



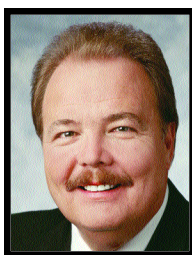
Pharma POOL

Damian **BRAGA**

Wayne **PISANO**

David J. **WILLIAMS**

Aventis Pasteur Selects President and CEO, Promotes Executives in Global Restructuring



David J. Williams has been named president and CEO of Aventis Pasteur, the vaccines business of Aventis Pharma AG. Mr. Williams had been co-president and chief operating officer of the company, with headquarters

in Lyon, France, and major operations in Swiftwater, Pa., and Toronto, Canada.

Jean-Jacques Bertrand continues in the role of chairman, while Michel Greco, formerly co-president and chief operating officer with Mr. Williams, serves as deputy CEO.

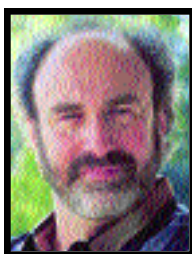
Mr. Williams, who joined Connaught Laboratories Inc., the predecessor to Aventis Pasteur in Swiftwater, in 1978, assumes global responsibilities for the company.

Wayne Pisano has been promoted to executive VP of Aventis Pasteur North America, with overall responsibility for both the U.S. and Canadian operations. Previously the senior VP of marketing and sales for the U.S. company, he chairs the company's North American management office, which is the executive committee that addresses business issues relevant to both the U.S. and Canadian business units. The presidents of the U.S. and Canadian companies report to him. He first joined Aventis Pasteur in 1997.

Damian Braga has been named president of Aventis Pasteur US. He has overall responsibility for managing the U.S. site and also has responsibility for coordinating support services for global and corporate functions at the Swiftwater site. Mr. Braga joined Aventis Pasteur in 1988 as a financial analyst and was most recently senior VP and general manager of the U.S. business unit.

Dr. Philip **CHAIKIN**

Elan Appoints VP of Oncology Research & Development



Philip Chaikin, Pharm.D., M.D., has been appointed Elan Corp.'s new VP of Oncology R&D. Dr. Chaikin reports to Dan Welch, president of worldwide biopharmaceuticals, and is based in Elan's Prince-

ton, N.J., site. He has global responsibility for the development and registration of Elan's growing portfolio of oncology products.

Before joining Elan, Dr. Chaikin was senior VP for development for Pharmacologics L.L.C. During his career, Dr. Chaikin was pivotal in the registration of a number of important pharmaceutical agents, including Aventis' Taxotere, a chemotherapeutic agent for advanced breast and lung cancer, Lovenox, a low-molecular-weight heparin for the prevention and treatment of venous thrombosis and the treatment of acute coronary syndrome, and Synercid, a streptogramin antibiotic for treating serious infections.

Dr. Chaikin earned his B.S. and Pharm.D. degrees in pharmacy from the University of Maryland and subsequently completed a research fellowship in clinical pharmacology at the same institution. He received his M.D. from the New Jersey Medical School (Univer-

sity of Medicine and Dentistry of New Jersey) and did his internal medicine training at Robert Wood Johnson University Hospital. He is board certified in clinical pharmacology and an adjunct associate professor in clinical pharmacology at Rutgers University and Thomas Jefferson Medical School.

Richard A. **GONZALEZ**

Dr. Jeffrey M. **LEIDEN**

Abbott Recognizes Contribution of Division Heads with Promotions

Abbott Laboratories has named Richard A. Gonzalez as president and chief operating officer of the Medical Products Group, and Jeffrey M. Leiden, M.D., Ph.D., as president and chief operating officer of the Pharmaceutical Products Group. Mr. Gonzalez also was elected to Abbott's board of directors. Both individuals were previously executive VPs of their respective areas.

"Rick and Jeff's appointments recognize their positions as leaders of Abbott's two main business segments," says Miles D. White, chairman and CEO of Abbott Park, Ill.-based Abbott. "These positions are also reflective of the growing size and breadth of Abbott's healthcare business."

Mr. Gonzalez, 47, continues to have responsibility for Abbott diagnostics, hospital products, Ross products, Abbott HealthSystems, and corporate engineering.

Dr. Leiden, 46, retains the title of chief scientific officer. He continues to have responsibility for pharmaceutical products, Abbott international, and specialty products. Dr. Leiden currently serves on Abbott's board.

Chuck **HARDWICK**

Jeffrey B. **KINDLER**

Robert L. **MALLET**

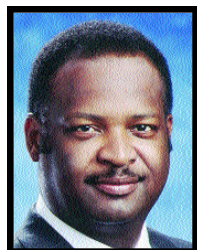
Pfizer Names New VPs and General Counsel

Pfizer Inc. has named Chuck Hardwick and Robert L. Mallett as VPs and corporate officers, and Jeffrey B. Kindler as senior VP and general counsel as well as a corporate officer.

Mr. Hardwick and Mr. Mallett continue to serve in the corporate affairs group, with Mr. Mallett overseeing



media relations, strategic management, corporate policy, communications, and information. In addition, Mr. Hardwick manages federal government relations, government affiliated international organizations, corporate philanthropy, including the Pfizer Foundation, state government relations, and civic affairs. Both remain senior VPs of the corporate affairs division and continue to report to C.L. Clemente, Pfizer's secretary and executive VP.



