

## WHAT'S INSIDE

Investing in People	2
Defining Total Rewards	3
Stiefel Gives Back	4
Opening Doors, Discovering Opportunities	7
Revaléskin, revealed!	8
Announcements	9
R&D Grasps the Future	10
Service Anniversaries	11
Street Beat: At the Movies	12

SUMMER 2007  
VOLUME 1  
NUMBER 2



STIEFEL LABORATORIES INC.

# worklife

## The PEAK Employee Management System

### Managing Our Success

How will a company ensure its overall success? How will each employee ensure his or her own success? In some companies, these two questions have different answers, as a company's success is not always tightly aligned with individual employee success. At Stiefel Laboratories, PEAK is a way for both to be achieved. Individual employees, and the company as a whole, work together to manage success.

"PEAK is our employee management system and represents our company's strong commitment to investing in its people," explains Steve Karasick, senior vice president of People and Information Technology. "PEAK provides a comprehensive, clear and easy-to-use framework for employee growth and development throughout Stiefel locations worldwide. PEAK is being developed to encourage fairness and consistency across all of the company's people processes as we work to connect every single individual at Stiefel with the strategic goals of the organization. As we implement more phases of PEAK around the world, it will provide tools to support employee performance, recognition, career development, training, and other management programs."

As the foundation for the PEAK management system, the six PEAK Performance Behaviors (PPBs) are integrated into every phase of employee

participation—from the initial selection of a new employee to the essential process of developing future leaders for the company. When behaviors and actions are aligned with excellence, both the company and its employees increase chances for success.

PEAK has five interrelated and equally important elements:



**EMPLOYEE SELECTION**—finding talent, onboarding new people and matching qualified current employees with promotion opportunities



**PERFORMANCE REVIEW**—providing supervisors and employees with tools and opportunities to give and receive feedback about job performance, while keeping everyone aligned with the company's strategic goals



**TOTAL REWARDS**—connecting pay to employee performance and rewarding people for their hard work in achieving results and demonstrating successful behaviors



**PEOPLE DEVELOPMENT**—helping employees develop their careers and reach their fullest potential



**SUCCESSION PLANNING**—providing for bench strength and developing future leaders who are committed to the company's mission and its strategic objectives

(continued on page 3)



### The PEAK Logo

Around the world of Stiefel, the PEAK logo will be used to represent the employee management system and each of its five elements. The shape reminds employees of the system and its foundation on the PEAK Performance Behaviors. The PEAK logo ensures clear, consistent communications with all employees and variations of it will be used for communicating information specific to the components of the system.

Continued use of the logo will make it easier to recognize PEAK programs over time. This is especially important in a global company where employees may be physically separated by thousands of miles and speak many different languages. PEAK demonstrates the philosophy that success is a collaborative process, one that includes all employees, teams, locations, departments, managers, and functions of the company.



## Investing in People

The PEAK employee management system grounded in our PEAK Performance Behaviors (PPBs) represents one of the most important initiatives Stiefel is undertaking right now. That's a strong statement when you consider everything we are doing as a company to advance our mission and achieve a significant sales milestone.

But it's precisely our mission—and our history as a company—that make PEAK and everything it means so important. In a time of rapid growth, we have to stay focused on the things that made us successful in the past and the things that will carry us into the future, and that comes down to people. The people of Stiefel deserve credit for driving us forward and helping the company to grow so significantly in such a short period of time.

PEAK is a way of recognizing those contributions and strengthening the infrastructure, systems, and processes that support every employee. Our growth has outpaced our capacity in this area, and the company is taking action to respond. We know there are thousands of employees who work hard every day in our laboratories, manufacturing plants, offices, and sales territories around the world, and it's vitally important to support their efforts. It's also important for the new employees who join our company and help us continue to grow.

Our core set of PEAK Performance Behaviors will help us maintain a strong and consistent company culture, while preserving the local flexibility and cultural diversity that make us unique. With PPBs in place, PEAK is being developed over time to thread these behaviors through everything we do. We are actively building on the good systems we have in place, expanding those that need to be strengthened, and developing new ones where they are needed.

