

Origin Pharmaceuticals

An Authorized Generic Pharmaceutical Company

Company Overview/Mission Statement:

Origin Pharmaceuticals is a private authorized generic pharmaceutical company which strives to deliver the highest quality medications to the public at affordable cost. In addition to providing such services, this company is devoted to supporting United States trade-name pharmaceutical companies to ensure continued research and development nation-wide in order to progress in finding treatments and cures for today's diseases.

What are authorized generics?

When a trade-name drug company decides to manufacture a new medication, numerous events occur. Billions of dollars are invested in research, development, and advertising. At the time a trade-name drug company decides to embark on producing a drug, a patent is purchased to protect that company's intellectual property and the financial investment itself. Historically, a patent's life is applicable for a duration of twenty years, however, after the research and development phase along with clinical trials and time involved for FDA approval; effective patent time for a new trade-name drug on the market exclusively is approximately seven to twelve years. Following the signing of the Patient Protection and Affordable Care Act in 2010, trade-name drug companies are limited to exactly twelve years of exclusive market control under their patent to sell their new drug at full cost. It is at this time that trade-name pharmaceutical companies make the necessary amount of money to support their company's employees, raise finances for future research and development, expand their entities, and pay their share-holders. Once the patent has expired for a specific drug, trade-name drug companies are allowed to sell their same drug with identical chemical composition regarding both active and inactive ingredients under a new private generic name. These generics produced by trade-name companies are called authorized generics, and are sold on the market with prices competitive to drugs produced by generic companies. Immediately following the end of a trade-name pharmaceutical company's patent, the United States Food and Drug Administration allows one or more generic pharmaceutical companies to reproduce a generic version of the same trade-name drug during what is called the "180 Day Exclusivity Period." These generic reproductions do not necessarily contain the identical chemical composition of the original drug, specifically regarding the inactive ingredients. The generic companies who get their generic drug reproduction complete and FDA approved are allowed to sell the drug on the market. The trade-name company's authorized generic does not need to be scrutinized during the 180 Day Exclusivity Period, due to the fact that it is the same identical drug as the original drug and may be sold without competition at reduced cost immediately after the life of the patent ends.

Why support authorized generics?

When a generic drug company begins producing a chemically similar generic drug after FDA approval, it is sold on the open market with prices driven low by competition between different generic pharmaceutical companies. The financial return from the sales of these generic medications are comparatively lower than that of a trade-name drug company's sales during its

twelve year exclusivity period if sold to a similar volume of individuals. However, due to the fact that generic drug companies do not need patents for their drugs, investment in patent costs, investment in research and development costs, as well as investment in advertising costs; all of these billions of dollars in expenses are not applicable to generic companies. Since there are no patents involved with generic drug companies, the generic drugs produced can be sold for an unlimited amount of time, or until competition drives a drug price so low that the generic drug company may chose to not produce a certain generic drug anymore, since the cost of production may be higher than its return in sales. The financial obligations of a generic drug company are only in materials needed to make the drug, the cost of paying involved employees, and the cost of paying their shareholders. As a consumer, investing in authorized generic drugs is beneficial because research and development by trade-name drug companies is supported by re-investment of return in sales, prices of authorized generics are comparable to other generics on the market, and most importantly, there is no question about the quality of the generic since it is exactly the same drug as the original trade-name drug.

The Origin Pharmaceuticals Business Structure:

Origin Pharmaceutics believes strongly in supporting United States research in pharmacology and disease in order to stay on the cutting edge to promote better health globally. In order to accomplish this, it is the goal of Origin Pharmaceuticals to work with current and future trade-name drug companies by becoming the utilized entity to produce their authorized generic medications after the life of a drug patent has expired. In utilizing this company, trade-name drug companies will be able to shift focus and allocations of finances more towards research and involved employees, and less towards the non-progressive branch of managing production of their authorized generic drug. To accomplish this, our company will faithfully work privately with a trade-name pharmaceutical company after FDA approval of their new drug in order to fully understand their product's philosophy of use, product standards, short/long-term market goals, and financial incentives involved by utilizing Origin Pharmaceuticals. The strategy of our success will lie in high satisfaction and trust of a multitude of trade-name drug companies, a lower price in production of their authorized generics, as well as comfort in knowing that the high satisfaction of drug consumers in price and exact quality of trade-name products will allow our company to have broader market control, and less money being invested in dead-end generic companies. Success in our business structure will also depend on the already established support of physicians opting to prescribe authorized generics over regular generic medication, due to the higher quality of medication at similar low cost.