Mr. Hardwick has worked at Pfizer for more than 35 years. His previous responsibilities have included extensive U.S. and international government and public affairs assignments, and director of marketing in the U.S. pharmaceuticals group. Active in state and national political affairs, Mr. Hardwick is the former speaker of the New Jersey General Assembly. He was vice chairman of the 1988 National Republican Platform Committee and was named by President Reagan to the Presidential Advisory Committee on Federalism. He was appointed to the U.S. Trade Advisory Commission and was chairman of the U.S./Canada Free Trade Agreement Subcommittee. Mayor Rudolf Giuliani appointed him vice chairman of the New York City Council on the Environment.

Mr. Hardwick graduated from Florida

State University, where he earned his undergraduate degree and a MBA.

Mr. Mallett, who joined Pfizer earlier this year, was visiting professor of practice in public management at the John F. Kennedy School of Government, Harvard University. Previously, he served as deputy secretary of commerce in the Clinton administration. A graduate of Harvard Law School and a former law clerk to U.S. Court of Appeals Judge John R. Brown, Mr. Mallett has worked extensively in regulatory and legislative areas and was deputy mayor for operations in the District of Columbia. He was a partner in the Washington law firm of Verner, Liipfert, Bernhard, McPherson & Hand, and has served as legal counsel to Senator Lloyd Bentsen of Texas. Mr. Mallett earned his undergraduate degree from Morehouse

ASTRAZENECA'S VP, CUSTOMER STRATEGY INTEGRATION, NAMED 2002 HBA "WOMAN OF THE YEAR"

Sarah S. **HARRISON**

Sarah S. Harrison, VP, customer strategy integration, for AstraZeneca, is the recipient of the Healthcare Businesswomen's Association (HBA) 2002 "Woman of the Year" award. Ms. Harrison is a member of the HBA's Advisory Board and was named one of the industry's "Rising Stars" at last year's award luncheon. David R. Brennan, president and CEO of AstraZeneca in the U.S., nominated her for the Woman of the Year Award.

Ms. Harrison's career with the company spans 25 years. She joined Zeneca Agricultural Products in 1977, moving to the pharmaceutical side in 1989.

Today, Ms. Harrison is responsible for delivering an integrated customer strategy across the company's U.S. business with specific focus on the public sector assumed in 2001. As such, she plays a critical role in the continuing transformation of AstraZeneca into one of the top five pharmaceutical companies in the world.

"Sarah exemplifies the best of the attributes of the HBA 'Woman of the Year,'" says Mary E. Cobb, president of the HBA and CEO/president of Pace Inc. "Sarah is a leader, visionary, and role model of success for women in healthcare. She is a strategic thinker with an entrepreneurial mindset, demonstrates a strong commitment to diversity, and has mentored more than 100 men and women across industries throughout her career."

Ms. Harrison will be honored at the HBA's annual "Woman of the Year" Award luncheon, one of the industry's premier events, which will be held on Thursday, May 2, 2002, at the New York Hilton.

In addition to honoring Ms. Harrison, the HBA will recognize an "Honorable Mentor," the organization's "Star Volunteer", and the industry's "Rising Stars," high-achieving women who are nominated by HBA corporate members.

In 1977, Harrison joined the Zeneca Agricultural Products business unit in Bayport, Texas, as a chemist and, after a series of promotions, became national production coordinator for the agricultural products division in Wilmington, Del., in 1987. In 1989, she joined Zeneca Pharmaceuticals, rising to group product manager of Zeneca's anti-infectives product line. In 1995, she was named director, market strategy and contract operations, and in 1998 she was promoted to VP, managed healthcare and national accounts, responsible for national accounts sales, marketing, and contract operations. Immediately before her cur-

rent position, she was VP and therapeutic area leader for the pain, anesthesia and infection business unit, and had P&L accountability for the development, commercialization, and life-cycle management of products in that area.

Active in both her profession and community, Ms. Harrison is a member of the HBA, the National Association of Female Executives, Delta Sigma Theta National Sorority, National Political Congress of Black Women, and the National Coalition of 100 Black Women. She has received various awards and honors from the Delaware State Board of the United Negro College Fund, the YMCA, and Brandywine Professional Association for outstanding achievement in business and industry, and Who's Who in Business and Industry.

Ms. Harrison is a member of Simpson United Methodist Church and serves as co-chair of its Capital Campaign Committee. She also is a member of the Board of Directors for National Sales Network, Girls Inc., and the YWCA of Delaware.

Ms. Harrison graduated with a bachelor's degree in chemistry from Southern University in Baton Rouge, La., and received her master's degree in business administration from the University of Houston.

Ms. Harrison, her husband, Gregory, and their four children reside in West Chester, Pa.

Now celebrating its 25th anniversary, the Healthcare Businesswomen's Association is a not-for-profit organization of more than 1,200 pharmaceutical and healthcare industry professionals dedicated to helping women develop, advance, maintain, and succeed in their careers. The HBA promotes women's career advancement by conducting research in career issues, recognizing outstanding women in the industry, developing strategies for improving the representation of women in executive positions, and providing programs on industry-related topics, career development and work/life balance issues. In addition to the individual members, the HBA has 60 corporate members, including major pharmaceutical companies and industry-related firms in advertising, public relations, publishing, law, and medical education. Based in the Northeast, the HBA has chapters in Atlanta, Boston, and the San Francisco Bay Area, and is involved in expansion initiatives in other parts of the country.