PEAK is totally focused around our people. It helps to ensure that we're attracting people with the right skill sets and the behaviors that are compatible with our culture. It puts a consistent process around the critical conversations relating to giving and receiving feedback. It helps us find effective ways to reward the people who are working so hard to contribute to our success. PEAK helps ensure that we are training people for the next phases of their careers and helping them stay fresh and engaged. And, it ensures that we have strong and deep bench strength to carry us forward in the future.

Over the next few months, you're going to be hearing and seeing much more about PEAK and its component programs. Together, they provide key steppingstones for our continued success.

Todd R. Stiefel  
*Executive Vice President, Global Strategy*



# worklife

Our workplace is a common thread uniting all of our lives. Quarterly, *WorkLife* will spotlight Stiefel people, places, and ways we work together.

### CONTRIBUTORS

- Amy Button
- Dr. Gavin Corcoran
- Sharon Daly
- Claire Domer
- Cheryl Edwards
- Lynn Ewart
- Adriana Garcia
- Carol Garner
- Arlene Godfrey
- Wayne Hazelton
- Michael Jackson
- Bob Leming
- Mario Molins
- Lyra Myers
- Kristie Palakovich
- Priti Patel
- Tammala Payton
- Valarie Ruff
- Madeleine Saumur
- Todd Stiefel
- Nedra Walker

### PRINT PRODUCTION

- Nancy Warwick
- Paula Becht

### EDITORIAL BOARD

- Denise Austin
- Nicole Chiles
- Jade Finley
- Debbie Patz

### REVIEW BOARD

- Devin Buckley
- Mary Cianni
- Laurie Goff
- Jeff Klimaski
- Alfonso Ugarte

### EXECUTIVE SPONSOR

- Steve Karasick

### SUGGESTION BOX

*Successful communication is a two-way street. Your input is valuable and required to make this newsmagazine as effective and useful as possible. Please submit comments, questions, story ideas, news, and suggestions to any member of our editorial team.*

# Defining Total Rewards

While the phrase “Total Rewards” may be new to some, Stiefel Laboratories has had elements of a Total Rewards program in place for many years. Total Rewards is everything that Stiefel offers to employees based on a commitment to being a great place to work.

“Stiefel has recently evaluated its entire Total Rewards program to ensure that the company retains and engages its workforce talent while driving business results,” explains Arlene Godfrey, director, Total Rewards. “We will be communicating more about Total Rewards in the coming months. We want everyone to be familiar with the contents of their Total Rewards package and to be fully informed whenever changes are made.”

In concert with many of the world’s leading companies, Total Rewards at Stiefel consists of



five important elements: compensation, benefits, work/life, recognition, and development.

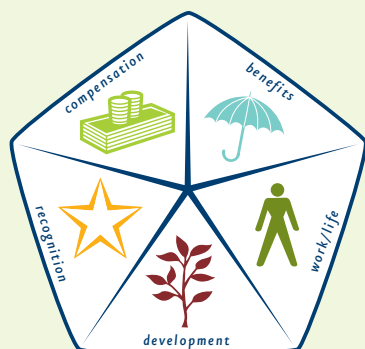
The accelerated growth rate and globalization of Stiefel have emphasized the need to have a more robust and forward-thinking Total Rewards program to enable us to recruit, develop, and motivate the talent required to grow the organization. One of the first enhancements to Stiefel’s Total Rewards package is a global employee recognition program. More information regarding recognition will be coming soon. ■

## The Five Elements at a Glance

**COMPENSATION** is the monetary reward an employee receives for his or her contribution to the company’s success. Employee compensation may take a variety of forms, such as base pay and variable pay, depending on an individual’s assignment and prevailing market conditions for the position.

**BENEFITS** are programs that employers use to supplement the cash compensation an employee receives for his or her service. Benefits are offered to help protect the employee and his or her family from financial and/or health risks and include medical insurance, worker’s compensation, Social Security, and retirement programs. In addition, paid time off (PTO) is offered to protect an employee’s pay for time not worked, such as vacation, holiday, sick leave, bereavement leave, etc.

The **WORK/LIFE** element of the Total Rewards program highlights practices that a company uses to support an employee’s successful balance between work and home. Elements of Work/Life encompass the other Total Reward elements, but focus on the key intersections of the employee, his or her family, the community, and the workplace. These include paid and unpaid time off, community volunteer opportunities, and initiatives around teamwork, diversity, and the company’s culture.



