

COURT-AUTHORIZED NOTICE

UNITED STATES DISTRICT COURT
DISTRICT OF CONNECTICUT

If you were a pharmaceutical sales representative employed by Lupin Pharmaceuticals, Inc. between December 30, 2008 and the present, please read this notice.

A collective action lawsuit may affect your legal rights.

This is a court-authorized notice. This is not a solicitation from a lawyer.

A pharmaceutical sales representative, Doreen Camp (“named Plaintiff” or “Plaintiff”), has filed this action against Lupin Pharmaceuticals, Inc. (“Lupin Pharmaceuticals”) on behalf of pharmaceutical sales representatives who worked for Lupin Pharmaceuticals at any time between December 30, 2008 and the present.

The Plaintiff claims that Lupin Pharmaceuticals improperly classified its pharmaceutical sales representatives as exempt from the Fair Labor Standards Act and that Lupin Pharmaceuticals therefore owes overtime wages to pharmaceutical sales representatives who worked more than forty (40) hours in any week since December 30, 2008.

Lupin Pharmaceuticals’ position is that pharmaceutical sales representatives have the job duties, responsibilities, and salaries of exempt employees, and, as such, pharmaceutical sales representatives are properly classified as exempt employees and are not owed any overtime.

The court has not ruled on whether Plaintiff Camp or any pharmaceutical sales representatives are improperly classified as exempt. The Court may ultimately rule that the prospective collective action members are not similarly situated to Camp and to each other in their job duties and responsibilities. The court may also, once the evidence is in, decide the case in favor of Lupin Pharmaceuticals.

Your legal rights may be affected, and you have a choice to make now:

YOUR LEGAL RIGHTS AND OPTIONS IN THIS LAWSUIT	
ASK TO BE INCLUDED	<p>If you choose to be included in this collective action, you keep the possibility of recovery that may come from a trial or a settlement in this lawsuit, but you give up any rights to separately sue Lupin Pharmaceuticals about the same legal claims in this lawsuit.</p> <p>If you wish to be included, you must complete the form at the end of this Notice.</p>
DO NOTHING	<p>By doing nothing, you will not be included in this collective action. This means that you give up the possibility of recovery that may come from a trial or settlement in this lawsuit if those bringing the lawsuit are successful. You keep any rights to sue Lupin Pharmaceuticals separately about the same legal claims in this lawsuit, but the limitations period on your claim continues to run. Each day you do not take action to protect your claims, they diminish.</p>

Questions? Call Maggie Ferron at (860) 522-8888

- Your options are explained in this notice. To ask to be included in the lawsuit, you must act before March 22, 2011.
- If money or benefits are obtained from Lupin Pharmaceuticals, and you choose to be included in the case, you will be notified about how to ask for a share.

This notice contains information that affects your rights. Please read it carefully.

1. Why did I get this notice?

You are getting this notice because Lupin Pharmaceuticals' records show that you work or worked for Lupin Pharmaceuticals as a pharmaceutical sales representative. A lawsuit has been brought against Lupin Pharmaceuticals claiming that pharmaceutical sales representatives were not paid all overtime wages required by law. The purpose of this notice is to notify you of your right to join this case. Lupin Pharmaceuticals denies the allegations. The Honorable Robert N. Chatigny, United States District Court Judge in the District of Connecticut, is overseeing this collective action. The lawsuit is known as *Camp v. Lupin Pharmaceuticals, Inc.*, No. 3:10 CV 1403.

2. What is this lawsuit about?

This lawsuit is about whether Lupin Pharmaceuticals misclassified pharmaceutical sales representatives as exempt employees and should have paid pharmaceutical sales representatives time-and-a-half overtime compensation for hours they worked in excess of 40 in a workweek.

3. What is a collective action and who is involved?

In a collective action lawsuit, one or more persons who have similar claims can bring a lawsuit that includes others who have similar claims. All pharmaceutical sales representatives who decide to participate in the case are "Collective Action Members" or part of a "Collective." The employee who brought this lawsuit – and all of the Collective Action Members – are called the Plaintiffs. The company that they have sued – Lupin Pharmaceuticals, Inc. – is called the Defendant. One court resolves the issues for everyone who decides to join the case.

4. What is Lupin Pharmaceuticals' position?

Lupin Pharmaceuticals' position is that its pharmaceutical sales representatives have the job duties, responsibilities, and salaries of exempt employees, and, as such, its pharmaceutical sales representatives are properly classified as exempt employees and are not owed any overtime.

