



Voice @ Exeltis India

MAY 2020

ISSUE - 2

1977



First commercial office in Spain

1984



Manufacturing of hormonal APIs in Italy

1988



Acquisition of WL

2003



Starts branded pharma business with the acquisition of Effik.

2008



Chemo Wan Bang, new-joint venture agreement.

2010



Gets FDA approval for manufacturing in Spain

2012



Launches mAbxience, biopharmaceutical company

2013



Creation of Exeltis, a branded pharmaceutical business worldwide

Message for the Team

Dealing With Ambiguity!

Volatility, uncertainty and ambiguity are some terms thrown at our doorsteps in the wake of COVID outbreak. This crisis have left everyone, including leaders bewildered. In our lifetime, we haven't had the experience of facing such turmoil. Negativity can cloud one's ability to think. Decision paralysis and cognitive bias can lead to poor decision making. Is there a way to overcome this negativity?

An interesting perspective is shared by Dr Elizabeth Kubler Ross in her book "On Death and Dying". In the "Kubler Ross 5 Stage Model of coping with grief", she describes these 5 stages to be Denial, Anger, Bargaining, Depression and Acceptance. The process of coping begins with denial wherein one denies the acceptance of the irreversible stage which graduates to build up of anger. This anger is often mixed with self-pity. One gradually starts bargaining with the situation and is then led to depression, where one's mind becomes increasingly sad and hopeless. This is the tipping point where intervention and transformation need to kick in! Delay in recovery is all the difference between good and bad recovery. As we climb the abyss of depression, we are propelled in to the next stage which is acceptance. Accepting the situation can be empowering; it will lead to rapid renewal and growth.

Some measures which one can adapt to deal with ambiguity are:

- Be specific about your uncertainty:** Uncertainty arises from thinking about the future, be it tomorrow or a year from now. Instead of worrying incessantly, specify and write down your concerns. Making uncertainty more specific will improve your ability to tolerate it.
- Live in the present:** Instead of focusing on the unseen future where uncertainty resides, shift your attention to the urgencies of today. Do what is needed to help to keep yourself and your family safe and healthy.
- Get Resilient:** Humans have the resilience to get over adverse circumstances. We have experienced loss, failures and disappointment and have yet survived. Believe in yourself and believe in us. Together, we will survive this pandemic too.

d) Stay connected: Reaching out to your loved ones is the one of the best ways to maintain emotional balance and weaken the shackles of negativity. While you are confined to your home, your mind still wanders in search of solace which can be achieved with the help of communication. So go ahead and pick up your phone, reach out to a dear one.

Finding meaning helps people grow. We can choose this time to accomplish meaningful goals. You still have a choice to make your efforts count. I know we are at different stages in our journeys of coping with grief but the need of the hour is for us to stand for families, our confidants and our work. Let us channelize our efforts towards something more constructive and march our way out of these unprecedented times.

I believe in my team, I believe in all of you! Let us together strive, cope and rebuild!

Team Exeltis

"Let us rethink healthcare!"

Satish Joshi

Chief Financial Officer

New Joinees

March 2020



Soumen Subodh Roy
Shivani Hasija
Mohammed Sharukh
Anshuman Das
Shoab Mainuddin
Peerzade Srinivasa
Vineet Kumar
Partha Dutta
Tanmoy Karmakar
Sanjay Khan
Sureshkumar
Azhagesan
Suraj Shrinivas Tipale

Kotdiya Ajaybhai
Kumnbhai
Narayan Arjun Pawar
Sudhirkumar Manilal
Patel
Diptiman Aditya
Waseem Akram
Vetriselvan
Girish B R
Begari Anu Kiran
Vetriselvan M
Mohammad Kashif
Zafar Shaikh

Yuvaraj M
Aditya Kumar
S Anbarasan
Mansuri Mahammad
Fajjal
Sridhar S
Anandaraj I
Ravish Yadav
Asit Kumar Roy
Basanta Kumar Jena
Syed Madani A
Soundhari T
Keerthana Nagaraj



Bishal Roy

Associate Director - Sales

Know your Leader



1. Who is your role model and why?
My Mother, a fighter with never give up attitude, her ideology of principles, values and doing the right thing under any circumstances makes her the best.
2. What is the last book that you have read/ the last movie that have watched?
Book: No BullSh*t leadership - Chris Hirst
Movie: The Great Gatsby
3. Name your favourite cuisine
Lemon garlic tandoori chicken and Egg sunny side.
4. Who is your favourite sportsperson?
M S Dhoni /Lionel Messi and Floyd Mayweather
5. What is your dream travel destination?
Road trip to Leh Ladakh
6. If given a chance who would you like to be for a day?
I am good being myself.
7. What is your nick name at home/ what do your loved ones call you?
Veeru J
8. Describe a thing about you which people don't know of
Learning Salsa-just started.
9. If you could relive this life on a time machine, which profession would you choose?
Fighter pilot- My eye sight flattered in my early teen years :-)
10. What is that one thing you can't live without?
Physical activity- weekend Workout.