## TOTAL REWARDS

**RECOGNITION** for performance acknowledges an employee’s actions, attitudes, and behaviors and measures how they impact team and global organizational success. At Stiefel, recognition supports business strategies by reinforcing the PEAK Performance Behaviors (PPBs).

**DEVELOPMENT** is the set of learning experiences or career opportunities that help an employee to advance both personally and professionally. It focuses on continuously enhancing an employee’s skills and competencies through opportunities for technology training and tuition assistance, as well as advancing employee careers through coaching, mentoring, and leadership training.

## The PEAK Employee Management System

(continued from page 1)

Programs are already underway at nearly every level of PEAK. A global **OnBoarding pilot** in Canada, the UK, Singapore, and parts of the United States ensures that new hires are quickly grounded in the Futures corporate strategy and the PPBs. A **Performance Review pilot** is integrating PPBs into the performance review process and emphasizing that *how* you achieve results is as important as the results themselves. This pilot involves members of the global executive team; the site management in Sligo, Ireland; employees at our research site in RTP, North Carolina; and senior staff in our Latin America and Caribbean group based in Coral Gables. A consistent **Total Rewards** program is being introduced globally and includes elements of compensation, benefits, work/life, recognition, and development. And, more than 100 global leaders will attend the **2007 Leadership Development Program** throughout the summer to help ensure that a core group of company leaders are fully equipped to lead in a changing environment.

“PEAK supports the strong belief held by the Stiefel family worldwide that we will best achieve our goals through our investment in people,” Steve notes. “One of our long-term goals is to become an employer of choice by recognizing, rewarding, and developing employees using a consistent and integrated approach. PEAK helps every employee understand how to demonstrate and be rewarded for high-level performance. In essence, PEAK is the way to manage our success.” ■



DULUTH

OAK HILL



RTP

CORAL GABLES

# STIEFEL

## *Gives Back*



**I**n addition to the millions of dollars given each year to support global dermatological societies and education, Stiefel employees banded together to raise over \$65,750 (to date) for both national and international charities. Your efforts have helped to change the lives of children around the world. In the past year alone, Stiefel has given back by helping to fight against birth defects, fighting the dreadful diseases of leukemia and lymphoma, providing new smiles to deserving children from around the world, and encouraging fun by sponsoring a summer camp for children with severe, chronic or fatal skin diseases.

### **Walking Toward A Cure**

In April, Stiefel colleagues throughout the six U.S. sites walked for a good cause. Nearly 140 employees, together with their friends and family, in Duluth, Oak Hill, Palo Alto, and RTP, walked for March of Dimes WalkAmerica and raised \$19,833! Every year, more than half a million babies are born too soon and more than 120,000 babies are born with serious birth defects that can mean a lifetime of disability. The mission of the Walkathon for March of Dimes is to help ensure this isn't the case, that all babies are born healthy and full term. The dedication and compassion of Stiefel colleagues was truly impressive and their commitment, combined with the corporate contribution of \$2,000, led to a grand total donation of \$21,833 for March of Dimes 2007 WalkAmerica.

"Because of Stiefel's commitment to the cause and the impressive participation of employees across the United States, March of Dimes nominated us for three awards this year," said Priti Patel, Office of Corporate Contributions, Stiefel Laboratories, Inc. "The Duluth office not only won the Gwinnett County Total Giving award but also was awarded with the Gwinnett County Top Walker award (congrats to Jeff Thompson) and the Rookie of the Year award. We truly made our mark with generosity to the charity!"

