



Panchakshari Shivacharya Trust's Aloor

# **CHANNABASWESHWAR PHARMACY COLLEGE (DEGREE), LATUR**

Basweshwar Chowk, Kava Road, Latur-413512 (Maharashtra)



## **CRITERION 5**

### **STUDENT SUPPORT AND PROGRESSION**

#### **5.2**

#### **Student Progression**

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##### **5.2.1**

**Percentage of placement of outgoing students and students progressing to higher education during the last five years**

**a) Number and list of students placed along with placement details such as name of company, compensation etc and links to Placement order (Above list should be available on institutional website)**



Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2022-23	Birajdar Shrikrushna A	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR.114000/-
2022-23	Nilesh Shivaji Chame	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR.114000/-
2022-23	Deepak Ramesh Jadhav	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR.114000/-
2022-23	Shivani Shivling Mashalkar	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR.114000/-
2022-23	Rohan Ramakant Mundhkar	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR.114000/-
2022-23	Nagesh Manchakrao Paul	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR.114000/-
2022-23	Ravi Lalasaheb Rawale	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR.114000/-
2022-23	Akash G Sawant	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR.114000/-
2022-23	Swami Ravindra Sidhavyz	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR.114000/-
2022-23	Syed Danish Sayed Zameer	B. Pharm	2022-23	IQVIA The Human Data Science company, 8037690000	INR.383088/-
2022-23	Sumit Ramish Awale	M. Pharm	2022-23	TCS , 2267783000	INR. 120000/-
2022-23	Bidri Swati Sanjay	M. Pharm	2022-23	Panchakshari shivacharya Trust, Channabasweshwar Pharmacy polytechnic, (02382) 249192, channabasweshwar@gmail.com	INR. 187200/-
2022-23	Humnabade Shital Nagnath	M. Pharm	2022-23	Panchakshari shivacharya Trust, Channabasweshwar Pharmacy polytechnic, (02382) 249192, channabasweshwar@gmail.com	INR. 187200/-
2022-23	Pawan P Jadhav	M. Pharm	2022-23	Optum Health & technology(India) pvt lmt, 804257300, incontact@optum.com	INR.120000/-
2022-23	Sagar Govind Jadhav	M. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR. 120000/-
2022-23	Malshette Rachita Bhimashankar	M. Pharm	2022-23	Panchakshari shivacharya Trust, Channabasweshwar Pharmacy polytechnic, (02382) 249192, channabasweshwar@gmail.com	INR.187200/-
2022-23	Niranjan S Nadiwale	M. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR. 120000/-
2022-23	Shraddha Premraj Patil	M. Pharm	2022-23	TCS, 2267783000	Not Disclosed
2022-23	Anad Umesh Piske	M. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR. 120000/-
2022-23	Zogade Asmita Bandu	M. Pharm	2022-23	Shivlingeshwar college of Pharmacy, Almala, tq Ausa, Dist Latur	INR.187200/-
2022-23	Ms Ghairwar A. H	M. Pharm	2022-23	MDA Shool of Pharmacy, Kolpa, 0282263700, mdaschoolofpharmacy@gmail.com	Not disclosed
2022-23	Alok a.Arvind Kadam	M. Pharm	2022-23	Patlex Buisness Solutions Latur	INR. 120000/-
2022-23	Mukesh Mulunkar	M. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR. 120000/-
2022-23	Vishal Bhatu Rathod	M. Pharm	2022-23	Delight College of Pharmacy(6906) , Koregao Bhima, (0237)218065 delightcop@gmail.com	INR.187200/-
