automation. He also possesses a keen business acumen is a able to quickly grasp the major elements of a situation and employ sound judgment to seek a solution that meets not only the needs of the customer but serves to address the requirements of the organization as a whole. Most importantly Andy has a warm and engaging manner and is able adapt and be successful in some of the most challenging business environments. I heartily endorse Andy's business and personal attributes and know that he can transition the success that we had at REMP to others within the laboratory automation space or into another situation that requires a seasoned and professional manager."

— **Jim Shannon**, *Senior Account Manager, REMP US*, reported to Andy at REMP US, a Tecan Group company

"Professionally, Andy was a reference point within the whole Tecan community on all matters of sample management and automated sample storage and processing. On a personal level Andy was a pleasure to work with and universally seen as someone who is easy to interact with."

— **Roland Durner**, *Director of Market Management, Tecan*, worked with Andy at REMP US, a Tecan Group company

"Andy was always helpful and great to work with. His contributions to the projects were very valuable. He provided any required information and support for the software engineering team and made things happen. I enjoyed working with Andy very much."

— **Bendicht Häberli**, *Head of Software Engineering, REMP*, worked with Andy at REMP US, a Tecan Group company

"In my interactions with Andy, he was not only always a pleasure to be around, but put the goals of the company and the customer at the forefront at all times."

— **Greg Porter**, *Global Application Manager, Genomics and Forensics, Tecan*, worked with Andy at REMP



US, a Tecan Group company

"I worked with Andy in several projects at REMP. It was really a pleasure to work with Andy. His support at customer site and his in-depth knowledge of customer specific work-flows is impressive. I really hope to work with him again."

— **Daniel Senften**, *Head of Software Engineering, REMP*, worked with Andy at REMP US, a Tecan Group company

"I have had the pleasure of working with Andy on a few projects while at Tecan. I appreciate the fact that I can count on Andy to be knowledgeable and engaged and that I can draw on his experience to assist the group in dealing with any project issue that may arise. I have always been impressed with Andys willingness to make time for people despite his busy schedule. He will be missed."

— **Mark Stamper**, *Software Engineer, Tecan*, worked indirectly for Andy at REMP US, a Tecan Group company

"Andy is a devoted, supportive director who was a valuable resource to the REMP division and Tecan as a whole. It was a great pleasure working with Andy and I hope that I have the opportunity to do business with Andy in the future."

— **Jennifer Goode**, *NE LH Sales Engineer, Tecan*, worked with Andy at REMP US, a Tecan Group company

"I have known Andy for over 12 years and have worked with him in various roles, most recently as a co-worker. His positive attitude, industry knowledge, technical abilities, and superior interpersonal skills combine to make him an excellent choice for any challenging management position in laboratory automation."

— **Mike. Cianci**, *sales, Tecan US*, worked with Andy at REMP US, a Tecan Group company

"I appreciate greatly working with Andy, as he systematically shows deep knowledge of the market and business opportunities, and manage them very professionally. His ability to animate complex networks (internally and externally to Tecan) is also exceptional: a great asset for us!"

— **Denis Coulet**, *VP Head of Global Frontline Support, Tecan Group*, worked with Andy at REMP US, a Tecan Group company

"Andy was a valuable member of Tecan in his work as the Director of REMP. He is very knowledgeable and professional. He will be missed."

— **Edmund Kraft**, *Sales Engineer, Liquid Handling Robotics, Tecan U.S. Inc.*, worked with Andy at REMP US, a Tecan Group company

"I very much enjoyed working with Andy, he is extremely knowledgeable and was always willing to help me out when I needed it. I will greatly miss his input and cheerful attitude to life."

— **Sarah (Ireland) Wilcox**, *Training Manager, Tecan US*, worked with Andy at REMP US, a Tecan Group company

"Andy is a positive role model who appreciates the work performed by others who otherwise go unnoticed. He goes out of his way to recognize and acknowledge everyone's contributions in a team environment. This small touch made me appreciate working with Andy and value his leadership and guidance."

— **Becky Latham**, *Technical Quotes Coordinator, Tecan US*, worked with Andy at REMP US, a Tecan Group company

"I worked with Andy together at REMP. Andy is one of the most experienced persons in the lab automation area, I've ever met. His in-depth knowledge of the industry is impressive and I was always surprised how many people he knows in that industry. Furthermore he has an ability to communicate with a customer on a level, which is far above the standard, regarding their requirements and workflow issues. Besides that he is a great guy to work with. It would be a great to work with him again."