Target Population:

Over half of all Americans are on at least one prescribed medication. With the high expense of trade-name medication, and many Americans without prescription insurance, many seek generic medication in order to afford it. Origin Pharmaceuticals goal is to gain market control over these populations of individuals taking generic medications, and show the progressive benefits of choosing authorized generics to support research of diseases. Supporting our company will also promote United States economy and jobs by keeping our money here, as opposed to purchasing generic medications produced from other countries.

Origin Pharmaceuticals Employment Roles & Opportunities

Executive Leadership/ Board of Director Roles:

Board of Directors: In the early development of Origin Pharmaceuticals, prior to our company becoming a true “stock corporation”, the appointing of chair holders for our seven Board of Directors positions will be accomplished by company staff vote. Once our corporation is further established, stock shareholders will annually vote to appoint the seven directors on our board with the appropriate credentials as drafted in the Origin Pharmaceuticals bylaws. According to our bylaws, chair holders appointed via shareholder vote must comply not only with the established standards of the Sarbanes-Oxley Act, but also possess a doctoral degree. Exceptions to the latter standard are non-applicable only if appointed member is a current executive within Origin Pharmaceuticals. Roles of the board members will include, but are not limited to: quarterly meetings, involvement with company investment and business decisions, as well as a member of an overall supervisory body. Yearly audits of this board will ensure the maintenance of this organization’s high standards.

Executive President/Chief Executive Officer: As the highest ranked corporate official for Origin Pharmaceuticals, the appointed C.E.O. will oversee and lead all company sectors as head manager. Expectations for this position include, but are not limited to: acting as a communicator between company employees and its Board of Directors, developing and refining management strategy to ensure smooth day-to-day operations, develop plans of action for business opportunities with trade-name drug companies, following up business decisions with evaluation for making better future opportunities, and set annual company financial budget. As the head of the company, bylaws will require that the holder of this important role will minimally have achieved a Master’s Degree in Business Administration, achieved one additional professional degree (Master’s or higher), had a minimum of three years experience in a professional administrative role.

President & Chief Operating Officer: As C.O.O. of Origin Pharmaceuticals, the executive appointed to this role will most specifically be overseeing and managing the company bodies involved in pharmaceutical production. Expectations for this position include, but are not limited to: Performing as head of Service Process Development, Quality Control, Information Technology, and Programs. In addition, this role will require evaluation and development in pharmaceutical production, communication with trade-name drug companies to acquire clients, and to assist the C.E.O. in business development plans based on operation statistics. Origin Pharmaceutical bylaws require that the holder of this important role will minimally have achieved a Master’s Degree in Business Administration, a Master’s Degree in Chemical Engineering or Information Technology (or higher degree), and a minimum of three years experience in a professional administrative role.

Executive Vice President/ Chief Financial Officer: Leading the finance sector and working with the C.E.O. to make corporate decisions based on budget, market trends, and company profit/loss, the C.F.O. will be in charge of producing reliable data regarding investment analysis and capital structure, as well as to effectively forecast and produce financial plans at a large scale. The C.F.O. will both direct and consult the Director of Payroll, Director of Accounting, and the Director of finance within the company. Origin Pharmaceutical bylaws require that the holder of

this important role will minimally have achieved a Master's Degree in either Finance, Business, or Accounting (or higher degree), a CPA licensure, and a minimum of eight years experience working in a corporate finance director or management position.

