



## Justin Fossbender

VP, Total Rewards & People Operations  
Blueprint Medicines

Justin Fossbender is a seasoned senior strategic HR business leader, advisor, and partner with a strong track record of helping companies navigate complex challenges and organizational transformations to achieve business success. With over 25 years of consulting and corporate experience and expertise in HR strategy and service delivery across the entire human capital spectrum, Justin excels in aligning Total Rewards and HR programs to drive and support business results.

Legally trained, Justin brings a wealth of knowledge in executive compensation and benefits, retirement plan design, Board and Compensation Committee advisory, compliance, short- and long-term incentive plan design, broad-based compensation, benefits, mergers and acquisitions, HRIS, HR analytics, talent and performance management.

As a strategic HR leader, Justin has a proven track record of developing and implementing effective HR strategies that align with organizational goals and drive business success. He possesses a deep understanding of executive and broad-based compensation and benefits, ensuring that these programs attract and retain top talent while motivating and rewarding high performance.

Justin's expertise extends to employee wellness and retirement plan design, where he has successfully developed and implemented programs that provide for employee well-being and financial security in comprehensive and compliant ways. He has also served as a trusted advisor to Boards and Compensation Committees, providing guidance on compensation and benefits matters and ensuring compliance with legal and corporate governance standards.

With a strong focus on data-driven decision-making and the employee experience, Justin leverages HRIS and HR analytics to drive insights, process efficiency and optimization, in order to inform and drive strategic initiatives. He also possesses a keen understanding of talent and performance management, implementing programs that foster employee growth and development while driving organizational success.

Throughout his career, Justin has played a key role in mergers and acquisitions, ensuring seamless integration of HR programs and aligning compensation and benefits structures within the combined organization. He possesses a comprehensive understanding of compliance requirements and has successfully navigated complex regulatory landscapes.

Justin's ability to align Total Rewards and HR programs with business strategy has been instrumental in driving organizational success. His strategic mindset, legal expertise, and deep knowledge and experience of HR practices make him a valuable asset in delivering impactful HR solutions, contributing a significant impact in the field of HR, and driving positive change within organizations.