

Thorpe, Greg

To: ar40104@gsk.com
Subject: RE: Your High Road Partner/WHO?

I have had some serious complaints, regarding my DM taking disciplinary action against me for refusing to participate in obvious violations of company policy regarding mainly, but not limited to speaker events/promotion etc.. These events continue with no response whatsoever back to me from Human Resources, who has been given most of the material evidence (not all). HR has most recently refused to respond to my latest grievance and request to view my file within the required 10 days(response time). They have violated every published policy in regards to the matter at hand. Initially Carrie Rubright was handling this-most recently I wrote to Cynthia Kelly with no response. Is HR responsible to anyone for their own violations of published policy, if so to whom??. Please check this out, TAP Pharm recently had to pay almost 1 billion dollars for similar conduct, yet this company will not even acknowledge my existence. My DM, Pat Nelson has had full knowledge of the conduct, yet I was the one reprimanded by him for reporting it to him and refusing to participate. I suggest that someone inform me of the status of the matter. Cynthia Kelly now has the materials I sent in, and will get more if they wish to contact me per published policy. Thanks. After over two months with no response, and my reputation and employ at stake, I hope this can be referred to someone who has the ability to oversee HR. I have tried all I can to no avail.

Sincerely,

Greg Thorpe
1280 Painted Rocks Rd
Woodland Park Co. 80863
Sr. Exec. Sales Rep. (CNS)
719-687-7675

From: US Internal Communications
Sent: Tuesday, December 11, 2001 8:20 AM
Subject: Your High Road Partner.

Dear Sales Colleagues:

The enclosed fact sheet, *Pharma Compliance: Your Partner on the High Road*, will introduce you to the newly created Pharma Compliance department. Pharma Compliance, which reports to me, was established in response to David Stout's "Taking the High Road" initiative, to make GlaxoSmithKline the leader for ethics and compliance in sales and marketing practices. Pharma Compliance is a resource to US Pharma to address potential policy compliance violations, and meet new requirements for independent audits of sample accountability under the Prescription Drug Marketing Act (PDMA).

Because of the heavy scrutiny the pharmaceutical industry faces, your management is determined to make GSK the leader for ethical promotional practices. That is the reason our Commercial Practices Policies regulate the use of promotional materials, activities with physicians such as advisory boards and speaker events, and prescription drug samples. These rules are your safe harbor -- they protect you and GSK. More important, it's the right thing to do.

Page 1

7AC 0000013

Thorpe, Greg

From: Rajaratnam, Arjun
Sent: Wednesday, January 02, 2002 2:54 PM
To: Thorpe, Greg W (US Sales)
Subject: RE: Your High Road Partner/WHO?

Dear Greg:

Sorry for the delay in acknowledging your note. I had forwarded this to one of my staff to look into on December 13, but I fear the holidays will have delayed our progress. Once I have received information from the persons involved, we can determine the next steps to take based on facts.

Thank you for reporting this to me.

Arjun Rajaratnam
Compliance Officer - Global Pharmaceuticals
GlaxoSmithKline
Off. Ph.: 919-483-9938
Cel. Ph.: 919-389-6495
Fax Ph.: 919-483-8746

The information in, or attached to, this email is confidential and may be legally privileged or protected. If you are not the intended recipient of this email, your access to the information in this email is unauthorized. Any disclosure, copying, or distribution of this information, or any action that you take or do not take in reliance on this information, is prohibited and may be unlawful. If you receive this email in error, please reply to the sender immediately to advise him of the error and then delete this email and any attachments to this email.

-----Original Message-----

From: Thorpe, Greg W (US Sales) [SMTP:GWT19309@GlaxoWellcome.com]
Sent: Wednesday, December 12, 2001 9:33 AM
To: Rajaratnam, Arjun
Subject: RE: Your High Road Partner/WHO?

Dear Mr. Rajaratnam,

I have had some serious complaints, regarding my DM taking disciplinary action against me for refusing to participate in obvious violations of company policy regarding mainly, but not limited to speaker events/promotion etc.. These events continue with no response whatsoever back to me from Human Resources, who has been given most of the material evidence (not all).

