



Pharma POOL

Dr. Jack GOLDSTEIN

Chiron Names Blood Testing
Division President



Chiron Corp. has named Jack Goldstein, Ph.D., president of Chiron's blood testing division. Dr. Goldstein is responsible for the commercial operations of Chiron's blood testing business, based in Emeryville,

Calif. He also serves as a member of Chiron's executive committee. William G. Green, who has served as president of the blood testing division since April, will continue in his roles as Chiron's general counsel, senior VP, and member of the executive committee.

Dr. Goldstein, 55, brings substantial experience in the pharmaceutical industry and in blood testing to his new position, as well as a strong scientific background.

Since 2000, he has served as chairman of the board of directors of Applied Imaging Corp., a supplier of instrumentation systems for prenatal genetics, cancer genetics, and cancer pathology.

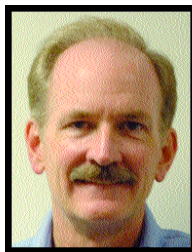
From 1997 to 2000, he served as president and CEO of the company. He also is a general partner in Windamere Venture Partners LLC, a venture fund investing in early-stage biotechnology, pharmaceutical, medical-device, and diagnostic companies.

Dr. Goldstein also has served as president of Ortho Diagnostic and held positions at Baxter Healthcare Corp. and American Home Products Corp. He earned a B.A. in biology from Rider University, and a M.S. in

immunology and Ph.D. in microbiology from St. John's University.

Robert PAARLBERG

Regulatory Affairs Veteran Joins
UCB Pharma



Bringing more than 23 years of regulatory affairs experience, Robert Paarlberg has joined UCB Pharma Inc. as director of regulatory affairs.

In his new position, Mr. Paarlberg supervises the U.S. regulatory affairs

group and works closely with the U.S. Food and Drug Administration and Health Canada to ensure timely regulatory approval of new drug therapies and indications.

Before joining UCB Pharma, Smyrna, Ga., Mr. Paarlberg was senior director of global regulatory policy and intelligence at Pharmacia Corp. During his 28-year tenure at Pharmacia, he served as director of global regulatory affairs, director of worldwide regulatory operations, and Washington regulatory liaison.

"As UCB continues to market new products and pursue additional indications, Bob's profound knowledge of the FDA and expertise in regulatory affairs will be valuable," says Anthony Tebbutt, president of UCB Pharma. "His addition to our senior management team demonstrates UCB's long-standing commitment to fostering strong and productive relationships with U.S. and global regulatory agencies."

In 1994, Mr. Paarlberg received the Outstanding Service Award from the Drug Information Association. He previously was a member of the Washington Regulatory Liaison Group, the Pharmaceutical Research and Man-

ufacturers of America International Regulatory Affairs Committee, and PhRMA's Japan and Asia Pacific Technical Committees.

He earned a master of science degree in analytical chemistry and a bachelor of science degree in chemistry from Purdue University in Indiana.

Biotech POOL

Mark P. MELLIN

Ilex Oncology Appoints Senior VP,
Chief Financial Officer

Mark P. Mellin has been appointed senior VP and chief financial officer at Ilex Oncology Inc., a San Antonio-based biopharmaceutical company. Mr. Mellin succeeds Michael T. Dwyer, who assumes the new position as CEO of OpTx Corp., a Denver-based healthcare software and services firm specializing in oncology.

Since June 2000, Mr. Mellin has been the managing partner for the San Antonio office of Arthur Andersen LLP, responsible for the operations of the 150-person office. A certified public accountant, Mr. Mellin has 20 years of experience in accounting and auditing. He holds a BBA degree in accounting from the University of Texas at Austin.

"Mark's broad and extensive experience across a variety of industries, including health care, makes him the ideal candidate for this important position," says Jeff Buchalter, president and CEO of Ilex.

W. Thomas MITCHELL

Genencor's CEO Announces
Retirement Plans

Genencor International Inc. has announced that W. Thomas Mitchell intends to step down as CEO and president upon the naming of a successor, and to retire in 2003. The board of directors has finalized a succession plan and a search for a successor is ongoing. Mr. Mitchell, 56, will continue in his role as chairman of Genencor, a diversified biotechnology company based in Palo Alto, Calif., that develops and delivers products and services into the health care, agri-processing, industrial, and consumer markets. He has led the company since 1992.

"Tom has led Genencor from an industrial enzyme company to a diversified biotechnology company and leaves a strong organization ready for the next generation of leadership," says Joe Mollica, CEO of Pharmacoepia, and Genencor director and chairman of the board's

succession planning committee. "The board is leading a search for a chief executive with a good understanding of life-science technology and product development to guide the company in the future."

Dr. Louis VAICKUS

TolerRx Appoints VP and Head of Clinical Development and Medical Affairs



Louis Vaickus, M.D., has been named VP and head of clinical development and medical affairs at TolerRx Inc. Dr. Vaickus joins TolerRx from Sepracor Inc. where he was senior VP of medical affairs.

TolerRx, Cambridge, Mass., is a biopharmaceutical company specializing in the discovery and development of therapies that induce, maintain, or eliminate immunological tolerance and re-program the immune system to treat immune-mediated diseases.

Dr. Vaickus has more than 25 years of experience in the preclinical, clinical, and post-marketing research and development of biologics and small molecules as a research scientist, academic physician, and pharmaceutical executive. In addition to his position at Sepracor, he served in several positions at Serono SA and held faculty positions at the University of Iowa in the Division of Hematology/Oncology and at Roswell Park Cancer Institute and SUNY in the Division of Clinical Immunology.

He completed clinical training and post-doctoral fellowships in immunology and tumor immunology at the Mayo Clinic and at Stanford University and received his M.D. from Loyola University's Stritch School of Medicine.

Dr. Brian P. ZAMBROWICZ

Executive VP, Research, Position Filled at Lexicon Genetics



Lexicon Genetics Inc. has promoted Brian P. Zambrowicz, Ph.D., to executive VP of research. In his new role, Dr. Zambrowicz is responsible for forming new drug-discovery partnerships while continuing to manage the

biopharmaceutical company's existing alliances and oversee basic genomic discovery research.