**DULUTH TEAM** Back left to right: Shirley Edwards w/ sons, Beverly Finney, Lee Jacobson, Norma Monroe, Trevor DelPonte, Chip Dale, Ray Robertson, Alan Warwick, Susan Pezzullo, Prakash Patel, Joanna Klimaski w/son in stroller, Debbie Patz, Priti Patel, Barb Emmett, Judy Ward, Leslie DelPonte, Robin Rose, Nicole Banks, Kristie Palakovich w/ son in stroller, Julie Underwood, Elisa Pompey, Lauren Barnett w/ daughter behind, Joe DelPonte, Robert Bridgeforth, Lauren Jones, Ileana Isabel Marrero, Jeff Klimaski w/ sons, and children of various employees

**RTP TEAM** Bottom row, left to right: Michael Friedman, Frank Chambers, Kathi Michel-Hayes, Lynn Ewart, Robert Frost (spouse), Brenda Frost, Joao Fernandes, Heather Fernandes (spouse), Brenda Reynolds, Kimberly Cash  
**Top row, left to right:** Brooke Flynn (guest), Bonni Horning, Brandi Muchanic, Patricia Devereaux, Charlie Devereaux (spouse), Sharon Daly, Dawn Nowicki, Jeff Craver, Danielle Craver, Jeff Reynolds, Michelle Troughton (spouse), Jeff Troughton, Colleen McGraw, Maria Weber, Xian Zhoung  
**Not shown:** Mary Mills, William Mills (spouse)

**CORAL GABLES TEAM** Left to right: Viengsok Sardina, Cheryl Edwards, Claire Domer, Mario Molins, Savina Cavallo, Rahel Chaves, Vanessa Gonzalez, AnaMaria Linares, Tim Halbach, Elizabeth Halbach, Jason Tibbetts, Lydia Foster, Michael Garemko

**OAK HILL TEAM** Stiefel Oak Hill was represented at their local Walkathon by a remarkable showing of 90 team members (some of whom are pictured here).

Coral Gables also chose to walk; however, they banded for a different and equally important cause. Twenty-two employees at Stiefel Coral Gables participated in a walk/run for the Leukemia and Lymphoma Society. The Society is a national voluntary health agency dedicated to curing leukemia, lymphoma, Hodgkin's disease, and myeloma. Since 1949, it has raised more than \$358 million to fund blood cancer research, education, and patient services that improve the quality of life for patients and their families. Coral



**Left:** Dr. Gavin Corcoran presents Michelle Sinesky, representative for The Smile Train, with a check from Stiefel RTP for \$10,000 at the RTP GO! grand opening celebration. **Right:** Michelle Sinesky presents Brent and Todd Stiefel with a commemorative plaque honoring Stiefel's contribution to The Smile Train.

Gables donated \$1,025 to join the walk. This is the second year they have participated.

### The Smile Train

Also in April, the U.S. donated a combined total of \$43,750 to this year's national charity, The Smile Train.

The Smile Train is focused on improving lives through one focused effort, fixing cleft lips and palates in developing countries around the world where millions of children still suffer with these unrepaired deformities. Children born with cleft lips and palates often cannot eat or speak properly and therefore are unable to attend school or hold a job and often go malnourished. Thanks to The Smile Train and companies like Stiefel, children can be helped through a sponsored 45-minute surgery, costing as little as \$250. The Smile Train not only helps the children with clefts, but it also supports cleft-related training for doctors and medical professionals so these affordable surgeries can be performed for children in their own communities.

Since March 2000, The Smile Train has provided free cleft surgery for 227,756 children throughout the world. In honor of

Stiefel's 160th anniversary, our donation will provide 160 new smiles for 160 deserving children.

### Camp Wonder, Children's Skin Disease Foundation

In June, the Stiefel West Coast team kicked off their annual fundraising campaign for the Children's Skin Disease Foundation's (CSDF) Camp Wonder. CSDF is a charity that has always been near and dear to the hearts of the employees, who along with the company, have personally supported the camp through individual contributions, fundraising and volunteering. The former Connetics site has been the charity's largest corporate contributor for the past six years, raising between \$45K to \$60K each year.

Camp Wonder, founded by Francesca Tenconi's CSDF, is medically staffed and allows children to forget about their disease for a week and just have fun. The CSDF foundation raises money to fund medical research for better treatment and possible cures of several skin diseases that affect children. The first Camp Wonder in Livermore, California, was so widely attended, that in 2004, CSDF added two new camps, including one in Randleman, North Carolina. Because of the new camp's closeness to the North Carolina office, Stiefel RTP has decided to join the efforts and contribute to their local chapter.

*For Stiefel, giving back is our way of increasing local, national, and international commitment to the communities in which we live and work. In doing so, we can make a difference and positively impact lives around the world. ■*



Children attending Camp Wonder enjoy a week of fun and games.