HR has most recently refused to respond to my latest grievance and request to view my file within the required 10 days(response time). They have violated every published policy in regards to the matter at hand. Initially Carrie Rubright was handling this-most recently I wrote to Cynthia Kelly with no response. Is HR responsible to anyone for their own violations of published policy, if so to whom?? Please check this out, TAP Pharm. recently had to pay almost 1 billion dollars for similar conduct, yet this company will not even acknowledge my existence. My DM, Pat Keith has had

Page 1

7AC 0000014

To Whom:

Re: Pharma Compliance Report 1/07/02

It is obvious to me prior to giving the information I am about to give that "retaliation" for informing certain individuals of severe violations of company policies has already begun. I have been given a "verbal warning" which is totally untrue, and does not follow company guidelines for disciplinary action. I have been ignored by Human Resources since July of 2001, regarding various requests for information. Most importantly they have even ignored letters from my attorney, and two other letters from me requesting appropriate action according to published guidelines and policies. I had to go all the way to the head of Pharma Compliance for any action. This matter has been ignored/covered up it seems by my District Manager, Pat Keith, Carrie Rubright and Cynthia Kelly in Human Resources, and Mike Bennett, Regional Vice President.

Regardless of what company policy may be, my letters to Human Resources and my previous complaints of misconduct have been quashed. My 23+ year career with this company has been trashed, and it is obvious that I can no longer work with my District Manager, or friends/counterparts just because I have come forward with the truth, which could save the reputation of GSK, and millions of dollars in fines. After investigating the TAP Pharm. issues and what we have here, possibly nationwide, I personally am extremely upset and angered at the indifference and pompous attitude of all of the above individuals, for ignoring my claims for over three months. The False Claims Act is no joking matter, nor a matter to be taken lightly, especially under the current attitudes regarding pharmaceutical companies in general.

This is not some minor violation of policy, the conduct I have attempted to report could result in severe legal and monetary penalties if left unchecked. I think that should be very evident and need no further explanation. I do not want to be the one responsible for a child's injury or worse because we PAID a physician, who wrote a book on ADHD, to tell others that Wellbutrin SR was a great drug for ADHD. Nor do I want to be responsible for paying a Nurse Practitioner to tell 200 others that Amerge is a great drug for Pediatric migraine. Further I will not take part in paying for an expensive lunch, and day at the SPA (\$350) for 25 physicians and physicians assistants, just for listening to what they already know about Wellbutrin SR for 1/2 hour.

I also believe expensive programs now approved and pending by Pat Keith, DM- re: Ski bus trips to Breckenridge, Dinner and tickets to Avalanche games with a "guest" for physicians is no more than "buying the business through bribery." Is this the "high road"?

We have been told that "public perception" is everything now. Well just imagine the call I received ten minutes ago from a physicians assistant, not a physician, ordering

a 1) 65 minute deep tissue massage a 2) a 60 minute Colorado cleansing facial 3) a 30 minute foot reflexology and 4) a pedicure and French manicure. This would be after her "lunch at the Brounmoor" and 30 minute lecture by Brendan Montano, MD who flew in from Connecticut for several thousand dollars to talk about weight loss and the benefits of Wellbutrin SR!!!! I want to promote the benefits of my products, but this sickens even me. Can you imagine if the Wall Street Journal got a copy of this invitation, it would make the "dine and dash" look like a walk in the park.

All of the above has been approved by my District Manager Pat Keith, who disciplined ME for refusing to participate in a lecture by Paul Wender MD, who came here as he seemingly has all over the US to promote Wellbutrin SR for ADHD, as well as his own book.

I am not the one to determine what disciplinary action should be taken for these repeated violations of clear company policies and FDA law, among others. It is clear to me what needs to be done, however. Further retaliation by Pat Keith or the others mentioned is, it seems to me inevitable. How could one work for a DM such as this after reporting his repeated proven misconduct?

The question for me is, what now? I have not taken the advice of my attorney, to become a whistleblower and go to Federal Court. I do not want a \$77 million whistleblower payment, like former TAP salesperson Douglas Durand received. I do want, however my reputation restored and those responsible for KNOWINGLY violating company policy or failing to report it held responsible. I would consider a severance/retirement plan *appropriate* for the losses I have suffered to date and will suffer if I am forced to work for Pat Keith or find other employ at my age. The inconsideration and violation of published policy by those in Human Resources have also contributed to the seemingly rapid demise of my career with this company for reporting wrongdoing. My wife and 4 children are my first and only concern after reporting these violations, and I would hope for a fair and logical treatment without resorting to any court actions. My previous complaints, gone unheeded are very clear in my attorneys letters to HR followed by my own letters.