Executive Vice President/ Chief Human Resources Officer: While the Director of Human Resources and Employee relations works individually with the branches of Employee Interview Management, Employee Placement Management, Employee Training/Development Management, Employee Assistance Management, and Employee Benefits Management to maintain an effective, skilled, and driven work force, the C.H.R.O.'s position requires broader scale responsibility and administrative function. Holding the position of C.H.R.O. at Origin Pharmaceuticals demands refined strategy and oversight in order to keep employees at all levels safe, proficient, and organized. Expectations of this position include, but are not limited to: forecasting needed positions in the company, ensuring positions are filled where needed, creating programs that align with the overall goals of the company regarding development and expansion, and acting as the voice and employee advocate during executive meetings and board meetings. Accomplishing these goals allow the protocol/business expectations enforced by directors and lower level management to stay refined and relevant over time. Origin Pharmaceutical bylaws require that the holder of this important role will minimally have achieved a Master's Degree in Human Resource Development and at least three years working in a corporate human resources management position.

Executive Vice President/ Chief Marketing Officer: As C.M.O. of Origin Pharmaceuticals, skills in creative problem solving and research will be necessary to make our corporation successful with respect to external company business relations and financial growth. An appointed C.M.O. will have the responsibility of being the head of the following marketing departments: Advertising/Promotion, Public Relations, Market Research and Analysis, and Customer Service. This position demands that the appointed individual work closely with the C.E.O., C.F.O., and department general managers in order to report trade-name pharmaceutical company satisfaction in our product, product consumer satisfaction, advertising plans with foreseeable success based on market trends, and short-comings to improve on based on market analysis or customer service review. Origin Pharmaceutical bylaws require that the holder of this important role will minimally have achieved a Masters Degree in Business Administration with a focus in Marketing, and a minimum of eight years of working experience in marketing, or public relations in corporate business management.

Executive Vice President and General Council/ Chief Legal Officer: In order to protect intellectual property of Origin Pharmaceuticals and business partners, the position of C.L.O. must be filled by an individual with superior leadership and experience regarding corporate law. The C.L.O. will work directly with the C.E.O. and Board of Directors in order to discuss legal issues our company may face, as well as act as head of the Legal Research and Legal Enforcement departments. In certain situations, the C.L.O. may exercise the power to hire temporary legal teams in order to take care of challenges which may arise. In day-to-day operations, the C.L.O. will assess company operations regarding risk management, lobbying, and ethics. Origin Pharmaceuticals bylaws require that the holder of this important role will minimally have achieved a Juris Doctorate in law, and three years working experience working in corporate law.

Upper/Lower-Level Management & Professional Non-Management Positions:

The following employment opportunities regarding management and non-management professional positions will briefly describe the roles and expectations associated with each position. Complete job descriptions, along with required professional degrees, certificates, and experience can be viewed on the corporate website under “Employment Opportunities”. The “Staff Directory” area on the Origin Pharmaceuticals website also lists job type and description by department. New incoming employees will receive an employee handbook upon initial general training, and a specific literature regarding corporate standards and protocol based on department.

Operations Department:

General Manager of Service Process Development:

- Works under C.O.O. and manages chemical/mechanical engineers, scientists, and technicians working in authorized generic production.
- Holds meetings with lower-level management and department staff to discuss innovation in production, method, and efficiency while maintaining corporate/partner standards.

General Manager of Quality Control:

- Works under C.O.O. and manages a group of quality control staff, technicians, and analysts to ensure that the company is producing authorized generics identical to trade name companies that employ our corporation.
- Responsible for ensuring that product packaging and delivery are efficient, and meet company standards.
- Collects testing and laboratory data from quality control staff to report to C.O.O.
- Holds meetings with lower-level management and department staff to discuss innovation ideas and/or issues regards to product/packaging in quality control.

