Message

From: HEYDENS, WILLIAM F [AG/1000] [/O=MONSANTO/OU=NA-1000-01/CN=RECIPIENTS/CN=230737]
Sent: 11/13/2001 10:36:56 PM
To: NAIR, RASHMI S [AG/1000] [/O=MONSANTO/OU=NA-1000-01/CN=RECIPIENTS/CN=515052]
Subject: REVISED [redacted] FELLOW NOMINATION LETTER
Attachments: Fellow Nomination [redacted].doc

Importance: High

Rashmi,

I have added the info. you requested. Regards. Bill

p.s. I'm having fun, are you ?

Fellow Nomination [redacted].doc

Plaintiff Exhibit
0208

MONGLY00905604

Dear

It gives me great pleasure to nominate Dr. [redacted] for appointment to the position of Monsanto Fellow. [redacted] has been with Monsanto for 12 years and has excelled in countless endeavors throughout this span of time. He has developed and sustained technical expertise in various areas of toxicology, most notably metabolism, genotoxicity, and carcinogenicity. This expertise has been key in designing effective strategies to defend numerous chemistry candidates and products. [redacted] has widely established himself as a highly knowledgeable and credible scientist outside of Monsanto as well. This combination of internal leadership and external influence has made him most valuable and effective in supporting Monsanto's entire portfolio of products in the Europe/Africa region.

Dr. [redacted] scientific and regulatory achievements have their foundation in a deep and broad understanding of toxicological sciences. Before coming to Monsanto, [redacted] founded and headed the Department of Toxicology at the Institute of Hygiene and Epidemiology in Brussels, Belgium. Dr. [redacted] group was actively engaged in all areas of regulatory and experimental toxicology, and it developed special expertise in areas of acute toxicity, irritation, mutagenicity and *in vitro* testing. As head of this department, [redacted] was a member of, or adviser to, several Belgian regulatory groups responsible for the regulation of pesticides and dangerous substances. Prior to his work at the Institute, Dr. [redacted] was involved in complex metabolic research on pharmaceutical agents, including one program that lead to the discovery of a new drug ([redacted] is co-holder of the patent).

Early in his career at Monsanto, [redacted] expanded his knowledge of regulatory approaches and risk assessment procedures through an ex-pat assignment in the United States. During that time, [redacted] played a key role in developing a pragmatic way to use existing data on individual chemicals to determine the risk of complex mixtures. This work allowed regulators to use reasonable risk assessment assumptions instead of developing data sets on numerous chemical mixtures or using multiple conservative assumptions in the absence of such data. [redacted] efforts were also instrumental in defending butyl benzyl phthalate (BPP), a key Monsanto Chemical Company product, after a well-known European researcher published data showing testicular effects in rats at ultra low dose levels. Working closely with experts outside Monsanto, [redacted] led the effort to design, implement and conduct a research program to assess the significance of the published work. The results of this program contradicted the original reported finding and caused that researcher to later retract his publication. Because it was shown that there were no health risks to workers, Monsanto was able to continue sales of BPP for use as a plasticizer in the flooring industry.

Dr, [redacted] technical knowledge and scientific credibility have allowed him to successfully engage and persuade regulators and other key scientists. For example, [redacted] was instrumental in convincing a key European expert that reports of genotoxicity with Roundup actually represent effects secondary to cytotoxicity rather than a primary

genotoxic response. The support of this scientist is now a valuable component of our glyphosate Scientific Outreach efforts in Europe. [redacted] has also been extremely effective in reversing the strong negative regulatory position toward MON 13900 in France. [redacted] insights and understanding of the issues and personalities involved led to the design and conduct of mechanistic work to alleviate concerns over genotoxicity and carcinogenicity. Results from these studies have been positive, and [redacted] has effectively positioned them with French Regulatory officials. The probability of gaining registration for this important acetochlor safener have now increased substantially. As a final example, [redacted] has been instrumental in responding to several difficult technical questions and other serious concerns that threatened the alachlor EU registration process. Through his expertise, ingenuity and persuasiveness, [redacted] has resolved these critical challenges, and it is now expected that alachlor will be registered in the EU.

It should be emphasized that some of the interactions noted above took place with regulators who were not favorably disposed toward Monsanto and/or the chemical involved. However [redacted] credibility, integrity and academic approach allowed the debates to progress to unbiased discussions of scientific principles, and ultimately led to the resolution of the scientific issues at hand.

Dr. [redacted] expertise continues to be recognized and utilized in scientific activities outside of Monsanto. [redacted] represents Monsanto and the European Chemical Industry (CEFIC) as a toxicology expert at various scientific meetings in Europe (*e.g.*, European Union, European Chemical Industry Ecology & Toxicology Centre, International Agency for Research on Cancer). During the last two years, Dr. [redacted] has also been an invited speaker on the safety assessment of Genetically Modified Foods at scientific meetings.

I fully expect that [redacted] continued expertise and leadership will be critical in resolving regulatory issues for Monsanto's chemistry products in the future. In addition, Monsanto's pursuit of biotechnology acceptance in Europe will be enhanced by leveraging Dr. [redacted] skills, influence and relationships. – ***OR*** - Furthermore, Dr. [redacted] skills, influence and relationships can be leveraged to enhance our pursuit of biotechnology acceptance in Europe.

I strongly support the nomination of Dr. [redacted] for appointment to the position of Monsanto Fellow.

Sincerely,

Jerry J. Hjelle, Ph.D.
Vice President
Worldwide Regulatory Affairs