Dr. Zambrowicz, who joined Lexicon, The Woodlands, Texas, in April 1996, was a key

inventor of the company's high-throughput gene trapping technology and was instrumental in establishing Lexicon's large-scale *in vivo* target discovery platform. Most recently, Dr. Zambrowicz served as Lexicon's senior VP of genomics where he was responsible for molecular genetics and genomics-based research. Before joining Lexicon, Dr. Zambrowicz was a NIH postdoctoral fellow at The Fred Hutchinson Cancer Center in Seattle, where he studied gene trapping and gene targeting technology.

Dr. Zambrowicz received his B.S. in biochemistry from the University of Wisconsin. He received his Ph.D. from the University of Washington, where he studied tissue-specific gene regulation using transgenic mice.

Specialty POOL

Robert BREUIL

Nancy ISAAC

Aerogen Names Chief Financial Officer and VP, Regulatory Affairs and Quality



Aerogen Inc. has appointed Robert Breuil to the position of chief financial officer, and Nancy Isaac has joined the company as VP of regulatory affairs and quality. Aerogen, Mountain View, Calif., is an emerging specialty pharmaceutical company developing inhaler and nebulizer products for the treatment of respiratory disorders in the home and hospital markets.

Mr. Breuil joined Aerogen in April 2002 as VP of corporate development. He continues his current responsibilities of managing the company's corporate development activities in addition to assuming the role of chief financial officer. Before joining Aerogen, Mr. Breuil spent eight years at Alza Corp., where he served in numerous leadership positions, including controller and director of corporate planning and analysis.

Mr. Breuil received a B.S. in electrical engineering at the U.S. Naval Academy and a MBA from the Stanford Graduate School of Business.

Ms. Isaac assumes responsibility for all regulatory and quality-related activities at Aerogen. She brings to Aerogen more than 15 years of experience in life-sciences and regulatory affairs. Before joining Aerogen, she served as worldwide VP of regulatory and quality for

BD Biosciences, a business segment of Becton, Dickinson & Co., which specializes in products for genomics, proteomics, drug discovery and development, and cell analysis. Ms. Isaac also has held senior regulatory positions at Genzyme Corp. and SYVA.

Ms. Isaac received her J.D. from Boston University, a master's degree in public health from Harvard University, and a bachelor of science degree in cell and molecular biology from San Francisco State University. She also is a member of the State Bar of California.

Dr. Stacy CASTNER

Dr. Douglas GELOWITZ

Dr. Graham WILLIAMS

Miicro Hires Neuroscience Team for Preclinical Drug Discovery and Development Platform

Miicro Inc., Chicago, has hired a team of neuroscientists to develop a powerful platform for the preclinical evaluation of central nervous system drugs. Miicro welcomes the addition of Graham Williams, D. Phil., Stacy Castner, Ph.D., and Douglas Gelowitz, Ph.D., all most recently from the Neurobiology Department of Yale University. Miicro is a privately held company focused on accelerating the development and discovery of improved CNS therapeutics using a novel, integrated neuro-technology platform.

Dr. Williams is an expert in neurophysiology and neurochemical measurement techniques, and will be Miicro's senior director of preclinical research. Dr. Castner, Miicro's director of preclinical models, is a world-renowned behavioral pharmacologist with extensive expertise in primate models of neuropsychiatric disorders. Dr. Gelowitz is an expert in neuropsychiatry and animal models of CNS disease, and assumes the role of director of science/commercial liaisons.

Dr. Eric J. DADEY

Atrix Promotes Senior Scientist to Director, Drug Delivery

Atrix Laboratories Inc., an emerging specialty pharmaceutical company, has promoted Eric J. Dadey, Ph.D., to director of drug delivery. Dr. Dadey joined Atrix's research and development team in December 2000 as a senior scientist and project leader, primarily responsible for developing sustained-release formulations for small molecule, peptide, and protein therapeutics using the Atrigel drug-delivery technology. Dr. Dadey's new responsibilities include lead developmental work on

new chemical entities requiring innovative drug delivery and optimizing product effectiveness of key compounds using the Atrigel technology.

Before his tenure with Atrix, Fort Collins, Colo., Dr. Dadey served as assistant professor of pharmaceuticals, College of Pharmacy at the University of Illinois, Chicago. Dr. Dadey has a M.S. in chemistry from Western Kentucky University, Bowling Green, and a M.S. in organic chemistry and a Ph.D. in pharmaceutical sciences from the University of Kentucky, Lexington. Dr. Dadey also holds several patents for various polymer-based drug-delivery technologies.

A. Brian **DAVIS**

Dr. Marjorie **HURLEY**

Robert I. **KRIEBEL**

Debra J. **POUL**

Neose Announces Executive Appointments

Neose Technologies Inc. has appointed Robert I. Kriebel to the position of senior VP and chief financial officer. The company, which develops proprietary technologies involving enzymes to manufacture complex carbohydrates, also announced the following promotions: A. Brian Davis to VP of finance; Debra J. Poul to VP and general counsel; and Marjorie Hurley, Pharm.D., to VP of regulatory affairs and project management.

Mr. Kriebel most recently served as executive VP, chief financial officer, and director of U.S. Bioscience Inc., which was acquired by MedImmune Inc.

Before U.S. Bioscience, Mr. Kriebel spent 16 years at Rhone-Poulenc Rorer Inc. in various positions, including VP and controller of Rorer Group Inc.'s Armour Pharmaceutical Company subsidiary, VP of investor relations, and treasurer of Rorer Group Inc.

Mr. Davis has held positions of increasing responsibility since joining Neose in 1994, including senior director of finance and acting chief financial officer. Before joining Horsham, Pa.-based Neose, Mr. Davis served as corporate controller of Micro HealthSystems Inc.

Ms. Poul has served as general counsel of Neose since January 2000. Before joining Neose, Ms. Poul was counsel to the law firms of Morgan, Lewis & Bockius and Dechert, Price & Rhoads.

Dr. Hurley joined Neose in 1993, and has served as senior director of regulatory affairs of Neose since 2001.

Previously, Dr. Hurley served in various positions, including assistant director of regulatory affairs at Cytogen Corp.