General Manager of Information Technology:

- Works under C.O.O. and manages a group of computer scientists, programmers, electrical engineers, and information technology technicians to ensure that day-to-day operations run smoothly for all departments utilizing information technology.
- Ensures that corporate security systems in all departments are working properly, along with web-based security and encryption programs for corporate intranet, web-based finance transaction programs, etc.
- Holds meetings with lower-level management and department staff to discuss company I.T. innovation strategy, development in new technology the corporation decides to implement and utilize.

General Manager of Programs:

- Works under C.O.O. and oversees a group of managers that handle distribution of information regarding new corporate projects and endeavors (including, but not limited to: new authorized generic drugs being produced as a result of company employment by trade-name drug corporations).
- Work with management of other departments to develop employee training programs, department seminars, safety programs, and more.

- Communicates with other department managers to discuss new corporate projects, pitch ideas for employee development programs, develop employee programs after approval based on need, evaluate effectiveness of instated programs.

Finance Department:

Director of Payroll:

- Works under C.F.O. and ensures that all employees in the company get paid.
- Processes employee paperwork regarding direct deposit.
- Ensures employees get appropriate raises per company policy.
- Monitors time-card information for non-salary staff.

Director of Accounting:

- Works under C.F.O. and alongside company accountants to keep records of company's financial transactions.
- Ensures company follows financial plan when dealing with corporate budget for allocated departments and resources.
- Works with government tax authorities to ensure proper paperwork and information is submitted.
- Works with corporate investors, company stock.

Director of Finance:

- Works with corporate professionals involved with financial planning, calculation of financial risk related to project investment, etc.
- Works directly under C.F.O. and C.E.O. to discuss allocations of funds, employee salary, short-term and long-term financial goals, results of quarterly/yearly production costs, net sales, and gross profit.
- Monitors federal financial management systems and regulations.

Human Resources Department:

Director of Human Resources & Employee Relations:

- Reports to C.H.R.O. and is head management to Employee Interview Manager, Employee Training/Development Manager, Employee Assistance Manager, and Employee Benefits Manager.
- Collaborates with all aspects of management in order to create/fill employment positions.
- Develops employee training programs, continuing education programs, department handbooks.
- Ultimately responsible to: hire and fire employees per company policy, act as employee liaison to answer questions, ensure employees receive appropriate benefits.
- Enforces company policy, ensures government safety standards are met, initiates new programs/policies developed by C.H.R.O.

Employee Interview Manager:

- Interviews new employees to fill staffing gaps in company.
- Evaluates potential new employees to see if they will be a good fit for desired position.
- Monitors online job boards.

- Reports to, and collaborates with Director of Human Resources & Employee Relations.

Employee Training/Development Manager:

- Reports to, and collaborates with Director of Human Resources & Employee Relations to create employee training and development programs.
- Assists Director of Human Resources & Employee Relations in developing employee handbooks and literature for individual departments.

Employee Assistance Manager:

- Works with employees from all departments to deal with employee grievance, personal issues, issues with co-workers, and absence related issues on a private and personal level.
- Develops programs with the Director of Human Resources & Employee Relations to develop employee programs to improve staff morale and lifestyle situations including, but not restricted to: babysitting programs, stress management programs, human rights collaborations, car-pooling programs, etc.

Employee Benefits Manager:

- Answers all employee questions related to their entitled benefits package according to position.
- Voices questions or concerns regarding employee benefits to Director of Human Resources & Employee Relations.
- Works with companies that employees utilize to make sure benefits such as dental insurance, health insurance, and prescription insurance may be utilized.
- Works with different types of insurance companies in developing updates to employee benefits in collaboration with Director of Human Resources & Employee Relations as situation applies.

Marketing Department:

General Manager of Advertising/Promotion:

- Works with C.M.O. and other marketing management to promote Origin Pharmaceuticals on the open market to consumers, trade-name drug companies, physicians, etc.
- Works with a team of individual specialists including graphic designers, web-site developers, video-based media developers, etc.
- Essential in both consumer and corporate business education of the revolutionary service Origin Pharmaceuticals offers compared to competitive businesses and how utilizing our company keeps drug and disease research in the United States sustainable.

