

Shane Hebel

(602) 726-6368 • shanekhebel@gmail.com

EDUCATION

QUANTIC SCHOOL OF BUSINESS AND TECHNOLOGY, M.B.A. July 2020

HARVARD LAW SCHOOL, J.D. May 2017

Honors: Dean's Scholar Prize, Property; Private Law Fellowship; Summer Academic Fellowship
Activities: *Harvard Law & Policy Review*, Editor-in-Chief
Research: Research Assistant to Dean Martha Minow

YORK UNIVERSITY, Honors B.B.A. with Specializations in Finance and Accounting Oct. 2013

Honors: Graduated with Distinction (Highest Honors)

EXPERIENCE

CLAIMANT Inc., May. 2026 - Present
Founder and CEO

- Developed software to help individuals easily navigate health insurance denial appeals for preventive services, including PrEP initiation and maintenance.

HARVARD LAW SCHOOL Jan. 2022 - Present
Faculty Lead, JET Program

- Oversee and teach in the JET Negotiation Workshop; a version of the program that first year law students take as an accelerated course in January semester
- Led the largest program since the formation of the program, with 240 students enrolled, and overseeing 9 lecturers and 10 teaching fellows

Lecturer on Law

- Teaching the Negotiation Workshop at Harvard Law School, including facilitating working group discussions in classes of 18-24 students and giving lectures to the overall class of 110-140 students
- Heavily involved in curriculum development, including development of new lecture material and revisions of existing course material

ORASURE TECHNOLOGIES Inc. Mar. 2022 - Present
Senior Director, External Relations and HIV

- Spearhead federal and state policy engagement to support HIV testing and prevention initiatives, including efforts tied to the U.S. Ending the HIV Epidemic Initiative
- Build and manage partnerships with community-based organizations, advocacy groups, policymakers, and public health agencies to advance shared goals

Senior Director, Global Marketing

- Oversight of portfolio and product strategy, pipeline development, and new product commercialization across entire non-COVID diagnostics business (\$50M in revenue)
- Launched the first oral fluid HIV self-test in the EU, and first rapid HIV adherence test (RUO) in 10+ countries
- Managed teams of 3-10 individuals including product managers, product supply specialists, and go-to-market and new market development experts

Director of New Business and Market Development Dec. 2020 – Mar. 2022

- Oversight of OraSure's product management and clinical adoption teams, determining strategy, new market development, and forward direction on HIV, HCV, Adherence, Flu, and Ebola diagnostics

URSURE Inc. Dec. 2018 – Oct. 2020
Director of Product

- Helped grow company from four employees to successful \$31M acquisition by OraSure Technologies Inc.
- Won more than \$2.5M in grant funding to develop a medical device that detects non-adherence to HIV prevention and treatment drug regimens; led Research and Development team to develop a device prototype and initiate FDA trials and began the development of two other point-of-care adherence tests
- Led the Clinical Validation team in researching the effectiveness of adherence monitoring, leading to 15+ posters, abstracts, or workshops at conferences, five pending papers, and two coalition-building symposia with representation from the WHO, Unitaid, EGPAF, AVAC, PATH, CHAI, FHI360, the CDC, and HHS
- Initiated 30+ collaborations with researchers in nine countries on four continents for the use of our tests, leading to more than \$1.5M in tests being incorporated into research grants and budgets

MCKINSEY & Co. Oct. 2017 – Dec. 2018

Associate

- Advised clients primarily in the McKinsey healthcare practice, including payors, providers, and government agencies (selected projects below)
 - Health Care Payor: Developed \$10M+ cost-saving strategy based on utilization of organizational resources for national payor plan
 - Domestic Healthcare Nonprofit: Developed long-term strategy initiatives to grow revenue by 30% through a focus on expanding offerings to existing market and expanding into new relevant markets
 - McKinsey Opioid Strategy: Assisted in the development of a strategy to coordinate McKinsey's response to the opioid crisis by working closely with team leadership
- Co-ran the Boston LGBTQ+ network, including McKinsey's inaugural representation in the Boston Pride Parade

UNAIDS

May 2017 – Aug. 2017

Consultant, Human Rights and Law Division

- Drafted policy and guidance documents applying international human rights law to the treatment of populations affected by HIV in collaboration with national and international policy makers
- *Intern Coordinator*: Developed programming and advocacy opportunities for interns; built organization-wide intern projects to effect change within the organization

HARVARD LAW SCHOOL: PROGRAM ON NEGOTIATION

Harvard Law School Negotiation Workshop Teaching Team

Jan. 2017 – May 2017

- Co-led an intensive semester-long negotiation workshop for law students in partnership with Prof. Bob Bordone
- Collaborated with the teaching team on designing lesson plans, teaching and handling program logistics

Teaching Fellow

June 2016

- Co-led an intensive executive negotiation workshop for lawyers, business executives, and other professionals

