



Our Ref:LIPL/CONF/PS/019/2003

Date: 29/09/2003

Mr. REEJU.P
1/1282 A, PANAMPAYIL HOUSE
N.K ROAD, B.G ROAD, NADAKKAVU
CALICUT - 673 011.

Dear Mr. REEJU.P,

Further to our appointment letter no.LIPL/APPT/PPS/015/2003 dated 10th March 2003, we are pleased to inform you that your services stand confirmed as "PRODUCT SPECIALIST" with effect from 10/09/2003.

On confirmation, your remuneration will be as follows:

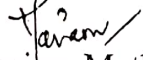
Basic	: Rs.2000.00
DA	: Rs.1300.00
HRA	: Rs.1100.00
Education Allowance	: Rs. 100.00
Kit Allowance	: Rs 200.00
Medical Allowance	: Rs. 300.00
Special Allowance	: Rs.1500.00

You are entitled for casual leave, privilege leave and sick leave in accordance with company's rules.

You are now entitled to receive one month's notice or one month's pay in lieu of the notice, of the company's intention to terminate/dispense with your services and similarly you may resign at one month's notice or one month's pay in lieu of notice. Relieving you at one month's notice pay will be at the discretion of the management.

There will be no changes in the other terms and conditions of your service as laid down in the above cited letter.

For Lundbeck India Private Limited


Mariam Mathews
General Manager-HR



Our Ref:LIPL/APPT/PPS/015/2003

Date: 10/03/2003

FORM A
[Rule 22(1)]

Letter of Appointment

1. Name of the Establishment : **Lundbeck India Private Limited**
2. Address : Esteem Regency, II Floor
6/A, Richmond Road
Bangalore – 560 025.
3. Name of the Employer : Lundbeck India Private Limited.
4. Name and Address of the Employee : **MR. REEJU.P**
1/1282 A, PANAMPAYIL HOUSE
N.K ROAD, B.G ROAD,
NADAKKAVU
CALICUT - 673 011
5. Mr. REEJU.P is appointed as **PROBATIONARY PRODUCT SPECIALIST** in this Establishment with effect from **10th March 2003**.
6. Your appointment on probation for a period of six(6) months extendable by a period of another three months subject to the assessment of your performance, work behavior and other working norms in force during the period of probation. During your probation period, your services may be terminated without assigning any reason.

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6.1 You will draw a total wages of **Rs.5500.00** per month consisting of the following:

Basic	: Rs.1800.00
DA	: Rs.1200.00
HRA	: Rs.1100.00
Education Allowance	: Rs. 100.00
Kit Allowance	: Rs 200.00
Medical Allowance	: Rs. 300.00
Special Allowance	: Rs. 800.00

6.2. You will be given in addition, allowance for out-of-pocket expenses as detailed below:

H.Q. Allowance : Rs.100/- per working day.

Ex-H.Q. Allowance : Rs.120/- per working day.

Out station Allowance : Rs.175/- per working day.

On return to HQ on non-working day: Rs.30 per day

On return to HQ on working day : Rs.55 per day

7. On successful completion of 6 months probation period, and/or extended probationary period, your services will be confirmed in writing.

7.1. Upon confirmation your services are liable to be terminated on one month's notice on either side. In case one month's notice is not given by either party, one month's salary shall have to be paid in lieu of the notice period.

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7.2. Upon confirmation, your salary will be as follows:

Basic	: Rs.2000.00
DA	: Rs.1300.00
HRA	: Rs.1100.00
Education Allowance	: Rs. 100.00
Kit Allowance	: Rs 200.00
Medical Allowance	: Rs. 300.00
Special Allowance	: Rs.1500.00

You will also be eligible for Leave Travel Allowance i.e. Rs.1200/- per calendar year which may be claimed consequent upon your confirmation in the service after 12 months continuous service.

8. Your rate of increment in wages per year shall be Rs.65/-

8.1. Your performance will be evaluated on the basis of the work norms, reporting punctuality and sales achieved. Based on performance you can be eligible for special increments also, which will be declared at the end of the year.

8.2. You will be governed by the Rules and Service Conditions in force from time to time.

Other conditions are as follows:

- i. Your present Head Quarter will be at **CANNANORE**
- ii. Your services are liable to be transferred to any place in India without any extra remuneration.
- iii. In the matter of leave, provident fund, bonus, gratuity, etc. you will be governed by the Rules and Regulations of the Company and the statutory provisions, if any which are in force from time to time.
- iv. You will not take or have direct or indirect interest in any other business profession or vocation partly or fully.

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- v. You will devote your full time and energy in the due discharge of the services towards the Company.
- vi. You will discharge your duties diligently and sincerely and will not divulge any secrets of the Company or its trade, which may come to your knowledge during the course of your employment with the Company.
- vii. You will not borrow or collect any money on the Company's account from any dealer or doctor or other party.
- viii. You will follow the instructions and directions of your Territory Sales Manager, Zonal Manager and Managers of the head office regarding your activities in the field, such as visits to the doctors, hospitals, chemists, tour programme, distribution of samples, literatures, etc. and utilisation of the other promotional materials given to you by the Company. You will keep your superiors totally informed about your activities as per schedule.
- ix. You will submit your reports and required information regularly as per rules and policy of the company to your Territory Sales Manager, Zonal Manager and Head Office.
- x. When you are on tour, if specifically required you will work on Sundays and holidays and on your return to Headquarters, you will be allowed to take rest equal to the number of Sundays, holidays, worked by you. However, at headquarters, Sundays and holidays should be observed.
- xi. It is ordinarily presumed that this contract of employment is renewed from time to time and till you reach the age of retirement or superannuation on the understanding that your performance in the job is satisfactory and acceptable in all respects. You will be advised from time to time about your performance especially if and when it falls below satisfactory level. If the management finds that you are incapable of performing the job/ jobs assigned to you, in spite of best efforts on your part, the Management will be at liberty to terminate this contract of employment at any time, on giving you one month's notice or salary in lieu of such notice.
- xi. Please note that should you be found guilty of any misconduct, your services are liable to be terminated by way of dismissal without notice or any compensation whatsoever. The Company has the right to suspend you pending charge-sheet inquiry and till its final disposal, without any salary and allowances.

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xiii: In case of any difference arising out of the terms of this appointment, it is expressly understood and agreed by you that, the same is subject to jurisdiction of appropriate law courts in Bangalore only.

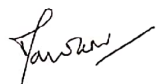
xiv. You will be retired or superannuated normally at the age of 55 years, which could be advanced, subject to your being found medically or physically unfit.

xv. Your above employment is subject to your medical fitness and the Company may require you to undergo medical check up as and when required.

xvi. The existing Rules and Regulations of the Company governing service conditions of PS's along with the job description will form part of the terms of this agreement.

In case the aforementioned terms and conditions are acceptable to you, you may return the duplicate copy of this letter with your signature as acceptance on your part.

Place: Bangalore
Date: 10/03/2003


Mariam Mathews
General Manager-HR
Lundbeck India Private Limited

Acknowledgement of Employee
With date and signature