



Novartis Consumer Health Canada Inc.

Date: 10th January, 2013

Dear Stuart D. Charles,

RE: Termination of Employment

I regret to inform you that your employment with Novartis Consumer Health Canada Inc. will be terminated effective 14th January 2013 for the following reason(s): multiple unexcused absences from work. Your severance package will be administered according to company policy, and you will receive a statement detailing accrued benefits. Please also refer to the policies outlines in the company personnel manual covering applicable insurance benefits.

Suzannah Kelly is available to discuss with you these details as well as any other questions or concerns you may have. Please contact her at your earliest convenience, and she will arrange termination matters with you.

I sincerely regret that this action is necessary, and wish you success in your future employment endeavours.

Yours truly,

A handwritten signature in black ink, appearing to be "Suzannah Kelly".

Personnel Department

CC: Suzannah Kelly