CANADIAN HIV/AIDS LEGAL NETWORK

Jan. 2017 – Apr. 2017

Legal Intern

- Drafted legal arguments on the constitutionality of Jamaica's anti-sodomy laws
- Assisted in researching and drafting submissions to United Nations committees on HIV criminalization

LAMBDA LEGAL

June 2015 – Aug. 2015

Legal Intern

- Researched and wrote legal arguments on federal appellate level impact litigation cases
- Assisted callers with legal problems and assessed potential impact litigation opportunities

DELOITTE

Sept. 2013 – June 2014

Staff Accountant

- Performed quarterly and year-end audits for major Canadian financial institutions, specializing in the banking, private equity, insurance, reinsurance, and asset management industries
- Served as a key liaison between Deloitte and the client on multiple engagements, working with Audit Committees and regulators to ensure clients' full compliance

PRIDE TORONTO

Oct. 2012 – Aug. 2014

Team Lead: Weekend Volunteer Team

- Recognized with two awards for leading the team that recruited, trained, and distributed all the volunteers for the Pride Festival, recruited 1,500 volunteers in 2013 and 2,000 in 2014.

ABSTRACTS, PRESENTATIONS, AND WORKSHOPS

PRESENTATION: Sheryl Malone-Thomas, Shane Hebel, Elijah Kahn-Woods, Marlene McNeese, Lupita Thornton, Giffin Daughtridge. "Trends in PrEP Adherence by Demographic in Real-World Health Department Setting." In: IAPAC Adherence 2020, Orlando, FL, November 2020.

PRESENTATION: Giffin Daughtridge¹, Shane Hebel, Elijah Kahn-Woods, Tim Horn. "Preliminary cost-benefit analysis of routine objective adherence monitoring for PrEP." In: IAPAC Adherence 2020, Orlando, FL, November 2020.

POSTER: Shane K. Hebel, Elijah Kahn-Woods, Jumana Hashim, Richard E. Haaland, Peter L. Anderson, Jose R. Castillo-Mancilla, Giffin W. Daughtridge. "Correlations and Clinical Implications of Biomarker-Based Adherence Monitoring Methods." In: IAPAC Adherence 2020, Orlando, FL, November 2020.

PRESENTATION: Sheryl Malone-Thomas, Shane Hebel, Elijah Kahn-Woods, Marlene McNeese, Lupita Thornton, Giffin Daughtridge. "Monitoring PrEP Adherence within a High-Risk Department of Health." In: American Public Health Association Conference, San Francisco, CA, October 2020.

PRESENTATION: Giffin Daughtridge, Shane Hebel, Elijah Kahn-Woods. “Improving Retention in Care via Enhanced Adherence Monitoring.” In: SYNC 2020, Washington, D.C., September 2020.

POSTER: Shane Hebel¹, JD, Elijah Kahn-Woods, Giffin Daughtridge. “Discrepancies between self-reported adherence and a biomarker of adherence in real-world settings.” In: AIDS 2020, Virtual, July 2020.

PRESENTATION: Shane Hebel, Harlan Shaw. “Best Practices in Adherence Monitoring: A Case Study of Philadelphia FIGHT.” In: HIV Prevention & Education Virtual Conference: Continuing the work during the COVID-19 Pandemic, Virtual, June 2020.

POSTER: Shane Hebel, Elijah Kahn-Woods, Landon Larabee, Bibiana Osorio, Kenneth H. Mayer, Patrick S. Sullivan, K. Rivet Amico, Giffin Daughtridge. “Use of a Tenofovir Urine Test to Improve PrEP Adherence and Predict Non-Retention.” In: Conference on Retroviruses and Opportunistic Infections (CROI), Boston, MA, March 2020.

POSTER: Giffin Daughtridge, Shane Hebel, Elijah Kahn-Woods, Landon Larabee, Linden Lalley-Chareczko, Gerald Van Buskirk, Harlan Shaw, Jason Culler, Jermel Wallace, Helen C. Koenig. “Disparities in PrEP uptake and adherence: implementation of routine adherence monitoring in Philadelphia PrEP clinic.” In: Women & HIV Workshop, Boston MA, March 2020.

WORKSHOP: Giffin Daughtridge, Shane Hebel, Elijah Kahn-Woods, Lupita Thornton, Sheryl Malone-Thomas, Juan Rodriguez. “Novel Urine PrEP Adherence Test Implemented by Houston Health Departments.” In: Biomedical HIV Prevention Summit, Houston Texas, December 2019.

PRESENTATION: Shane Hebel. “Better Health through Medication Adherence.” In: Advanced Lateral Flow Course, San Diego CA, October 2019.

PRESENTATION: Sheryl Malone-Thomas, Marlene McNeese, Shane Hebel, Elijah Kahn-Woods, Landon Larabee, Giffin Daughtridge. “Use of a Urine Tenofovir Test Coupled with Adherence Intervention to Increase PrEP Adherence.” In: Fast-Track Cities Conference – International Association of Providers of AIDS Care, London, UK, September 2019.