General Manager of Public Relations:

- Works with C.M.O. other marketing management with the direct goal of finding interested groups to promote Origin Pharmaceuticals to including insurance companies, executives of trade-name drug companies, and healthcare entities.
- May set up news interviews, radio interviews, newspaper articles, internet articles, set up meetings, etc.
- Essential in both consumer and corporate business education of the revolutionary service Origin Pharmaceuticals offers compared to competitive businesses and how utilizing our company keeps drug and disease research in the United States sustainable.

General Manager of Research & Analysis:

- Works with C.M.O. and a group of analysts to determine how effective marketing strategy is working for different types of media.
- May develop polls for new customers to gain information on how they had heard about our company.
- May monitor website traffic to discover how individuals are accessing company advertising and news articles via different types of technology, (ex: mobile phones, tablet devices, computers, and via what operating systems) in order to work with the I.T. department in refining the delivery of information.

General Manager of Customer Service:

- Works with C.M.O. and numerous other branches of corporate management to refine customer service, and consumer happiness.
- Works with customer service representatives who are available via phone and email and answer consumer questions regarding the authorized generics produced.
- Use different I.T. systems to monitor types of questions and issues so that similar questions in high volumes may be addressed on public sites, or so that issues experienced by numerous consumers can be immediately addressed.
- Heavily involved in working with the Human Resources department to create employee development problems for those working as customer service representatives so that quality of customer service is always highly satisfactory.

Legal Department:

General Manager of Legal Research:

- Works directly with the C.L.O. to continuously monitor company activity related to lobbying, risk management, ethics, and government policy/law.
- Manages a group of legal specialists including lawyers, and auditors that monitor and protect our company from legal issues, involve themselves in court obligations which may arise, and continuously ensure that financial transactions occurring internally and with business partners are ethical, legal, and reflect our company's mission.

General Manager of Legal Enforcement:

- Works with both C.L.O. and C.E.O. to decide how to handle legal situations, who to involve in the situation to resolve it (ex: company corporate lawyers, temporary hire legal officials, government bodies, corporate business partner executives, etc).
- Manager of security staff employed for Origin Pharmaceuticals.

Non-Professional Staff Opportunities & Education Opportunities:

Origin Pharmaceuticals values the skills provided by every staff member employed at our company. We understand that without the collaboration of all departments together as one well oiled machine, we could not offer the products and services to our consumers and business partners and fulfill our mission. Origin Pharmaceuticals employs a wide variety of non-professional staff, with new opportunities listed on our corporate website every day. Some opportunities offered include: plant maintenance technicians, janitorial service technicians, secretarial positions, product delivery personnel, packaging technicians, stock/inventory

technicians, security positions, as well as numerous other opportunities. Origin Pharmaceuticals is highly interested in offering internships in the areas of entry-level analyst and technician positions to senior high school students and college students, as well as other entry-level positions by department. We are determined to continuing education, and the bright and determined individuals who strive to change the future for the better by working for our institution. Details regarding employment opportunities can be found at the Origin Pharmaceuticals website, along with listed requirements. We hope to see you soon!

Origin Pharmaceuticals Leadership Model, Philosophy & Hierarchy:

In developing the goals, philosophy, and structure of Origin Pharmaceuticals, a necessary aspect to ensure our launch and success came down to one quality: passion-driven leadership by all employees. Despite the highly structured hierarchy of corporate management, Origin Pharmaceuticals looks for and rewards employees who represent our mission by being goal-driven, insightful, inspirational to others with self-confident behavior, efficient, and analytical in decision making for all departments. Our philosophy is that by working as one we can change the world. Origin Pharmaceuticals utilizes a necessary bureaucratic leadership model (Liebler & McConnell, 412) out of necessity as a new corporation which must comply with numerous governmental, political, social, and business partner regulations in order to accomplish our goals. Having a highly structured chain of management is needed, so that the talents of each employee can be effectively utilized. Different levels of formal authority granted to managers ensure accountability and responsibility at each level. The delegation of assignments directed down the chain of command allows that aspects of each duty can be executed by the individual best-suited, and employed for that type of work. By showing the leadership qualities previously listed, all levels of our company will be successful.