Dr. Gary **MADSEN**

Samraat S. **RAHA**

EraGen Biosciences Appoints Chief Technical Officer and Chief Business Officer

EraGen Biosciences Inc., a developer of nucleic acid and proteomic technologies has hired Gary Madsen, Ph.D., as chief technical officer and Samraat S. Raha as chief business officer.

A former senior manager at Abbott Laboratories and divisional VP at Idexx Laboratories, Dr. Madsen has more than 20 years experience in the clinical diagnostics industry.

Dr. Madsen received his Ph.D. and M.S. in medical microbiology from Creighton University School of Medicine in Omaha, Neb., and his B.S. from Dana College in Blair, Neb.



Mr. Raha is responsible for EraGen's overall business development, sales, and marketing efforts. He joins EraGen, which is located in Madison, Wisc., from his position as VP of discovery services at Incyte Genomics where he

was responsible for Incyte's genomic service businesses, including microarrays and bioreagents.

Mr. Raha received his B.A. in molecular and cell biology from the University of California at Berkeley.

Dr. Rajesh C. **SHROTRIYA**

NeoTherapeutics Names Chairman and CEO as Part of Planned Succession



The board of directors of NeoTherapeutics Inc. has appointed Rajesh C. Shrotriya, M.D., as chairman and CEO of the company. Dr. Shrotriya succeeds Alvin J. Glasky, Ph.D., who has retired, and who continues to

serve the company as a member of the board of directors. Since joining Irvine, Calif.-based NeoTherapeutics in September 2000, Dr. Shrotriya has served as president and chief operating officer of the company, which discovers and out-licenses drugs for central nervous system disorders and in-licenses and commercializes anti-cancer drugs. Dr. Shrotriya was hired by NeoTherapeutics as part of the company's succession planning.

Dr. Shrotriya's pharmaceutical industry experience spans more than 29 years, during

which time he has been awarded several patents and has authored or co-authored more than 35 scientific publications.

Before joining NeoTherapeutics, Dr. Shrotriya was executive VP and chief scientific officer of SuperGen Inc. Earlier in his career, Dr. Shrotriya spent 18 years at Bristol-Myers Squibb, most recently as executive director of worldwide central nervous system clinical research.

He also has served as a medical advisor to Hoechst Pharmaceuticals and as an attending physician and member of the faculty at St. Joseph Hospital in Stamford, Conn.

Dr. Roger G. **STOLL**

Cortex Names Chairman, President, and CEO



Cortex Pharmaceuticals Inc., Irvine, Calif., has named Roger G. Stoll, Ph.D., a member of the Cortex board, chairman, president, and CEO. Robert F. Allnutt, who has chaired the board of the neuroscience

company since early 1998, is stepping down as chairman but will remain on the board. Vincent F. Simmon, Ph.D., has resigned as a director, president, and CEO to pursue other opportunities.

Dr. Stoll has more than 30 years of experience in the pharmaceutical, medical-device, and diagnostic industries. Most recently, he was the executive VP of Fresenius Medical Care — North America, in charge of both the dialysis products and laboratory services. Dr. Stoll oversaw the company's manufacturing, sales, service, research and development, and business development functions, and was responsible for combined sales of about \$900 million as well as more than 3,000 employees.

Dr. Stoll received his bachelor's degree in pharmacy from Ferris State University and a Ph.D. in biopharmaceutics from the University of Connecticut, and performed postdoctoral studies in pharmacokinetics at the University of Michigan.

In addition to the Cortex board, Dr. Stoll currently serves as a member of the boards of directors of Agensys Inc., Questcor Pharmaceuticals Inc., and LifePoint Inc.

Daniel G. **WELCH**

Triangle Pharmaceuticals Names Chairman and CEO

Triangle Pharmaceuticals Inc., a specialty pharmaceutical company engaged in the devel-

opment of new antiviral drug candidates, has appointed Daniel G. Welch chairman and CEO. Mr. Welch succeeds Dr. David Barry, founder and former CEO, who passed away in January of this year.

Mr. Welch has more than 23 years of pharmaceutical experience with specialty pharmaceutical companies as well as with leading global pharmaceutical companies.

Before joining Triangle Pharmaceuticals, which is located in Durham, N.C., Mr. Welch was president of biopharmaceuticals at Elan Corp. where he was responsible for the worldwide activities of Elan's largest business unit, including the U.S. commercial operation, the international subsidiaries, the R&D function, and the diagnostics businesses.

From 1987 to 2000, Mr. Welch held various executive positions at Sanofi-Synthelabo and its predecessor companies Sanofi and Sterling Winthrop, including VP of worldwide marketing, and executive VP and chief operating officer of U.S. operations. At Sanofi-Synthelabo, Mr. Welch was instrumental in the launch of several important products, including Plavix, a leading antiplatelet agent in the cardiovascular area, and Avapro, a leading anti-hypertensive agent in the angiotensin II receptor antagonist class. Before that, Mr. Welch was with American Critical Care, a division of American Hospital Supply, which was subsequently acquired by DuPont.

Nicole S. WILLIAMS

American Pharmaceutical Partners Expands Team With New Executive VP, Chief Financial Officer

American Pharmaceutical Partners Inc., a specialty drug company that develops, manufactures, and markets injectable pharmaceutical products, has named Nicole S. Williams as executive VP and chief financial officer. She reports to Patrick Soon-Shiong, M.D., chairman and CEO of Los Angeles-based APP.

Ms. Williams, 58, has more than 30 years of financial management experience. Before joining APP, she was president of The Nicklin Capital Group, an advisor and investor in early-stage businesses.

From 1992 to 1999, she served as executive VP, finance, and corporate secretary for R.P. Scherer Corp., which was acquired by Cardinal Health Inc. in 1998.

Ms. Williams earned a master of business administration degree from the University of Chicago, and holds degrees in political science from the University of Geneva in Switzerland.

Ms. Williams assumes the chief financial officer duties previously filled by Derek Brown, who continues to serve as co-chief operating officer and corporate secretary.

