



**Panacea Biotec**

*Innovation in support of life*

REF: PBL/HRD/PROM/HR/2008/

DTD: June 20, 2008

**MR. PIYUSH MISRA**

**Assistant Manager**

**(Grade: E-7; L-1)**

**Emp. Code: 43058**

**Human Resources**

**Okhla**

### **SUB: PROMOTION**

Dear Mr. Misra,

In recognition of the contributions made by you towards achieving the organizational goals, we are pleased to promote you to the post of **DEPUTY MANAGER - HUMAN RESOURCES (Grade: E-6; L-3)** with effect from **1<sup>st</sup> April 2008**.

Consequent to your promotion, you would continue to be based at **OKHLA**.

You are requested to sign the duplicate copy of this letter as a token of your acceptance and send back to the undersigned for record.

**We wish you all the best in your new assignment.**

With Best Wishes,

For **Panacea Biotec Ltd.**

**KALLOL CHAKRABORTY**

**VICE PRESIDENT- HUMAN RESOURCES**

**MNK**

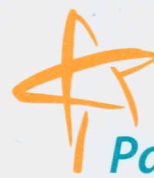
### **Panacea Biotec Ltd.**

B-1 Extn. / G-3, M.C.I.E., Mathura Road,  
New Delhi - 110 044, India.

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Website: <http://www.panaceabiotec.com>



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REF: PBL/HRD/INC/HR2008/  
Date: June 20, 2008

MR. PIYUSH MISRA  
Deputy Manager  
(Grade: E-6; L-3)  
Emp. Code: 43058  
Human Resources  
Okhla

**SUB: ANNUAL INCREMENT**

Dear Mr. Misra,

In view of your contribution during the year 2007-08, your **Gross Salary** is revised to **Rs. 376320/- per annum, wef 1<sup>st</sup> April 2008**. The enclosed annexure gives the details of the revised Gross Salary.

Please note that the salary revision in Panacea Biotec is with effect from 1<sup>st</sup> April for the financial year April–March. In the current revision, the increment being given to you is for the number of months you have worked with us **(12 months)** to bring you to the annual increment cycle of **1<sup>st</sup> April 2008**.

Your compensation matters are to remain strictly private and confidential between you and the company and must not be disclosed in any circumstance to others.

Your performance would be **next reviewed on 1<sup>st</sup> April 2009**.

All other terms and conditions in your appointment letter remain unchanged.

We are sure that you will continue to put in your best efforts and extend your support in successfully surmounting the challenges of the future and be a partner of one of the most Happening Healthcare Company.

With best wishes,  
For **Panacea Biotec Ltd.**

**KALLOL CHAKRABORTY**  
**VICE PRESIDENT– HUMAN RESOURCES**  
MNK

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## ANNEXURE - 1

**Name:** MR. PIYUSH MISRA      **Emp. Code:** 43058  
**Designation:** Deputy Manager      **Grade:** E-6; L-3  
**Department:** Okhla      **Location:** Okhla  
**Type of Appraisal:** Annual Increment      **Appraisal wef:** 1<sup>st</sup> April 2008

Salary Components	Existing Gross Salary (Per Annum)	Revised Gross Salary (Per Annum)	Effect Per Annum
<b>A. MONTHLY EMOLUMENTS</b>			
Basic Pay	168,000.00	188,160.00	20,160.00
House Rent Allowance	84,000.00	94,080.00	10,080.00
Transport Allowance	42,840.00	50,904.00	8,064.00
<b>Sub Total (A)</b>	<b>294,840.00</b>	<b>333,144.00</b>	<b>38,304.00</b>
<b>B. ANNUAL BENEFITS</b>			
Leave Travel Assistance / Conveyance Allowance	16,800.00	18,816.00	2,016.00
Medical Reimbursement / Allowance	15,000.00	15,000.00	0.00
<b>Sub Total (B)</b>	<b>31,800.00</b>	<b>33,816.00</b>	<b>2,016.00</b>
<b>C. RETIRALS BENEFIT</b>			
Provident Fund	9,360.00	9,360.00	0.00
<b>Sub Total (C)</b>	<b>9,360.00</b>	<b>9,360.00</b>	<b>0.00</b>
<b>Grand Total (A+B+C)</b>	<b>336,000.00</b>	<b>376,320.00</b>	<b>40,320.00</b>

**% Increase:** 12 % Rise

For Panacea Biotec Ltd.



**KALLOL CHAKRABORTY**  
**VICE PRESIDENT - HUMAN RESOURCES**

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