Ron Snowden and Michael Quigley represent two of SWC's Walkathon participants in Palo Alto.

## Walk Was Family Affair for Oak Hill Manager

Many Stiefel employees shared the March of Dimes walks with family members of all ages. But the record for highest family participation undoubtedly belongs to Michael Jackson, engineering manager for Oak Hill. Twenty-one of his 22 family members living at home participated in the walk in Albany, New York. The only exception was a 19-year-old who had a commitment to work that day.



Twenty-one members of the Jackson family take part in March of Dimes WalkAmerica.

It's an understatement to say that Michael and his wife, Mary-Jo, have a family larger than most—seven biological children, 22 adopted children, and one child living with the family on a guardianship.

Michael says it was the first time the family ever participated in a March of Dimes walk or similar charitable event. He saw it as an important opportunity to participate in a company-sponsored event and contribute to a “very worthwhile organization.” When the family talked about it, the children responded enthusiastically—until they heard the course was 3 1/2 miles in length.

“After I told them there were snacks along the way and a barbecue at the end, they said, ‘Let’s go.’” Humor aside, the Jacksons also told their children about the March of Dimes mission to help with premature birth and research for healthy babies. “They were all for that,” he said. Several of their children have physical conditions that might actually have been preventable birth defects, he explains, so they were especially interested and willing to help.

They raised pledges for the walk through friends, church, and school. Michael says the kids embraced the idea, taking individual envelopes with a family picture on it and asking receptive adults to contribute. On the day of the walk, the Jackson children were there and ready to go—whether in strollers, wheelchairs, or walking on foot.

A Stiefel employee for about a year, Michael also supports the walk as a wonderful opportunity for Stiefel as a company and employees at each location to show how much they are part of the larger community. “It was a great experience—very friendly, very personal, and very, very heartwarming.”

For more information about the Jackson family, visit their Web site at [onehugefamily.com](http://onehugefamily.com).

## Teaching Future Scientists

**B**ob Leming is a scientist in the Formulation Development laboratory in the Research Triangle Park facility. He has been with Stiefel for 2.5 years and resides in Chapel Hill, North Carolina, with his wife Denise.

In March, Bob visited an elementary school in Pittsboro, North Carolina. As a community member volunteering in the classroom to help with part of a statewide education program, he introduced a group of first graders to liquids and solids. *WorkLife* asked Bob about his experiences and learned that we can all find ways to connect our work lives with the community.

*How did this opportunity come about?*

Chatham County has a curriculum for each grade that promotes scientific literacy in students. This curriculum has been developed by the department of public education with input from local and state educators, parents, and businesses.

Each unit, such as plants and animals, motion and balance, or solids and liquids, comes with a kit that provides instructional experiments and activities for the students to take part in. Although the kits have videos and written instructions, these cover only the basics.

My wife is a first grade teacher at Perry Harrison Elementary School. During the science unit on solids and liquids, I mentioned a few ideas on how I would present the properties of liquids. She liked my ideas so much that she asked me to be a guest presenter to talk about experiments and how a scientist uses information.

*What did you present to the class?*

We talked about what a scientist does and how they ask and answer questions. We focused on “why” questions, which are the hardest to answer (but a favorite among kids!).

Then we did some basic experiments exploring the properties of liquids. This was done as a hands-on, discovery-based lesson. Afterward, the students wrote about their experiences and drew pictures demonstrating what they had learned.

*What was the most rewarding part of this experience?*

It was wonderful watching the kids have fun working independently

while gaining a greater understanding of their world. We mixed water with various things such as oil, liquid soap, and glue. It was great to see their reactions to the process as it unfolded before their eyes. According to a number of students, water, plus oil, plus soap makes sparkles!

*What did you learn from this experience?*

I always knew that teachers work hard, but I have a new appreciation for the amount of energy and depth of planning it takes to get just one small concept across to a group of students. Sometimes teachers don't get a lot of resources to help them with their teaching; a little time and energy from someone outside the school can go a long way.