— **Oliver Grotius**, *Product Manager Software, REMP*, worked with Andy at REMP US, a Tecan Group company

"It was always a pleasure to work with Andy"

— **Adrian von Greyerz**, *Head of Application, REMP*, worked with Andy at REMP US, a Tecan Group company

"Andy was my colleague in US and I get him known as an superior Manager, I met him many times for meetings and shows. He has an excellent network not only in US but also in Europe. Therefore our discussions about Sample Management projects and products were always very valuable for both of us. I wish Andy all the best for his future."

— **Andreas Pries**, *Sales Direktor, Tecan*, worked with Andy at REMP US, a Tecan Group company

"Andy maintained professional and positive customer/account relationships during a transition in management and support lines with a recently acquired company. His direct reports consistently maintain high professional sales standards. His product line development has seen our acquisition through a difficult strategy that addresses needs that range from the consumable to the large capital equipment market. I could recommend his placement without question in any range of the automation marketplace."

— **Mark Hornberger**, *West. Reg. Tech Mgr., Tecan-US*, worked with Andy at REMP US, a Tecan Group company

"Andy has always proven himself to be a highly courteous, consummate professional throughout all my dealings with him."

— **Matthew Webb**, *Sales Manager, Tecan UK Ltd*, worked with Andy at REMP US, a Tecan Group company

"I have had the opportunity to work with Andy at two different companies. In my many years of selling into various markets in this industry, Andy is the best manager I have ever had. Andy has an in-depth knowledge of the industry and a large network of contacts. Andy is superior at understanding the customer needs and proposing the appropriate solution. In his many years in this business, Andy has maintained close relationships with his customers. This is due to Andy's commitment to the customer and his knowledge of the customer processes. As a manager he is very supportive of his staff and works tirelessly to provide the tools we need to do our jobs effectively. I give Andy the very highest recommendation. He would be an asset to any company. Also, he is a great guy and fun to work with!"

— **Maureen Stone**, *Senior Account Representative, REMP*, reported to Andy at REMP US, a Tecan Group company

"I had the pleasure of working with Andy when he transitioned to the challenging position as the head of REMP US just after the company had been acquired by Tecan. At that time, the Amgen global sample management group was already in the middle of a major 3+ site multi-million dollar global system deployment by REMP. Without Andy's superb leadership and seamless transition, this implementation would not have been successful as there were several service issues at the time (as REMP/Tecan were primarily based out of Switzerland). Andy was both diligent and personable in his communication always maintaining honesty and integrity while nimbly building a strong support team and delivering on promises. Andy has my highest recommendation and I look forward to working with him again in the future."

— **Greg Nagy, MBA**, *Senior Manager, Research Operations, Amgen*, was with another company when working with Andy at REMP US, a Tecan Group company

"Andy is a pioneer and leader in the laboratory automation industry. He has the innate ability to connect with people, both customers and colleagues, providing honest and thoughtful insight into any conversation. Andy relishes his interactions with many diverse groups related to our industry, as exemplified by his contributions to various professional organizations. He is eager to learn from these diverse groups, as well as share his expertise and insight within the lab automation industry. Andy instills the highest morale character, integrity, commitment and dedication that I've not seen in any other individual. It is with great pride that I call him a friend and a colleague that I've known for over 12 years. He would be an asset to any organization and I highly recommend him without hesitation."

— **Scott Reeves**, *Operations Manager, Tecan US / REMP Business Unit*, reported to Andy at REMP US, a Tecan Group company

"I have worked in the automation industry for 10 years and have never met anyone with a more comprehensive understanding of the market than Andy. His integrity and commitment to this market is unmatched. He would be a great asset and team player for any organization."

— **Paul Murphy**, *Owner, LiCONiC US, Inc.*, was with another company when working with Andy at REMP US, a Tecan Group company

"Andy is a very responsive and reliable person."