Sarah Harrison is the recipient of the 2002 HBA Woman of the Year Award



College, where he was elected to Phi Beta Kappa.

Mr. Kindler joins Pfizer from McDonald's Corp., where he was president of Partner Brands and chairman of the Boston Market Corp. He also has served as executive VP of corporate relations and general counsel at McDonald's. A former partner at Williams & Connolly, a leading Washington, D.C., legal firm, Mr. Kindler also served as a law clerk for U.S. Supreme Court Justice William J. Brennan, Jr. He is a graduate of Tufts University and earned a law degree at Harvard Law School. He reports to Mr. McKinnell and serves on the eight-member Pfizer Leadership Team. Previously, Mr. Kindler served as VP and senior counsel, litigation and legal policy, for General Electric.

Linda HELLER

Pharmacia Names VP of Investor Relations

Linda Heller has been named VP of investor relations at Pharmacia Corp. with responsibility for leading the company's communications with the financial community and investors on a global basis.

Ms. Heller joined Pharmacia, Peapack, N.J., in 1999 and most recently served as a VP of finance in the company's global prescription business group. She replaces Craig Tooman who has left Pharmacia to pursue other opportunities. Before joining Pharmacia, Ms. Heller spent eight years in a variety of corporate finance roles with Silicon Graphics Inc.

"Linda has been a key contributor to Pharmacia and brings to this position a strong background in finance combined with a deep understanding of our business and products," says Christopher Coughlin, Pharmacia's executive VP and chief financial officer.

Ms. Heller has a bachelor's degree in economics from Rice University and a master's degree in management from the Massachusetts Institute of Technology's Sloan School of Management.

Tamar HOWSON

Bristol-Myers Squibb Appoints New Head of Corporate Development

Looking to strengthen its external alliances and licensing and acquisition efforts, Bristol-Myers Squibb Co. has appointed Tamar D. Howson as senior VP of corporate development. Ms. Howson, 53, brings to this position broad pharmaceutical and biotech industry experience in global business development, venture analysis, and licensing.

"Tamar Howson is one of the industry's most astute negotiators and strategists, and we are pleased to have her join our senior-leader-

ship team," says Peter Dolan, chairman and CEO. "As part of our strategy for growth, we will continue to aggressively seek out growth opportunities for our medicines business through co-promotions, licensing, joint ventures, and acquisitions. I am confident that Tamar will play a significant role in the growth and vitality of our company moving forward."

Before joining Bristol-Myers Squibb, Ms. Howson served as an independent business consultant and adviser to companies both in the U.S. and in Europe. Much of Ms. Howson's career was spent at SmithKline Beecham, where she was senior VP and director of business development, responsible for worldwide in-licensing and business development. She also managed SR One Ltd., the \$100 million venture capital fund of SmithKline Beecham. A significant number of compounds in SmithKline Beecham's current pharmaceutical pipeline came through licensing arrangements negotiated under Ms. Howson's guidance, and she played a key role in orchestrating SmithKline Beecham's innovative partnership with Human Genome Sciences.

In 1999, Ms. Howson received the Healthcare Businesswomen's Association "Woman of the Year" award.

Ms. Howson received her MBA in finance and international business from Columbia University. Educated as a chemical engineer, she holds a M.S. from the City College of New York and a B.S. from Technion in Israel.

Dr. Wolfgang PLISCHKE

Long-Serving Executive Assumes Key Pharmaceutical Role at Bayer

Bayer AG has appointed Dr. Wolfgang Plischke as general manager of the pharmaceuticals business group, with responsibility for the company's global pharma business in prescription drugs.

Dr. Plischke, 50, who previously headed Bayer's pharma business in North America, succeeds Dr. David Ebsworth, 47, who has left Leverkusen, Germany-based Bayer. Dr. Plischke has been working for Bayer AG since 1980. A biologist by training, he began his career at Bayer's subsidiary Miles Diagnostics, subsequently becoming head of marketing for the pharma business in Germany in 1988. Dr. Plischke was appointed head of international strategic marketing in 1991. In 1995, Bayer appointed Dr. Plischke as president of Bayer Yakuin Ltd. in Japan, where he was responsible for the pharmaceuticals and consumer-care business groups. In 2000, Dr. Plischke became president of the pharmaceuticals business group in North America.

Dr. Plischke continues to fulfill his previous function in addition to his new responsibilities until a successor is named.

Philip THOMAN

Novo Nordisk Names Director of Sales Operations

Recognizing his contribution to the company, Novo Nordisk Pharmaceuticals Inc. has promoted Philip Thoman to director of sales operations from associate director of sales.

"Phil has proven himself to be a dynamic leader in both the sales and marketing departments," says Larry Green, VP of diabetes sales. "His broad-based experience in the pharmaceutical industry makes him well-suited to strategically guide the operations associated with the diabetes salesforce."

Mr. Thoman joined Princeton, N.J.-based Novo Nordisk in October 2000 to serve as liaison between the brand marketing and sales departments and to determine the most effective way to implement the field's promotional efforts. He also was involved in the strategic planning of all sales meetings and was responsible for field communications. Additionally, Mr. Thoman was involved in the recruitment and hiring of new sales representatives and sales management teams. In his new position, Mr. Thoman is responsible for such areas as sales promotions, sales analysis and reporting, customer targeting, samples accountability, and sales training.

Mr. Thoman holds a bachelor's degree in political science and international relations from the University of Missouri.

