



Our pursuit. Life's potential.™

NSABB Public Consultation Culture of Responsibility In

Biopharmaceutical Research, Development and Production

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Allergan

January 5, 2011



Who We Are



Allergan is a multi-specialty health care company that discovers, develops and commercializes innovative pharmaceuticals, biologics and medical devices that enable people to live life to its greatest potential – to see more clearly, move more freely, express themselves more fully.

60 Years of Innovation

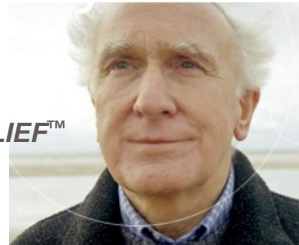
- Founded 1950; an anti-allergy nasal drop named Allergan
- 2009 Sales of nearly \$4.5 Billion
- Products marketed in more than 100 countries
- More than 8,000 dedicated employees worldwide
- Sales and Marketing Presence in More Than 100 Countries
- More than 1,300 R&D personnel, more than 300 Ph.D. degrees
- State-of-the-art R&D facilities and World-class of manufacturing

Products to Improve Patients' Lives

Eye Care

ACULAR®
ACULAR LS®
ALOCRI®
ALPHAGAN® P
ALPHAGAN®
COMBIGAN®
LUMIGAN®
OPTIVE™
REFRESH® CELLUVISC®
REFRESH® Classic
REFRESH CONTACTS®

REFRESH DRY EYE THERAPY®
REFRESH DRY EYE THERAPY® Sensitive
REFRESH® LACRI-LUBE®
REFRESH LIQUIGEL®
REFRESH PLUS®
REFRESH P.M.®
REFRESH REDNESS RELIEF™
REFRESH TEARS®
RESTASIS®
ZYMAR®



Medical Dermatology

AVAGE®
AZELEX®
BOTOX® for Hyperhidrosis
FLUOROPLEX®
TAZORAC® for Acne
TAZORAC® for Psoriasis



Urologics

SANCTURA®
SANCTURA XR™

Neurosciences

BOTOX® Therapeutic
Imitrex® STATdose System
Amerge®

Facial Aesthetics

BOTOX® Cosmetic
CLINIQUE
JUVÉDERM™
COSMODERM® and **COSMOPLAST®**
HYLAFORM®
ZYDERM® and **ZYPLAST®**
PREVAGE®
MD FORTE®
VIVITE™

Breast Aesthetics

The NATRELLE™ Collection
Tissue Expanders

Health

LAP-BAND® System
BIB® System

Allergan and BOTOX®

Allergan's Commitment to Physicians and Patients: BOTOX® (onabotulinumtoxinA) Innovation and the Future

BOTOX® clinical development



Allergan Growth -Select Agent Use

- FDA Manufacturing--- Forms basis for Culture
- Two sites, Multiple buildings

Headcount History

	1993	2010
R&D	6	100
Manufacturing	3	110

RO is Full time EHS Professional



Peer reporting of concerning behaviors

To Date

Allergan has had no Biosecurity Reporting activity regarding peer reporting of biosecurity/ biosafety Issues –

- To HR/**
- To Ethics Hotline**
- To Supervisors**
- To RO**

Peer reporting of concerning behaviors

QUESTION	ALLERGAN
What types of behaviors or behavioral changes should raise red flags in terms of reliability or biosecurity?	All deceptive, illegal, destructive, and ‘suspicious’ behaviors, and non-approved research
- To whom should concerns be reported?	Supervisor, HR, Ethics Hotline (800 Number), or to the Allergan Chief Compliance Office
-What protections should be in place for the reporter? For the subject of the report?	Extreme confidentiality for both the reporter and the report. Very limited distribution of information. VP HR manages procedural aspects
- How can frivolous or retaliatory reporting be discouraged?	Encourage all reporting, management process would sort through elements. Desire to have more info than less, the set point must be low enough to not miss significant issues
- How and to what extent can privacy and confidentiality be maintained?	Via company policy and practices, managed through HR
- How can institutions dispel any stigma associated with reporting concerning behaviors?	Allergan Code of Conduct and Ethics; All employees trained with annual (LMS)
- What legal implications should an employer consider in implementing a peer-reporting program?	Potential increase in retaliation claims and employee relations issues which could lead to arbitration.
- What are the best ways to protect the rights of a person who is reporting the concerning behavior of a supervisor or other superior?	Direct reporting to HR or the ethics hotline where report may be made anonymously

Peer reporting of concerning behaviors



Teamwork

- Supports Common Goals and
- Culture



Peer reporting of concerning behaviors



Teamwork ?

- Encouraging all employees to find the single scull



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Thank You

