



Human Resources Strategies: Defining the New Norms

April 7, 2010
3:50 – 5:05 PM

Panelists

- Bruce Cohen President and CEO, VitaPath Genetics
- Steven R. Deitcher, M.D. President, CEO and Board Member, Hana Biosciences, Inc.
- Elisa Yu Vice President Operations, CPC Scientific
- Jack Midgley Vice President Products, TriNet

The “New Normal” ?

Escalating Costs of Healthcare Benefits

- What will healthcare reform really mean for the industry?
- How shall bio companies respond to escalating costs?

Increased Mergers & Acquisitions

- What does this mean for employees and management?
- How shall we set expectations and manage outcomes?

Challenges Around Hiring & Retention

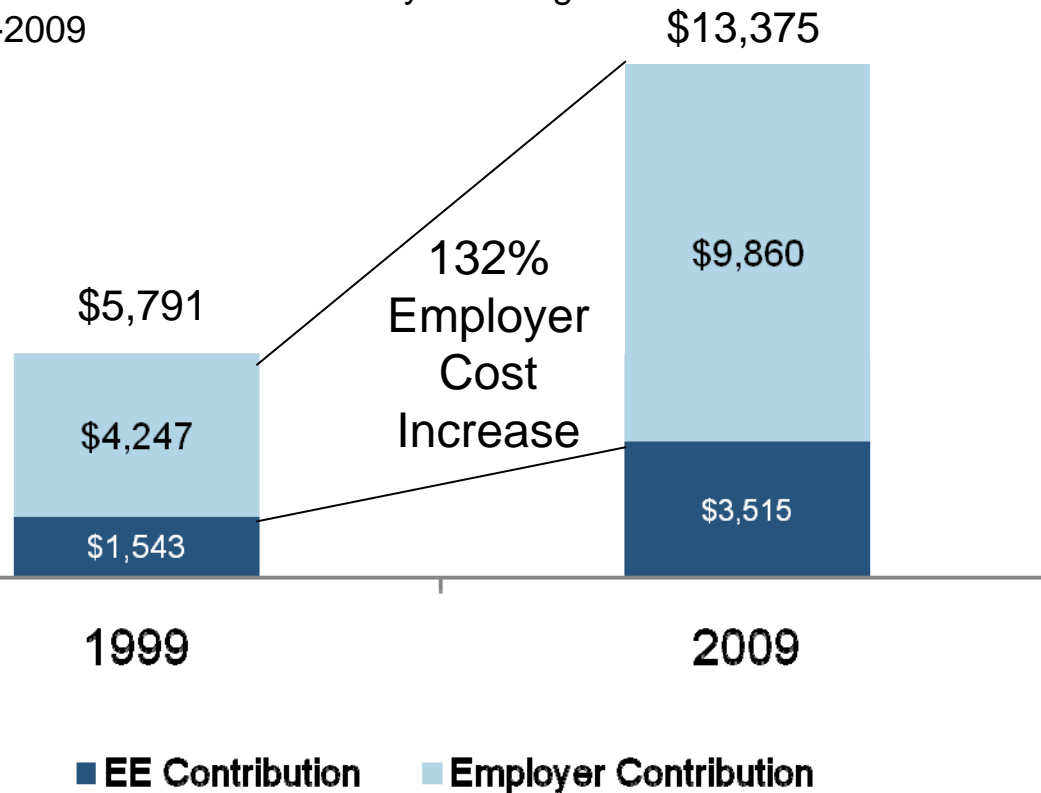
- How shall we attract and retain the right scientific, technical and business talent?

Increased Outsourcing of “Non-Core” Functions

- What stays – and what goes?

Escalating Healthcare Costs

Average Annual Health Insurance Premiums and Worker Contributions for Family Coverage 1999 -2009



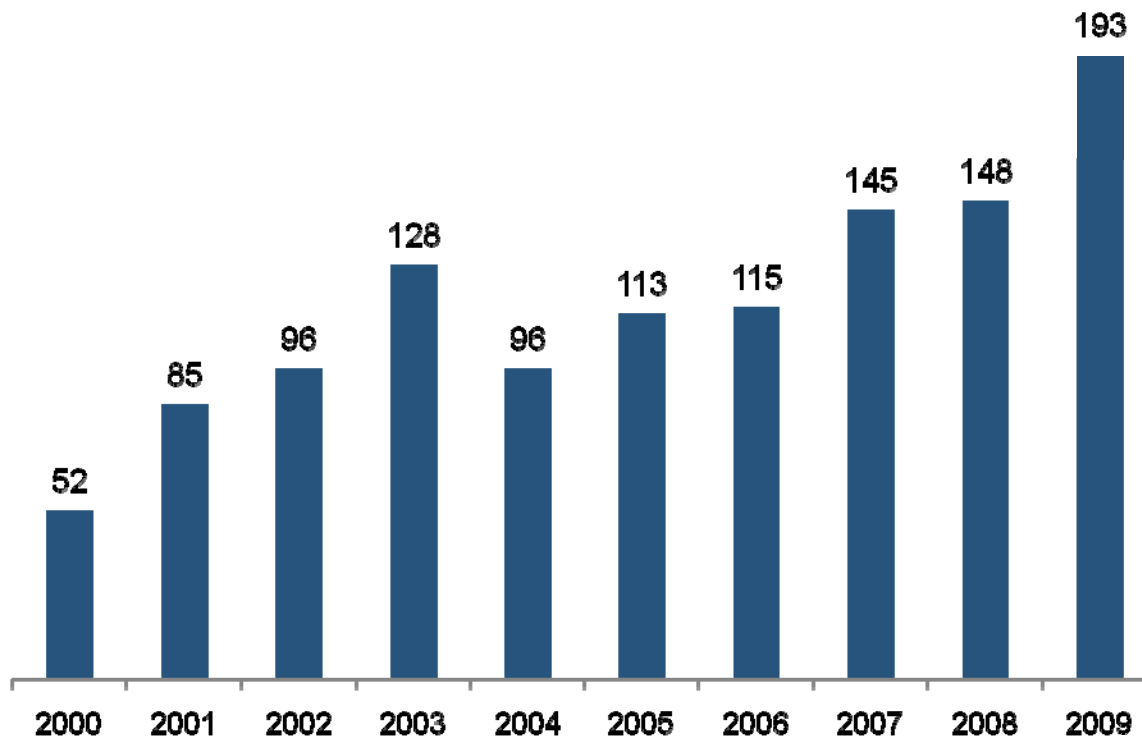
Source: <http://ehbs.kff.org/pdf/2009/7936.pdf>