In a letter dated 7/1/01 from David Stout, "Compliance with these policies is mandatory.....managers will be held accountable for ensuring all employees are trained on and comply with these policies. He further states in a letter dated 10/26/01, "all of you have completed your training on the new policies....but to demonstrate our leadership, policies are not enough. We must ensure we are following the policies as well through compliance. It shows we "walk the talk" by having policies and checking to see that they are being followed....positive documentation of our commitment to the high road. *JP, Bob and I are fully behind a strong compliance program-it's good for patients, it's good for each of us, and it's good for our profitability and reputation.*

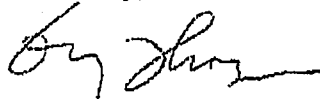
The most recent message from Arjun Rajaratnum among other things specifically states... These policies reflect how GSK sales representatives must conduct their

business, and underscore the fact that GSK sales representatives are professionals, not *ENTERTAINERS* or *CATERERS*. That's why lavish meals, extravagant events and "Dine and Dash" are not acceptable. Your strict compliance with these policies shows that GSK is really on the HIGH ROAD.

Finally, I assume JP Garnier means what he says when he states, "Conducting our business with honesty and integrity is paramount. It is every employee's responsibility."

No one is above the laws established by the PDMA and FDA, or very clear company policy. This includes DM's who knowingly violate company policy, and RSD's, and HR personnel who ignore it when it is reported to them. I have not reported anything that I cannot document, nor anything trivial. I have put everything on the line, hoping for fair results. We shall see I suppose what the "high road" is and what "walk the talk" really means. Thanks for your time and efforts.

Sincerely,



Greg Thorpe

Sr. Executive Sales Rep.

**1. PAID FOR LECTURE ON ADHD BY FRED MICHEL MD, CHILD
PSYCHIATRIST.**

--Pat Keith visited Dr. Michel with new rep., Anne Cutter, and advised her to set up a lecture on ADHD since Dr. Michel was such a strong promoter of the drug for ADHD.

-I told Anne that this was not only against company policy but, against FDA policy on drug promotion off-label.

-Anne told me that Pat was informed and insisted that she get the lecture going without me since now it had become her main product.

-Anne proceeded with the lecture, I refused to attend or participate in any way. Pat was irritated at me but I told him I called the speakers bureau to see if it was ok-of course they said no. I believe this was submitted as a "depression lecture".

-This was a child psych. 90% children under 18 years. Wellbutrin not approved under 18, nor approved for ADHD.

-Anne notes attached, "did program at pikes peak mental health for kids with add and addhd good talk wbsr (Wellbutrin SR) 60 docs and therapists attended will see results from this.

2. PAID FOR LECTURE BY PAUL WENDER MD. WHO WROTE BOOK ON ADHD. THIS WAS A LECTURE ON ADHD REQUESTED BY FRED MICHEL MD, AT PIKES PEAK MENTAL HEALTH CENTER.

-RonCrews recruited Dr. Wender and approached me to set him up at Pikes Peak Mental Health Center for a lecture on ADHD, showed me his book that he wrote on ADHD.

-I called speakers bureau again to see if policy that was written or laws on promotion had changed, they said no.

- I told Ron I would not participate in paying Dr. Wender to speak off label about children . Ron told me it would be no problem, he would write up the lecture as a "depression talk".**
- Ron went to Pat Keith telling him that I would not participate in bringing in this high profile speaker. He told Pat that he would write up the lecture as a "depression" lecture so it would go through.**
- Pat came to me and lectured me for not being a "team player", but said that if I would not do it., he would get AnneCutter and Blair Hamrick to participate**
- I told Blair Hamrick (now a respiratory rep. , Barb Curtin mgr.)not to have any part in the lecture. Pat told him to participate, he did not attend. Blair may be contacted to confirm all of the above as the truth. He remembers it very well.**
- Pat Keith paid for ½ the lecture through our District funds and had Anne Cutter attend.**
- All physicians who attended related it was a ADHD and some BIPOLAR lecture. Wellbutrin approved for neither.**

3. PAID FOR LECTURE BY FRED MICHEL MD TO TALK TO MAINLY PEDIATRIC PSYCHIATRISTS ON IT'S USE IN CHILDREN WITH ADHD.

-notes indicate by Ron Crews that he recruited pediatric psych's to attend lecture on ADHD in children by Fred Michel MD.