Biotech POOL

Dr. George CHAO

Novirio Names VP, of Biostatistics and Data Management



Novirio Pharmaceuticals Ltd has named George Chao, Ph.D., as VP of biostatistics and data management, overseeing all of the company's clinical development programs.

Before joining Novirio, Cambridge, Mass., Dr.

Chao was VP of biometrics and data management at DuPont Pharmaceuticals Inc., where he was employed for 17 years. Dr. Chao's work supported the filing of 12 NDAs/MAAs for multiple products in various therapeutic areas, including Sustiva for the treatment of HIV/AIDS and, in conjunction with Merck & Co. the hypertension treatments Cozaar and Hyzaar.

"Within six months, we intend to initiate Phase III pivotal trials for LdT, Novirio's lead hepatitis B drug candidate," says Nathaniel Brown, M.D., Novirio's senior VP of hepatitis clinical research. "The experience and expertise George brings to our program will be relied upon to maximize our clinical evaluation of LdT and expedite our preparation of global submissions for marketing approval."

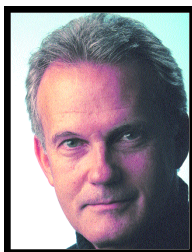
Novirio's second hepatitis B drug candidate, val-LdC, is presently in Phase II trials and is anticipated to enter Phase III studies in 2003.

Dr. Chao holds a Ph.D. in statistics and a M.S. in experimental statistics from North Carolina State University and a B.S. in agricultural engineering from the National Taiwan University.

Robert S. **WHITEHEAD**

Dr. Mark E. **YOUNG**

Executives Bring Scientific, Commercial Experience to ZymoGenetics



Robert S. Whitehead was appointed to the newly created position of senior VP, chief business officer, of ZymoGenetics Inc. Mr. Whitehead brings more than 25 years of business experience in the pharmaceutical and biotechnology industry to the company.

Mr. Whitehead, who also is a member of the executive management committee, most recently served as president of the Americas division at Elan Biopharmaceuticals,

where he led all commercial activity in the U.S., Canada, and Latin America. Mr. Whitehead received his B.A. in biology from Temple University.

In other company news, Mark E. Young, Ph.D., assumes the newly created position of senior VP of technical operations at the independent biopharmaceutical company.

He brings more than 25 years of experience in process development and manufacturing of biopharmaceuticals to ZymoGenetics. He also serves as a member of the ZymoGenetics executive management committee.

Before joining Seattle-based ZymoGenetics, Dr. Young was chief operating officer at Biomira Inc.

Dr. Young received his Ph.D. in chemical engineering from the University of Michigan, a M.S. in chemical engineering from Columbia University, and a B.S. from the University of Nebraska.

Specialty POOL

Adrian **ADAMS**

Richard A. **KING**

Christopher **KIRITSY**

Dr. Mark **MCGOVERN**

Christopher **RIEDER**

Fred **SEXTON**

Kos Names CEO as Part of Succession Plan, Appoints Four to Management Team, and Selects Head of Commercial Operations

Adrian Adams assumes the role of CEO at Kos Pharmaceuticals Inc. in addition to his current title of president. Mr. Adams also becomes a member of the board of directors. Daniel M. Bell, a co-founder of Miami-based Kos and the CEO, remains chairman of the board, while Michael Jaharis, also a co-founder of the company, continues as chairman of the executive committee of the board.

"I am particularly pleased that Adrian is in place to lead Kos through the launch of our new Advicor product," Mr. Bell says.

Advicor, is a single-tablet formulation combining the benefits of Niaspan (extended-release niacin) and lovastatin for the treatment of cholesterol disorders. Kos received final FDA approval Dec. 17, 2001, and will begin commercialization in February of 2002.

Mr. Adams, 50, joined Kos as president and chief operating officer in June 2001, at which time the company announced he would succeed Mr. Bell as CEO within a year. Mr. Adams came to Kos from Novartis Pharmaceuticals UK, where he served as CEO. Mr. Adams graduated with a B.S. from Manchester University in the United Kingdom.

Separately, Kos has announced the promotion of four members of the management team. All four are newly created positions.

Christopher Kiritsy has been appointed senior VP and chief financial officer with responsibility for financial and strategic planning, business development, investor relations, and the controller's office.

Mr. Kiritsy served most recently as VP of financial planning and business development. Since joining Kos in 1995, Mr. Kiritsy has been instrumental in executing various business development and financing activities, including the company's initial public offering and follow-on equity offerings. Mr. Kiritsy received an A.B. degree from Bowdoin College and a M.B.A. from Boston University.

Mark McGovern, M.D., has been appointed to senior VP and chief medical officer with responsibility for clinical development, professional services, and compliance. Dr. McGovern joined Kos in 1997, most recently serving as VP of medical affairs. Dr. McGovern holds an A.B. degree from Princeton University and a M.D. from the University of Vermont College of Medicine.

Fred Sexton has been appointed senior VP of technical operations and product development with responsibility for production and drug-delivery systems research and development, including the company's inhalation devices. Mr. Sexton has been with Kos since 1996, most recently serving as VP of technical operations. Mr. Sexton received a B.S. degree from Clarkson College of Technology and is a member of the board of directors for the International Society of Pharmaceutical Engineers.

Christopher Rieder has been appointed VP of information technology with responsibility for overseeing the management information systems initiatives at Kos. Before joining Kos in 1996, Mr. Rieder was employed as manager and associate director of IT at North American Vaccine and BRI International. Mr. Rieder received a B.S. degree from the University of Arizona and his M.B.A. from American University.