Emerging POOL

Dr. Delia BETHELL

Clinical Development VP Named at Ventria Bioscience

Ventria Bioscience, a development-stage biotechnology company, has named Delia Bethell, Ph.D., as VP of clinical development. Dr. Bethell has been tapped to oversee the clinical development of Ventria's existing product pipeline and is responsible for identifying new product opportunities in human health that fit Ventria's protein expression system.

Before joining Ventria, Sacramento, Calif., Dr. Bethell was the director of research and regulatory affairs for BioSeparations. In addition, she was director of research and development at Medix Biotech, a subsidiary of Genzyme Diagnostics.

Dr. Bethell received a Ph.D. in physiology from Milton S. Hershey Medical School at the Pennsylvania State University, a M.S. degree in biology from the University of Denver, and a B.S. degree in biology from Tulane.

Timothy NOYES

Essential Therapeutics Appoints Chief Operating Officer

Timothy Noyes has been appointed to the position of chief operating officer at Essential Therapeutics Inc. Mr. Noyes joins Waltham, Mass.-based Essential Therapeutics from Genzyme Corp. where he was president of Genzyme's renal business and its research and development subsidiary, GelTex Pharmaceuticals Inc. Essential Therapeutics currently has emerging clinical and preclinical programs concentrated in hematology/oncology and infectious disease therapeutic areas.

Mr. Noyes reports directly to Mark Skaletsky, president, chairman, and CEO at Essential Therapeutics.

He received his MBA from the Harvard Graduate School of Business Administration, and a bachelor's degree from Harvard College.

Dr. Robert A. D. SCOTT

AtheroGenics' Senior Management Team Attracts Pfizer Worldwide Cardiovascular Head

Robert A. D. Scott, M.D., has joined AtheroGenics Inc. as senior VP of clinical development and regulatory affairs. Dr. Scott, who also serves as the company's chief medical officer, reports directly to Russell M. Medford,

M.D., Ph.D., president and CEO of AtheroGenics, and serves as a member of the company's executive committee.

Dr. Scott, 49, was recently VP of Pfizer's Pharmaceutical Group, where he was worldwide medical therapeutic head, responsible for leading the cardiovascular and metabolic group. In this role, he had overall responsibility for Pfizer's global clinical development of atherosclerosis products, including Lipitor; cardiovascular products, including Norvasc and Accupril; and diabetes products, including Glucotrol XL and Exubera Inhaled Insulin.

"Attracting a drug-development executive of Dr. Scott's stature, especially in the fields of atherosclerosis and cardiovascular drug development, not only reflects AtheroGenics' growth as a pharmaceutical company, but also is a powerful endorsement of the potential of our lead compound, AGI-1067, as an oral therapy for atherosclerosis," Dr. Medford says. "His proven clinical development and regulatory leadership abilities coupled with his expertise in the global cardiovascular industry add tremendous value to our company. His appointment comes at an important time, and we expect that he will make significant contributions to the design of our expected Phase III clinical program for AGI-1067."

Service/Supplier POOL

Lori BLADES

David E. GARETS

Rick RATLIFF

Healthlink Announces Three Additions to Executive Staff

Healthlink, a Houston-based healthcare consulting firm, has added Lori Blades, David E. Garets, and Rick Ratliff to its executive team. Ms. Blades has been appointed VP in the northeast region, with a primary focus on business development in the Boston area. Ms. Blades brings more than 20 years of experience in the healthcare industry, with specific emphasis in information technology, consulting, clinical information management, and business development. Ms. Blades comes to Healthlink from First Consulting Group, where she was responsible for the development and direction of numerous projects with the Veterans Administration. Ms. Blades earned her bachelor of science degree in business administration from Northeastern University in Boston.

Mr. Garets brings more than 25 years experience in information technology management



to the executive VP position. He most recently served as group VP for Gartner, an international information technology research and advisory firm, responsible for its healthcare industry research and advisory services. In his role at Healthlink, Mr. Garets is responsible for leading the company's management consulting and IT strategy groups.

Mr. Ratliff has joined Healthlink as VP, focusing on business development in the southwest region's Dallas area. With more than 15 years of experience in the technology field, Mr. Ratliff joins Healthlink from HEALTHvision Inc., an e-health application service provider. As a founder of HEALTHvision, Mr. Ratliff focused on sales, marketing, and business development for the company. He earned his bachelor's degree in chemical engineering from the University of Oklahoma and his master's degree in business from the University of Tulsa.

Jeffrey BURGDOERFER

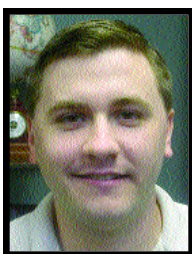
HPIS Hires Health Industry Veteran as Director of Sales

Healthcare Products Information Services (HPIS), a healthcare market intelligence and sales evaluation company, has hired Jeffrey Burgdoerfer as director of sales. Mr. Burgdoerfer reports to Vic Ventura, VP and general manager of HPIS, a subsidiary of Neoforma, San Jose, Calif.

He is responsible for marketing HPIS information and managing the company's sales efforts. Mr. Burgdoerfer brings 14 years of healthcare sales and management experience, and joins HPIS from the Health Industry Distributors Association, where he helped boost membership by 20% while serving as VP of member relations. Mr. Burgdoerfer graduated with a business administration degree from Husson College, Bangor, Maine.

Gene CARBINE

Database Network Associates Names Sales and Marketing Director



Gene Carbine has been appointed director of sales and marketing at Database Network Associates, a direct marketing company located in Oakland, N.J., serving the healthcare and pharmaceutical industries.

Mr. Carbine started his direct marketing career at Edith Roman Associates. He then moved to Foote, Cone & Belding as the direct marketing specialist, where he was charged with the management and development of many programs for AT&T, JP Morgan Chase, Compaq Computer, Cablevision, and the United States Postal Service.

Mr. Carbine is a graduate of the University of Maryland.

Michael A. CASO

Karen M. OVERSTREET

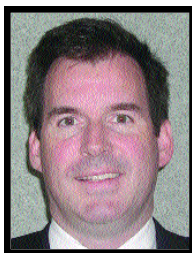
Nexus Communications Appoints President and Executive VP

Nexus Communications Inc., a newly formed full-service medical education and communication company located in North Wales, Pa., has appointed Michael A. Caso president and Karen M. Overstreet, EdD, RPh, FACME, executive VP, operations.

