

ISK Biosciences Europe S.A.

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ISK BIOSCIENCES™

Direct Line :

**Mr Bernd Stratmann
Am Vilser Holz 17
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Deutschland**

11 July 2001

Letter to whom it may concern

Subject : Employment Certificate Bernd Stratmann with ISK Biosciences Europe S.A.

Hereby, we confirm that Bernd Stratmann has worked with ISK Biosciences Europe S.A. during the period from 01 October 1996 till 30 June 2001.

Bernd Stratmann started as Regional Field Development Manager Central + North Europe. In September 1999, he was promoted to Field Development Manager (Co-ordinator) for the complete region Europe, Africa and Middle East, business area covered by ISK Biosciences Europe S.A. Headquarters in Brussels.

Bernd Stratmann in his role strongly contributed to the successful development of the new ISK molecules and assured that the necessary field data regulatory package was produced in time (in line Master Plan) to secure new registrations in the region.

In addition, Bernd Stratmann successfully contributed to implement various electronic databases to facilitate and improve efficiency in operating Field Development Team.

With his strong organisational, technical and electronic software skills, Bernd Stratmann made excellent contribution to the ISK objectives.



Paul Ruelens
*Vice President Development,
Regulatory Affairs and Marketing*