In another announcement, Richard A. King joins Kos as senior VP of commercial operations, assuming responsibility for sales, marketing, and promotions of all Kos' products, including Advicor. Mr. King joins Kos with 14 years of experience in the pharmaceutical industry, most recently as senior VP of commercial operations with Solvay Pharmaceuticals Inc.

Paul J. **HASTINGS**

QLT Selects Experienced Executive to Lead Company into Next Stage

Combining experiences gained from employment at large pharmaceutical and biotechnology companies, Paul J. Hastings joins QLT Inc. as its CEO, president, and director. Mr. Hastings, 41, succeeds co-founder Dr. Julia Levy, who continues in a scientific advisory role and as a member of the company's board of directors.

"After a long and active search we are very fortunate to have found someone we consider the ideal candidate," says Duff Scott, chairman of the Vancouver-based QLT, a leader in photodynamic therapy.

As president, CEO, and a director of Axyx Pharmaceuticals, Mr. Hastings was most recently responsible for all aspects of the organization, including leading the strategic initiative resulting in the acquisition of Axyx by Celera Corp. Mr. Hastings began his career in 1984 with Hoffmann-La Roche.

Drug Discovery/ Development POOL

Beth **ANDERSON**

Dr. Andreas **BRAUN**

Rick **EPISCOPO**

Dr. Jay **LICHTER**

Dr. Richard **MACDONALD**

Tristan **ORPIN**

Dr. Charles **RODI**

Sequenom Announces Key Executive Appointments

Sequenom Inc., a discovery genetics company, has appointed key executives to lead the company's recently defined business units — Sequenom Genetic Systems and Sequenom Pharmaceuticals — as well as appointments in Sequenom's high-throughput genotyping center, research and development, and finance groups.

Rick Episcopo heads the San Diego company's Genetic Systems business unit and has been promoted to executive VP of commercial operations. Mr. Episcopo joined Sequenom in July 2000 as senior VP of commercial operations and has played a key role in the commercial success of the MassARRAY product line.

Tristan Orpin has been promoted to VP of corporate sales and marketing. In this role, Mr. Orpin continues branding the MassARRAY system as the most powerful high-throughput genotyping technology of its kind. Mr. Orpin joined Sequenom in 1999 as director of sales and marketing and has been instrumental in establishing product sales with 48 systems sold through the third quarter of 2001.

Andreas Braun, M.D., Ph.D., Sequenom's chief medical officer, leads the newly formed Sequenom Pharmaceuticals. Dr. Braun has been a member of Sequenom's executive-management team since 1995 and is the architect of the company's disease gene-discovery program, based on a proprietary population genetics approach that identifies high-impact genes and association with disease. To date, this approach has identified more than 100 candidate disease genes with a high impact on human health.

Jay Lichter, Ph.D., joins the company as executive VP of business development to support the licensing of candidate disease genes and collaborations with pharmaceutical companies. Previously, Dr. Lichter held management positions at Pfizer Inc. and Genset. He

also was co-founder of Sequana Therapeutics and most recently CEO of Xenopharm, a San Diego start-up company. Dr. Lichter received his Ph.D. in biochemistry at the University of Illinois.

Charles Rodi, Ph.D., has been promoted to executive VP of genomics and leads the direction and operation of the company's internal high-throughput genotyping center. The center's technology continues to complement projects in both genetic systems and pharmaceuticals. Dr. Rodi joined Sequenom in 1999 as VP of molecular biology.

Richard Macdonald, Ph.D., has been promoted to senior VP of corporate research and development with responsibility for Sequenom's R&D efforts. Dr. Macdonald's responsibilities include managing the chemistry, instrument technology, informatics, and molecular biology groups that comprise R&D. Dr. Macdonald joined Sequenom in 1998 and has played a leadership role in establishing Sequenom's bioinformatics group and software, an important proprietary component to the MassARRAY product line and the company's disease gene-discovery program.

Beth Anderson, CPA, has been promoted to VP of finance with responsibility for accounting and financial reporting, corporate taxes, planning and budgeting, cash management, and treasury activities. Since joining the company in 1998, Ms. Anderson has established Sequenom's finance function and has played critical roles in the company's IPO and recent merger with Gemini Genomics.

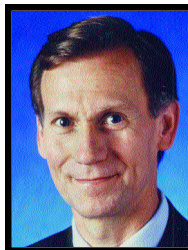
Dr. Leslie J. **BROWNE**

Iconix Names Chief Operating Officer

Iconix Pharmaceuticals, Mountain View, Calif., a chemogenomics-based informatics and drug-discovery company, has appointed Dr. Leslie J. Browne as chief operating officer, with responsibility for research, development, and informatics activities. The appointment comes as part of Iconix's plan to launch, in partnership with Incyte Genomics Inc., its first chemogenomics informatics product, called DrugMatrix, formerly called ChemExpress, a pharmaceutical development support system that provides chemogenomic profiles.

Before joining Iconix, Dr. Browne was chief operating officer at GeneTrace Systems, a functional genomics company developing products and services in drug-discovery research.

Dr. Browne received his Ph.D. from the University of Michigan, with a postdoctoral fellowship at Harvard with the Nobel laureate Professor R.B. Woodard.