Mr. Caso was formerly president of sales at Diagnosis Healthcare Communications. Ms. Overstreet was formerly VP at Thomson Physicians World.

John DAWLEY

Taratec Appoints General Manager for Products Division



Taratec, a life-science consultancy that provides integrated business, information technology, and regulatory compliance services and solutions, has appointed John Dawley as general manager of the company's

products division.

"Taratec's proven reputation for regulatory compliance and technology provides a solid foundation upon which the products division can build," Mr. Dawley says. "Taratec e-Compliance (TeC) and Taratec University's e-learning program have already extended our value proposition within our Fortune 500 client base and I look forward to continued success as we roll out additional offerings."

Mr. Dawley joins Taratec, Bridgewater, N.J., from Dendrite International Inc., a provider of customer relationship management software, where he most recently was VP and general manager of a stand-alone business unit focused on the mid-tier pharmaceutical market. Within one year, he drove a 30% swing in gross margin leading to the unit's integration as a division of the parent company.

James J. DIBRINO

Integrated Clinical Data Selects Chief Operating Officer

James J. Dibrino has been tapped to lead Integrated Clinical Data's expansion of services to the pharmaceutical and biotech industries. The Downingtown, Pa., company has appointed Mr. Dibrino as the company's chief operating officer. In the newly created position, Mr. Dibrino is responsible for the management of day-to-day operations and growth of the business for Integrated Clinical Data, which provides a variety of services that help leading pharmaceutical and biotechnology companies conduct clinical trials.

In 22 years at Sungard Recovery Services of Wayne, Pa., Mr. Dibrino rose to the position of chief operating officer during a period of rapid growth for the company, and was president of Sungard's network solutions division. He also has served as a consultant to several leading high-tech organizations.

Mr. Dibrino is on the advisory boards of two Philadelphia-area firms, Quintech Resources, which specializes in the placement of technology professionals, and Kelleher Associates, an out-placement services firm. He holds a bachelor's degree in psychology from Florida Atlantic University in Boca Raton, and has served in the U.S. Air Force.

Craig D.

HOLLINGSWORTH

Sales Director Named at TrialCard

Craig D. Hollingsworth has been named sales director at TrialCard Inc., a transaction services company focused on the pharmaceutical industry. As sales director, Mr. Hollingsworth is responsible for promoting TrialCard and its products to major pharmaceutical manufacturers.

"The opportunity to work for a company with such a creative product and business model was something I couldn't pass up," Mr. Hollingsworth says.

Before joining TrialCard, Raleigh, N.C., Mr. Hollingsworth worked as senior account consultant for NDCHealth, where he negotiated more than \$6.4 million in revenue. He was senior VP with Nutracor, a nutritional supplement manufacturer, and also worked as a consultant in medical sales at Searle Pharmaceutical, where he launched a number of key products, including Celebrex.

"With Craig's substantial pharmaceutical experience and significant sales and marketing background, we are confident in our plans to grow our sales base," says David Cunningham, CEO of TrialCard.

Mr. Hollingsworth received a B.S. in business and public administration from the University of Texas, with a major in marketing.

Debra SMITH

ClinPhone Expands Chicago Staff with Clinical Project Coordinator Appointment



ClinPhone Inc.'s Chicago operations team has named Debra Smith as clinical project coordinator. As such, she is responsible for the design specifications of Bespoke Interactive Voice Response systems for clients' clinical

trials, and working with the sponsor pharmaceutical company and other internal project team members to ensure projects meet their deadlines, and managing the overall project from start to completion.

Ms. Smith, who also is a registered nurse, worked for eight years in clinical research with G.D. Searle, including periods as a clinical research associate and a senior clinical research associate on Phase II and III oncology trials and Phase IV cardiovascular trials.

In addition to its office in Chicago, ClinPhone has facilities in Princeton, N.J., and San Francisco with a satellite office in Brussels, Belgium, and headquarters in Nottingham, U.K.

Mona Cross SOWISKI

Pharsight Hires Senior VP of Consulting Services



Pharsight Corp. has named Mona Cross Sowiski senior VP of consulting services, with responsibility for worldwide service operations.

A seasoned veteran of healthcare consulting, Ms. Sowiski joins Mountain View, Calif.-based Pharsight after having spent more than 20 years working for healthcare organizations in the provider, insurer, and pharmaceutical sectors, which included starting her own healthcare and pharmaceutical consulting practice. Additionally, she has experience in organizational change and development, operations restructuring, and process re-engineering. Before running her consulting practice, Ms. Sowiski was a senior partner at marchFIRST, an Internet professional services company.

Ms. Sowiski holds a master of public health degree from the Graduate School of Public Health at the University of Pittsburgh.

Investment POOL

John L. HAAG

Burrill & Co. Fills Executive Position

Burrill & Co., a San Francisco-based life-sciences merchant bank, has hired John L. Haag as chief operating officer and chief financial officer.

Mr. Haag has more than 20 years of venture capital and investment banking experience. Before joining Burrill & Co., Mr. Haag was a principal and VP of finance and administration for Softbank Emerging Markets of San Francisco, a venture capital firm targeting investments in Internet technologies in emerging markets.

Mr. Haag also has held chief financial officer positions at GetMedia Inc. and Trinity Flywheel Power Inc.

Mr. Haag began his career at KPMG Peat Marwick and subsequently held various positions at JPMorgan & Co. and Bankers Trust Company. Mr. Haag received his BBA in accounting and finance from the University of North Texas.

Media POOL

Terrence FAGAN

Andrew GANNON

Donna HILTON

Joan MCCLUSKY

Lori O'NEILL

Genny SCHENDL

Tamara SCHILLER

Laurie SCOTT

Sandra STOSIUS

Charlton THOMPSON

Thomson Physicians World Reports Staff Changes at 30-year Anniversary

Thomson Physicians World has announced staff additions and changes as the company celebrates its 30-year anniversary as

a leading provider of strategic education and medical communications programs for physicians.

