

Performance Management

Year: 2010



Employee: Timothy Pastoor	Position/Title: Principal Scientist
Department: R&D NAFTA	Division/Function: Crop Protection
Manager: Marian Stypa	Position/Title: Head NAFTA R&D

Annual Objectives

List no more than 6 specific objectives using the SMART criteria. These should be a mixture of specific role activities ("What") and behavioural elements ("How").

Objectives	Self-Appraisal	Manager Appraisal
Set Direction • Tox/Risk: Use Board-level status in SOT (RSESS VP; Communications Board member), HESI (Board member and co-chair of RISK21), EPA's PPDC, and The Toxicology Forum to push for scientifically based better regulation that improves the regulatory status of Syngenta products (examples include: ATZ and PQ mode of action, triketone product development, and new a.i. discovery). • Science Ambassador: Improve the design of the Ambassador program that is being used internally with the Customer Resource Center, Marketing/Sales groups, and Development and externally with key Centers of Interest such as Universities, NGOs, Foundations, and government agencies.	Three ATZ SAPs and the defence of PQ in California were major time commitments and achievements in 2010. Each ATZ SAP required the production of highly detailed technical documents and presentations. As well, I was the only Syngenta media spokesperson, which required additional brainstorming, preparation of documents and the multiple daily interviews during the SAPs. All three SAPs were considered successful from the standpoint of no new regulations, acceptance of our scientific positions, and generally reasonable press coverage. PQ: California inappropriately attempted to set a child reference dose, which I challenged twice in 2010 by writing two technically compelling petitions as well as organizing the participation of international experts to counter Cal-EPA's claims. With regard to pushing for better regulations through my activities through SOT, HESI, etc: these are long-term goals that require consistent pressure to attain perceptible results such as faster registrations, less expensive testing, or fewer challenges to existing registrations. Nonetheless, some progress can be seen. Through the HESI RISK21 project, my collaborative efforts with EPA derailed an expensive developmental neurotoxicity test on difenconazole (~\$800K savings). My visible and outspoken presence also gave me a seat at the table with EPA's Pesticide Program Dialogue Committee's (PPDC's) and activists whose agenda is very anti-pesticide. My comments on OPP's direction are a singular voice for Syngenta and the industry. The Human Society invited me as a featured speaker in their Toxicology Project Consortium workshop. In such a forum, I have the opportunity to speak Syngenta's perspectives and strive for reasonable	

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Case ID: 220300429

Performance Management Year: 2010

Employee: Tim Pastoor

Position/Title: Principal Scientist

Objectives	Self-Appraisal	Manager Appraisal
	regulation.	
Create Edge • Tox/Risk: Via highly visible and high impact positions in SOT, HESI, EPA's PPDC, and The Toxicology Forum challenge poorly established scientific programs and stale risk approaches. This will be applied most specifically towards countering "precautionary" legislation and unfounded claims of low-dose level effects. Anti-pesticide (specifically ATZ and PQ) NGO's are using such claims to regulate pesticides out of existence. • Science Ambassador: Carry a proactive pesticide message internally and externally that shifts the conversation from a negative image of pesticides to positive. By publically countering anti-pesticide claims in a proactive and positive tone, we enhance the likelihood of more balanced public views of our products	My efforts through the HESI coordinated RISK21 program drew fire from NRDC, who clearly stated the HESI and I are "weakening" regulations. I take this as a proclamation of effectiveness. In particular, NRDC objected to my direct comments on low-dose "precautionary" thinking. NRDC complained despite my arguments being technically sound and supported by academics and EPA scientists. Gave several presentations to University, high school, and middle school groups as well as several women's groups regarding toxicity, dose, and pesticides titled "How Much is Too Much." Each talk was extremely well received. Presentations such as this increase the positive perception of Syngenta and are a catalyst for the public to begin looking at modern pesticides more favorably.	
Drive Results • Tox/Risk: Lead RISK21 (HESI) to have a measureable impact on regulatory policy and EPA's decisions on products such as ATZ, the triketones, and the triazoles. • Science Ambassador: Complete training of the CRC through all three stages and meet with at least one group from each of the Business Units. Use position on SOT's Communication group to change perception of toxicology by meeting with the National Association of Science Journalists.	ATZ: three SAPs were successful due to technical leadership. PQ: California listened to petitions crafted by me. The reason has to do with credibility attained through a very public presence in SOT, HESI, Tox Forum, and the PPDC. Sherry Ford and I completed training sessions with the CRC in general communications techniques and specifically for ATZ. Did not meet with the National Association of Science Journalists, but did represent SOT on Capitol Hill, speaking with several senators and representatives about principles of toxicology and thereby influencing their views on pending legislation.	