*Do you have any ideas for how others in Stiefel can get involved with similar opportunities?*

A lot of us have family, friends, and neighbors who are educators. An easy first step is to talk to them and ask if there are ways you can volunteer your time. Presenting a part of a science kit is a natural fit for many of us in research. In addition, volunteering your time to be in the classroom as an assistant would be extremely helpful and appreciated, or you can contact your local school and talk to the science teachers to see if they would like any help in setting up a science club.

There is no limit to how to get involved and you will find that it is an incredibly rewarding experience.

To learn more about Bob's experience email him at [rleming@stiefel.com](mailto:rleming@stiefel.com).



Dear Mr. Bob, Thank you for visiting our class. It was very fun. I learned that when you mix oil, water, and shampoo, you can make sparkles. I hope you come back soon.

—Raven, First Grader,  
Perry Harrison Elementary School

# Opening Doors, Discovering Opportunities

## Research Triangle Park Grand Opening

The doors to Stiefel Laboratories' 155,000 square foot research and development facility in North Carolina's Research Triangle Park officially opened on April 24, 2007, to a crowd of over 250 attendees. In addition to the 12 departments,

10 laboratories, comprehensive analytical and semi-solid formulation facilities, the new Stiefel

building also served as a perfect place to have a celebration. The celebration, Opening Doors—Discovering Opportunities, was a way for Stiefel to introduce itself to its neighbors, local dermatologists, government officials, as well as Stiefel colleagues from around the world.

Guests were taken on a tour of the facility, which highlighted current lab capabilities as well as future projects, including Stiefel's new pilot plant that will allow scale-up production for manufacturing testing. In addition to creating and testing topical creams, gels, and lotions, the RTP facility will also develop oral products and topical products based on newly acquired VersaFoam® technology. This proprietary foam delivery method was developed by Connetics Corporation, which Stiefel acquired in 2006.

Remarks from Tony Copeland, Assistant Secretary, North Carolina Department of Commerce; Dr. Ken Harewood, Director, North Carolina Central University's Biomedical/Biotechnology Research Institute; and Dr. James Leyden, Professor Emeritus, University of Pennsylvania School of Medicine, provided proof that establishing a global headquarters for Research & Development in RTP was the right choice. "We are pleased to wel-



Jeff Reynolds highlighted the capabilities of the Formulation Development lab during the tour of RTP.

come this industry-leading pharmaceutical company to the Research Triangle Park," said Tony Copeland. "The decision made by Stiefel Laboratories to locate its new R&D facility in our state is an indication that we continue to be a center for scientific and business leadership."

Brent Stiefel took the audience on a verbal tour of Stiefel history, recognizing the 160 years of dedication to dermatology by the Stiefel family, and Todd Stiefel described the company's continuous investment in research and development.

"This is an extraordinary day for Stiefel Laboratories and for everyone who works on behalf of this company, not only here in the United States, but also around the globe," said Todd Stiefel. "This facility will be the crown jewel of research and development in our network of R&D facilities operating across the globe. We are thrilled to join the thriving and prestigious Research Triangle Park scientific and business community."

The Opening Doors event was not just a celebration of RTP's grand opening, it was a chance for Stiefel to get to know the community and discover new relationships and opportunities. Although the event came to an end, the partnerships have just begun. ■

## DID YOU know?

**We donate products every month to help others.** As part of our dedication to skin care worldwide, Stiefel employees based at Northmont coordinate international donations of our products. The largest donation so far for 2007 went to the U.S. military to help soldiers serving in Iraq. The shipments contained more than 8,500 pieces of Zeasorb-AF Antifungal Drying Gel and Sarnol-HC Anti-Itch Lotion, all of which have been delivered to three bases in Iraq.

*"I was proud of what we were able to do for our military personnel through this program, and I thought other employees would want to know about it as well," Kristie Palakovich said. "This donation is a way of expressing Stiefel's gratitude for what our men and women in Iraq are sacrificing each day. It also shows that a commitment to helping people is an important part of our company."*

Every month, Stiefel makes similar donations through several international not-for-profit charities, including MAP (Medical Assistance Programs) International, Brother's Brother Foundation, International Aid and International Distribution Systems, an intermediary agency that assists non-profit organizations. Doctors making mission trips overseas also can receive travel packs of Stiefel products from MAP International. Our donations to those less fortunate in developing nations consist of warehoused products that are nearing but not beyond their expiration date.