Dr. Brian **DICKSON**

Pharmaceutical Veteran Joins Covalent Group

With more than 22 years of pharmaceutical industry experience, Brian Dickson, M.D., joins Covalent Group Inc. as chief medical officer and executive VP. He also assists in new business development and strategic planning at the Wayne, Pa.-based research management and drug development organization. Dr. Dickson replaces Dr. James Cappola who is returning to the pharmaceutical industry.

Dr. Dickson has held senior research and development posts at SmithKline & French, G. D. Searle Pharmaceuticals, Warner Lambert/Parke Davis Pharmaceuticals, and most recently Celltech Plc. He is the former editor-in-chief of *The Journal of Pharmaceutical Medicine*.

Dr. Andrew L. **LUX**

Biomec President Takes on Expanded Role of CEO

The contribution Andrew L. Lux has made to Biomec as president has been recognized with the addition of the role of CEO; he also is a board member. Dr. Lux reports to Trevor Jones, who continues as chairman of Biomec, a Cleveland-based biomedical product development and manufacturing company. Mr. Jones' focus is on long-term strategies aimed at enhancing shareholder value and to position the company for a public offering.

Dr. Lux joins Biomec from Medtronic, where he was VP of operations and R&D of the cardiac surgery division.

Dr. Lux earned doctorate of science and master of science degrees in material science and engineering from Massachusetts Institute of Technology and a MBA from the Weatherhead School of Management, Case Western Reserve University.

Device/Diagnostics POOL

H. Clark **ADAMS**

DSI Selects Leader of Sales, Marketing, and Business Development

Moving to position itself for the commercialization of human clinical products, Data Sciences International Inc., St. Paul, Minn., has named H. Clark Adams as executive VP of

sales, marketing, and business development. In this new position, Mr. Adams is charged with overseeing the launch and marketing of a new DSI device, now in development, designed to aid in the treatment of conges-



tive heart failure by monitoring left ventricular pressure in an outpatient setting. He also leads the company's business development efforts with strategic partnering and out-licensing technology. DSI supplies wireless (telemetric) implantable physiologic monitors to pharmaceutical companies and university research laboratories.

Most recently, Mr. Adams served as presi-

dent of Entrepreneurial Management and Consulting Services, where he assisted startup and emerging medical device companies develop business plans and strategies. He also helped companies solicit and raise capital through seed money, convertible debt, and venture funding.

He holds a bachelor's degree from Murray State University, and a MBA from Southeastern Nova University.

Drug Delivery POOL

Dr. Michael MYERS

West Pharmaceutical Services Appoints Drug Delivery President

Michael Myers, Ph.D., has joined West Pharmaceutical Services Inc., a provider of products and services that enhance the effectiveness of drug delivery and product dispensing, as president of the drug delivery systems division.

Dr. Myers, 40, most recently held the position of executive VP of business development at Flamel Technologies Ltd., a drug-delivery company, and held senior management and development positions at Fuisz Technologies Ltd. and Elan Corp.

Emerging POOL

Michael W. BONNEY

Cubist Pharmaceuticals Announces New President



Cubist Pharmaceuticals Inc. has expanded its executive management team, filling the position of president and chief operating officer, and creating the position of general counsel. Both positions report directly to

Scott M. Rocklage, Ph.D., chairman and CEO of the emerging pharmaceutical company, which is focused on the research, development, and commercialization of novel antimicrobial drugs to combat serious and life-threatening bacterial and fungal infections.

Michael W. Bonney, who assumes the titles of president and chief operating officer, brings to Cubist more than 20 years experience in pharmaceutical sales and marketing. Most

recently he served as VP of sales and marketing at Biogen Inc. where he built the commercial infrastructure for the launch of Avonex, a multiple sclerosis drug. Mr. Bonney received a BA in economics from Bates College.

John H. WHEELER

GlobeImmune Selects President and CEO

Assuming the role of president and CEO of GlobeImmune Inc. is John H. Wheeler, who has more than 25 years of experience in the biomedical industry. Mr. Wheeler replaces Richard C. Duke, Ph.D., who continues to serve as chief scientific officer and chairman of the board.

Mr. Wheeler joins GlobeImmune, Denver, from Xtrana Inc., where he held the positions of president, CEO, and director. He spearheaded the launch of the Xtrana's platform diagnostic technology and led the company through its merger with Biopool International Inc.

Mr. Wheeler holds a BA in biology from the University of Bridgeport, and a MBA from Pace University. He currently serves as a director of the Colorado Biotechnology Association and a member of the Colorado Governor's Council on Biotechnology.

GlobeImmune is focused on designing and developing products to suppress or stimulate the human immune system for antiviral, cancer, and autoimmune therapies and transplantation.

Service POOL

Dr. Paul COVINGTON

Fred DAVENPORT

PPD Selects President and Executive VP of Development

PPD Inc., a provider of discovery and development services and products for phar-

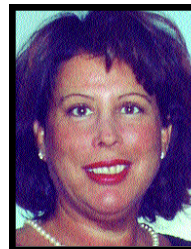
maceutical and biotechnology companies, has chosen Fred Davenport as its president and named Paul Covington, M.D., as executive VP of development.

Mr. Davenport joined PPD as general counsel in December 1996 and was promoted to executive VP in February 2000. He currently oversees the strategic development, legal, human resources, and facilities functions of the company. As president he also assumes responsibility for information technology, global planning, and Europe.

