

Eric J. Dale

General Counsel | Operator | Advisor

Business partner, team builder and leader with demonstrated success in high growth environments. Specialization in legal, with significant experience in corporate development and administrative functions. Strong track record as trusted advisor to CEO/management/BOD. Functional operator, strategic counsel, coach and leader to key stakeholders.

EXPERIENCE

2008 – Present

Bankwell Financial Group (NASDAQ: BWFG)

Regional commercial bank.

Vice Chairman of the Board of Directors

Member of the Board of Directors, member of the 3-person Executive Committee (along with Board Chair and CEO), Chair of the Compensation Committee, member and former Chair of the Governance Committee, member of the ALCO committee, former member of the Audit Committee. Served during two acquisitions and public offering. During my tenure, the bank has grown from approximately \$250mm to \$2.5bn in assets.

2019 – 2022

Balance Point Capital Partners - Partner, Investment Committee Member, Chief Compliance Officer

Balance Point is a private asset manager focused on debt and equity investments into lower middle market growth companies.

Recruited by former client to help develop strategy as well as organizational and operational infrastructure to grow credit-oriented private asset manager. During my tenure, Balance Point raised two new funds and doubled its assets under management to approximately \$1.7bn. As a member of the three-person Investment committee, I was responsible for reviewing and approving all investments, including dozens of new and follow-on investments aggregating approximately \$750mm. Served as Board member or advisor to multiple growth companies in a range of industries, including business services, health care, consumer products, media and technology. Served as the first internal Chief Compliance Officer and developed and enhanced policies, programs and procedures around compliance as well as D&I and ESG initiatives.

2015 – 2019

Nielsen plc (NYSE: NLSN)

Nielsen is the leading data and analytics measurement firm in the media and consumer products industries.

Global Chief Legal Officer and Chief Risk Officer

Recruited by client to lead Nielsen's legal and corporate affairs department. During my tenure, Nielsen peaked at an enterprise value of approximately \$28bn, with 47,000 employees operating in 106 countries. Responsibilities included all legal, governance and compliance matters, including M&A, real estate, employment, commercial, competition, IP, and litigation. Also served as a member of a five person executive committee which oversaw and approved all M&A and other

strategic matters. In addition to legal matters, responsibilities were expanded to include security, privacy, and ESG. Built and led team of 110 people across these functions.

2002 – 2015

Robinson & Cole LLP

175 Year Old AmLaw 200 law firm with offices around the country.

Partner, Chair of Business Transactions Practice Group, Chair of Strategic Committee

Built and led team from approximately 20 to 45 lawyers. Represented clients in a variety of areas, including business owners, operators, and financial sponsors. Primary focus of team was M&A and capital transactions. Represented numerous roll-up strategies, including in PE-backed bottled water company (ultimately took it public then sold to larger competitor), PE-backed veterinary company (sold to larger competitor), security/alarm installations and monitoring company (sold to larger competitor), and media and advertising businesses. Often served as outside general counsel and became a trusted advisor and a valued member of the leadership team.

1999 – 2002

e-Media, Inc.

Tech and tech-enabled services company focused on ecommerce streaming.

General Counsel and SVP - Corporate Development

Recruited by client to serve as General Counsel and member of the executive team. Built small legal team (three lawyers and a paralegal). Responsible for all legal matters. Raised multiple rounds of capital from blue-chip investors. Executed multiple acquisitions in order to broaden geographic footprint and product suite. Merged with public company then sold company to a consolidator.

Pre-1999 work experience available upon request

EDUCATION

JURIS DOCTORATE, New York Law School

Graduated Cum Laude, published in Journal of International and Comparative Law

BACHELOR OF ARTS, ECONOMICS, Clark University

Graduated with Honors in Economics

PERSONAL

Married with two daughters

Passionate and mediocre golfer