— **Max Blankfeld**, was Andy's client

"To whom it may concern, It is my distinct pleasure to write on behalf of Andy Zaayenga. As Director of HTS at the University of Kansas (KU), I have collaborated with Andy on many occasions, but most importantly in identifying a Compound Management System (CMS) for use here at KU. From our very first meeting, Andy distinguished himself by providing a complete knowledge of the state of the art in the CMSs, identifying the relevant needs, and providing an unbiased assessment in a timely and reliable manner which could be used by the KU team to drive our decision making process. Andy is always cheerful and collaborative, fully engaged in the needs of the client, and committed to the success of the client's projects. He obviously relishes his interactions with diverse groups of people, as exemplified by his outstanding contributions to LRIG. He is also self-confident in his areas of expertise and can argue his position cogently. He has the highest scientific integrity and standards. Andy has always been adept at balancing customers' needs and his focus on expanding the business. In summary, Andy's management experience, business knowledge and entrepreneurial innovative intellectual acumen is exemplary, and unparalleled. He possesses a broad and deep knowledge of the robotics industry pertaining to high throughput screening, which he leverages to effectively solve customers' problems in drug discovery. Andy is a great asset for any organization, and could benefit immensely from his technical expertise and management skills. Very truly yours, Rathnam Dr. Rathnam Chaguturu Director, High Throughput Screening Laboratories Courtesy Research Professor-Molecular Biosciences University of Kansas Structural Biology Center 2121 Simons drive, Room 1059 Lawrence, KS 66047 Ph: 785-864-1717 Fax: 785-864-8141  
<http://www.selectbiosciences.com/conferences/TDWC2009/>  
[http://www.genome-technology.com/issues/2\\_13/webreprints/146231-1.html](http://www.genome-technology.com/issues/2_13/webreprints/146231-1.html)"

— **Rathnam Chaguturu**, was Andy's client

"I have worked with Andy Zaayenga at two different companies Tekcel and REMP. Andy has been a great mentor, leader and he is a person that I have the utmost respect for. Andy has always respected and appreciated the contributions of his teams. Andy is extremely knowledgeable in our industry and his customers, colleges and partners seek out and rely on his advice. Andy is customer focused and he strives to provide his customers with real solutions without compromising his integrity which has led to lasting friendships and the respect of his colleges that continues to grow."

— **Michael Tuminski**, *Manager, Field Service, Tecan US / REMP Business Unit*, worked indirectly for Andy at REMP US, a Tecan Group company

"While I had known Andy for many years through his Lab Robotics user group initiative, I got to know him much better after he joined REMP / Tecan. As a vendor-side executive, Andy is very customer centric - a rare quality. This is a breath of fresh air in a world where sales pressures can often cause 'factual distortions'... Of all the people I know in the industry, I would rank Andy as one of the top person with whom I would engage in a new business relationship. Not only is he very knowledgeable but equally important, very straightforward and honest."

— **Claude Dufresne**, *Sr. Investigator, Merck*, was with another company when working with Andy at REMP

US, a Tecan Group company

"I have worked with Andy for nearly 2 decades in the area of laboratory automation. Andy is a dedicated professional with many years of experience in this field and has been a strong contributor to the field. I have always found Andy very personable and enthusiastic and always follows up on issues and questions. He is a delight to work with."

— **Tony Beugelsdijk**, was Andy's client

"Having worked with Andy on various projects, I have found that he is knowledgeable and astute about both technical issues and business. In addition, I have valued his personal insight on more than one occasion, making him a great person to work with all around."

— **Randall Engler**, *Business Manager, Kendro Laboratory Products*, was with another company when working with Andy at REMP US, a Tecan Group company

"Andy and I have worked together for a number of years. He is always professional and delivers results. Andy is an industry pioneer and leader in lab automation. He is highly regarded by his peers."

— **Bill Goode**, was Andy's client

"I have had several interactions with Andy over the past 1 - 2 years. In every interaction Andy was able to provide very timely results when he could directly control the outcome. When he could not he assisted in providing the right amount of behind the scenes pressure that ultimately led to an acceptable outcome. Andy works hard, is diligent, a good communicator and is creative while being practical. When I ask Andy to do something, I am confident that results will come."

— **Christopher Napolitano**, was Andy's client

"I've worked with Andy numerous times over the last 15 years as a customer, employee and peer and have come to rely on his knowledge and understanding of not only the technologies available to our industry but their implementation as well. He is an excellent customer advocate who represents both his and his employer interests in the best possible light. Andy is constantly looking for new technologies and interest which keeps his technical knowledge sharp and his application knowledge questioning the new and different ways of implementation. His continued desire to positively impact our industry can best be summed up in his contributions to such organizations as the ALA and the LRIG helping to drive both of these organizations into the positions they currently hold in the eye's of the user community."

