

Confidential



REF: SCDL/HR/2008 ✓

Date: 03.03.2008

Mr T M Rangarajan,
33/449, Vaigai Vadakarai,
Gandhi Nagar,
Madurai - 625020 ✓

Dear Rangarajan, ✓

Further to our letter No. Ref:SCDL/HR/2008 dated 19.02.2008 we are pleased to appoint you as **Management Trainee - R&D** in our organization on the following terms and conditions with effect from 03.03.2008. ✓

Your place of posting will be at **Shasun Research Centre, 27, Vandaloor Kelambakkam Road, Chennai 600 048**. However, you are liable to be transferred / posted anywhere in India or abroad according prevailing business requirements.

Your appointment becomes effective from 03.03.2008. ✓

Your remuneration will be as follows:

1. **Salary:** You will be paid a Basic of Rs.3000/- (Rupees Three Thousand only) per month. ✓
2. **Special Allowance:** You will be paid a Special Allowance of Rs.5000/- (Rupees Three Thousand Five Hundred and Forty Five Only) per month.
3. **Bonus:** You will be eligible for bonus applicable for your grade as per the management policy.
4. **Training:** You will be on Training for a period of one year from the date of your joining. The Management, at its sole discretion, may extend this period of training. Your services may be terminated during your training period with a notice of 7 days or payment in lieu thereof without assigning any reason thereof. You may, likewise, resign with giving notice of 7 days during the period of training. No notice of resignation will be effective if it is given during the leave period and also you will not be eligible to proceed on leave during the notice period, if any.
5. **Retirement Age:** The age of retirement of an employee from Company Service is 58 years. You shall however, during your employment be required to be medically fit for the work for which you have been employed. As to whether an employee is medically fit, is an issue, which will be professionally determined by the Company, and the employee shall be bound by such determination. You will accordingly undergo periodic medical examination as and when intimated to you by the Company.

SCGA/F-012/C/05

Shasun Research Centre

(A Unit of Shasun Chemicals and Drugs Limited)
27, Vandaloor Kelambakkam Road,
Keelakottaiyur Village, Melakottaiyur (Post), Chennai - 600 048.
Tel : 044-27476100, 27476120, Fax : 27476190
email : shasun@shasun.com Web site: www.shasun.com

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January 8, 2009

Mr.T.M.Rangarajan
Employee Code : 30900595
Management Trainee – R&D
Shasun Research Centre

Dear Mr.Rangarajan

We are in receipt of your resignation letter dated 2ND January 2009 from the services of the Company.

In this connection, we wish to inform you that the resignation tendered by you is hereby accepted by the Management and you are relieved from the services of the Company at the close of business hours today.

You are advised to contact our Human Resource Department, Shasun Research Centre, Keelakottaiyur, Chennai 600 048 for full and final settlement of your account.

We wish you all success in your future endeavors.

Yours sincerely,
For **Shasun Chemicals and Drugs Ltd.**

RB Selvakumar
Head – Human Resources.