-this was AFTER I had reported violations to Pat Keith, Mike Bennett, and Human Resources

- I was on medical leave for foot surgery at this time and did not know about it.
- Pat Keith approved this lecture AGAIN after I had already reported the violation of promotional practices. (ADHD in children)
- Anne Cutter also attended this lecture knowing full well that it was illegal.
- Notes show that this was an ADD lecture set up for Pediatric Psych's
- This indicates further repeated violations of company policy and federal law after I had pointed it out to many individuals, and was disciplined for lack of teamwork and criticizing Ron Crews. Pat was totally aware that Ron was again going to turn this in as a "depression lecture"
- Anne Cutters own NOTES state "did night program great disc. Wbsr (Wellbtrin SR) use for add"
- Keith continues to violate all aspects of legal promotion after being turned in.

6. I CAME BACK TO WORK FROM MEDICAL LEAVE FOR SURGERY ON 1/2/02. ANNE CUTTER CALLED ME TO MEET ME ON 1/3/02 BECAUSE SHE WAS GOING ON VACATION AND PAT WANTED ME TO TAKE OVER A PROGRAM THEY HAD INITIATED. THIS WAS A PRIDE PROGRAM. PAT KEITH HAD APPROVED THIS PROGRAM. I ASKED ANNIE HOW MUCH IT COST. (SEE ATTACHED SELF MADE INVITATION) AND SHE SAID ABOUT \$350 PER PERSON PLUS GRATUITIES. I REPLIED THAT WE COULD NOT SPEND THAT MUCH ON ANY INDIVIDUAL PER COMPANY GUIDELINES. THE GUIDELINES CALLED FOR A \$75-125 MAXIMUM, AND THE \$125 WAS FOR A HIGH COST AREA, LIKE NEW YORK CITY.

ANNE SPECIFICALLY TOLD ME THAT PAT KEITH APPROVED THAT AMOUNT BECAUSE ALTHOUGH IT WAS PAID FOR BY MARKETING, AN "OUTSIDE VENDOR" WOULD PAY DIRECTLY, SO THAT "IT SHOULD NOT BE NOTICED ON OUR EXPENSES."

- A. YOU CANNOT CREATE YOUR OWN INVITATIONS, SCS HEALTHCARE MARKETING IS TO DO THAT, AFTER BEING APPROVED BY LEGAL. PAT KEITH ALSO SAW THE INVITATION THAT ANNE HAD CREATED. SEE ATTACHED CALL REPORT TO H.B. CRANDALL, WHO CONFIRMED WITH PAT PRESENT ON 11/29/01. INVITATION IS ATTACHED. (WHAT CAN A COMPETITOR OR ANYONE DO WITH THAT, ESPECIALLY THE MEDIA?) INCREDIBLE.
- B. PAGE TWO OF THE "PRIDE PROGRAM" GUIDELINES STATES "...GSK HAS NEW COMMERCIAL POLICIES THAT IMPACT YOUR ACTIVITY IN THE FIELD, AND THUS IMPACT ACTIVITY RELATED TO PRIDE PROGRAMS. FOR EXAMPLE, THE POLICY ON ENTERTAINMENT OF AND GIFTS TO HEALTHCARE PROFESSIONALS, OUTLINES THE CRITERIA FOR GIVING GIFTS AND PROVIDING ENTERTAINMENT. PLEASE TALK TO YOUR MANAGER BEFORE ARRANGING SUCH ACTIVITIES...RECREATIONAL ACTIVITY AS YOU PLAN AND IMPLEMENT PRIDE PROGRAMS....THE EVENT AND DESCRIPTION MUST BE APPROVED BY YOUR MANAGER.
- C. PAGE 9 STATES "ALL RECREATIONAL ACTIVITIES MUST BE APPROVED BY YOUR DISTRICT MANAGER.....YOU ARE RESPONSIBLE FOR COMPLIANCE WITH GSK'S POLICIES RELATED TO RECREATIONAL ACTIVITIES."
- D. "TARGET AUDIENCE IS TO BE HIGH PRESCRIBING 7-10 DECILE PRIMARY CARE PHYSICIANS AND PSYCHIATRISTS" AT THE POINT I RECEIVED THE PROGRAM, AND UNTIL THIS DATE 8 PHYSICIANS, 7 PHYS ASST'S, AND 2 N P'S HAVE COMMITTED.