WORKSHOP: Giffin Daughtridge, Shane Hebel, Elijah Kahn-Woods, Landon Larabee, Adam Visconti, Jason Beverly, Michael Kharfen, Marlene McNeese, William Jeffrey Campbell, Sheryl Malone-Thomas, Lupita Thomason. “Clinical Use of a Tenofovir Adherence Test in PrEP Patients.” In: United States Conference on AIDS, Washington D.C., September 2019.

POSTER: Giffin Daughtridge, Shane Hebel, Mark Fischl, Jumana Hashim, Elijah Kahn-Woods, Keith Kardos. “Development and validation of a point-of-care, urine assay to measure adherence to PrEP and ART.” In: International AIDS Society, Mexico City, Mexico, July 2019.

POSTER: Shane Hebel, Elijah Kahn-Woods, Giffin Daughtridge, Landon Larabee, Linden-Lalley-Chareczko, Gerald Van Buskirk, Harlan Shaw, Jermel Wallace, Helen Koenig. “Clinical Use of a Urine Tenofovir Adherence Test in PrEP Patients in Philadelphia.” In: Philadelphia FIGHT, Philadelphia PA, June 2019.

POSTER: Giffin Daughtridge, Shane Hebel, Landon Larabee, Henna Patani, Adam Cohen, Mark Fischl, Keith Kardos. “Development and Clinical Use Case of a Urine Tenofovir Adherence Test.” In: HIV Diagnostics, Washington D.C., March 2019.

PUBLICATIONS

Hebel S, Kahn-Woods E, Malone-Thomas S, McNeese M, Thornton L, Sukhija-Cohen A, Patani H, Engeran W, Daughtridge G. Brief Report: Discrepancies Between Self-Reported Adherence and a Biomarker of Adherence in Real-World Settings. *J Acquir Immune Defic Syndr*. 2020 Dec 1;85(4):454–457. doi: 10.1097/QAI.0000000000002486. PMID: 33136744.

Shane Hebel, Elijah Kahn-Woods, Casper Enghuus, Helen Koenig, Linden Lalley-Chareczko, Asa Radix, Giffin Daughtridge, 979. Disparities in PrEP uptake and adherence among cisgender women using a pharmacologic measure, *Open Forum Infectious Diseases*, Volume 7, Issue Supplement_1, October 2020, Pages S517–S518, <https://doi.org/10.1093/ofid/ofaa439.1165>

Daughtridge, Giffin & Kahn-Woods, Elijah & Enghuus, Casper & Hebel, Shane. (2020). The Time is Now for Disruptive Innovation in Pre-Exposure Prophylaxis Adherence Monitoring. *HIV/AIDS Research and Treatment - Open Journal*. 7. 5-9. 10.17140/HARTOJ-7-133.

Lisa K. Dicker & Shane K. Hebel. (2018) *The Litigators: Perceptions of Predictability, Definitions of a Good Outcome, and an Alternative to Mass Tort Trials*, 48 U. MEM. L. REV. 987.

RESEARCH

IRB #: 120190275

Study Title: Retrospective Assessment of Adherence to HIV Medications

This retrospective study evaluated longitudinal patterns in adherence and retention on pre-exposure prophylaxis in clinical populations across the United States and assesses the utility of objective adherence monitoring on these patterns.

Role: Former PI

IRB #: 20201025

Study Title: Validation of a point-of-care lateral flow immunoassay to detect tenofovir in urine

This study evaluated the use of a point-of-care lateral flow immunoassay through the use of clinical samples collected both prospectively and retrospectively from individuals taking tenofovir-based preventative regimens.

Role: Former PI

IRB #: 120190522

Study Title: Measuring the levels and stability of TFV-DP in red blood cells in different storage mediums

This study evaluated the levels of intracellular TFV-DP in individuals taking tenofovir-based pre-exposure prophylaxis for HIV prevention and compares drug concentrations across whole blood and dried blood spot detection methodologies.

Role: Former PI

PATENTS

Daughtridge, G., Kardos, K., Guillon, G. B., & Hebel, S. (2024). *Products and methods for monitoring adherence to nucleoside reverse transcriptase inhibitor therapy* (U.S. Patent Application No. 18/478,427). U.S. Patent and Trademark Office.

BOARD OF DIRECTORS AND ADVISORY BOARD REPRESENTATION

Grassroots Health (2025 – Present)

Boston HIV Research Community Advisory Board (2019-2024)

Start Proud (formerly Out On Bay Street) Board of Directors (2013-2014)

PERSONAL

Black belt in karate

Avid runner, triathlete, hiker, and backpacker

Crisis counselor at Toronto Distress Centers (2011–2012); Trevor Project (2014–2022); Crisis Text Line (2017-2022)

Attorney admitted to the Massachusetts Bar (BBO #706660) and the District of Columbia Bar (1631355.)