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Objectives	Self-Appraisal	Manager Appraisal
Liberate Potential • Tox/Risk: Work specifically with David Kim to insert new thinking into PS with regard to kinetics. • Science Ambassador: Engage additional speakers who are comfortable and prepared to proactively assert the Science Branding message.	Worked extensively with David Kim to design highly advanced ATZ kinetic experiments that he then presented in the September SAP. These experiments have been extremely important in influencing EPA's viewpoints. No one has been identified who has the interest, time, or characteristics to be additional science branding ambassadors.	

Performance Management

Year: 2010

Employee: Tim Pastoor

Position/Title: Principal Scientist

Overall Performance

Provide a broader view on employee's overall impact in the job.

Demonstrated Achievements & Strengths	Learning & Development Needs
Scientific acumen, written and oral communications, high-level contacts in regulatory agencies.	
Manager Comments	Employee Comments
Tim had an excellent year in 2010. He has also worked very closely with the internal science and communications teams (ATZ/ PQ/ triazoles) and made a significant positive difference in maintaining and enhancing Syngenta's regulatory and public positions. Along with senior leadership in the three ATZ SAPs, he was instrumental in negotiating ATZ's Prop 65 status in California as well as PQ's Child Reference dose. Tim was also willing to travel with the ATZ water team in the field to help work with community water systems' ATZ monitoring and public communications plans. Tim's long hours spent with Syngenta staff in preparation and production of regulatory responses and external and internal communications have significantly benefited the company. In parallel with his internal efforts, Tim has invested a large and value-added effort in continuing to develop his external contacts and relationships to assist Syngenta in shaping best practices in toxicology and risk assessment, which will benefit product development and registrations. Tim's leadership in HESI's RISK21 program, board memberships, and presidential leadership in the Society of Toxicology are valuable connections that enhance Syngenta's scientific credibility. I look forward to Tim continuing with these efforts and expanding on his internal and external impacts.	2010 was a year of long days and weekends spent getting the technical details and public messaging on ATZ and PQ right. My personal contributions on these two products as well as the 'conazoles made a positive financial difference for Syngenta and will surely bear fruit in the future as well. My external voice, whether in seminars to college students, in the highly charged atmosphere of the EPA's PPDC, or in the technical realm of SOT is having a significant positive effect on the public's perception of Syngenta, toxicology, risk, and the value of properly regulated pesticides. I am looking for another person in Syngenta who can help with developing and delivering such a positive technical voice, but have yet to find anyone with the combination of capabilities to do so.

Development Plan

State your career interests/goals and provide a specific action plan.

Short Term (0 – 2 years):	Longer Term (3 – 5 years):
Enhance internal technical influence on product registrations and public messaging as well as expand external influence in SOT, HESI, Tox Forum, and EPA's PPDC.	Expand public communications role.
Learning & Development Action Plan (over next 12 months)	
[FORMTEXT]	

Overall Performance Ranking

To be completed once calibration has taken place.

Overall Performance Ranking Lower Quartile[FORMCHECKBOX] Stretch Performance[FORMCHECKBOX] Upper Quartile[FORMCHECKBOX]

Employee: [FORMTEXT]	Manager: [FORMTEXT]	Next Level Manager: [FORMTEXT]
Date: [FORMTEXT]	Date: [FORMTEXT]	Date: [FORMTEXT]

[PAGE]/[NUMPAGES]

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