



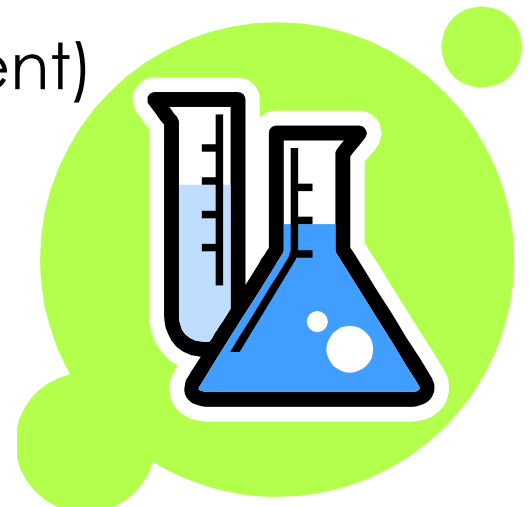
Human Resources Conference

February 29, 2008 . Wilshire Grand Hotel
Los Angeles, California

Julie Casciani
Director, Human Resources



- * Xencor - who we are
- * Research and discovery company, pre-2004
- * Research company building a development infrastructure, post-2004
- * Challenges & Solutions (Past & Present)



- * **Biopharmaceutical company with proprietary platform technologies**

- * Pioneer in protein engineering tools and designs
- * Founded out of Caltech
- * Phase I start February 2008 - XmAb™2513 (anti-CD30)
- * 59 staff: 23 research, 22 development

- * **Partnering delivers technology validation and acceleration**



- * **Strong investor base**

Stafford Investments, LLC

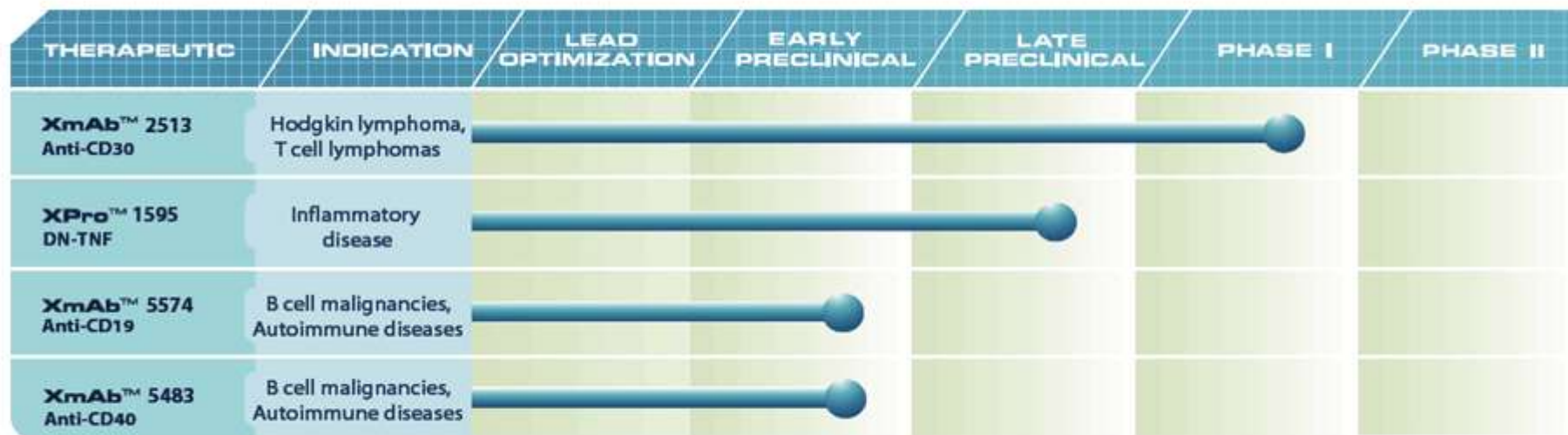


Novo Nordisk Biotech Fund



Xencor clinical development pipeline

Feb 2008

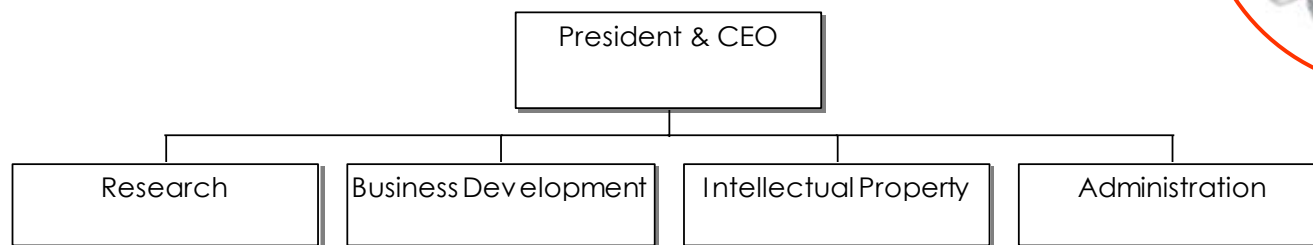
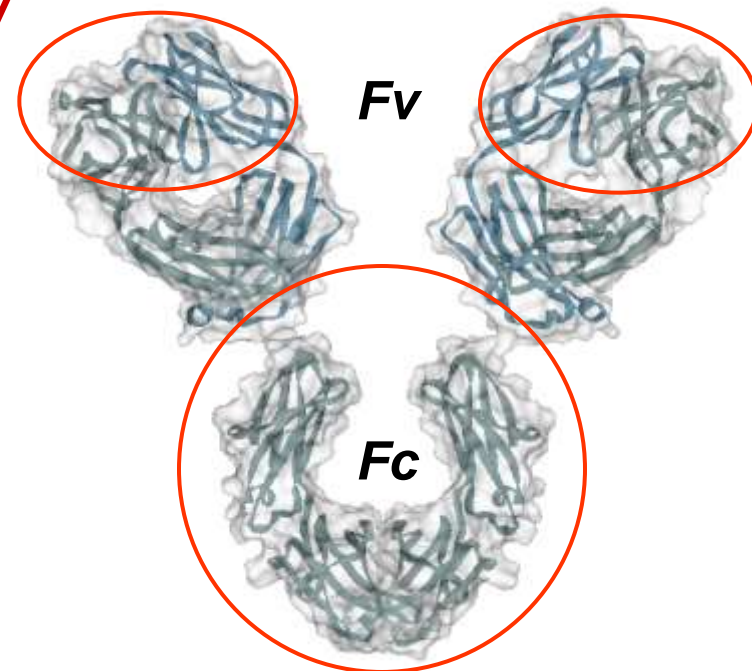