*"As we strive to be the most valued and respected dermatology company around the world, gaining a bigger slice of the pie from our competitors, we also need to strive in taking the lead to help provide health and hope around the world as part of our global commitment," Carol Garner noted.*

Carol Garner, associate manager in Trade Sales Operations, has been administering the international product donation project since 2003. However, Stiefel has been donating products since the 1990s. She led the effort for the large-scale military donation and made the multiple contacts that were required to make it a reality. Carol joined the Blue Fusion team and transitioned off the donation project. Kristie Palakovich, associate supervisor in Account Services, has assumed this commitment.



### Guest Speakers



Speakers (left to right) Assistant Secretary of Commerce, Tony Copeland; Dr. James Leyden, Professor Emeritus, University of Pennsylvania School of Medicine; and Dr. Ken Harewood, Director, North Carolina Central University's Biomedical/Biotechnology Research Institute.



## STREET BEAT *At the Movies*

### If your life was made into a movie, who would play you and what would the title be?



**Kathi Michel-Hayes, RN, Clinical Research Associate, RTP, Years of Service: 2**

I would be honored to have **Sally Field** play me in my life movie, which would be titled: **Roses and Dreams**. My life is really not any different than most; we all get to ride on that wild roller coaster of life, with its ups and downs. I do, however, find peace being grounded, playing in the dirt, and smelling the roses. Over the years I've watched an actress who has taken the ride and played many roles from a playful sister to a mother who struggles to come to terms with her own life. It is clear to me that the actress does her homework for all the different roles she plays, which is something I can relate to. Actually, when I thought about her many portrayals, I saw many aspects of my own life: warm humor, mental strain, drama, defying expectations, love, special "places in the heart," single motherhood, independence, feistiness, "dying young," and rebuilding. This actress is even a petite brunette just like me! I'm sure she would learn about my life's journey of making my own way with my family's support, planting seeds, dealing with the weeds, and dreaming the dreams while smelling the roses.



**Prema Vajayakumar, Sr. Director, Process Development and Non-Commercial Manufacturing, SWC (PALO ALTO), Years of Service: 5.5**

**Jennifer Lopez (J. Lo)** would play the part of me because she does everything. The title of this movie would be **Always on the Run**. In my life I am constantly multitasking with 100 different projects doing 1000 things at once traveling at the speed of light! If you catch me you're lucky! The song (title song) would be "Make it Happen."



**Bridgette Valentine, Global Category Manager, Indirect Spending, NMT/SAD, Years of Service: 4-5**

If my life were made into a movie, I'd choose **Chandra Wilson** (Dr. Miranda Bailey) of *Grey's Anatomy* to portray me and the name of the movie would be **This is Your Life, Now Get On With It**. This is because I absolutely love *Grey's Anatomy* and Dr. Bailey has a way of bringing out the best in everyone else without getting lost herself. However, instead of a movie, I'd choose a comedy/drama mini series about appreciating the small things in life, laughing at ridiculous mistakes, reaching deep to deliver your best, and remembering that life is a journey.



**Fran Maurer, 1st Shift Manager, OAK HILL, Years of Service: 8**

**Katherine Heigl** (*Grey's Anatomy*). I have always wanted to be tall and blonde. The movie would be **As Good as it Gets** because I have a great job and work with great people.



**Ryan O'Neal, Research Scientist I, RTP, Years of Service: 0.5**

**Marvin the Martian** would play my character (he was my favorite cartoon character growing up and really deserves more active movie roles). The title of the movie would be **How to Burn a Candle From Three Ends** because I am a self-proclaimed dork who is blessed (or is cursed more appropriate?) with a mixture of being highly fascinated with learning, being obsessed with producing flawless results, and becoming easily bored with routine activities. As such, I typically try to work on as many different activities as possible at the same time and become intensely involved with that work. Truly, there are too few hours in a day to get everything done. . .

**Eileen Mottl, Senior Analyst, OAK HILL, Years of Service: 3**

**Debra Messing. The Clumsy Chemist.** She's fashionable but doesn't take any crap and can pull off believable physical comedy.



