
From: Nathalie Leitch
Sent: Tuesday, January 05, 2010 8:27 AM
To: 'Birtchet, Alan'
Cc: Terrence Fullem
Subject: RE: back fill - National Meeting

Alan,

I understand your position and do apologize for the oversight. inVentiv's participation in this and all our Kadian meetings is both appreciated and welcome, and if your commitments for next week change, hope that you will join despite the last minute nature of the invitation.

You mention the issue of retention below; this is something we're very concerned about. I understand from Mike and Mark that the ABMs are asking lots of questions and we've already had one resignation. We are in the process of establishing the 2010 incentive compensation plan and territory quotas and plan on making a retention bonus part of the plan. I would very much appreciate hearing your thoughts on this piece, both with respect to structure/timing and amount.

We have been reviewing the various marketing initiatives discussed in the past; Kadian's remaining patent life is a significant concern for us so any programs we implement must have a short lead time to anticipated impact and be cost effective. We remain particularly interested in the speakers program and would like to discuss implementation details with you and/or Cadent further.

Are you available today or tomorrow to discuss these items?

Again, I apologize for the oversight. We would be happy to have you or another member of your team participate.

Regards,

Nathalie Leitch

Director, Specialty Rx Products



Actavis

60 Columbia Rd. Bldg B t 973-889-6968 @ NLeitch@actavis.com

Morristown, NJ 07960 United States w www.actavis.com

Internal VoIP number t 125 6968

Please note that this e-mail and its attachments are intended for the named addressee only and may contain information that is confidential and privileged. If you have by coincidence or mistake or without specific authorization received this e-mail and its attachments we request that you notify us immediately that you have received them in error, uphold strict confidentiality and neither read, copy, nor otherwise make use of their content in any way. Please note that the sender of this e-mail and its attachments is solely responsible for its content if it does not concern the operations of Actavis Group or its subsidiaries.

From: Birtchet, Alan [mailto:ABirtchet@inVentivhealth.com]

Sent: Tuesday, January 05, 2010 9:54 AM

To: Nathalie Leitch

Subject: back fill - National Meeting

Nathalie

I expected so but wanted to make certain. We are already sourcing and will move to backfill quickly.

I understand you are planning a National Meeting next week in FL. Although I have commitments for next week and would probably not be able to join you, I would like to attend these events, when possible. In general, when we have groups of

1

our employees together, we like to have inVentiv represented either by HR or management, or both. Sometimes it helps in retention, particularly when there is uncertainty.

My hope is that my participation could add value. It is always nice to be with our sales teams and interact in a meeting setting. I don't want to intrude but help make the collaboration stronger. If you plan for future meetings of the team, either managers or the entire group, I appreciate knowing. Ideally, I would like to attend, for at least a portion.

Thanks

Alan

From: Nathalie Leitch [mailto:NLeitch@actavis.com]

Sent: Monday, January 04, 2010 6:22 PM

To: Birtchet, Alan; Terrence Fullem

Subject: RE: Shelley Fitch resignation

Alan,

The San Francisco territory is one of the most important in the country so I think it essential to start working on backfilling Shelley's position. I talked to Mark Killion a few minutes ago; Sacramento is the key to success in this territory so it would be great if we could find someone based there – someone with pain experience.

Thanks,

Nathalie Leitch

Director, Specialty Rx Products



Actavis

60 Columbia Rd. Bldg B t 973-889-6968 @ NLeitch@actavis.com

Morristown, NJ 07960 United States w www.actavis.com

Internal VoIP number t 125 6968

Please note that this e-mail and its attachments are intended for the named addressee only and may contain information that is confidential and privileged. If you have by coincidence or mistake or without specific authorization received this e-mail and its attachments we request that you notify us immediately that you have received them in error, uphold strict confidentiality and neither read, copy, nor otherwise make use of their content in any way. Please note that the sender of this e-mail and its attachments is solely responsible for its content if it does not concern the operations of Actavis Group or its subsidiaries.

From: Birtchet, Alan [mailto:ABirtchet@inVentivhealth.com]

Sent: Monday, January 04, 2010 12:07 PM

To: Nathalie Leitch; Terrence Fullem

Subject: FW: Shelley Fitch resignation

Nathalie and Terry

We've talked about the uncertainty of how long we'll promote Kadian and whether we continue to invest over the New Year. I am interested in what you are thinking regarding some of the programs we've talked about and appreciate anything you can share.

The context of the discussions has been around speakers programs, new materials, analytics and expansion but your thinking may also impact what we do in the short term.

Per the below, we had a resignation in the San Francisco assignment. I wanted to check to ensure you are aware and are on board with backfill of the assignment.

Since we may be having this conversation next year at this time (I hope!), my bias is to recruit and hire a replacement. However, I wanted to make sure you support the idea.

Please let me know asap as we want to get started right away with recruiting, if possible.

Thanks

Alan

From: Killion, Mark
Sent: Monday, January 04, 2010 11:21 AM
To: Brower, Dawn; Birtchet, Alan; Russo, Sandra
Subject: Shelley Fitch resignation

Everyone,

I just received a call from Shelley Fitch giving her two weeks notice on the Actavis contract. I asked her to send me an e-mail as well so Inventiv can have a hard copy documentation. Since this is the first time I have worked with this for Inventiv I will call you for the details on what is needed to close her out. Thanks.

Mark