Orientation, Training, and Continual Development:

The world around us is always changing, and therefore it is essential to be flexible to do the same. All employees hired at Origin Pharmaceuticals go through basic company orientation non-specific to department by Human Resources Employee Training/Development management. This basic training gives the newly hired a grasp on company regulations, expectations of dress, conduct, and professionalism, as well as hierarchy of management, safety codes, disciplinary action, and facility layout. Hiring paperwork and information will also be put into the corporate system, as well as required background checks, employee physical results, etc. The departments of our corporation often overlap in order to accomplish day-to-day duties; therefore implemented changes occurring in the company are oriented to employees through continual development training. These paid seminars and training implementations ensure all staff are comfortable in company changes regarding new regulations, technology, or protocol. In regards to position-specific training based on department, more or less introductory training per job will be issued based on necessary expected experience expressed in the job description. All employees are issued department-specific handbooks expressing regulations and protocol, and are expected to be understood by all individuals in order to execute their duties according to company standards. In addition to mandatory continuing development employee training, often times role/regulation/department implementations that are concise in nature will be messaged to applicable department employees via corporate intranet e-mail.

Preliminary Corporate Annual Budget:

As a new corporate entity with goals to be launched on the market in five years, it is difficult to express a pin-point number to have in mind for an allocated budget for our first year successfully running on the market. Until we begin acting on our strategic plan beginning with the utilization of pharmaceutical and biotechnology management consultant *Campbell Alliance* to assist in the refinement of our development planning, our projected first year budget is currently based on generic pharmaceutical companies with established presence in the United States. Despite the fact that our company has no intention to allocate our funds in the way a generic company would, their numbers based on net cost of production (encompassing raw material cost, labor cost, production cost, etc.) with listed number of generic pharmaceuticals produced yearly in the U.S. can give rough estimates on what our company should expect. Listed below are three generic drug companies which produce generics in North America:

	Number of Generic Types Sold in North America:	Net Sales in U.S. in 2010 Based on Form F-20:	Net Cost of Sales in 2010 Based on Form F-20:	Gross Profit from U.S. sales in 2010 Based on Form F-20:
Teva Pharmaceuticals	400 generics produced	Approx: \$16.1 billion USD	Approx: \$7.1 billion USD	Approx: \$9.1 billion USD
Ranbaxy Pharmaceuticals	20 generics produced	Approx: \$1.5 billion USD	Approx: \$ 1.1 billion USD	Approx: \$ 197 million USD
Dr. Reddy's Pharmaceuticals	38 generics produced	Approx: \$1.65 billion USD	Approx: \$ 759 million USD	Approx: \$ 887.4 million USD

Prior to consultation with *Campbell Alliance* to create a clearer financial picture of Origin Pharmaceutical's first annual budget for August of 2016, including defined staff salaries, production costs, property development costs, and influence of company stock development, our projected budget for August 2016 to produce an introductory number of ten generic medications is approximately \$350 million USD. We project gross cost of sales to be approximately \$180 million dollars to produce ten different authorized generic drugs, and predict to accrue approximately \$700 million USD in net sales, yielding approximately \$520 million USD in gross profit in one year.

How This Company Works:

The following is a description is how Origin Pharmaceuticals will be able to both support itself, and involved trade name drug companies:

1. Multiple trade-name American drug companies (let's say five) selling both trade name drugs and authorized generic drugs made by their individual companies each hire Origin Pharmaceuticals to produce their identical authorized generic medications on the market. This will involve the trade name generic company to forfeit the right for them to sell their own authorized generic medications while being business partners with our corporation, since we will own the rights of that authorized generic while we produce it identically as they had. The trade-name drug company will still be able to sell their trade name drug on the market during this process; we will simply produce the identical authorized generic

with the authorized generic title they gave it.

