

SHOWCASE



Medical Affairs

Experts Providing Experts

TalentSource Life Sciences is the dedicated flexible resourcing business unit within CROMSOURCE - a business started over 25 years ago when CROMSOURCE first entered the resourcing market.

Experts Providing Experts

TalentSource Life Sciences is the dedicated flexible resourcing department within CROM-SOURCE. Our commitment to providing the right services to support our clients has seen us at the forefront of developments in the Industry; from pioneering the provision of contract staffing solutions in Northern Europe

in the mid-90's, to being early adopters of the ISO Quality Management certification in 2000. Our successful growth has been built on stability, integrity, high levels of customer satisfaction and we have grown steadily to open offices across Europe and North America and activities on a global scale.



The Essence of Our Medical Services

To give a concise definition of what the general term 'Medical Services' stands for is difficult as it can cover a variety of expertise within clinical trials. At CROMSOURCE, we break it down in the following areas: medical monitoring, medical writing and medical affairs. We offer to our clients a full range of services in these areas, in addition to our safety services, across all therapeutic areas.

Medical monitoring is an essential component of the clinical research process. Experts provide medical oversight for the entire clinical trial life-cycle - from the initial study design, through to final study report. They ensure the clinical integrity of the trial subjects and provide safety accountability across the duration of the study, while acting as expert points of reference for both investigative sites and study team members. The tasks of our Medical Monitors at CROMSOURCE are very broad, ranging from protocol review, investigators' site training, ongoing medical support, AE/SAE management to support to the data management team. These professionals are all certified medical doctors with specific therapeutic area expertise.

CROMSOURCE has professional Medical Writers who combine medicine, science and technical

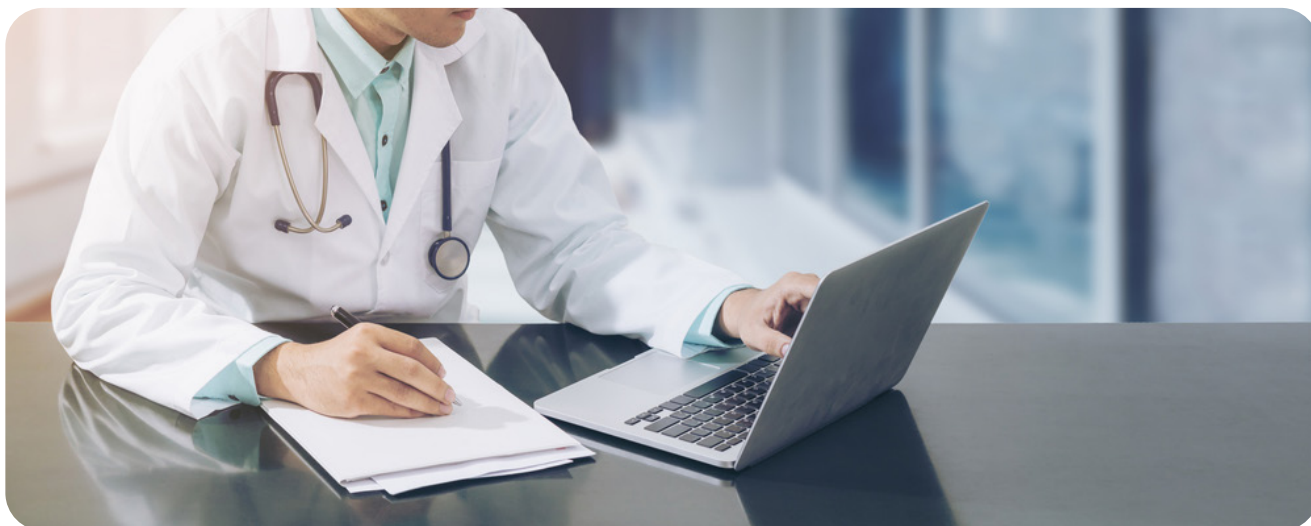
writing, to deliver concise documents for all stages of regulatory, project management and final reporting for our clients.

Medical affairs serves as the bridge between the industry and the wider medical community, with the primary focus of providing scientific and clinical support for commercial products and in effect, acting as the medical face of a client.

The medical professionals you can work with at CROMSOURCE support you not only in the area of medical monitoring and medical writing but also in the area of medical affairs (e.g. Medical Advisor, Medical Science Liaison Associate or Medical Information Manager).

As already noted, medical services is a very broad term but with one common key activity: to give and communicate accurate medical and scientific information during or after a clinical trial to ensure patient safety.

The TalentSource team at CROMSOURCE has a proven track record of successfully providing the full range of medical specialists to work for our clients.



Training

CROMSOURCE have a full set of medical services SOPs and Working Instructions available to all our staff and they are all trained in ICH/GCP and local regulations. In addition, they can benefit from access to our medical services team and our various leaders in medical monitoring and medical writing to capitalise on their knowledge and experience.

Moreover, we offer trainings in a variety of specific therapeutic areas thanks to our network of opinion leaders, developed through

over 25 years of activity in the life sciences industry.

Our client-based staff generally work on the clients' SOPs and systems, and as such, our clients provide related training and to the therapeutic areas of studies assigned. We also work closely with our clients to identify specific development needs during our staffs' assignments and offer support and training to ensure enhanced performance in the role, as well as development opportunities.







Scalable and Flexible Solutions

A comprehensive range of fully flexible solutions from insourcing/staff augmentation to full-service outsourcing, Functional Solutions (FSP) and permanent recruitment for our clients.

Being an experienced CRO, we have a wealth of experienced medical professionals working with us and more importantly, our recruitment experts know what they are looking for in the medical services arena!