— **Daniel Cinicola**, was Andy's client

"Andy has always been the go to person when there are product issues between vendor and client. He understands the technical issues and balances them well with business interests. He is a pleasure to work with, and adds real value in any business partnership."

— **Ken Charest**, was Andy's client

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— **Leonid Vodonos**, was Andy's client

"I have collaborated with Andy in passed on numerous projects for TekCel and discovered he has a clear understanding of that Pharmaceutical Industry requires. Andy brings innovation and forward thinking to laboratory automation and with this creative thinking has changed Pharmaceutical Industry in profound ways."

— **Ron Blough**, *President & CEO, Sinew Technologies & Solutions, Inc.*, was with another company when working with Andy at TekCel / Hamilton Storage Technologies

"I have known Andy for a number of years and have always been impressed by his technical knowledge in a great many aspects of laboratory automation. In addition, he brings a devotion to the customer's needs and solution-oriented focus that are always first rate. He works with intelligence, creativity and focus and yet maintains an extremely approachable personality and is truly a pleasure to work with. His passion for and devotion to our industry is clearly top notch, as evidenced by his tireless efforts to create, support and expand the Laboratory Robotics Interest Group (LRIG) and service through ALA and SBS. A true pioneer in the world of laboratory automation, I look forward to any opportunity to work with Andy in any capacity."

— **Mark Deiparine**, was Andy's client

"Andy was a reliable manager of a hardware company. It was pleasure to do the business with him."

— **Pavel Rychetsky**, was Andy's client

"Andy cares deeply about the people he works with; investors, customers, coworkers and employees. He always challenged himself and others on the management team to think carefully about the effects of their actions on the business. Andy was always prepared and ready to contribute with detailed information he collected. He was well respected and valued amongst the sales team."

— **Scott Vanderwoude**, *VP Sales and Marketing, TekCel*, worked indirectly for Andy at TekCel / Hamilton Storage Technologies

"I have known Andy for many years, first at Zymark; now Caliper, and then at TekCel, now Hamilton Storage Technologies. Andy has always impressed me with his enthusiasm, effort and positive attitude in every situation. Andy has one of the most extensive networks of contacts in the business/industry and a strong reputation both professionally and personally. I would highly recommend Andy and I would welcome the opportunity to work with any again."

— **Traci Shultz**, *Senior Software Engineer, Tekcel*, reported to Andy at TekCel / Hamilton Storage Technologies

"Andy is exceptionally well connected with business and scientific leaders across the industry. His domain knowledge and consultative skills are outstanding."

— **Ed Machuga**, *VP Sales & Marketing, TekCel*, worked directly with Andy at TekCel / Hamilton Storage Technologies

"Andy is a visionary who understands well the current and future needs of the market through an intense collaboration with the customer base. He has a vast network and is proficient at distilling inputs into concrete requirements and developing a business plan. I recommend Andy for leadership roles in the automation industry."

— **John Christensen**, *VP, N. American Sales and Marketing, TekCel*, worked indirectly for Andy at TekCel / Hamilton Storage Technologies

"Andy has a well-established record in providing honest and comprehensive information to customers. He drives business to provide the highest continuous levels of customer satisfaction while maintaining a positive atmosphere in the workplace. His keen interest in laboratory automation is evidenced by the many hours he volunteers to support a wide array of interest groups and societies. His network of contacts consistently provide high quality solutions for almost any problem."

— **Steve Fillers**, *VP CSO, TekCel LLC*, reported to Andy at TekCel / Hamilton Storage Technologies

"I had the privilege and the pleasure to work with Andy Zaayenga during my tenure at Tekcel. Not only is Andy brilliant and a leader in the robotics industry, he is a true gentleman and a scholar. I highly recommend Andy and his work. An amazing and genuine person!"

— **Elizabeth Schultz**, *Executive Assistant to CEO/Office Manager, TekCel*, worked with Andy at TekCel / Hamilton Storage Technologies

"Andy is a person who can commit himself 100% to the company's needs and is always willing to take on any challenge put in front of him. He has a terrific management style and garners respect from everyone who works with him. He brings endless energy and good nature with him every day. I would say one of my favorite traits about Andy is his ability to always keep a positive attitude, which has a great effect on those around him. Andy also has among the broadest knowledge of our industry of anyone I have worked with. If presented with the opportunity to work with Andy again I would do so without any reservation."

