

Novo Nordisk Inc.

Multidisciplinary
Pharm.D. Residency Program



2008-2010 Program Brochure



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About Novo Nordisk

Located in Princeton, NJ, our North American business, Novo Nordisk Inc. has approximately 4,000 employees nationwide handling sales, marketing, managed care, trade and government activities. Other departments include medical, regulatory affairs and quality assurance, corporate legal affairs, strategic business operations and human resources. We're the United States affiliate of Novo Nordisk A/S in Copenhagen, Denmark, a world leader in diabetes care and other pharmaceutical products. And at our manufacturing facility in Clayton, North Carolina, we have approximately 400 employees supplying pharmaceutical products to the United States diabetes market and throughout the world. In addition, we established an innovative hemostasis research facility in North Brunswick, NJ, dedicated to life-threatening bleeds.

How does Novo Nordisk remain a world leader? It's all about our people and our winning culture. We're proud of the diversity of our staff, our commitment to people, and our abundance of industry innovation, experience, and ideas. We're also proud of our adherence to the Triple Bottom Line - a measure of our commitment to social and environmental responsibility, as well as a policy that helps us attract and keep the very best people.

Our winning culture is focused on cross-functional and cross-cultural teamwork. We combine clinical research to develop new products, regulatory efforts to work with the FDA to bring these products to market, and sales and marketing to convey a strong, clear message to patients and physicians. We encourage employee involvement at all levels, which in turn helps to nourish development and innovation. When employees become involved, the result is a rich exchange of ideas and concepts. Which helps us give more to our customers, our community, and to society as a whole.

Novo Nordisk affiliates strive to enhance the health and quality of life for people throughout the world. For over 80 years, Novo Nordisk has combined drug discovery with technology to turn science into solutions for people with diabetes, hemophilia, growth hormone deficiency, and women experiencing the symptoms of menopause. Our commitment to diabetes research is reflected in our variety of insulin products, other medical solutions, and the many exciting new treatment options in our pipeline. At Novo Nordisk, dedicated people with expertise in a variety of areas work together to develop pharmaceuticals, advanced delivery systems, and customized services.

Novo Nordisk Residency Program

Established in 2005, the Novo Nordisk Multidisciplinary Pharm.D. Residency Program provides pharmacy professionals with hands-on experience in various functional areas in the pharmaceutical industry. During this unique 24-month program, the Industry Practice Resident will gain 6 months of experience in Drug Information and 6 months in Regulatory Affairs and Product Safety departments. During the 2nd year of the program, the resident will spend time in other functional areas within Novo Nordisk Inc. Based upon personal interest and business needs, the resident will be assigned to additional rotations in two of the following departments: Diabetes Medical and Scientific Affairs or Clinical Affairs-Biopharmaceuticals, Marketing Management, or Medical Education.

The intent of the program is to provide residents with the skills needed to pursue a career within the pharmaceutical industry where their education and experience can make a significant contribution to satisfying customer needs and achieving company goals.

The resident will report to the Residency Program Director throughout the 24-month program and will also have a reporting relationship with a manager in the respective functional areas during each 6-month rotation. The resident's goals will be set at the beginning of each rotation and performance reviews will be conducted at the conclusion of each rotation. At the end of the program, the resident will be issued a certificate of completion.

Program Overview



Drug Information

The Drug Information (DI) Group is dedicated to providing Novo Nordisk customers with accurate, fair balanced, and current medical information about our products and related disease states. Requested information is provided to healthcare professionals, consumers, and managed care organizations.

The DI staff of thirteen includes 10 pharmacists, 2 administrators, and a technology associate. The DI Scientists are assigned to specific therapeutic areas, but are cross-trained to respond to questions about all Novo Nordisk products. They are members of project teams, extended brand teams, and ad hoc task forces. The DI Group provides training and support to sales representatives, scientific liaisons, and other internal colleagues. DI Scientists assist in the review of continuing education programs, promotional materials, and product labeling.

Rotation Objectives

- To gain an understanding of the role and responsibilities of a Drug Information Scientist in a pharmaceutical industry setting
- To develop the skills needed to provide accurate, fair balanced, and current medical and technical information about Novo Nordisk products to healthcare professionals, consumers and managed care organizations
- To develop competencies in 1) responding to inquiries in both verbal and written formats, and 2) tailoring the responses to the target audience
- To update or create standard Drug Information letters and perform literature searches to stay abreast of the latest scientific information in relevant areas
- To participate in drug information projects or task forces
- To participate in product training for sales representatives and in-house colleagues
- To complete a Residency Project under the guidance of the program coordinator
- To attend relevant scientific conventions, as assigned

Regulatory Affairs

Regulatory Affairs is a team of professionals dedicated to providing regulatory expertise and leadership to expedite the development, filing, approval, and introduction of new products and to maintain marketed products in support of company goals. This team provides customer-focused leadership in accordance with federal and local regulatory authorities that foster a positive environment for expediting product approvals.