Indian Pharma Market NEWS



A) Serum Institute to start making Oxford's vaccine against COVID -19 in the coming weeks and aims to launch it by October, 2020

India's vaccine giant, Serum Institute has partnered with Oxford University and is working in close association of Dr Hills (Director of Jenner Institute – Oxford University). It is all geared to start the production of COVID-19 vaccine developed by the latter. The company plans to initiate human trials in India with necessary regulatory approvals in the coming 2-3 weeks. Serum's CEO, Adar Poonawalla has even announced that the company won't patent the vaccine for greater good and aims to launch the vaccines by October 2020 if the human trials are successful.

B) As the global demand for HCQ rises, Indian Pharma Market Bears New Hopes

COVID 19 has presented a rare yet brief opportunity to Indian Pharmaceutical Market to become the chief supplier of affordable and high quality hydroxy-chloroquine. Zydus Candila and Ipca Industries have stepped up their games and are leading contributors of the same. Other manufactures of HCQ are Cipla, Lupin, Intas Pharmaceuticals, Macloeds, McW Healthcare. Experts are still cautious with the use of HCQ as its efficacy against COVID-19 has been proved in smaller population groups still. Interestingly, it is also being used to treat immunological diseases like Lupus and Rheumatoid Arthritis.

3) Cipla receives the final approval for generic version of inhalation drug

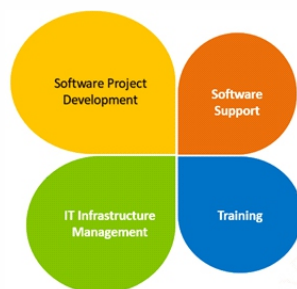
On April 9th, 2020 Cipla announced that it has received the final approval for ANDA (Abbreviated New Drug Application) for Albuterol Sulphate Inhalation Aerosol from US FDA. This is the generic therapeutic equivalent of Merck Sharp & Dohme Corp's Proventil HFA Inhalation Aerosol. It is used for treatment for acute episodes of Bronchospasm and Asthma. The organisation plans to release the shipment in a staggered manner and will even donate the product in the time of need.

Know your Team - IT (Information Technology)

At Exeltis India, we have an in-house team managing IT infrastructure and Software Projects developments

IT Infrastructure: We manage our on-premises servers and network storage boxes. The IT Infrastructure team is responsible for installing and managing desktops, thin clients and laptops. This team also maintains and provides support to all users at various locations including Mumbai HO, Chennai office, manufacturing unit & warehouse. Recently, we've migrated our eDepot application server to Cloud environment. Consecutively, our applications are available to Super Distributors and employees, 24*7.

Networking: Our networking team is responsible for managing network security, firewall and active directory server. We are also involved in monitoring and handling Virtual Private Network (VPN), Internet Leased Line monitoring & Wireless Access Point configurations, Centralized Biometric Attendance System as well as Surveillance cameras at all locations



Software Development: Our in-house software development team develops applications for Domestic & Global requirements. This team creates softwares for different functional units of the organization. This team has been lauded for its "Center of Excellence for Software Development". Our major domestic projects are eDepot, SalesBoard, Online Training Portal for field force, Global projects eLearning Platform (37 countries with 14 languages) and SAP ABAP (Advanced Business Application Programming). We've recently launched SlindaLIVE in 5 languages across 10 countries

Technical support: The most common form of interaction for anybody occurs with IT team when one seeks technical support. This could range from requesting access to company's computer system and resetting of the system password to reporting a faulty hardware and an issue with a software. Our team provides perpetual support for the subjects of Cisco WebEx, Microsoft Office 365, Skype for Business, Microsoft Teams, VPN, Outlook configuration, Microsoft OneDrive etc.

Updates of Exeltis India

- 1) To keep up with the capricious times, we held 17 webinars for doctors of various specialities involving KOLS, 2 patient awareness workshops and 3 webinars for internal field force training using KOL doctors.
- 2) Amid these unprecedented times, most of us are confined within the boundaries of our houses. During these testing times, all the support functions have stepped up their gears to support the field members and the stakeholders including the global team.
- 3) Manufacturing plant celebrated 49th National Safety Week from 2nd March to 9th March, 2020. This included general safety training, Shop Floor Safety Trainings and Fire Safety.
- 4) Our manufacturing teams completed a 6 week long course on “English Business Communication Program” on 12th March
- 5) In adherence to the nationwide lockdown, the plant transformed its strategy of its workers working in three shifts to a general shift starting from 25th March
- 6) Total manufacturing sale ended at 108% against budget of Q1

Events @ Exeltis

Be A Hero Campaign

As we struggle to come to terms with our new normal, some of our teammates have gone beyond their calling to create a difference in the lives of fellow humans. As a part of our efforts to celebrate this virtue, we initiated the "Be A Hero" campaign. As a tribute to this spirit of resilience, we shared these stories on our digital platforms and are humbled by the overwhelming response. From helping their elderly neighbours and distributing essential goods to the needy to feeding the starving animals, our heroes have done it all! We hope to hear such heart-warming stories amid the nation-wide lockdown.