— **Chuck Lipman**, *software engineer, tekcel*, worked indirectly for Andy at TekCel / Hamilton Storage Technologies

"Working with and for Andy was one of the finest work experiences that I have had in my professional career. We worked side by side to grow a fledgling start-up into a known company. In addition to a business relationship, we have similar goals to expand the Laboratory Robotics Interest Group as a professional organization for lab scientists. I would welcome any opportunity to work with Andy again."

— **Marsha Paul**, *VP Sales & Marketing, TekCel*, reported to Andy at TekCel / Hamilton Storage Technologies

"During the last 8 years I have worked with Andy as a business partner, colleague at TEKCEL and co Board

member within the LRIG. During this time I have seen Andy build significant business, management and market experience within the discovery research area. Now a seasoned industry professional Andy has one of the most extensive networks of contacts in the business/industry and a strong reputation both professionally and personally. It is my pleasure to provide an endorsement for Andy Zaayenga"

— **Stuart Naylor**, *Owner, Various*, worked directly with Andy at TekCel / Hamilton Storage Technologies

"I have known Andy for many years, first with Zymark (Caliper) and then with TekCel (Hamilton). Andy is equally adept at both handling the small technical details along with the dealing with the big picture issues. His vision was instrumental in Zymark developing a Field Applications group and again instrumental in founding TekCel and their line of automation products. Andy has always impressed me with his enthusiasm and his effort on every project and every situation. Andy was one of the biggest reasons that I transitioned years ago from Zymark to TekCel."

— **Jeff Tishler**, *Field Application Engineer, TekCel*, worked with Andy at TekCel / Hamilton Storage Technologies

"Andy is a well-known professional executive in the drug discovery robotics field. He was a major driver of the commercial success at TekCel and a very productive Board member and industry networker. He is also a friendly and enthusiastic individual. I highly recommend him as a work colleague."

— **Frank Craig**, *Board Director, TekCel Inc*, managed Andy indirectly at TekCel / Hamilton Storage Technologies

"Andy was one of the founders of TekCel, a manufacturer of laboratory automation equipment. During the time that we worked together, Andy was the driving force behind the company's reputation for unparalleled customer service and support. Andy always ensured that our customers were well served. He is also a thought leader in the area of laboratory automation and robotics."

— **David Frank**, *CFO, TekCel, Inc.*, worked with Andy at TekCel / Hamilton Storage Technologies

"Andy's vast knowledge of the industry, his technological expertise, and the level professional contacts he has accumulated over the years makes him an invaluable resource not just for our company, but for others looking to advance not only their products, but their science as well."

— **Rich Tula**, *President, Biodirect Inc.*, was with another company when working with Andy at TekCel / Hamilton Storage Technologies

""I've relied on Andy's technical expertise and integrity for over 10 years. His vision of a modular, controlled environment, sample management system was a pioneering attempt to implement the compound conservation practices that have now become standard in our industry. TekCel's founders embody the innovation and courage that drive our collective success. That Andy was able to guide his startup through its critical years while maintaining his selfless service to the laboratory automation community through LRIG and ALA is a further testament to his character and endurance.""



— **John Morin**, was Andy's client

"Aside from Andy being an industry pioneer in laboratory automation, he is a very motivational, highly skilled professional that I look up to and can always pick up the phone to get his insight. I will always admire his integrity, commitment, and approachable leadership style that in turn have contributed to my own successful career. I am grateful for knowing someone like Andy and hope others are lucky enough to know him as well."

— **Anna Barcelos**, *MarCom Manager, TekCel Inc. (now Hamilton)*, worked indirectly for Andy at TekCel / Hamilton Storage Technologies

"What can I say about Andy that hasn't already been said? Andy is incredibly important to the life science automation industry, having been one of its pioneers. He has continued to influence the industry through his tireless work helping to build the Laboratory Robotics Interest Group into a nationwide phenomenon. Andy is a guy everyone in the industry knows and respects, not only for his technical know-how but for his inventiveness, energy, and kindness."

— **Sean Graves PhD**, *Director of Research, Biophile Products, TekCel Inc.*, worked directly with Andy at TekCel Inc.

"TekCel is one of many demonstrations of the capacity of Andy to think out of the box, analyze complex processes and propose effective and affordable solutions that can revolution a business. Under his leadership, TekCel became number one in its field, and established a new reference."

