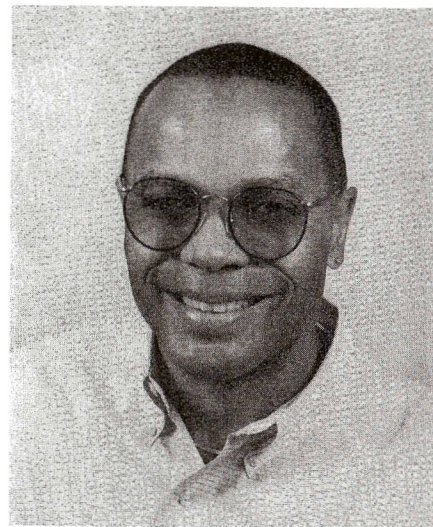




Personnel Bulletin

Syracuse, New York



November 23, 1999

I am pleased to announce the promotion of Allen P. Spencer to Sr. Scientist I, Fermentation Production, reporting to Dennis Doody, Manager of Fermentation Production. In this role, Spence will continue to support the Fermentation Production and seed area operations.

Spence joined the Bristol-Myers Squibb in March, 1984, as a Microbiologist in Fermentation Production. In April of 1987, he was promoted to Scientist I, and in April, 1994, was promoted to Scientist II. Prior to joining Bristol-Myers Squibb, Spence was employed by the Miller Brewing Company as a QC Microbiologist and Chemist.

Spence earned a B.S. in Microbiology (Minor in Chemistry) from Herbert H. Lehman and an M.S. in Microbiology from Syracuse University.

In his role as Fermentation Microbiologist, Spence is responsible for tracking and minimizing foreign growth incidents. The outstanding sterility record for 1998 (< 1.7% contaminated) far exceeds industry standards and is a reflection of his commitment to success. He has also been a key contributor on many of the Fermentation Continuous Innovation teams.

Please join me in congratulating Spence on his well-deserved promotion and in wishing him continued success in his career.

Francis D. Sidnam
Senior Manager, Manufacturing &
Process Engineering- Syracuse Operations