Donna Hilton, VP/editorial director, joins the company from a 12-year tenure at Lippincott, Williams & Wilkins, where she initially was an editor responsible for product acquisition and management, and later a VP and publisher.

In her most recent position as managing director of nursingcenter.com and VP of distance education, Ms. Hilton spearheaded the launch of a strategic start-up e-business and expanded the success of the print continuing education business by developing it for the Web.

As VP/editorial director of Thomson Physicians World, Ms. Hilton is charged with overseeing the development of all editorial materials.

Terrence Fagan joins the company as managing editor. He formerly was a managing editor for *Cigar Aficionado* magazine.

Andrew Gannon has been hired as managing editor for Thomson GeoMed, the company's global communications division.

Before coming to Thomson Physicians World, Mr. Gannon had been a scientific editor at Colwood Healthworld in New York.

Joan McClusky has filled the position of editorial director for Thomson GeoMed. Previously she served as an executive editor at Thomson Physicians World.

Before joining the company in 2001, Ms. McClusky garnered more than 20 years of experience as a medical editor, writer, and manager.

In her new position, Ms. McClusky directs, plans, organizes, and monitors the activities of GeoMed's editorial department.

Lori O'Neill has been named account director for Thomson GeoMed. Previously she was an account director at Thomson Physicians World.

Genny Schendl has been hired as speakers bureau manager. She joins Thomson Physicians World from Proworx, a division of the healthcare advertising agency Cline, Davis & Mann, where she was an associate project director.

Tamara Schiller has been appointed account director. She formerly was an account supervisor at Donahoe Purohit Miller Advertising in Chicago.

Laurie Scott joins the company as director, new business development, from MPE Communications, where she was a medical education consultant.

Sandra Stosius joins the company as a technical director. Previously, she was a senior project director at Aegis Insurance Services in New York.

Charlton Thompson, who fills the position of account director, previously was a call center manager at CIGNA Healthcare.

Agency POOL

Mario AMICI

Industry Veteran Named Production Chair of the Philadelphia DMA



Mario Amici, VP of operations at Roska Direct, has been appointed production committee chair for the Philadelphia Direct Marketing Association (PDMA). Mr. Amici is charged with helping to develop educational seminars

on such topics as print production, list processing, personalization, and lettershop services. Roska Direct is a direct response advertising agency specializing in interactive and traditional media.

Mr. Amici joined the PDMA in 1971 and has served on several committees of the production and fulfillment council and also has taught production seminars at the Wharton School of Business and Cabrini College. His global direct response print production expertise includes retail, insurance, financial, and book publishing.

David BOWERS

Angela CUA

Bruce ROOKE

Norm SENHAUSER

GSW Announces Executive Promotions; Blue Diesel Adds Business Development Director



Gerbig, Snell/Weisheimer, a full-service marketing and communications agency based in Columbus, Ohio, and a subsidiary of inChord Communications Inc., has promoted David Bowers and Angela Cua to VP, associate creative director.



In their new roles, Mr. Bowers and Ms. Cua are involved in the management and direction of several creative teams, and oversee the day-to-day management of the creative process, and coordi-

nate a group of creative team leaders, art directors, copywriters, graphic designers, and proofreaders for select pharmaceutical accounts.

Before joining GSW, Mr. Bowers was co-founder and VP of creative services for Out of the Box Integrated Advertising, where he was responsible for recruiting and developing talent, defining and maintaining a creative culture that encouraged client loyalty, and fueling consistent growth. Mr. Bowers holds a bachelor's degree in commercial art from Pensacola Christian College.

Ms. Cua joined GSW in 1995 and since then has held many positions with increasing responsibility, including associate creative director, creative team leader, senior art director, and art director. Before GSW, she was a graphic designer for a Columbus-based design studio, Gayle Holton Design. Ms. Cua holds a bachelor's degree in industrial design from Ohio State University.

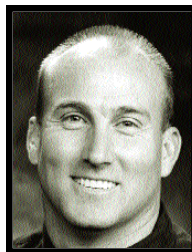
In addition, Gerbig, Snell/Weisheimer has named Bruce Rooke chief creative officer. Mr. Rooke was formerly executive creative director of J. Walter Thompson, where he served as worldwide creative director on the Ford account.

In addition to his role as executive creative director at JWT, Mr. Rooke was an executive VP and served on the worldwide creative council since 1996. His previous positions included creative director and associate creative director. During his tenure at JWT, Mr. Rooke oversaw all of the creative work for Ford, including the recent "No Boundaries" campaign featuring Bill Ford.

"Philosophically, GSW has always been about delivering marketing messages with impact — whether we're talking to consumers, physicians, or business people," says Chris Snell, president of creative services at GSW. "Bruce is a great fit because of his track record for innovative thinking and unique approaches to advertising. We believe that his perspectives on consumer advertising will be an ideal complement to our existing team's knowledge and experience in the healthcare industry."

In other company news, Blue Diesel, an interactive communications firm and a subsidiary of inChord, has named Norm Senhauser director of business development. In this role, he is responsible for managing growth and overseeing all new business efforts for Blue Diesel.

Mr. Senhauser comes to Blue Diesel with more than 15 years of experience in sales and business development. He most recently was



CEO/business development consultant for The N. Wesley Company LLC, where he managed the company's direction and supervised operations. He also drove business solutions for clients focusing on sales, growth, and effective use of technology.

Before working at The N. Wesley Company, Mr. Senhauser was service sales products manager for General Electric Medical Systems, where he managed and secured service revenue of \$10 million annually in a seven-state region and directed activities for 15 account managers servicing the central Atlantic zone.

Mr. Senhauser also gained sales experience as a sales representative for Medical Data Electronics and at United Medical Products.

Mr. Senhauser holds a bachelor's degree in biology from Wittenberg University.

Jo Ann CAMPBELL

Stuart KLEIN

Bruce MEDD

Johanna OSBORNE

Janine WENTZ

Executive Promotions at CommonHealth Companies

CommonHealth's The Quantum Group, Noesis Healthcare Interactions, ProCom International, and Thomas Ferguson Associates have announced executive appointments and promotions. CommonHealth is a leading healthcare-communications network and a WPP Group company.