— **Pierre Monnet**, *Director, IT & Automation Technology, SCYNEXIS*, was with another company when working with Andy at TekCel Inc.

"Andy built this company and we in the automation community have been impressed by his success. We all wish him well in his new venture."

— **Malcolm Crook**, was with another company when working with Andy at TekCel Inc.

"Andy was a fabulous member of our complex and highly diverse team. He was consistently receptive, easygoing, and easy to work with. He brought a creative problem-solving mindset and excellent people skills to what had to be one of the highest-pressure jobs in existence: keeping custom robotics systems running. It was a great pleasure to work with him and I would expect him to shine at whatever he does. in the future"

— **Diana Lees**, *Pharmaceutical Account Manager, Zymark Corp.*, worked with Andy at Caliper Life Sciences / Zymark Corporation

"Andy is one of the technical conerstones of HTS. Were it not for his contributions and customer dedication to exceed expectations in the early years, the commercial expansion and corporate evolution of the companies we worked for would not have taken place. Andy grew exponentially in business and general management abilities since and have built and harvested novel organizations. I is a pleasure to make this reference for

Andy."

— **(Randy) G. Randall Durnell**, *Zymate Business Manager, Zymark (Caliper Life Sciences)*, worked with Andy at Caliper Life Sciences / Zymark Corporation

"When I was starting a Solution Dispensing Center as a Pilot Project for Schering Plough in 1991, I consulted with Andy Zaayenga, then the Zymark Service Engineer. As a result of our collaboration, my project's expectations were exceeded many fold. As a distinguished figure in the laboratory automation field and the consummate consultant, it has been a pleasure to know Andy all these years."

— **John S. Pichardo**, was Andy's client

"Why on earth would someone endorse a former colleague who resigned from his company to compete with it? Let me tell you why. The finest endorsement any "customer contact" person can earn is from his/her customers and colleagues. At Zymark, Andy was universally respected and trusted by our customers, his sales and service colleagues and company management. With Andy on the job, we were confident of customer success and satisfaction. Later as a competitor, Andy remained honest and professional. He offered products and services that he believed better served the needs of his customers. He helped us all become better. Frank Zenie, founder and former CEO, Zymark Corporation"

— **Frank Zenie**, *CEO, Zymark Corporation*, managed Andy indirectly at Caliper Life Sciences / Zymark Corporation

"I've known and worked with Andy for almost 20 years. As a Field Application Consultant with Zymark, Andy worked to ensure that all of the automation projects I was responsible for at J&J were always successful. I've also had the privilege to work with Andy as part of the Laboratory Robotics Interest Group. He is a leader in the automation community and has always been detail oriented and focused on customer satisfaction."

— **Bill Haller**, *QA/QC Scientist - Robotics Specialist, Johnson & Johnson - Ortho-McNeil Pharmaceutical*, was with another company when working with Andy at Caliper Life Sciences / Zymark Corporation

"I worked with Andy at Zymark and developed a great deal of respect and trust in his professionalism and expertise. Since then I have followed Andy's career. He maintains his high level of excellence in everything he takes on."

— **Paul Hensley**, *Regional Manager, Zymark*, worked with Andy at Caliper Life Sciences / Zymark Corporation

"Andy was at Zymark at a time when several new technologies were developed and introduced. As a field based applications consultant Andy's contributions were significant. He was a key link between the development teams and the customer and brought back invaluable information for product development and improvement. That key skill became even more obvious when he co-founded TekCel. Andy is a positive can do person, goal oriented person and really nice to work with."

— **Jack Elands**, *director pharmaceutical research products, Zymark*, worked directly with Andy at Caliper Life Sciences / Zymark Corporation

"Andy is very customer focused and has a very good problem solving mind. His recommendations tend to be very practical and readily implementable."

— **Auro Nair**, *VP North American Sales, Caliper Life Sciences (formerly Zymark Corp)*, managed Andy indirectly at Caliper Life Sciences / Zymark Corporation

"Andy and I worked together at Zymark Corporation, where Andy was a senior field-based automation engineer and application expert. Andy managed key installed base customer relationships in the pharmaceutical and drug discovery space, providing quality total automated solution support (including hardware, software and applications), leading to enhanced assay performance and the highest levels of customer satisfaction. I strongly recommend Andy for both his technical expertise and his customer relationship management skills."