2. With high internal involvement in advertising and support from American consumers and business investors on the basis that we intend to increase profits for trade-name drug company research and development for new drugs by selling their authorized generics at similar cost to the same generics on the market, we will soon develop a larger devoted population of American investors based on our mission than the original trade-name company had.
3. Upon production of each of the authorized generics the trade-name company wants us to produce, there will be no cost required.
4. Each year we produce a trade-name drug company's authorized generic(s), our company will keep the exact amount in net cost of sales of the authorized generic(s) we produced, and return to the trade-name company 100% of the gross-profit they themselves made the previous year. In addition, we shall calculate the percent increase in sales our company made based on the increase of our market control with an influx of dedicated American consumers. We shall then take that that percentage, and keep 0.25% of each 1% gained in sales for our company, and give the rest of the 0.75% of each 1% gained back to the trade-name company as well. This is how an increase in funding of American research and development will occur.
5. As we continue to gain favor by consumers and trade name pharmaceutical companies we work for, we shall continue to take over larger amounts of the United States market in selling authorized generics over generics offered by foreign corporations. With devotion by numerous American trade-name pharmaceutical companies with our increased popularity and support, capital in Origin Pharmaceuticals itself will grow allowing sustainability of our entity, and that of research/development in trade-name corporations.
6. After the first year as partners with a trade-name company, we will then use the number in gross profit from the previous year's sales to calculate the percent increase in sales at the end of the next year. We will do this for all interested American based pharmaceutical companies for as many authorized generics that they would like us to produce.
7. Should a trade-name company decide to not want to utilize our company any longer, the trade-name company gets their patent(s) for that/those drug(s) back, but without the benefits our company offered regarding the increased sales based on our name and reputation.

Origin Pharmaceuticals Strategic Plan:

Major Objectives:

- Collaborate with well established pharmaceutical & biotechnology management consultant *Campbell Alliance* in order to develop and refine our company's basic plan to ensure it is successful at its launch.
- Establish a corporate headquarters, and main company headquarters, along with associated pharmaceutical production plant.
- Recruit necessary personnel as previously listed under executive, management, professional & non-professional staff.
- Develop company bylaws, and individual department handbooks, listing regulations and protocol.
- Launch corporation within five years with all necessary employees, with a

“hit-the-ground-running” drive in order to attain essential business partners and market control over foreign generic drug companies.

Action Plan:

- Collaborate with well established pharmaceutical & biotechnology management consultant *Campbell Alliance* in order to develop and refine our company’s basic plan to ensure it is successful at its launch.
- Establish a corporate headquarters, and main company headquarters, along with associated pharmaceutical production plant.
- Recruit necessary personnel as previously listed under executive, management, professional & non-professional staff.
- Develop company bylaws, and individual department handbooks, listing regulations and protocol.
- Launch corporation within five years with all necessary employees, with a “hit-the-ground-running” drive in order to attain essential business partners and market control over foreign generic drug companies.

Resources Needed:

- Corporate headquarters building, main company headquarters building with attached pharmaceutical production plant.
- Board of Directors, executive staff as listed, management as listed, and professional/nonprofessional staff as listed.
- Raw materials for authorized generic drug production.
- Campbell Alliance development team.

Possible Sources of Support:

- State/Federal budget allocations.
- U.S. Trade-name pharmaceutical company business support.
- U.S. pharmaceutical consumer support.
- Private financial contributions from individuals/businesses.
- Grants.

Monitoring:

- Hierarchy of management.
- Chief Legal Officer and associated legal department.
- Company and government auditors.
- Board of Directors.
- Analysts, customer service department.