Stuart Klein has been promoted to president of The Quantum Group, CommonHealth's agency dedicated solely to the marketing of direct-to-consumer brands. Mr. Klein joined CommonHealth two years ago as executive VP, general manager of The Quantum Group. All of the unit's account and creative services, as well as Quantum operations, report to him in his new position.

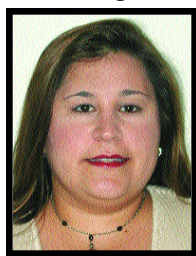
Before joining The Quantum Group, Mr. Klein spent 20 years among top consumer advertising agencies, including Young & Rubicam, Saatchi & Saatchi, McCann-Erickson, Scali, McCabe, Sloves, and Wells, Rich, Greene. During that time, he worked with large consumer brands for companies such as Johnson & Johnson, Campbell Soup Co., Citibank, Delta Air Lines, and Procter & Gamble.

Bruce Medd has been promoted to executive VP, managing director, at Noesis Healthcare Interactions, CommonHealth's professional advertising and promotion company. Before his promotion, Mr. Medd held the title of senior VP, management supervisor, at Noe-



sis. As executive VP, managing director, he oversees the direction and implementation of client account strategies and manages important agency-client relationships. Mr. Medd also serves as a member of Noesis' management committee.

Before joining Noesis, Mr. Medd served as a marketing director at Pfizer Inc. Mr. Medd started his career as a sales representative and then moved into market research and product marketing at Hoffmann-La Roche.



Thomas Ferguson Associates, a CommonHealth professional advertising and promotion company, has promoted Janine Wentz to group art director from senior art director. As group art director, she oversees the creative management of all brand assignments within her group. She also provides creative support for the launch of new products. Before joining TFA, Ms. Wentz was with Baldwin & Obenauf Inc.

ProCom International has announced two new appointments to its team. Johanna Osborne has been named VP of professional relations, playing a vital role in directing strategic medical-education programs supporting her assigned accounts. In addition, she is charged with securing new business opportunities for the company.

Before joining ProCom, Ms. Osborne was VP of business development with University Research Associates Rx, located in Englewood Cliffs, N.J.

Jo Ann Campbell has joined ProCom as an associate program manager. She is responsible for the implementation of medical-education programs in congruence with her clients' marketing objectives.

Ms. Campbell was formerly an associate project director with Hyphen, a healthcare agency located in Parsippany, N.J.

Judy CAPANO

Industry Veteran Joins Wishbone as Partner and Chief Operating Officer



Judy Capano has joined the up-and-coming New York-based agency Wishbone, as partner and chief operating officer.

Ms. Capano is responsible for senior-level strategic planning for all

clients, developing new business, and running the fast-growing full-service pharmaceutical advertising agency's operations.

Ms. Capano has been named one of New Jersey's "40 Under 40" executives to watch. Before joining Wishbone, she was executive VP, director of worldwide operations, for Torre Lazur McCann Healthcare Worldwide's integrated communications network.

During her tenure at Torre Lazur, Ms. Capano also had profit-and-loss responsibility for all agencies outside the U.S. and was responsible for worldwide acquisitions, strategic planning, and policy-decision making.

"The last five years at Torre Lazur McCann Healthcare Worldwide was a wonderful experience," Ms. Capano says. "And plenty of exciting challenges still lie ahead for the giant communications holding companies. But given the current trends in the industry, I feel there is clearly a big opportunity for smaller, independent agencies right now. I wanted to take the opportunity to work with and get closer to clients again, to get back to the basics and build a business."

The healthcare agency was founded in late 1998 by Steven Michaelson.

"Wishbone has grown very quickly over the last 3 1/2 years and we've been consistently adding major talent to our senior-management team," Mr. Michaelson says. "The addition of someone of Judy's caliber brings us to a whole new level."

Adrienne GAWLOWSKI

Buffy HAMILTON

Charlie NEWMAN

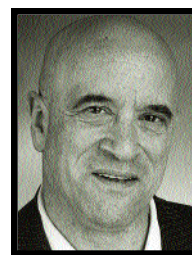
Michelle RIGOT

Topin & Associates Adds to Account and Creative Staff

Topin & Associates, a Chicago-based medical and healthcare advertising agency, has announced the hiring of Adrienne Gawlowski as account supervisor, Charlie Newman as senior copywriter, Michelle Rigot as project manager, and Buffy Hamilton as project manager.

Ms. Gawlowski has been appointed as account supervisor on the MDS Pharma Services account. Before Topin, Ms. Gawlowski was an account manager at Edelman Interactive Solutions, a division of Edelman PR Worldwide, managing interactive programs for healthcare, consumer goods, and technology clients. Ms. Gawlowski graduated from the University of Illinois at Chicago with a bachelor of science degree in marketing.

Mr. Newman joins the agency as senior



copywriter. Most recently, Mr. Newman was creative director at Bandy-Carroll-Hellige Advertising in Louisville, Ky., where he worked on accounts including McDonald's, Caritas Healthcare Systems, Blue Cross & Blue Shield, and Delta Dental. Mr. Newman is the winner of various Clios, One Shows, ADDYs, and Diamond Awards. At Topin, he works on the Blue Cross Blue Shield of South Carolina, MDS Pharma Services, Baxter Healthcare, and Guidant Corp. accounts.

Ms. Rigot joins Topin as a project manager. Previously, she served as an assistant account executive on business-to-business and retail/consumer accounts at Lord, Sullivan & Yoder, a full-service marketing communications agency in Columbus, Ohio.

At the agency, Ms. Rigot is a key member of the MDS Pharma Services, Sirius Laboratories, and MGI Pharma,

account teams.

Ms. Hamilton has been hired as project manager for the agency's Baxter Healthcare, Blue Cross Blue Shield of South Carolina, Proxima Therapeutics, and Guidant accounts.

For the past five years, Ms. Hamilton has worked in account services as assistant account executive and account executive at Draft Worldwide and LB Works, a division of Leo Burnett. Previous account experience includes Ross Laboratories, American Express, and the United States Postal Service.