2022-23	Sabne Anand	M. Pharm	2022-23	Aizant Drug Research Solutions Pvt Ltd	NOT DISCLOSED
2022-23	Mahesh Prabhakar Sontakke	M. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR. 120000/-
2022-23	Sumit Satish Tondare	M. Pharm	2022-23	Fresenius kabi India pvt limited, 2138671600,	INR.192000/-
2022-23	Gandigude Pallavi Suryakant	M. Pharm	2022-23	Panchakshari shivacharya Trust	INR.187200/-
2022-23	Ms Nandini Horkar	M. Pharm	2022-23	SVS College of Pharmaceutical Education & Research, svsparmacy2022@gmail.com, 7066307777, 9850976143	INR.187200/-
2022-23	Ms Jadhav Sneha Umesh	M. Pharm	2022-23	VDF School of Pharmacy, Latur. 02382267737 / 38/39,	INR.240000/-
2022-23	Ms Kadu S. M	M. Pharm	2022-23	MDA Shool of Pharmacy, Kolpa 0282263700, mdaschoolofpharmacy@gmail.com	INR.187000/-
2022-23	Ms Kale S. T	M. Pharm	2022-23	MDA Shool of Pharmacy, Kolpa 0282263700, mdaschoolofpharmacy@gmail.com	INR.187000/-
2022-23	Shekhar Tukar Yadav	M. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR. 120000/-
2022-23	Ms Khare Unnati	M. Pharm	2022-23	VDF School of Pharmacy, Latur. 02382267737 / 38/39,	INR.264000/-
2022-23	Ms Netragaokar Aboli	M. Pharm	2022-23	TCS, 2267783000	INR. 7,600,004/-
2022-23	Krishna Baliram Jadhav	M. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR. 120000/-
2022-23	Doke Manjusha Sudhakar	M. Pharm	2022-23	Dayanand Institute of Pharmacy Latur	
2022-23	Ajay Prataprao More	B. Pharm	2022-23	MDA Shool of Pharmacy, Kolpa 0282263700, mdaschoolofpharmacy@gmail.com	INR.187000/-
2022-23	Diksha Pawar	B. Pharm	2022-23	Logix Health Solution Pvt. Ltd. Banglore	353250/-
2022-23	More Tejswini Dayanand	B. Pharm	2022-23	Synthink ResearchSolutions Pune	
2022-23	Vedpathak Vaishnavi	B. Pharm	2022-23	Logix Health Solution Pvt. Ltd. Banglore	353250/-
2022-23	Kokadwar Akansha	B. Pharm	2022-23	Vee Healthtek Private Limited Banglore	
2022-23	Raut Suchita Sudam	M. Pharm	2022-23	GV Safety Assessment Platform Pvt. Ltd.	
2022-23	Baddu Ganesh Sadashiv	B. Pharm	2022-23	Lesanto Laboratories	144000/-
2022-23	Gorgile Rushikesh C	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR. 120000/-
2021-22	DESHMUKH RANDAS SHIVAJI	B. Pharm	2021-22	Anjanta Pharma Limited, Aurangabad + 91 243166	INR 144000/-
2021-22	DHUMAL CHANDRASHEKHAR SHRIDHAR	B. Pharm	2021-22	TATA Consultancy services Limited, Mumbai. GirishV.Nandimath, 2067940000	
2021-22	HATTE RUSHIKESH BHARATRAO	B. Pharm	2021-22	Advantmed India LLP	INR. 187200
2021-22	Hinge Ajinkya Antrao	B. Pharm	2021-22	Advantmed India LLP	INR. 187200
2021-22	PATIL DEVPRIYA	B. Pharm	2021-22	Synapse Labs Pvt Ltd, Pune	INR. 187200
2021-22	AMBAD SHRUTI SHRIDHAR	M. Pharm	2021-22	Lecturer,Dayanand institute of pharmacy ,Latur (02382)295870	INR. 216000
2021-22	CHOURE RUPESH RAMHARI	M. Pharm	2021-22	GPAT Discussion Center Pvt. Ltd, Bilaspur	INR. 500000
2021-22	DANDE PRADNYARANI ARJUN	M. Pharm	2021-22	VDF School of Pharmacy,Latur Dr.B.S. Wakure	INR. 216000
2021-22	JADHAV VARSHARANI ARUN	M. Pharm	2021-22	Shivlingeshwar college of pharmacy, Almala (02383)225455	INR. 187200
2021-22	KAMBLE SUMEDH PANDURANG	M. Pharm	2021-22	Godavari Institute Of Pharmacy, Kolpa, Latur	INR. 187200
2021-22	KAZI WASIM BASID	M. Pharm	2021-22	PanchakshariShivacharyaTrust,Channabasweshwar pharmacy college ,Latur,B.J.Devnikar	INR. 187200