**ONLY 6 OF THESE 17 WOULD BE CONSIDERED AS ANY
SIGNIFICANT PRESCRIBER.**

**I APPROACHED ANNIE ON ALL OF THESE POINTS AND SHE SAID THAT
PAT WAS AWARE OF EVERYTHING AND I SHOULD BE A TEAM PLAYER
AND HELP HER OUT.**

ATTACHED ARE:

**INVITATIONS DELIVERED
FIELD CONTACT REPORT THAT SHOWS PAT KEITH PRESENT FOR
PRESENTING AN INVITATION.**

**A LIST OF ATTENDEES PREPARED BY ANNIE, AND SOME THAT
RSVP'D TO ME WITH THEIR CHOICE OF 3-4 SPA TREATMENTS,
RANGING IN PRICE FROM \$270-\$320 PLUS GRATUITY. THE MEAL IS
ABOUT \$50 EACH AT THE BROADMMOOR.**

**THIS IS WHAT I CAME BACK TO MY SECOND DAY OFF OF MEDICAL
LEAVE. I AM TO BE EVALUATED BY PAT KEITH ON 1/30/02 FOR MY
PROGRESS ON "TEAMWORK". AS BEFORE AND RELATED TO HUMAN
RESOURCES, I WILL NOT ENGAGE IN TEAMWORK THAT INVOLVES
ILLEGAL ACTIVITIES. I WOULD REQUEST A SHORT "ADMINISTRATIVE
LEAVE OF ABSENCE" UNTIL THIS MATTER IS QUICKLY RESOLVED. I
CANNOT AND WILL NOT BE HARASSED, INTIMIDATED, AND MALIGNED
BY THIS MANAGER ANY FURTHER. THIS MATTER IS SERIOUS, SHOULD
BE RESOLVED QUICKLY, AS ONE OF MY MALE PHYSICIANS ASKED ME
WHY I CAN'T TAKE HIM BIRD HUNTING (\$75) ANYMORE, WHEN THE
WOMEN PHYSICIANS GET THE "SPA TREATMENT". THIS COULD
QUICKLY BECOME A FINANCIAL AND REPUTATIONAL ISSUE IF NOT
IMMEDIATELY RESOLVED. I WILL NOT PARTICIPATE, NOR WILL I
SHOULDER ANY BLAME.**

7.) KNOWN PENDING PROGRAMS APPROVED BY PAT KEITH THAT MAY NOT COMPLY WITH GUIDELINES EITHER ETHICALLY OR COSTWISE.

- **"SKI BUS TRIPS TO BRECKENRIDGE COLORADO**
 - **RON CREWS 1/19/02 PRIDE PROGRAM**
 - **-KAA KILPATRICK 2/9/02 PRIDE PROGRAM**
- **AVALANCHE HOCKEY GAME WITH DINNER AND "GUEST"**
 - **1/15/02**
 - **2/9/02**

8) OTHER KNOWN PROBLEMS APPROVED BY PAT KEITH SUBJECT TO AUDIT.

-ANNE CUTTER TOOK DR. PATRICIA FODOR TO THE SPA FOR AN ENTIRE AFTERNOON ON 1/3/02 APP. COST \$500-\$600. DR. FODOR IS AGAIN BEING TREATED TO A \$300 SPA TREATMENT ON JANUARY 18TH AT THE SPA PROGRAM (PRIDE).

ANNE HAS SCHEDULED HER OWN SPA TREATMENT WITH THE KNOWLEDGE AND CONSENT OF PAT KEITH, AFTER THE LUNCHEON LECTURE ON 1/18/02 AT THE EXPENSE OF GSK, AS SHE HAS DONE BEFORE. SPA TREATMENTS ARE INDIVIDUALLY DONE, THEREFORE NO INTERACTION WITH PHYSICIANS WOULD BE AVAILABLE TO ANY EXTENT.