Dr. Covington came to PPD, Wilmington, N.C., in 1991 as medical director and is currently senior VP and chief safety officer. Dr. Covington already plays a leading role in the company's development business, with Phase IV operations, medical communications, regulatory, medical writing, and pharmacovigilance currently reporting to him. In his new role, Dr. Covington has the additional responsibility for Phase II and III operations in the Americas and for laboratory services and Phase I worldwide.

Lisa HANGES

Experienced Clinical Trial Executive Joins ePharmaLearning as Chief Operating Officer



ePharmaLearning Inc., which offers technology, content, and services specifically to meet the needs of pharmaceutical professionals, has named Lisa Hanges chief operating officer.

Ms. Hanges comes to the Bluebell, Pa.-based company from Nexigent, Covance Inc.'s e-business subsidiary for technology-enabled clinical trial services, where she held the position of VP of sales and marketing and head of business operations.

Ms. Hanges has held a variety of domestic and international executive level positions with major CROs, including Quintiles and Covance, with responsibility for creating new clinical trials offices and services. She has been closely involved in developing tools to improve collaboration and staff training at each location.

Beverly HUDSON

Christopher MATHEUS

Robert "Bo" WILKERSON

Industry Veterans Fill Key Positions at CB Technologies



CB Technologies Inc., a provider of clinical electronic data-capture software and related services to the life-sciences industry, has appointed Beverly Hudson, Christopher Matheus, and Robert "Bo" Wilkerson as business team leaders.



CB created the business team lead position as part of its sales team expansion announced in November. The three new leaders further expand CB's knowledge base within all facets of the life-sciences industry — pharmaceuticals, biotechnology, medical device and laboratories.



"Bev, Chris, and Bo each have a deep understanding of this industry and the environment in which our clients operate," says Rusty Beardsley, senior VP of sales and marketing at CB Technologies, Exton, Pa. "They bring leadership to our team that, coupled with CB's technology expertise, creates a powerful solution-oriented approach to partnering with our clients."

Ms. Hudson recently joined CB from SMG Marketing Group Inc., a Chicago-based healthcare data and software company, where she was responsible for running sales, marketing, and client-support services. She has extensive healthcare experience and brings biotechnology expertise through several years at Genentech Inc. in sales, sales management, and product management.

Mr. Wilkerson brings to CB senior-level experience in sales, marketing, and general business management in the pharmaceutical, database and laboratory industries. Before joining CB, he worked for Quest Diagnostics

Inc., first as director of informatics sales and marketing and then as sales director of strategic accounts.

Mr. Matheus has 20 years experience in the pharmaceutical and drug-development industry. For the past six years he worked with Quintiles, most recently as director of business development, representing data-management services, including Web-based electronic data capture.

Joe LAZARICH

TVG Names President of Education and Communications Business

TVG Inc., a PDI company, a provider of marketing research and education services to the pharmaceutical industry, has named Joe Lazarich as president of the TVG education and communications business unit.

Mr. Lazarich joins TVG EdComm with more than 20 years experience in all aspects of pharmaceutical marketing, product management, and medical communication services. Before joining TVG, located in Saddle River, N.J., Mr. Lazarich was president of Falk Healthworld, a healthcare advertising agency and a division of Bates Worldwide.

"Joe's depth and breadth of experience in the communications industry from the supply and client side will be critical to guiding the long-term growth of the unit," says Gail Kepler, managing director of TVG business units.

Kenneth B. LEE, Jr.

A.M. Pappas & Associates Selects Industry Analyst as President



Recognized throughout the biotech and pharmaceutical industry as a leading transactional strategist and industry analyst, Kenneth B. Lee, Jr. has been named president of A.M. Pappas & Associates, an interna-

tional life-science venture development company.

"Ken Lee's proven leadership and exceptional vision further position us to become one of the world's leading life-science venture-development companies," says Arthur M. Pappas, chairman and CEO. "He brings a wealth of industry knowledge, relationships, and experience that significantly strengthen our ability to add value to our clients and portfolio companies."

Mr. Lee joins A.M. Pappas & Associates, Research Triangle Park, N.C., after a distinguished 29-year career with Ernst & Young, where he most recently served as managing

director of the firm's Health Sciences Corporate Finance Group. Earlier this year he announced his retirement from Ernst & Young. Mr. Lee has been a key advisor to many of the leading U.S. lifescience companies during the past two decades. At Ernst & Young, Mr. Lee advised biotechnology and pharmaceutical companies throughout the world on a wide range of financial and strategic planning issues, including public offerings, mergers and acquisitions, and transaction strategies. He represented Genentech, Chiron, Affymax, and Affymetrix, among others, in their public offerings.

Mr. Lee has served since 1998 as a member of A.M. Pappas & Associates' board of advisors. "I am excited by this opportunity to work alongside Art Pappas and help lead the strong team he has put together," Mr. Lee says. "It is an opportunity to build tremendous value — by identifying and investing in the most promising cutting-edge life-science companies, by assisting portfolio companies and other companies to successfully meet the strategic challenges they face, and by expanding the size and types of funds raised for investment."

Jack L. MCCALL

PD-Rx Pharmaceuticals Announces Management Promotion

Jack L. McCall, an executive VP of PD-Rx Pharmaceuticals Inc., takes on the additional responsibilities of chief operations officer at the company, a provider of management strategies to the healthcare industry.