The Regulatory Affairs Group consists of a Senior Director, several associate and assistant directors, managers, associates and administrative assistants. Members of this group are assigned to various therapeutic areas, but are cross-trained to handle projects across therapeutic lines. They direct negotiations and interactions with regulatory agencies and develop strategies to achieve business goals while assuring regulatory compliance. They approve all promotional and advertising material in collaboration with other departments at Novo Nordisk.

Rotation Objectives

- To gain an understanding of the role and responsibilities of a regulatory affairs professional in a pharmaceutical industry setting
- To gain knowledge of the current laws, regulations and policies enforced by the federal and state government, as they relate to pharmaceuticals and devices
- To gain an understanding of product development through the different phases from a regulatory perspective
- To develop the skills needed for reviewing documents from various functional areas at Novo Nordisk to ensure they are accurate and complete
- To develop the knowledge and competency to submit applications to government agencies in support of investigational and marketed products under the guidance of the assigned manager
- To develop an understanding of product labeling and the promotion and advertising processes at Novo Nordisk, by participating in Promotional Review Board (PRB) meetings

Product Safety Surveillance

The Product Safety Surveillance (PSS) Group is responsible for maintaining compliance with FDA Regulations. The group is also responsible for communication with physicians, other healthcare professionals, Novo Nordisk Sales personnel, and patients, in response to spontaneous and clinical trial adverse drug reactions and medical device experiences associated with Novo Nordisk products.

The PSS group consists of Product Safety Investigators (healthcare professionals) who handle adverse event reports and Safety Data Coordinators/Administrators who handle technical complaint reports. The PSS Investigators are cross-trained to process adverse event reports on all Novo Nordisk products. Members of the PSS group assist in the review of promotional materials and product labeling, and provide training on product safety to all Novo Nordisk employees.

Rotation Objectives

- To conduct investigations into adverse drug and device reports with Novo Nordisk products with respect to applicable federal regulations and internal Standard Operating Procedures (SOPs) and triage adverse medical events and malfunction reports
- Submit spontaneous and clinical trial reports of deaths and serious events to International Product Safety (IPS) per current agreement
- Be responsible for preparation of New Drug Application (NDA), Medical Device Reporting (MDR) and Investigational New Drug (IND) Accelerated Safety Reports
- Communicate with complainant / Novo Nordisk personnel as to the status of the complaint investigation, course of action, and the need for additional medical and/or supplementary information relevant to the report
- Communicate with Novo Nordisk A/S (headquarters) Quality departments (Drug and Device) about the status of product analysis and the need for additional information relevant to the report

Clinical Affairs - BioPharmaceuticals

The Clinical Affairs - BioPharmaceuticals Group is committed to supporting our biopharmaceutical products in a collaborative environment that integrates education, research and clinical leadership. They serve as a conduit between healthcare professionals and Novo Nordisk in providing information and education on the company's biopharmaceutical products and uses. This team facilitates communication among healthcare professionals through educational events, supporting publications, presentations and peer-to-peer consultation. They collaborate with Clinical Research and BioPharmaceuticals Sales, and other key internal and external customers to improve Novo Nordisk's position for current and future products.

The group consists of an in-house and field based team that includes MDs, PhDs, and a multidisciplinary team of medical liaisons.

Rotation Objectives

- To gain an understanding of the role and responsibilities of all members of the Clinical Affairs team, with special focus on the role of the medical liaison.
- To develop the skills needed to verbally present accurate, fair balanced, and current medical and technical information about Novo Nordisk products to healthcare professionals, consumers, managed care organizations and hospitals
- To develop competencies in responding to field based inquiries regarding on and off-label product usage and understand appropriate hospital dynamics involved in information dissemination
- To gain an understanding of all laws and regulations governing the activities of a medical liaison
- To spend time in the field with medical liaisons and assist with presentations; attend relevant scientific conventions, as assigned

Medical and Scientific Affairs

The Diabetes Medical and Scientific Affairs (MSA) is made up of a diverse team of field-based professionals who provide evidence-based solutions to patient care challenges of strategic importance to Novo Nordisk. The Diabetes MSA team is dedicated to the development and exchange of scientific and medical knowledge in support of Novo Nordisk's initiatives; the team aims to provide timely information, products, and services to improve the quality of life for the patients Novo Nordisk serves.