ANNE CUTTER SHOULD NOT BE THE "VILLAIN" HERE, SHE IS FOLLOWING THE RECOMMENDATIONS AND APPROVALS GIVEN TO HER BY PAT KEITH. THIS SHOULD ALL BE PAT KEITH'S RESPONSIBILITY AS THE DISTRICT MANAGER IN CHARGE, NOT ANNE CUTTER'S.

PLEASE JOIN US FOR A PRESENTATION ON

**"ISSUES IN THE MANAGEMENT OF
DEPRESSION"**

PRESENTED BY BRENDAN MONTANO, MD
AT THE GOLF CLUB AT THE BROADMOOR

THE DISCUSSION AND LUNCH WILL BEGIN
AT 12:30PM IN THE PALMER ROOM
FOLLOWED BY A WONDERFUL AFTERNOON AT THE SPA

PLEASE CHOOSE EITHER ONE TREATMENT FROM LIST A
AND TWO FROM LIST B OR TWO FROM LIST A OR THREE
FROM LIST B

**PLEASE RSVP WITH YOUR SELECTIONS TO ME NO
LATER THAN JANUARY 2ND**

ANNE CUTTER
651-9308

A List

1. 50 min Swedish massage
2. 50 min. shiatsu massage
3. 50 min. aromatherapy massage
4. 65 min deep tissue massage
5. hot stone therapy massage
6. prenatal massage 50 min
7. freshness treatment for legs
8. Golden glow body polish
9. Colorado cleansing facial 60 min
10. Celex C facial
11. Immuniscience institute treatment
12. Lift Defense institute treatment
13. Oxydermin institute treatment
14. Broadmoor Mud wrap
15. Paraffin body moisturizing wrap
16. Thalassoslim treatment
17. Detoxifying Treatment
18. Remineralizing Treatment
19. Jin Shin Jyutsu 30 min
20. Reiki 45 min

B List

1. 30 min Swedish massage
2. 30 min sports massage
3. 30 min aromatherapy massage
4. Foot reflexology 30 min
5. Herbal wrap
6. Salt Glow Loofah
7. Personal trainer 50 min
8. Mini facial
9. Bath of Choice
10. Manicure
11. Pedicure
12. French Manicure
13. Buff and Polish
14. Contour Eye treatment

You are cordially invited to attend a thought
leader presentation entitled:

**"Options for the Primary Care
Treatment of Depression"**

Presented by Brendan Montano, MD

Sponsored by GlaxoSmithKline

Date: Saturday, January 19, 2002

Time: 6:00 AM

Meeting Place:

***Parking Lot at 555 South 8th Street
Colorado Springs, CO
(West of Hobby Lobby)***

A charter bus will be waiting to bring you to
Breckenridge Ski Resort
for an afternoon on the slopes

Please RSVP to your GlaxoSmithKline
representative, Ron Crews,
by Saturday, January 12, 2002 at 719-481-0958.

©2001 GlaxoSmithKline Group of Companies
All rights reserved Printed in USA January 2001

Speakers Program Summary Report

District: B4ET Territory: B4EN15 - Thorpe, Gregory

Print Date: 01/04/02
 Print Time: 1:13:38PM
 Page 1 of 2

University of Colorado Health Sciences Center

| | | |
|---|---|--|
| Pgm Status: SE: Closed Date Range: 07/13/2001 - 07/13/2001 Modified: 9/14/2001 Init Terr: B4EN15 - THORPE, GREGORY Profiling: None | Pgm Num: 351323 Estimated Exp: \$ 1,420.00 Actual Exp: \$ 750.00 Est Attendee: 200 | Note: Speaker to be sponsored at National Primary Care Nurse Symposium at Keystone Resort in Keystone, Colorado JULY 12-14, 2001 |
|---|---|--|

Treatment of Pediatric Migraines

Edt: Comp. Type: Lecture
Date and Time: 07/13/2001 4:00:00PM
Location: Keystone Resort, Aurora, CO

Speaker(s): Anna-Liisa Vockell
Product(s): AMERGE

| <u>Speaker Name</u> | <u>Content</u> | <u>Skills</u> | <u>Knowledge</u> | <u>Feed back</u> | <u>Product balance</u> |
|---------------------|----------------|---------------|------------------|------------------|------------------------|
| Anna-Liisa Vockell | Excellent | Good | Excellent | Good | Excellent |

