

TUESDAY, MAY 23, 2006

TOPIC: *“Pharma Industry Human Resources and Recruiting Issues and Trends”*

SPEAKERS: Mr. Melvyn J. Stark, Vice President, Hay Group, Inc.
Mr. Ian B. Wilcox, Pharmaceutical Industry Sector Head, Hay Group, Inc.
Dr. Stephen J. Williams, President & Chief Business Officer, Bench International

Pharmaceutical companies are facing more complex issues than ever before, making it crucial for company survival to recruit and retain talented, skillful executives. At this program, three experts will discuss issues and trends in pharma industry human resources and recruiting. They will cover:

- Overall compensation trends in the industry for big pharma, mid-cap and start-ups, including biotech (salary requirements and types of perks and benefits that are considered standard in various types of positions in the industry)
- Trends in management/leadership and organizational issues
- What Japanese pharma companies and start-ups must do to be competitive against big pharma in hiring and retaining the best talents
- Turnover rate and other employment trends among Japanese and non-Japanese companies

Melvyn Stark is a consultant in the areas of cultural diagnostics, job analysis, work measurement, accountability mapping and job and organization design. Some of his specific client relationships include: Bristol Myers-Squibb; Daiichi Sankyo; Eisai; Imclone; Novartis; Pfizer; Purdue Pharma; New York Presbyterian Hospital; Montefiore Medical Center; and the Health Insurance Plan of Greater New York.

Ian Wilcox has expertise in the areas of executive assessment, leadership effectiveness, and organizational design. He has also helped U.S. executives work effectively in non-U.S.-based business environments. His clients include: Berlex Laboratories, Novartis, Baxter Healthcare, and Pharmacia Corp. He has also been a faculty member of Columbia Business School's Executive Education Division, where he led programs on overseas leadership development, team building, and organizational development.

Stephen Williams joined Bench in 1998, bringing over 18 years of experience gained in a variety of senior roles in the pharmaceuticals and biotechnology industries. He worked with DuPont and DuPont Merck, and was a Medical Director, CNS Strategic Product Planning at Bristol-Myers Squibb. He also led corporate development functions for 2 start-up biotech companies. In addition to recruiting for various senior positions in healthcare sector, he provides consulting services in the area of business development and strategy.