

For Immediate Release
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Heritage Partners and Bayer Healthcare recruit key new member to the Bayer Scientific Leadership team.

With a recently completed search assignment, Heritage Partners International is pleased to announce that Dr. Frank Douglas, former Head of Research and Development at Aventis, has been newly appointed to the position of Chief Scientific Counsel for Bayer Healthcare.

“We are very pleased and fortunate to have recruited someone of Frank’s caliber to this important role”, commented Heritage’s Managing Partner, Kevin Butler.

Dr. Douglas is the former Executive Vice President and Chief Scientific Officer for Aventis SA pharmaceuticals, now Sanofi-Aventis. A leader in managing innovation in pharmaceutical research and development, Douglas received the Global Pharmaceutical R&D Director of the Year Award in 2001 and in 2004. He has served as Chairman of the Executive Committee of the Science and Regulatory Section of the Pharmaceutical Research and Manufacturers Association (PhRMA), has been a member of the Scientific Advisory Board of the U.S. Food and Drug Administration; and a member of the Board of Directors of Medtronic, Inc.

Born in British Guyana, he holds an undergraduate degree from Lehigh University in Bethlehem, Penn., and a Ph.D. in physical chemistry and M.D. from Cornell University in Ithaca, N.Y.

Douglas trained in internal medicine at Johns Hopkins Hospital, held a fellowship in neuroendocrinology at the National Institutes of Health, and taught medicine and

clinical pharmacology at the Pritzker School of Medicine at the University of Chicago. Dr. Douglas is presently Executive-in-Residence at the MIT Sloan School of Management where he is establishing the Center for Biomedical Innovation. He also serves on the Pharma Supervisory Board to Altana Pharma.

Heritage Partners International (HPI) is a senior level executive search firm that focuses on delivering superior work to a select group of clients globally in the Life Sciences Industry (www.HeritageLeaders.com). The firm was founded by several senior consultants who had previously held leadership positions with the large, general practice firms including Heidrick & Struggles, Spencer Stuart and Russell Reynolds. In addition, our partners have held senior positions at leading pharmaceutical and biotechnology companies in the United States and Europe.

HPI works in partnership with Whitehead Mann, a leading European based executive search and consulting firm, to provide global services to its clients.

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Notes to Editors:**Whitehead Mann Group Plc**

Whitehead Mann, with a 25-year track record, is the sixth largest executive search firm in the world and the UK's market leader in executive recruitment and coaching. It helps its clients secure and develop the leadership needed to transform their business performance. Working with national and multi-national organisations, the company advises on all aspects of leadership to build and support the right teams and recruit and develop the highest levels of executive talent. With headquarters in the UK, Whitehead Mann has international offices in North America, Continental Europe and Asia Pacific with 235 client-facing employees.

Heritage Partners Intl, LLC

Heritage Partners International is a Global Consulting firm specializing in executive capital strategy and solutions. With a focus on Life Sciences, our consultants have an average of more than 10 years of experience in industry and executive search and are alumni of Pfizer, Baxter, J&J, Ciba-Geigy (Novartis), Spencer Stuart, Heidrick & Struggles, and Skott/Edwards Consultants. With clients based primarily in North America, the company provides an array of services and programs that assist its clients in the critical areas of team building, benchmarking, leadership development and executive recruitment.