George CARTERIS

Veteran Financial Marketing Services Agencies Manager Joins Catalyst

George Carteris has joined Catalyst Communications Inc., an independent healthcare marketing services agency, as senior VP and chief financial officer.

Mr. Carteris has more than 15 years experience in financial services for advertising and communications firms. Before joining Catalyst, which is located in South Plainfield, N.J., he was chief financial officer for Lowe Health-

care, overseeing consolidations and financial systems for the global Lowe network. He also spearheaded acquisitions and managed financial services and reporting.

Earlier in his career, Mr. Carteris worked for Saatchi & Saatchi as VP, director of financial reporting, and later served as VP, controller of divisions. Mr. Carteris also held a variety of positions at the consumer agency, Dancer Fitzgerald Sample Inc.

Todd **COURCY**

Jenifer Silver **MADISON**

Michele **MOSS**

Gordon **TORP**

Joseph **WALKER**

HealthEd Creates Group Director and Co-Creative Director Positions, Hires Account Executive, and Health Education Manager

HealthEd, a patient education agency, has appointed Michele Moss to the newly created position of co-creative director of copy, and Gordon Torp to the newly created position of co-creative director of art.



In addition, the Westfield, N.J.-based company has hired Todd Courcy to fill the newly created position of group director of sales, Joseph Walker as an account executive, and Jenifer Silver Madison has joined the company

as manager of health education, to cover HealthEd's expanding business.

Ms. Moss and Mr. Torp are responsible for developing and leading the creative team of art directors, writers, designers, illustrators, and photographers on inquiries and assigned programs.

Ms. Moss, who has an extensive creative background in both pharmaceutical and over-the-counter medications, as well as general consumer durable goods, most recently was group copy supervisor at Pace. While at Pace she supervised the creative copy on such pharmaceutical accounts as Pharmacia's Xalatan and Activella.

In addition, Ms. Moss served as co-creative director of copy at Dorland where she was responsible for major pharmaceutical accounts for such companies as Bristol-Myers Squibb, Wyeth, Ortho-McNeil, and OraMetrix.

During her career, Ms. Moss has been recognized by the Rx Club, Medical Marketing In Awe, Telly, Reggie, and Spire Awards for

her work. She holds a B.A. from the University of Pittsburgh.

Mr. Torp brings to HealthEd a strong background in concept and design work, having most recently held the position of co-creative director of art at Dorland.

While at Dorland, he handled major accounts for Novartis, Solvay, Bristol-Myers Squibb, McNeil Consumer, and OraMetrix. Mr. Torp also served as senior art director at Thomas G. Ferguson Associates Inc. He holds a B.A. from Adelphi University in Garden City, N.Y.

Before joining HealthEd, Mr. Courcy held several sales positions within the pharmaceutical industry, most recently as the group marketing manager for the Mid-Atlantic and New Jersey division's of Pharmacia Communications. He is a graduate of Plymouth State College, and holds a B.S. in marketing.

Mr. Walker joins HealthEd from a sales representative position at Alvin J. Bart & Sons of New York, a leading print and design firm.

Ms. Madison has held several positions within the health education and communications community, most recently focusing on corporate and foundation relations for Dorot, a not-for-profit agency that supports home-bound and homeless elders in New York.

Before her tenure at Dorot, Ms. Madison was a development associate at the AIDS Service Center of Lower Manhattan.

Ms. Madison is a graduate of Emory University, Rollins School of Public Health in Atlanta with a master's degree in health policy and management and holds a B.A. in sociology from Brandeis University in Waltham, Mass.

Jim **FOREMAN**

Tim **GARDE**

Ted Thomas Associates Announces Senior Staff Promotions

Ted Thomas Associates, a Vox Media company that provides advertising and promotional services to healthcare companies, has promoted Tim Garde from senior VP to executive VP and chief operating officer of the agency. Jim Foreman has been promoted from VP of strategic communications, to executive VP of pharmaceutical practice.

Mr. Foreman and Mr. Garde report to Donald J.M. Phillips, Pharm.D., president of Philadelphia-based Ted Thomas Associates.

"Recent months have been challenging for the medical advertising community," Dr. Phillips says. "Product approvals have been delayed. Some product applications have simply been rejected. This has resulted in intense competition for new business. Jim Foreman and Tim Garde have been key to keeping the

agency on track through this difficult period, to winning new business that was available to us, and to maintaining and improving our relationships with current clients."

Mr. Foreman has overall responsibility for pharmaceutical client services.

In addition to his client-service and non-creative operational responsibilities at Ted Thomas, Mr. Garde, along with Neil Wasserstein, heads up the agency's new division nPOINT Strategic Market Research, which draws upon the technical, scientific, and creative resources of the entire Vox Media organization, which includes TTA, CoMed Communications Inc., Galen HealthCom, and Signova.

Dawn **PANZECA**

RTC Relationship Marketing Names VP, Creative Director



RTC Relationship Marketing, which designs and implements tailored marketing communications programs, has named Dawn Panzeca VP and creative director for the Washington, D.C.-based subsidiary of the

WPP Group Plc., a marketing services group.

Ms. Panzeca brings her expertise in delivering on-target creative strategy and execution to the agency's Hughes Network Systems and Berlex SmartWomanRx and Mirena accounts.

"I am excited about joining the RTC team and I look forward to helping our clients achieve their marketing objectives with breakthrough and innovative creative work," Ms. Panzeca says.

Before joining RTC Relationship Marketing, Ms. Panzeca operated her own business, Panzeca Creative, providing strategic and conceptual consultation to such clients as AT&T Broadband, Procter & Gamble, Bausch & Lomb, Bank of America, and Cincinnati Bell.

Before launching her business, Ms. Panzeca spent five years at Frequency Marketing, where she served at the Milford, Ohio, shop as an ACD and ECD on accounts such as American Express, Auto Nation, Cracker Barrel, Eddie Bauer, and Verizon.

Ms. Panzeca holds a degree from The Art Institute of Dallas. In addition, she is a member of the Direct Marketing Association, has served as a judge for the industry's Echo Awards, and has participated in numerous creative workshops.

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