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## **Human Capital Consulting Partners Wins Three Pharma Contracts**

### ***Practice Strengthens its Foothold on Helping Global Pharma and Biotech Build Effective US Teams***

Trevose, Pa., June 21, 2011—Human Capital Consulting Partners today announced new consulting contracts with three global pharmaceutical companies, each developing an emerging US presence, as the practice continues to build its customer base in the regional pharmaceutical and biotech industry. The contracts include projects for long-time client, [Lupin Pharmaceuticals](#) as well as new clients, [LifeCycle Pharma](#) and [Strides Inc.](#)

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Human Capital Consulting Partners will assist Lupin Pharmaceuticals in developing the appropriate processes, procedures, and programs to support the company's compensation practices in the US. For Strides, Human Capital Consulting Partners will develop the necessary documentation, procedures, and employee communications for the company's annual incentive plan. And lastly, the firm will assist LifeCycle Pharma in assessing the people challenges facing an early-stage global biotechnology company. Once the assessment is complete, Human Capital Consulting Partners will work with Life Cycle's senior management team to develop the appropriate processes and programs to address the issues that might exist.

"These three pharmaceutical companies all share a common base: they are rapidly growing globally all while working to establish emerging organizations in the US," said Jim Geier, President, CEO and Founder of Human Capital Consulting Partners. "We have a vast amount of experience with pharma and biotech companies with this profile. We can help them evaluate their human capital force, their compensation practices, and their incentive programs to ensure they are competitive in the marketplace and support the company's overall business strategy. Simply put, we help ensure they have in place the right short-term and long-term human capital processes and strategies to drive business success."

### **About Human Capital Consulting Partners**

Human Capital Consulting Partners helps companies grow by aligning their people strategy with their business strategy. The firm advises our clients how to attract, develop, engage, and reward their people to ensure they attain operating success. We act as a trusted advisor to management, utilizing our global and board-level experience to achieve big-picture impact. Human Capital Consulting Partners analyzes business strategy, issues, and organizational dynamics and implements hands-on, practical, and results-oriented human capital strategies that drive business success. For more information, see [www.hccpartners.com](http://www.hccpartners.com) or call 215-244-8110.

### **About Lupin**

Lupin Pharmaceuticals is the US wholly owned subsidiary of Lupin Limited. Through its sales and marketing headquarters in Baltimore, Maryland, Lupin Pharmaceuticals is dedicated to delivering high-quality, affordable generic medicines trusted by healthcare professionals and patients across geographies. Headquartered in Mumbai, India, Lupin Limited is an innovation led transnational pharmaceutical company producing a wide range of quality, affordable generic and branded formulations and APIs for the developed and developing markets of the world. The Company today has significant market share in key markets in the Cardiovascular (prils and statins), Diabetology, Asthma, Pediatrics, CNS, GI, Anti-Infectives and NSAIDs therapy segments, not to mention global leadership positions in the Anti-TB and Cephalosporins. The Company's R&D endeavors have resulted in significant progress in its NCE program. The Company's foray into Advanced Drug Delivery Systems has resulted in the development of platform technologies that are being used to develop value-added generic pharmaceuticals.

### **About Life Cycle Pharma**

LCP is a specialty pharmaceutical company. Clinical development is the core of LCP's efforts to develop a product portfolio which includes the Company's lead product candidate, LCP- Tacro™, for immunosuppression, specifically organ transplantation, and products to combat certain cardiovascular diseases. LCP adapts new technologies on a fast commercial timetable. LCP's unique, patented delivery technology, MeltDose®, can improve absorption and bioavailability - at low- scale up costs - not only for a broad spectrum of drugs already on the market but also for new chemical entities. LCP has a lipid lowering product, Fenoglide®, currently on the U.S. market and a diversified near and medium term pipeline with three clinical stage product candidates and a number of projects in preclinical development. LCP is listed on the NASDAQ OMX Copenhagen under the trading symbol OMX: LCP.

### **About Strides**

Strides Inc. is the US headquarters for Strides Arcolab. Strides Arcolab is listed on the Bombay Stock Exchange Limited (532531) and National Stock Exchange of India Limited (STAR), is a global pharmaceutical company headquartered in Bangalore, India that develops and manufactures a wide range of IP-led niche pharmaceutical products with an emphasis on sterile injectables. The company has 14 manufacturing facilities across 6 countries with presence in more than 75 countries in developed and emerging markets. Manufacturing is supported by a 350-scientist strong global R&D Centre in Bangalore.