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Mr. David Moff  
Chief Executive Officer  
HR Group, Inc  
216 – 4 Swing Road  
Greensboro, NC 27409

RTP, NC April 9, 2009

Dear David,

I take this opportunity to commend your organization, the HR group, for the excellent support that you extended to Cheminova during the last 12 months since our first meeting.

It was only as recently as April 2008 that Cheminova decided to relocate the regional Headquarters for the US/ Canada/ Australia and New Zealand from NJ to NC. We are a mid sized company in the Ag-chem industry with only 18 regional HQ employees. Our region contributes about \$250 million in sales to the total \$1.21 billion in sales of the Group. Managing a smooth transition while keeping the focus on our ongoing business was essential to our success. I am pleased that we were able to achieve both and increase sales by over 35% in 2008. At the same time we completed the core elements of the relocation by the end of August. This I believe is a record by any standard.

This success would not have been possible without the able support of your team and especially the extraordinary commitment and dedication of Mary Marsh. Mary not only brought a wealth of experience regarding our industry and HR issues but certainly supported us in aspects well beyond the call of duty – and all that in her own pleasant and constructive way.

While we obviously also counted on independent specialized legal support regarding HR issues – especially in the separation of those employees who did not relocate to NC - we are very pleased with the support extended by the HR group in the following aspects:

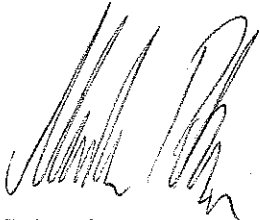
- Establishment of criteria regarding relocation packages and who to offer them to
- Definition of relocation packages
- Definition of new medical, short and long term disability plans
- Introduction of Flexible Spending Accounts
- Selection of most appropriate providers of such plans
- Definition/ review of former compensation package (e.g. holiday policies, working hours, lunch benefits, restriction of company cars to tools of trade only, etc.)
- Benchmarking of salary/ compensation packages with peer companies
- Definition of bonus plans

- Recruitment process for new HQ personnel including:
  - Assistance in job descriptions
  - Advertising efforts
  - Prescreening of candidates
  - Standardized questionnaires
  - Personality/ competency tests and administration
  - Organization/ scheduling of interviews
  - Definition of drug and background check policy and administration of testing
  - Complete thorough review and editing of employee handbook
- Implementation of appropriate record keeping re: overtime and other formal/legal requirements
- Assistance in special coaching questions relating to specific individuals
- Providing the contact points to functional experts available to support specific tasks and groups in our organization.

I am well aware that this list is likely to be omitting some key elements provided by the HR group. But nevertheless I want to express my thanks for the support and the professionalism demonstrated by the entire team involved.

We look forward to continued support from the HR group – especially but not limited to- to ensure that we stay on top of and compliant with all regulatory requirements/changes.

Regards,



**Martin Petersen**



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