The Diabetes MSA group was formed to establish scientific presence and credibility in key institutions, managed care accounts and in the broader medical and academic community. This group consists of 28 experienced healthcare professionals (physicians, pharmacist, nurses, registered dietitians, and Certified Diabetes Educators [CDEs]) with diverse backgrounds in academia, private practice and the pharmaceutical industry. They are aligned to mirror the Novo Nordisk field sales regions.

Rotation Objectives

- To gain an understanding of the role and responsibilities of a Medical and Scientific Affairs professional at Novo Nordisk
- To develop the skills needed to provide accurate, fair balanced, and current medical and technical information about Novo Nordisk products to healthcare professionals, key institutions, managed care organizations and the broader medical and academic community.
- To present scientific and therapeutic information to internal and external customers
- To participate in account management/contracting activities with an account executive
- To participate in product training for sales representatives and in-house colleagues
- To attend relevant scientific conventions, as assigned
- To attend and participate in a speaker training and/or advisory board meeting

Continuing Medical Education

The Continuing Medical Education Group consists of dedicated professionals, who reinforce Novo Nordisk's vision of 'Changing Diabetes' by supporting fair balanced and scientifically sound education programs for healthcare professionals. The mission of the group is to fund grants for education programs that enhance the knowledge of healthcare professionals and enable them to provide the best possible care to their patients.

Rotation Objectives

- To gain an understanding of the role and responsibilities of the education function
- Under general supervision, review, track, manage and monitor medical education programs.
- Conduct courtesy reviews of the content, when requested
- Effectively manage Med Ed agencies and vendors, to ensure effective implementation of programs
- Assist with the review and development of appropriate enduring materials, such as web-based programs and monographs
- Assist with reviewing ACCME, OIG, and NN internal guidelines to ensure that all programs are in compliance with these guidelines

Second Year Rotation

Diabetes Marketing: Market Shaping

The diabetes marketing team at Novo Nordisk drives leaderships by developing and implementing innovative programs, with a focus on the customer. The department is comprised of approximately 50 professionals, and the customer-centric team approach includes endocrinologist/specialty marketing, primary care marketing, market shaping, and marketing effectiveness. These teams work very closely together to ensure they meet the needs of the specific customers while helping to increase market shares.

This rotation will be based in the market shaping team, whose mission is to shape the market by using cutting-edge scientific information, life cycle management, and core brand messages to augment portfolio sales. Market shaping partners with key opinion leaders to drive advocacy, publications, and promotional medical education for healthcare professionals.

Rotation Objectives

- To gain an understanding of the role and responsibilities of Diabetes Brand Marketing and Market Shaping
- To gain marketing skills through developing and executing effective promotional market shaping programs directed towards our customers.
- To participate in the brand planning process and help develop market shaping concepts for 2009-2010
- To manage cross-functional projects and task forces that may involve Medical, Regulatory, Publications, Sales, Strategic Business Development, and other functional areas
- To gain an understanding of the various data sources in the pharmaceutical industry and use of data within the Marketing Department, with respect to Market Shaping

Compensation and Benefits

The selected residents will be offered a competitive salary and will also receive a salary increase at the end of the first year, if performance goals are achieved.

Residents will be eligible to participate in a generous 401K program, in which Novo Nordisk automatically contributes 8% of your annual pay to the plan on your behalf - even if you don't contribute to the plan on your own. The company will add another 1% if you contribute at least 2% of your pre-tax pay. Company contributions are fully vested after three years.

Novo Nordisk Industry Practice Residents will be offered the opportunity to participate in one of the best benefits programs in the pharmaceutical industry. Residents will be offered the benefits package that is provided to all full time Novo Nordisk employees. For a complete list of benefits, please visit:

http://www.novonordisk-us.com/documents/article_page/document/Our_Benefits.asp?MenuID=62

Benefits include:

- Medical coverage
- Prescription drug coverage
- Dental coverage
- 15 vacation days per year
- Flexible Healthcare Spending Account



Application Information

Two residents will be selected for this 24-month program and will begin their employment at Novo Nordisk on July 1, 2008. The program will end on June 30, 2010.

Selection Criteria

Eligibility requirements include:

- Doctor of Pharmacy (Pharm.D.) graduate
- U.S. Citizen or Lawful Permanent Resident
- Scientific writing and literature evaluation skills (candidates to furnish writing or abstracting sample)

How to Apply

- Qualified candidates may request an interview at the ASHP midyear meeting in December 2007.
- Candidates may also submit their resume to:
nnpipharmdresidency@novonordisk.com
- Invitations for on-site interviews will be extended to selected candidates. Final selection will be made in February 2008, and an offer will be extended to the final candidates.

