



H A R V A R D | B U S I N E S S | S C H O O L

Faculty Disclosure of Outside Activities

for Prof. Benjamin C. Esty

January 1, 2024

Harvard Business School's Policy on Conflicts of Interests (COI) requires faculty members to disclose all paid and unpaid activities with outside organizations (i.e., organizations not associated with Harvard University or Harvard Business School), sources of incremental compensation paid by Harvard University, and sources of external research funding during the previous three years if they are directly related to a specific work product (e.g., an article, case study, or speech) that is in the public domain. Although not required by the School's COI Policy, some faculty members also provide a comprehensive disclosure statement describing all of their outside activities to ensure full transparency.

Compensated Teaching and Consulting Work:

- **Expert witness and litigation consultant:** I have worked with Charles River Associates (CRA) as an expert witness and consultant in various litigation matters. I have also been paid fees for referring cases to CRA in the past three years.
- **Leadership development programs at HBS:** YPO Gold Program (2018-24, faculty chair); Abu Dhabi National Oil Company (ADNOC, 2020-22, faculty co-chair), Women Presidents Organization (WPO, 2023-24); Ball Corp. (packaging, 2023-24); Cable & Telecommunications Association for Marketing (CTAM, 2017-23); Sartorius AG (biopharma, 2019-23); Senior Executive Program—Africa (2023); Strategic CFO Program (2020-22); Bacardi Ltd. (spirits, 2022).
- **Leadership development programs at Harvard University:** Harvard Law School Mergers & Acquisitions Program (2023-24).
- **Consulting and leadership development programs for outside organizations:** Gunung Sewu Kencana (Indonesian conglomerate, 2023); Australian Finance Group (AFG, mortgage broker, 2021-23); Graphic Packaging (GPK, paper packaging, 2023), TietoEvry (software, 2022), Cabot Corp. (specialty chemicals, 2022), Fazer (food, 2022).
- **Academic program evaluation:** Stockholm School of Economics: Masters in Finance program (2023-24)

Board and Other Advisory Positions:

- Independent director, chair of the Audit and Risk Committee (2014-23), member of the Risk Committee (2023-24), Compensation & Talent Committee (2023-24), Corporate Governance and ESG Committee (2022-23) at **Raymond James Financial** (NYSE:RJF; a Fortune 500 and S&P 500 firm; 2014-present).
- Member of the Advisory Board of **Gemline**, a privately owned supplier of high-quality, branded, and custom-designed promotional products (2020-present).
- Member of the Finance & Investment Committee of the **Deaconess Abundant Life Communities** (DALC), the parent company of **New England Deaconess Association** (NEDA) a not-for-profit continuing care community founded in 1889 (2017-present).
- Director and chair of the Audit and Risk Committee of **Harvard Business Publishing**, a \$325 million, wholly-owned, not-for-profit publishing, ed tech, and learning company (2018-2023).

Royalties:

- From Harvard Business Publishing (HBP) for my case studies and notes.
- From John Wiley & Sons, Inc. for my book entitled Modern Project Finance: A Casebook (2003).

Academic Journals:

- Serve as a referee for a variety of academic journals some of which pay a nominal fee.