Invitees

Attendees

Non Profiled Attendees 0

No Group Meals

No Outside Events

Speaker Expenses

| <u>Speaker</u> | <u># Leas</u> | <u>Override Justification</u> | <u>Apvd Hrsm.</u> | <u>Payee</u> | <u>Est Spk Exp</u> | <u>Payee(s)</u> |
|--------------------|---------------|-------------------------------|-------------------|--------------------|--------------------|--------------------|
| Anna-Liisa Vockell | 1 | | \$750.00 | Anna-Liisa Vockell | \$870.00 | Anna-Liisa Vockell |

Note: This information is highly confidential and not to be discussed with anyone outside of GlaxoSmithKline, Inc.

PROGRAMM RPT

7AC 000025

Speakers Program Summary Report

University of Colorado Health Sciences Center
 District: B4ET Territory: B4EN16 - Thorpe, Gregory

Print Date: 01/04/02
 Print Time: 1:13:36PM
 Page 2 of 2

| Cost Allocation | | | No Miscellaneous Expenses | Actual Costs | |
|-----------------|---------------|-----------------|---------------------------|-----------------------|-------------|
| Terr | Rep Name | Amount Overflow | | Description | Actual Cost |
| B4EN12 | DRAKE, WINONA | 100.00 N/A | | Speakers' Honorariums | \$750.00 |
| | | | | Speakers' Expenses | |

7AC 0000027

GlaxoSmithKline

April 19, 2002

Via Facsimile and
Regular U.S. Mail

Keith Cross, Esq.
108 East St. Vrain, Suite 20
Colorado Springs, CO 80903

GlaxoSmithKline
P.O. Box 13794
One Moore Drive
Research Triangle Park
Framingham, MA 01705-0394
Tel: 919 400 3100
www.gsk.com

Re: Greg Thorpe

Dear Mr. Cross:

I have had the opportunity to review with my client, your correspondence of March 22, 2002, where you requested substantial enhancement to the offer of severance previously extended to Mr. Thorpe. Based on the internal review of all information related to Mr. Thorpe's situation, we do not agree with your assertion that his return to work under the management of Mr. Keith is "untenable", and therefore find your request for additional monies to be unreasonable.

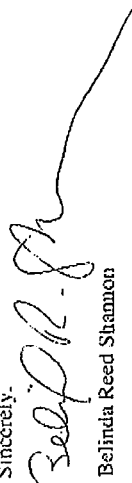
The Company is confident that all matters brought to our attention by Mr. Thorpe have been fairly evaluated and appropriately addressed. Additionally, Company policy does not permit retaliation against an employee who has complained, and all efforts will be taken to ensure that Mr. Thorpe is protected from such behavior. The Human Resources and management team remains committed and ready to work with Mr. Thorpe in moving forward in a positive manner as soon as possible.

To that end, we are asking Mr. Thorpe to decide as soon as possible whether he will return to work or resign from employment with GSK with a severance package. If Mr. Thorpe decides to return to work, he will be expected to begin actively working on Monday, April 29, 2002. If he decides that he would rather resign from employment with GSK, then we are willing to provide a severance package in exchange for a signed release of claims. Although we are not willing to provide the additional enhancements Mr. Thorpe has requested, we would like to reiterate our original offer plus the following:

- a. **Relocation expenses.** Since Mr. Thorpe has expressed an interest in relocating back to Arkansas to be near family, the Company will provide reimbursement for relocation expenses up to \$ 80,000.00.
- b. **Vehicle purchase.** Additional lump sum equivalent to \$11,000.00 to assist in the purchase of his current Company-issued vehicle.

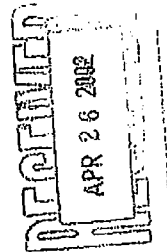
The modifications discussed and agreed to above will be incorporated a Separation Agreement, which I will forward for your review once I have received written notice of Mr. Thorpe's intent to resign. We consider the offer of severance, which far exceeds what other voluntary leavers are provided, to be extremely generous. Therefore, please consider this to be our final offer. I would appreciate receiving your written notice of Mr. Thorpe's decision no later than close of business on Friday, April 26, 2002.

Sincerely,



Belinda Reed Shannon

Cc: Carrie Rubright



7AC 0000031