**Todd Sciefel, Executive Vice President, Global Strategy, CORAL GABLES, Years of Service: 12**

I chose **John Cusack** because I called my wife and asked her who I reminded her of. She eliminated most big name actors saying they were either too serious or too calm. She said it had to be an actor who is energetic and animated and a combination of funny, serious, but also in touch with his emotions. She thought John Cusack was perfect, so I went with her call as she is a better judge of me than I am. The title **Business Casual** is a play on the dress code, but comes from

the fact I am a businessman, but not stodgy (I like to think.). My second choice was **Robocop 8: Desk Job.**



**Cathy Weeks, Senior Compliance Associate, OAK HILL, Years of Service: 22**

**Goldie Hawn** starring in **Groovy in Astoria**. I admire her for her films and her off-screen personality and life. She has maintained her individuality yet is devoted to her soul mate and companion. I love my New York roots (Astoria Queens) and having been a part of the 'flower child' revolution, which Goldie performed so well on the TV show "Laugh In." I enjoy 'beating to the sound of a different drummer' but also playing the more traditional society roles. Oh . . . if I had it to do all over again. . .



**Cheryl Birdsong, Accounts Payable/Exec Admin, Finance SAD, NMT, Years of Service: 4**

**Sandra Bullock** would have the title role in **Due Date?** Because she knows about Murder by Numbers.



**Violeta Miranda, Area Manager, Regulatory Affairs, Latin American and the Caribbean, CORAL GABLES, Years of Service: 8**

If my life was made into a movie, I would like to be played by **Angelina Jolie**. I think she is a strong and intelligent woman, with great humanitarian convictions, and natural beauty. The title would be **While Living**. Life, besides not being easy, is short. I'm a true believer that every human being must be conditioned to find a positive for every negative situation and to live life to the fullest while alive. My movie would be the story of a woman striving to achieve this ideal.



**Jennifer Byrd, Sr. Executive Administrative Assistant, SAD, Years of Service: 3**

My life would be the movie **The Fox and The Hound**. I would play the **lady Tweed**. In the movie we don't know much about how she came to have the farm, but she has a major supporting role. She makes friends with everyone, has a sunny disposition, and takes in Tod the Fox—who is the star of the show. I have always loved cartoon movies because I am a big kid at heart.

**Carol Ann Estep, HR Coordinator, OAK HILL, Years of Service: 22.5**

**Drew Barrymore. The Rollercoaster Ride.** Because life is like a ride with ups and downs.



**Marlene Sanchez, Administrative Assistant, R&D, SWC (PALO ALTO), Years of Service: 2**

I would have to say **Jennifer Lopez** because she is someone I admire. Not only because she is a Latina but also because she is professionally successful and has come a long way with hard work and perseverance. She accepts her flaws and makes them work to her advantage. She's someone who dances to her own tunes (no pun intended) and does it very well. These are some attributes that I can identify with; along with being unique and accepting yourself for who you are. I also admire her sense of style, her poise and her confidence. But most of all, I respect her philanthropy efforts and how she contributes to the community; something I aspire to do someday. I think I would pick the title **Tunes** for the reason mentioned above and also because it not only refers to music but life in general. And since this movie is about me, the title would have to be anything but generic. Just like the high and low notes in music, I've had my fair share of ups and downs in life. That's a part of life I guess; however, each of these experiences has taught me to move forward and grow and continue to dance to MY own tunes.



**Susan Imp, 1st Shift Manager, OAK HILL, Years of Service: 7**

If my life were made into a movie, the actress who would play my character would definitely have to be **Kathy Bates**. She is so funny and her sense of humor is so sarcastic in movies like *Titanic* and *Fried Green Tomatoes*, but she also earned an evil reputation with her role in *Misery*. The title of this crazy film would have to be **Juggling Knives**. I hope you all enjoy the show!



**Peggy Paterniti, HR Associate, OAK HILL, Years of Service: 6.5**

My life would be played by **Julie Andrews**. I had a hard time with this and asked my grandchildren who should play me. Right away they came up with Julie Andrews—why? Because she is "pretty, elegant and funny, all at the same time." It's nice that they think of me that way, isn't it! I would title the movie, **Happy to Be Me**. I am, you know!