Case Study

Case Study – Insourcing Medical services

| Program Description | Staff Requirements | Results | Key Learning |
|--|--|---|--|
|  <p>A mid-sized pharmaceutical company approached us regarding a Medical Advisor function in Poland.</p> <p>The client had very specific experience requirements and the candidate chosen was an experienced Medical Advisor and Scientific Affairs Manager with experience in developing local product strategy and medical plans.</p> |  <p>Due to our recruitment strengths, we were able to present 4 candidates within 2 weeks, all with strong medical backgrounds.</p> <p>The whole selection process was completed within 5 weeks and the candidate started within 7 weeks.</p> |  <p>Since joining the team, this individual has thrived at the client and has become an integral member of the team with consistently positive feedback.</p> <p>The Medical Advisor thoroughly enjoys his client-based role and values the benefits of working for a CRO whilst being Client-dedicated.</p> <p>CROMSOURCE continues to place additional staff with this client in a variety of areas.</p> |  <p>The client is satisfied with the medical knowledge that the Medical Advisor brought to the members of the sales department team and in general supporting the company's promotional strategy.</p> <p>Thanks to the Medical Advisor's dedication, the client was satisfied and prolonged the contract.</p> |

Functions Covered in this area:

- Clinical Research Physician
- Epidemiologist
- Medical, Manager
- Medical Advisor
- Medical Affairs Manager
- Medical Affairs Officer
- Medical Director
- Medical Information and Technology Manager
- Medical Information Associate
- Medical Monitor
- Medical Science Liaison
- Medical Reviewer
- Medical Writers (all levels)
- Proposal Writer
- Publishing Manager
- Technical Writer

Choose the right Flexible Resourcing model that suits you or let us advise you on the best fit for your business:

Insourcing/Staff Augmentation

Providing our resources, contracted to work directly under your direction and control. Enabling temporary increase in capacity, while maintaining complete oversight.

Functional Solutions (FSP)

For clients who want to outsource complete functions across multiple projects. Full leverage of CROMSOURCE's global capabilities, infrastructure, and functional expertise. This approach gives speed, flexibility, efficiency, innovation and a potential for reduced cycle times.

Hybrid Delivery Model

Creating a more flexible model is key to success for many clients, with our Hybrid Model, we are able to provide clients with full, multi-disciplined teams, utilising the project management and core strengths of CROMSOURCE. Ideal for clients who need to start projects quickly where they do not have their own structure in place.

Services can be bundled together for increased flexibility in allocation of internal and/or external resources to quickly ramp-up or down.

Combined Services

For a combination of development services, we will work with you to design a model that suits your specific needs for quality, geographic coverage and speed of delivery. By offering an option to our clients to have control but also be able to ramp-up a large team of staff to support a single study or studies, the combined service model is ideal.

Permanent Placements

For finding qualified & competent candidates for permanent employment. Using our extensive database for filling client internal roles.

Staff Recruitment Expertise

TalentSource's dedicated staff recruitment team allows our clients to capitalise on the state-of-the-art technology and database within CROMSOURCE. Recruitment and acquisition of talent is a corporate core competency at CROMSOURCE and one of the reasons why we are able to support our clients with a fast ramp-up of resources for their studies. Our recruiting process is established to attract and hire qualified candidates and utilises a variety of methods to recruit new hires including: direct sourcing, outsourcing and retained searches.

We place major emphasis on direct and clear communication lines between CROMSOURCE and clients at the start-up phase of any relationship and clients can be closely involved with the selection of resources assigned, if required.



Why work with CROMSOURCE?

- **Commitment to clients:** Critical to program success, we have a dedicated Account and Line Management Team. Formal communication/for fast issue resolution. High level of client control and regular interaction at all levels.
- **Resource availability:** TalentSource has the ability to quickly ramp-up resources, either via our existing employees or finding the best matched people externally. We have a database of pre-identified resources, who can quickly start on your projects.
- **Management structure:** Formal communication/governance with high level interaction and fast resolution.
- **Training:** Our own internal training structure, with dedicated trainers and electronic training system, covering both medical device and pharmaceutical regulations.
- **Client and employee support infrastructure:** We have robust management oversight, IT, HR, Finance, Legal, Quality, etc.
- **Employee retention:** Robust management structure for performance and problem resolution, career development to give us a stable workforce. Offering reward and recognition programs and long-term retention techniques. We are proud that our employee turnover rate is less than 15% per year.



Countries Served



AFRICA

EGYPT
SOUTH AFRICA

ASIA

AUSTRALIA
CHINA
NEW ZEALAND
SINGAPORE

EUROPE

AUSTRIA
BELGIUM
BULGARIA
CROATIA
CZECH
REPUBLIC
DENMARK
ESTONIA
FINLAND

FRANCE
GERMANY
GREECE
HUNGARY
IRELAND
ISRAEL
ITALY
KAZAKHSTAN
LATVIA
LITHUANIA

NETHERLANDS
NORWAY
POLAND
PORTUGAL
ROMANIA
SERBIA AND
MONTENEGRO
SLOVAKIA

SLOVENIA
SPAIN
SWEDEN
SWITZERLAND
TURKEY
UK

LATIN AMERICA

ARGENTINA
BRAZIL
CHILE
MEXICO
PERU

NORTH AMERICA

CANADA
USA

Contact TalentSource now to discuss your needs!

TALENT
SOURCE
LIFE SCIENCES

A DIVISION OF CROMSOURCE

European Headquarters

Mechelsesteenweg 455 Bus 5
1950 Kraainem - Belgium
Phone: +32 27680166

North American Headquarters

8000 Regency Parkway, Suite 575
Cary, NC 27518 - USA
Phone: +1 919 626 9882

CROM
SOURCE
advise | agree | deliver

www.cromsource.com

www.talentsourcelifesciences.com