Women's Day Celebration



Employee Spotlight



Solomon Christian
Chief Manager- Administration

1. Who is your role model and why?
My father, why because i admire the way be brought me up in my life
2. What is the last book that you have read/ the last movie that have watched?
Bible
3. Name your favourite cuisine
Indian
4. Who is your favourite sportsperson?
Kapil Dev
5. What is your dream travel destination?
Israel
6. If given a chance who would you like to be for a day?
No Comments
7. What is your nick name at home/ what do your loved ones call you?
Sally
8. Describe a thing about you which people don't know of
No Comments
9. If you could relive this life on a time machine, which profession would you choose?
Civil Service
10. What is that one thing you can't live without?
Family



Each woman has the might to move mountains. To salute this inner strength of women all over the world, we organised a small celebration on the International Women's Day. The day ended on an informative note with ladies of "Utkarsha Foundation" talking about women health and hygiene. This session was also held in the regional dialect for the women of our manufacturing unit. We hope that these women continue to shine bright and lit up their lives with their passion and commitment.



Rattle your Brain Cells!

- 1) I have no life but I can die. What am I?
- 2) People buy me to eat but can never eat me. What am I?
- 3) A man is looking at a photograph of someone. His friend asks who it is. The man replies, "Brothers and sisters, I have none. But that man's father is my father's son." Who was in the photograph?
- 4) People say I put doctors out of business, sometimes I am sour, sometimes I am sweet, I can be eaten and can also be drunk. What am I?
- 5) I am a word. If you pronounce me correctly, it will be wrong. If you pronounce me wrong it is right? What word am I?
- 6) You can break me without touching or seeing me. What am I?
- 7) A man stands on one side of a river, his dog on the other. The man calls his dog, who immediately crosses the river without getting wet and without using a bridge or a boat. How did the dog do it?
- 8) When can you add 2 to 11 and get 1 as a correct answer?
- 9) If your uncle's sister is not your aunt, what relation does she have with you?
- 10) I look at you, you look at me, I raise my right, you raise your left, what am I?



1							
2		3		6		4	
	5		4				
4			6		3		5

3			8		1		2	
2		1		3		6		4
			2		4			
8		9				1		6
	6						5	
7		2				4		9
			5		9			
9		4		8		7		5
6			1		7			3

Nutrition Quiz

- a) What mineral is found in dairy products and helps build strong bones?
i) Calcium ii) Fluorine iii) Copper iv) Zinc
- b) Which vitamin is important for maintaining eyesight?
i) Vitamin A ii) Vitamin C iii) Vitamin D iv) Vitamin K
- c) A----- is an unit of energy that indicates the amount of energy contained in food
i) Calorie ii) basket iii) Joule iv) Label
- d) A diet rich in unsaturated fats can be linked to the following?
i) Kidney Failure ii) Lymphoma iii) Anorexia iv) Cardio vascular disease
- e) All of the following nutrients are found in food except?
i) Plasma ii) vitamins ii) Carbohydrates iv) Proteins

Please send in your answers to Khushboo.shroff@exeltis.com

Editorial Board : Kiran Steven, Rohit Kale, Girish Ramesh & Khushboo Shroff
Design Team: Pasupathy G & Rajesh Lokhande

For any queries, contributions or feedback drop an email to khushboo.shroff@exeltis.com



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Talent Corner

Creative- Paint A Bit



Age Group : till 5 years



Saniha S
Daughter of Siddeshi M



Preksha Kale
Daughter of Rohit Kale



Nipun Girish
Son of Girish R



Yaahzini
Daughter of Nagalingam Gunasekaran



Ayushman Dasgupta
Son of Anirudh Dasgupta

Age Group : 5 - 10 years

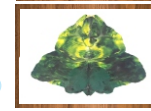
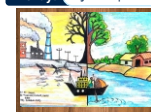


Walia Hazarika
Daughter of J. I. Hazarika

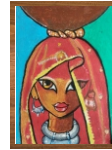


Shreya Sharma
Daughter of Gagan Sharma

Dikshaya (Daughter of Deepak Kumar Sahu)



Arush Kale (Son of Rohit Kale)

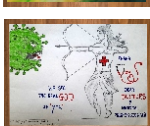
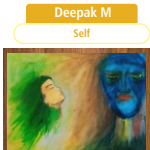


Shreya Sharma
Daughter of Gagan Sharma

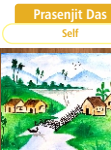


Dhivam Prajapati
Son of Viren Prajapati

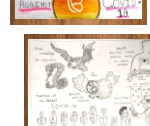
Age Group : Senior Category



Bhavesh Patel
Self

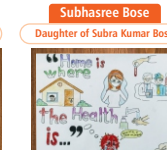


Animol Kapoor
Self



Dhairya Shah
Son of Jay Shah

Age Group : 11 - 15 years



Sanjana Chakravorty
Daughter of Sanjay Chakravorty



V Akshaya
Daughter of S Viswanathan