Established Committees and Teams at Origin Pharmaceuticals:

Corporate Leadership Committee:

The Corporate Leadership Committee established at Origin Pharmaceuticals is open to all interested employees who desire to take the extra step in developing leadership skills to apply in

the workplace or in personal improvement. Elected by its members, the committee chairperson (Liebler & McConnell, 300) is generally an experienced staff member involved in upper level management who is driven and insightful in discussing ways to be a leader in the workplace. This committee's goal is to train its members (Liebler & McConnell, 293) in boosting individual department morale, developing "team-think" dynamic practice, and development of professional skills. This committee is larger than others due to the fact that its members appreciate the wealth of knowledge it provides while allowing an atmosphere that tends to prompt its members to get to know other individuals in different departments and levels of management during topic discussions. Like other committees, this one has its own yearly elected leaders, which allow a continuous fresh perspective. This committee meets once monthly. All members are emailed copies of meeting minutes in case they can't make it to a certain meeting.

Charity of the Year Committee:

It is hardly a surprise to hear that many employees at Origin Pharmaceuticals stated that they wanted to work for our corporation because of the underlying humanitarian values associated with our mission of improving the lives of others by creating an affordable product that improves quality of life, or saves lives all together. It is these individuals at our company who are most often involved in our Charity of the Year Committee. This committee, like our Corporate Leadership Committee is open to all interested employees at all levels of employment. The goal of this committee is to take humanitarian efforts an extra step by voting on a charity they feel should be supported that year. During this committee's monthly meeting, discussions are focused on fundraising for the specific charity outside of work, and how to involve co-workers to support their efforts. This committee has yearly elected leaders (President, Vice-President, Secretary, Treasurer and Historian) just like the Corporate Leadership Committee, and also utilizes email to send minutes from each meeting to its members.

Human Resources Department and its Function at Origin Pharmaceuticals:

As an important department in day-to-day functions, the Human Resources Department at Origin Pharmaceuticals has an impact on every employee; from the day they are hired, to the day they retire. Despite being a company branch heavily involved in employee regulation, the Human Resources Department has equal motivation and desire to make sure all staff are properly taken care of. Consisting of five specific sectors of management (more than any other), this department is intentionally micro-managed so that questions and concerns can be specifically and adequately answered or accounted for. The five management sectors of the Human Resources Department include:

Director of Human Resources & Employee Relations:

- Reports to C.H.R.O. and is head management to Employee Interview Manager, Employee Training/Development Manager, Employee Assistance Manager, and Employee Benefits Manager.
- Collaborates with all aspects of management in order to create/fill employment positions.
- Develops employee training programs, continuing education programs, department handbooks.
- Ultimately responsible to: hire and fire employees per company policy, act as employee

liaison to answer questions, ensure employees receive appropriate benefits.

- Enforces company policy, ensures government safety standards are met, initiates new programs/policies developed by C.H.R.O.

Employee Interview Manager:

- Interviews new employees to fill staffing gaps in company.
- Evaluates potential new employees to see if they will be a good fit for desired position.
- Monitors online job boards.
- Reports to, and collaborates with Director of Human Resources & Employee Relations.

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- Works with companies that employees utilize to make sure benefits such as dental insurance, health insurance, and prescription insurance may be utilized.
- Works with different types of insurance companies in developing updates to employee benefits in collaboration with Director of Human Resources & Employee Relations as situation applies.

Like with all corporate entities, the question is often raised regarding current or future planning of organizing as a labor union as is permitted by federal law in the 1975 National Labor Relations Act (Liebler & McConnell, 342). As a brand new corporation without a lengthy history to learn from regarding internal corporate conflict, the structure of the company was designed to have its employees held as their most valuable asset. This being stated, it seems unnecessary for our corporation to have a focus on this matter in our current state of development. As a corporation, the idea of involved labor unions seems take away from a light we are trying to shine towards progression. Requesting collective bargaining this early seems to express that work conditions at our company aren't fair, when corporate launch has not yet occurred. The Department of Human Resources as mentioned utilizes a branch of management specifically related to the benefits we offer, and another involving assistance programs. Also as a new company with progressive goals, and foreseeable opportunities; our employees we hire based on

experience and personal qualification standards high above our competitors, should have no concerns regarding their job security. Without them, we simply could not exist.