Contacts

All resumes or CVs may be forwarded to the e-mail address:

nnpipharmdresidency@novonordisk.com

For questions concerning the residency program, please contact:

Olga Esterzon, Pharm.D.
Manager, Drug Information
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OGE@novonordisk.com

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Associate Director, Drug Information
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Past Residents



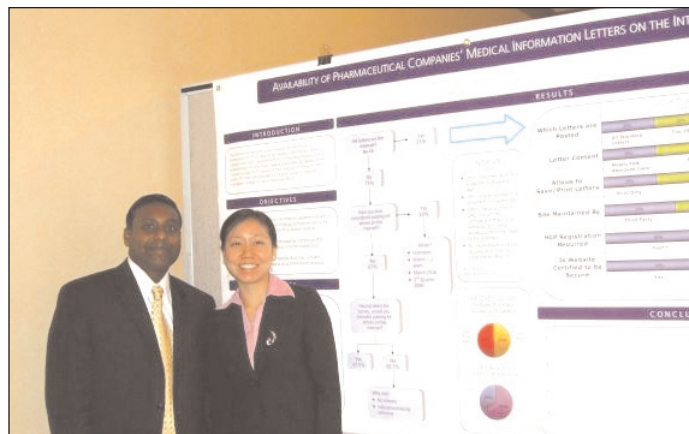
Sabrina Lo, Pharm.D., 2005-2007 Resident:

"The Novo Nordisk Residency Program has allowed me to undertake a variety of projects, from FDA submissions to creating drug information letters, to engaging in medical liaison field responsibilities. This unique role offers an opportunity to advocate the value a Pharm.D. provides to multiple departments and allows the establishment of great relationships among colleagues. I am very fortunate to have this opportunity to work for an exceptional company, with such distinct individuals."



Jimmy George, Pharm.D., 2005-2007 Resident:

"Novo Nordisk's Residency Program keeps in accordance with its core values, allowing its residents the opportunities to be truly ambitious and accountable. The two year program has allowed me to obtain a detailed understanding of the various departments and how they work in unison to fulfill their various functions, whether it is in Drug Information, Regulatory Affairs, Product Safety, Continuing Education or Medical Affairs, with the added flexibility to pursue areas that are of further interest to me. The professional guidance, challenging opportunities, and growth potential have definitely inspired and reassured my decision to be a part of Novo Nordisk's innovative residency program."



Drs. Lo and George present their project results at the Residents' Poster Session, DIA Medical Communications Workshop, Orlando, FL, March 2006

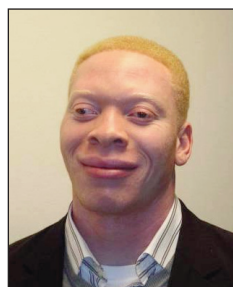
Past and Current Residents

Current Residents



Soo Mi Ahn, Pharm.D., 2006-2008 Resident:

"It has been very rewarding to be a great resource for healthcare professionals, patients, and colleagues, through my experiences in the Novo Nordisk Residency Program. This innovative, multidisciplinary program has provided unique opportunities for professional development and interaction with talented colleagues across the organization. I look forward to my future experiences as part of this distinguished program and company."



Ben Echeazu, Pharm.D., 2006-2008 Resident:

"The Industry Practice Residency Program at Novo Nordisk can best be described in three words: Challenging, Innovative and Unique. As a Novo Nordisk Industry Practice Resident in the Regulatory Affairs Department, I have gained direct experience from various product managers and project teams. My experience in the last few months has ranged from FDA submissions to chemistry manufacturing and controls process training. This unique program allows residents to explore various facets of the industry to discover their niche. I am constantly looking forward to the next challenge that unites myself, my colleagues and mentors in achieving our ultimate goal, "Changing Diabetes". As the program proceeds, I will continue to utilize my Pharm.D. background to offer a distinct perspective to team challenges and discussions."



Maria Cho, Pharm.D. 2007-2009 Resident:

In the Novo Nordisk Residency Program, I am confident that I am on the accelerated path to building a solid career in the pharmaceutical industry. As a resident in Product Safety Surveillance, I have gained insight into the impact of accurately monitoring post-marketing and clinical trial adverse drug reactions. Interacting with professionals in such a compassionate, committed, and innovative company culture has made my experience exceptional. I look forward to the tremendous professional and personal growth I will experience working in the other departments over the next two years.



Dhara Seth, Pharm.D., 2007-2009 Resident:

The two year Post-Doctoral Multidisciplinary Residency Program will allow me to gain an in-depth perspective of the numerous opportunities available within the pharmaceutical industry. While being an integral member of various departments within Novo Nordisk, I will be given the opportunity to work on key projects and collaborate across departments such as Medical and Scientific Affairs, Medical Education, Regulatory Affairs, Drug Information, and Marketing, resulting in a multi-faceted experience.

Past and Current Residents

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