— **Brian Paras**, *Director, Business Development, Caliper Life Sciences / Zymark*, worked with Andy at Caliper Life Sciences / Zymark Corporation

"There are not enough wonderful things to say about Andy Zaayenga. At Zymark I found Andy to be an inspirational and natural leader. A visionary for what was possible in the area of laboratory automation with an eye for what was also pragmatic. He was a consummate team player, generous with both his knowledge and his time. I am confident that he would be a fantastic addition to any team regardless of the field or the task at hand."

— **Edward Duffy, Ph.D.**, *Sales Executive, Zymark Corporation*, worked with Andy at Caliper Life Sciences / Zymark Corporation

"I have worked with Andy since the early years of Zymark - he was an exceptionally dedicated engineer that worked for the customer success at that time and has built his career and excellent reputation ever since. I have continued to admire Andy as has built businesses and his career, always looking to solve difficult technical issues by creating new tools for drug discovery. I admire Andy's keen intellect and dedication to serving others, especially through his founding of the LRIG and serving on the ALA board. I give Andy my strongest recommendation."

— **Bruce Jamieson**, *National Sales Manager, Zymark*, worked with Andy at Caliper Life Sciences / Zymark Corporation

"Andy was a tremendous resource for me as a young engineer starting out and his combination of expertise, professionalism and attitude is something we should all aspire to achieve."

— **Dan Murphy**, *Software Engineer, Zymark Corporation (Caliper LS)*, worked with Andy at Caliper Life Sciences / Zymark Corporation

"I have worked with Andy in several different capacities. His technical and business skills are world class."

Above that, Andy is one of the most decent people I know. Jim Breunig Manager: KBioscience"

— **Jim Breunig**, *Head of Biomolecular HTS, GPC Biotech*, was with another company when working with Andy at Caliper Life Sciences / Zymark Corporation

"Andy has been a long time colleague from the very beginning of my professional scientific career, as one of his customers when he was a Field Service Engineer to one of his Coworkers as a Senior Field Applications Consultant at Zymark (now Caliper) and since as a business colleague. Andy is truly a rare individual from his work ethic and passion to his outstanding talent for developing long term relationships and managing customers. He has an intrinsic ability to create a positive work environment while getting the most from colleagues. It has been a pleasure to know Andy and I look forward towards any future opportunity to work with him again."

— **Teresa Ferragamo**, *Marketing Manager, Zymark*, worked with Andy at Caliper Life Sciences / Zymark Corporation

"Andy is very a customer focused individual. He is very detail oriented and an extremely hard worker. I always heard glowing comments from the customers that he worked with. I would highly recommend him."

— **Randy Rubinstein**, *Director of Engineering, Zymark Corporation*, worked with Andy at Caliper Life Sciences / Zymark Corporation

"Andy is the consummate "customer success first" solution provider. During my time at Zymark, Andy demonstrated his commitment to customers regularly. His customers really appreciated his efforts. Andy also made sure he balanced his customer commitment with a keen eye for what was good for our company. I highly recommend Andy to any company looking for well thought out, and well executed solutions."

— **Chris Werner**, *Custom Products Engineering, Zymark Corp.*, worked with Andy at Caliper Life Sciences / Zymark Corporation

"Andy Zaayenga is one of those rare folks who somehow manage to include 'outside the box' technical brilliance, compendious memory and insight skills, absolute personal integrity and extraordinary affability and warmth! Andy has brought these qualities to every position and task that he has held and i unreservedly provide this endorsement. I'm pleased to have worked with Andy in the 'glory days' of Zymark Corp, and only hope that there will be opportunity to somehow work together again at some juncture. Kind Regards Tony Cox"

— **Tony Cox**, *Regional Sales Manager, Caliper Life Sciences / Zymark Corporation*, managed Andy indirectly at Caliper Life Sciences / Zymark Corporation

"Andy made major contributions to lab automation over the past 16 years. At Zymark, customers and peers raved about his experience and impact. He pioneered LRIG into the leading international laboratory automation user group. At ALA, he made countless contributions, including leading its most successful symposium. Andy has wonderful qualities; leadership, experience, vision and a great guy."

— **Kevin Hrusovsky**, *CEO, President, Caliper Life Sciences*, managed Andy indirectly at Caliper Life

Sciences / Zymark Corporation

[Contact Andy on LinkedIn](#)