



## INTAS PHARMACEUTICALS LIMITED

Regd. Off. 2nd Floor, Chinchpada Centre, Off. Nehru Bridge, Ashram Road, Ahmedabad - 380 009, INDIA  
Tel. 079-26578655 Fax: 079-26578662 Web Site: <http://www.intaspharma.com>

Factory: Plot No. 457, 458, VII, Mahoda, Bavla Road, Ta. Sanand, Dist. Ahmedabad, Pin-382 210.

280148/05707

NOVEMBER 23, 2007

Mr. DHIRAJ TWARI  
F - 2, MAHAYINDHYA VASINI APPT.  
CHINCHPADA ROAD, KATEMANIVALI  
KALYAN (EAST)  
THANE - 401 306  
MAHARASHTRA

Dear Mr. Twari,

With reference to the FAX dated 02/11/2007 of your resignation dated 07/10/2007, we have to inform you that the same has been accepted with effect from 07/10/2007.

As per terms & conditions of your employment, you are required to give one month notice or pay compensation in lieu of notice thereof. As you have not given one month notice to that effect, you are liable to pay one month salary in lieu of such notice.

Your accounts will be settled on fulfillment of the following conditions:

Please hand over the following properties to Mr. Tushar Kulkarni -- FSE -- Mumbai. ALONGWITH NO DUES Certificates of your C & F Agent/Stockiest.

1. Detailing Bag/Brief Case, Product Manual, Ahead book and Medical Dictionary.
2. All visual aids, detailing strategies, literatures, samples, gift articles and other promotional materials, all circular letters on product as well as office routine letters, all doctors list///chemists list/territory set up and other related letters, all medical books, literatures provided to you from time to time.
3. Unused stationeries and all files including the files of circulars, letters with doctors, chemists and stockiest.
4. And any other unutilized company's property under your custody.

In case we do not receive the listed items as per **Point No.1**, within one month time from you, we shall be deducting minimum **Rs. 3000/-** from your account and finalize your settlement. **Point no.2,3,4** mandatory to submit.

Kindly submit your reports & expense bill if any pending and send the **duly completed enclosed format** as proof of submission of required items at the earliest, so that we can instruct our accounts office to settle your legal dues. (A separate relieving letter shall be issued to you on compliance of the above.)

Wishing you all the best.

Please acknowledge the receipt of this letter.

For, Intas Pharmaceuticals Ltd.

Vice President -HRD (Field)

CC to : Mr. Vivek Sheth ( Sr. V. P. -- Mktg & Sales )  
Mr. Manoj Kumar Singh ( GM -- Sales & Admin )  
Mr. Parag Parikh -- SM -- Ahmedabad  
Mr. Tushar Kulkarni -- RSM -- Mumbai