Employer Responses:

- Plan Design Changes
- Wait Periods
- Increasing Employee Share
- Adoption of HDHP vs PPO
- Differential Funding
- After 2014:
 - Pay the Fine?
 - Encourage Employees to Buy Through Exchanges?
 - Changes in Perceived Value of Employer-Sponsored Plans?

Increased Mergers and Acquisitions

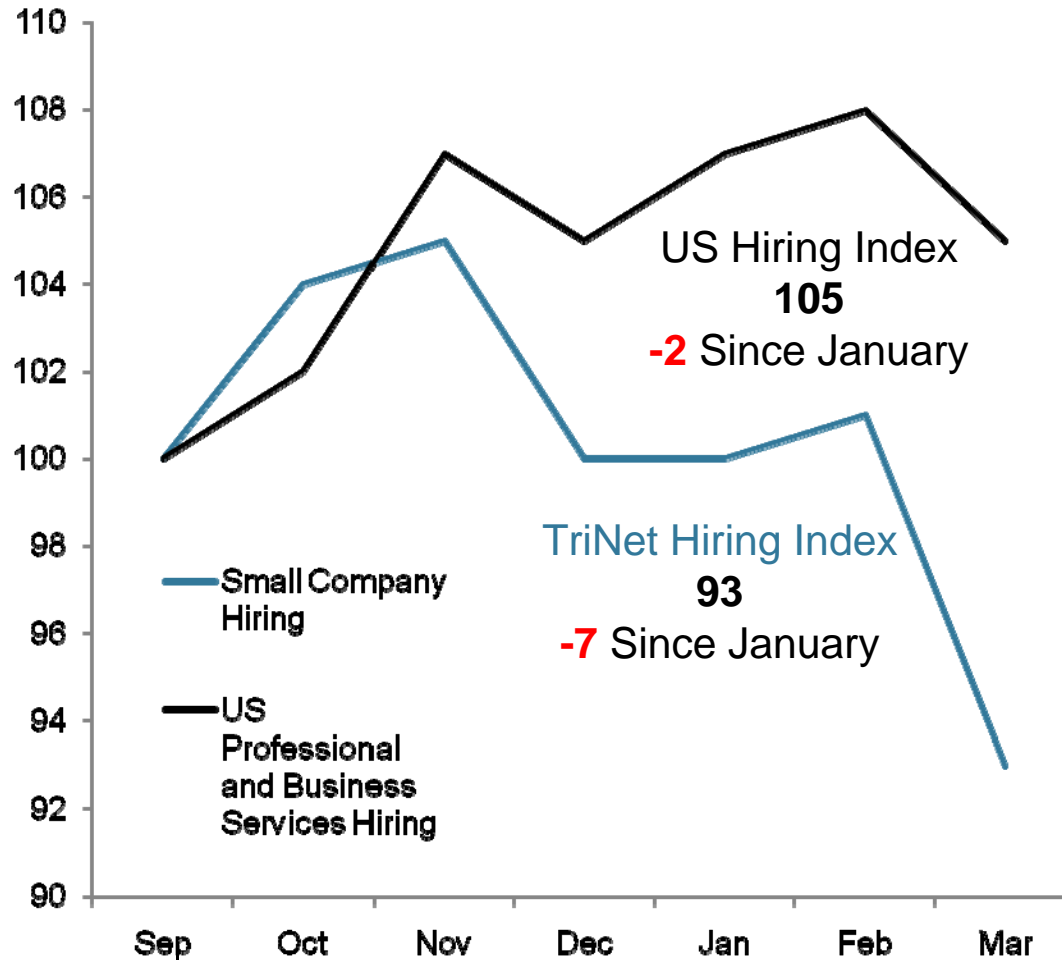
Biotechnology Mergers and Acquisitions 2000 – 2009
Number of Deals by Year
2000 - 2009



Source: Leading Biotechnology Mergers and Acquisitions for the 10-Year Period Ended December 31, 2009 Revealed by DealSearchOnline.com; 31 March 2010

- 1,171 total deals; \$295B committed
- 2009 had highest deal volume (193) and 2d highest deal value (\$47B) since 2000
- 18% of biotech targets had disclosed revenues at time of announcement
- Four companies announced multiple acquisitions :
 - GSK(4)
 - Amgen (2)
 - Lilly (2)
 - Genzyme (2)

Smaller, High-Wage Companies Are Hiring More Slowly



- Are biotech companies accelerating hiring?
- What challenges surround scientific, technical and business hiring?

Panel Discussion

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