"Jack has been performing many of these duties and responsibilities over the last year and has earned tremendous respect from his fellow associates at PD-Rx Pharmaceuticals as well as from our suppliers, customers, and business partners," says Robert D. Holsey, president and CEO of D-Rx Pharmaceuticals, Oklahoma City.

Mr. McCall has been with the company since May of 1989. Previously, he worked at Parmed Pharmaceuticals. Mr. McCall graduated in 1983 from Southern Connecticut State University with a B.S. in environmental and marine biology.

Dr. Tracy TSUETAKI

Quintiles Transnational Creates New Position for Global Business Development

Tracy K. Tsuetaki, O.D., joins Quintiles Transnational Corp. in the newly created position of senior VP of global business development with responsibility for all business-development activities involving major pharma and biotech customers worldwide.

Before joining Durham, N.C.-based Quintiles Transnational, Dr. Tsuetaki was senior VP of strategic planning and consulting at Kaiser Permanente's California division.



Dr. Tsuetaki, 41, who reports to CEO Pam Kirby, Ph.D., oversees global account management, business development, and marketing at Quintiles, which provides information, technology, and services to bring new medicines to patients faster and to improve healthcare.

Dr. Tsuetaki has a MBA from the Kellogg School of Management at Northwestern University.

He also has a doctorate in optometry and a master's in physiological optics, both from the University of California, Berkeley.

Supplier POOL

Courtney NERENBERG Rose RIOS

Doctors + Designers Adds New Account Management Staff to Support Business Growth

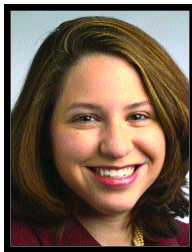


Doctors + Designers, a leading health-education company, has appointed two new account managers to its growing salesforce — Courtney Nerenberg and Rose Rios.

Ms. Nerenberg has held positions within advertising as well as pharmaceutical sales, most recently as a professional sales representative with Merck & Co. Inc. She graduated from The Catholic University of America in Washington, D.C., with a BA in political science.

Ms. Rios has held positions in university anthropological/social research, social work, public health, pharmaceutical sales and medical education.

Most recently, she was an account director at Innovative Medical Education. Ms. Rios has a BA from the University of Vermont and a master's degree in public health from Hunter College.



John SULLIVAN Newton Interactive Promotes VP of Technology Services

John Sullivan has been promoted to VP of technology services at Newton Interactive Inc., a leading digital media company. Mr. Sullivan joined Newton as director of technology in May of 2000.

Mr. Sullivan's new responsibilities include guiding Newton Interactive's technical direction to ensure the company stays on the cutting edge of technology to provide the most effective solutions for its clients, coordinating activities with Newton's business development department to identify growth areas, and developing off-the-shelf solutions to speed solution delivery

to clients. He provides the technology strategy for new project planning and development, and to identify and assist with technology-based strategic partnerships.

"Joining an energetic, talented, and growing organization that provides solutions using leading-edge technology has been a challenging and incredibly rewarding experience," Mr. Sullivan says. "I am honored to receive the opportunity to help shape the future of Newton."

A graduate of the Chubb Top Gun Technical Program, Mr. Sullivan earned a bachelor of science degree in ceramic engineering from Rutgers University, College of Engineering.

Previously Mr. Sullivan was employed at Bristol-Myers Squibb Co., where he managed and coordinated information and operational systems.

Agency POOL

Michael LAMPE Feinstein Kean Selects Director of Marketing and Scientific Communications Group

Feinstein Kean Healthcare, an Ogilvy PR Worldwide company and a healthcare and biotechnology public-relations firm, has expanded its scientific communications capabilities with the addition of Michael Lampe as a director in its marketing and scientific communications practice.

Mr. Lampe brings more than five years of pharmaceutical public-relations experience to FKH, Cambridge, Mass. His responsibilities include working with other senior management to provide strategic counsel to clients and to develop and manage comprehensive PR programs. In addition, Mr. Lampe is participating in new business development for the company.

Before joining FKH, Mr. Lampe worked at Landmark Communications, a healthcare PR firm, where he oversaw the development and implementation of comprehensive public-relations programs for leading pharmaceutical franchises at various stages of their product life cycles, from pre-clinical research through patent expiration.

Jin Li ALLEN Carey PILATO

Ribotsky Announces Two Promotions

Jin Li Allen was promoted to VP and director of account management, and Carey Pilato was promoted to VP of public commu-

nications and strategies at Ribotsky Worldwide Inc., Somerset, N.J.

As VP and director of account management, Ms. Allen brings more than 11 years of healthcare industry and communications experience to her new role at the healthcare agency.

Ms. Allen has demonstrated her account management skills while managing accounts for Amersham, Nabi, Boehringer Ingelheim, Conva-Tec, and Berlex Laboratories.

Previously she was a VP in the healthcare practice of Porter Novelli.

Mr. Pilato has developed and grown the agency's public-relations practice, including new business wins. He has brought significant healthcare strategy, government, and public-relations expertise to the agency.

As VP of public communications and strategies, Mr. Pilato is responsible for the future growth and direction of the agency's public-relations practice.

Before joining Ribotsky, Mr. Pilato worked for Fleishman-Hillard where he managed major accounts, including AstraZeneca's Prilosec and Hoffmann-La Roche's Accutane and Soriatane.

In addition, Mr. Pilato had worked for McKinsey & Co., an international management consulting company and as a Senior Legislative Assistant for two congressmen in Washington, D.C.



Please send your personnel announcements to feedback@pharmalinx.com.