5. Has the Court decided who is right?

The Court has not decided whether Lupin Pharmaceuticals or the Plaintiffs are correct.

6. What are the Plaintiffs asking for?

Plaintiffs are seeking to recover overtime wages they believe are due to them for the two years prior to the date they file opt-in consent forms. Plaintiffs also are seeking recovery of double liquidated damages, attorneys' fees, and costs.

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7. Can I join this lawsuit?

To be eligible to join this lawsuit, you must have been employed by Lupin Pharmaceuticals as a pharmaceutical sales representative at any time since December 30, 2008.

8. I'm still not sure if I am included.

If you are still not sure whether you are included, you can get free help by calling or writing the lawyers in this case. Please contact Maggie Ferron at (860) 522-8888; by email at mferron@hayberlawfirm.com; or by post at The Hayber Law Firm, 221 Main Street, Suite 502, Hartford, CT 06106. If you call or write, you should refer to the Lupin Pharmaceuticals Overtime Case.

9. What happens if I do nothing at all?

If you choose not to join this lawsuit, you will not be affected by any ruling, judgment, or settlement rendered in this case, whether favorable or unfavorable. You will not be entitled to share any amounts recovered by Plaintiffs as part of this lawsuit. You also will be free to independently retain your own counsel and file your own individual lawsuit, subject to any defenses that might be asserted. You should be aware that your federal wage and hour claims are limited by a two or three-year statute of limitations. Delay in joining this action, or proceeding separately, may result in some or all of your claims expiring as a matter of law. If you proceed separately, you may also have to pay your own lawyer.

10. What happens if I join the lawsuit?

If you choose to join this lawsuit, you will be bound by any ruling, settlement, or judgment, whether favorable or unfavorable. You will also share in any proceeds from a settlement or judgment favorable to the Collective. By joining this lawsuit, you designate the named Plaintiff as your representative, and to the fullest extent possible, you designate the named Plaintiff to make decisions on your behalf concerning the case, the method and manner of conducting the case, the entering of an agreement with Plaintiff's counsel regarding payment of attorneys' fees and court costs, the approval of settlements, and all other matters pertaining to this lawsuit. Decisions made and agreements entered into by the named Plaintiff will be binding on you if you join the lawsuit. While this suit is pending, you may be asked to provide documents or information relating to your employment, to appear for depositions, or to testify at trial.

11. Can Lupin Pharmaceuticals and/or my current employer retaliate against me if I join the lawsuit?

It is a violation of federal law for Lupin Pharmaceuticals or any of its related entities to fire, discipline, or in any manner discriminate or retaliate against you for taking part in this case. If you believe that you have been penalized, discriminated against, or disciplined in any way as a result of your receiving this notification, considering whether to join this lawsuit, or actually joining this lawsuit, you may contact Plaintiff's lawyers or any other lawyer of your choosing.

12. How do I ask the Court to include me in the case?

Enclosed is a form called "Consent to Join." **If you choose to join this lawsuit, it is very important that you read, sign, and promptly return the Consent to Join form.** An addressed and postage-paid envelope is enclosed for your convenience. Should the enclosed envelope be lost or misplaced, the Consent to Join Form must be sent to:

You can also fax the Consent to Join form to (860) 218-9555 or scan and email it to mferron@hayberlawfirm.com.

The signed Consent to Join form must be postmarked by March 22, 2011. **If your signed Consent to Join form is not postmarked by March 22, 2011, you will not be allowed to participate in this lawsuit, or share in a monetary recovery, and you will not be bound by any settlement or judgment.**

13. Do I have a lawyer in this case?

If you choose to join this lawsuit, you will be represented by The Hayber Law Firm, LLC. You also have the right to have your own lawyer or to represent yourself in this case.

14. Should I get my own lawyer?

You do not need to hire your own lawyer because Plaintiff's Counsel will be working on your behalf.

15. How will the lawyers be paid?

The named Plaintiff has entered into a contingency fee agreement with Plaintiff's counsel, which means that if you join the lawsuit and Plaintiffs do not win, there will be no attorneys' fees or costs chargeable to you. Under the fee agreement, in the event there is a recovery, Plaintiff's counsel will receive a percentage of any settlement obtained or money judgment entered in favor of all members of the class. The court may also be asked to determine the amount of attorneys' fees. The fees may be part of a settlement obtained or money judgment entered in favor of Plaintiffs, or may be ordered by the court to be separately paid by Lupin Pharmaceuticals, or may be a combination of the two. A copy of the contingency fee agreement executed by the named Plaintiff may be obtained upon request from Plaintiff's counsel identified above.