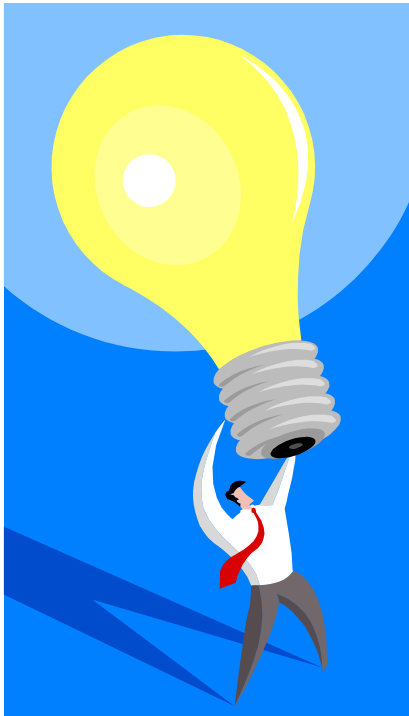
**Drug development
is crucial for continued growth**

Early stage research company established in Pasadena 1997. Company had two technology platforms and was heavily research focused and staffed.

Challenges

- * little known company
- * location
- * limited resources
 - space
 - financial
 - human





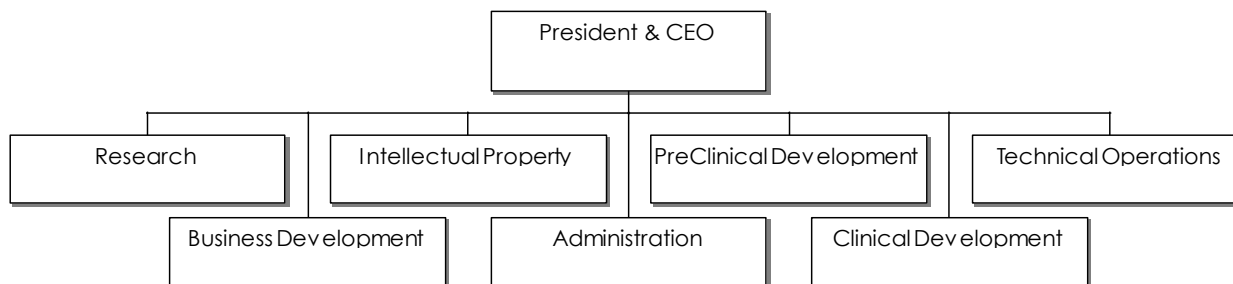
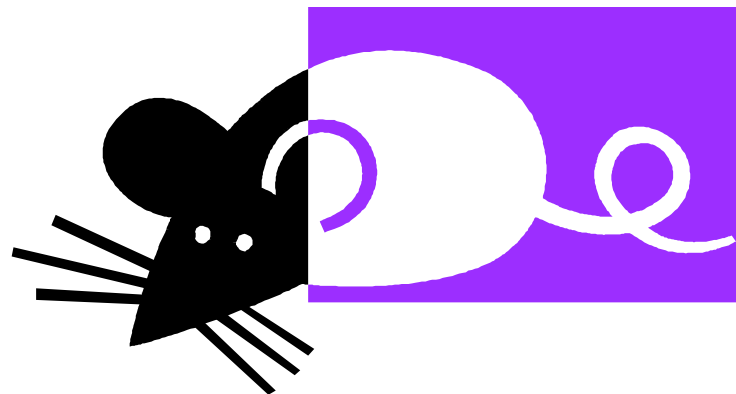
- * Focus on one technology platform
- * Partnerships/Licensing
- * Financing - investors

- * Hired academics with little or no industry experience
- * Training & education
- * Restructured

Xencor becomes a research company that uses development to leverage its technology

Challenges

- * location
- * limited resources
 - financial
 - human
- * need for development infrastructure





- * Partnered/licensed technology
- * Additional round of financing
- * Competitive compensation/benefits package
- * Restructured
- * More experienced personnel
- * Understanding Development & needs

HR Lessons Learned & Current Challenges

- * Resource allocation
 - Consultants vs. Staff Hires
 - Outsourcing vs. In House
- * Hiring personnel with shared core values
- * Maintaining momentum & focus
- * Recruitment
- * Research vs. Development