2021-22	KOMBADE ROHIT RAM	M. Pharm	2021-22	PanchakshariShivacharyaTrust,Channabaweshwar pharmacy college ,Latur,B.J.Devnikar		
2021-22	MUNDHE RENUKA MADHUKAR	M. Pharm	2021-22	PanchakshariShivacharyaTrust,Channabaweshwar pharmacy college ,Latur,B.J.Devnikar		INR 187200
2021-22	SAKHARE RAGHUNATH SHIVAJI	M. Pharm	2021-22	Latur College of Pharmacy ,Latur 8862046833		INR 187200
2021-22	VATTAMWAR GAURI SANJEEV	M. Pharm	2021-22	Microlabs Limited , Mumbai Dr.Pankaj S. Mandpe 02268106100		
2021-22	WAGHMARE KANCHAN RAMRAO	M. Pharm	2021-22	Dayanand institute of pharmacy ,Latur (02382)295870		INR 187200
2021-22	ZUNJARE PRASHANT GYANBA	M. Pharm	2021-22	Medreich Limited ,Bangalore, Resny Samuel 8040487100		INR 300000
2021-22	BHOSALE SUJATA BALU	M. Pharm	2021-22	PanchakshariShivacharyaTrust,Channabaweshwar pharmacy college ,Latur,B.J.Devnikar		INR 187200
2021-22	BOKHARE SURAYKANT HARI	M. Pharm	2021-22	Saravati institute of pharmacy ,Nanded Hadgaon Road ,7774041973		INR 187200
2021-22	DEBADWAR RUSHIKESH SANTOSH	M. Pharm	2021-22	Tata consultancy Services Limited (TCSL)		INR 135000
2021-22	KABADE SACHIN BHARAT	M. Pharm	2021-22	LowarPharmaceuticals ,Pune ,9398399811		INR 144000
2021-22	SALNOTE NISHIGANDHA SANTRAM	M. Pharm	2021-22	Dayanand College of Pharmacy, Latur		INR 147200
2021-22	SOMTHANE PALLAVI NAGORAO	M. Pharm	2021-22	Lecturer, DR.D.Y.PatilCollege of Pharmacy, Akurdi Pune		INR 247200
2021-22	TAWANI SNEHALATA SURAJ	M. Pharm	2021-22	Bio -Orbit Research PVT LTD, Dr. Sanjay Vaze		INR 175400
2021-22	VIBHUTE DIKSHA DEVAPPA	M. Pharm	2021-22	PanchakshariShivacharyaTrust,Channabaweshwar pharmacy college ,Latur,B.J.Devnikar		INR 187200
2021-22	Swami Poonam	B. Pharm	2021-22	Ifedora Services Pvt. Ltd. Ahmedabad		245640/-
2021-22	Tolange Anilot	B. Pharm	2021-22	Connect Business Solutions		210840/-
2020-21	BORCHATE ANANTA RAJESH	B. Pharm	2020-21	SkybiotechLifesciencesPvt. Ltd.		INR 1,48,800
2020-21	DARADE PALLAVI POPAT	B. Pharm	2020-21	Hindani Medical and General Stores		
2020-21	DUBE PRATIKSHA BABU	B. Pharm	2020-21	GeBBS Healthcare Solutions +91 22 39487300		INR 2,14,498
2020-21	GIRI PALLAVI BALAJI	B. Pharm	2020-21	GeBBS Healthcare Solutions +91 22 39487300		INR 2,14,502
2020-21	INGALE MONIKA BALAJI	B. Pharm	2020-21	Dinesh Bembade College Of Pharmacy, Mahalanga		INR 144000
2020-21	Kadam Nikita Satish	B. Pharm	2020-21	GeBBS Healthcare Solutions		
2020-21	KALE MAYURI SHIVAJI	B. Pharm	2020-21	GeBBS Healthcare Solutions		INR 2,14,498
2020-21	Kamble Sachin Ravindra	B. Pharm	2020-21	Dinesh Bembade College Of Pharmacy, Mahalanga		
2020-21	KAMBLE MADHAV MOHAN	B. Pharm	2020-21	Dr. Paley's Medical Research Foundation		INR 156000
2020-21	Kamble Sharda Rajkumar	B. Pharm	2020-21	GeBBS Healthcare Solutions		
2020-21	LIMAYE RAJNANDINI MAHANTESH	B. Pharm	2020-21	Madhavrao Patil College Of Pharmacy, Murum		INR 400000
2020-21	MAKNE ARCHANA UTTAM	B. Pharm	2020-21	GeBBS Healthcare Solutions +91 22 39487300		INR 1,35,708
2020-21	MORE ANJALI APPARAO	B. Pharm	2020-21	Government of India Ministry of Communications Department of Posts (B Ravi Kumar Supdt. Of Post Offices)		
2020-21	MUNJAL SWATI RAJKUMAR	B. Pharm	2020-21	Swak Life sciences		INR 2,41,650
2020-21	Neharika Vikas Shambhu	B. Pharm	2020-21	Globlink wwindia pvt. Ltd.		
2020-21	Panswar Ashish	B. Pharm	2020-21	Sun Pharmaceutical Industries		
2020-21	Rathod Savita Namdev	B. Pharm	2020-21	Godavari Institute of Pharmacy Kolpa Latur		
2020-21	Nagpure Madhusudan Vijaynath	B. Pharm	2020-21	Srinath Medical & General Store Latur		
2020-21	Kachave Ashwini Madhav	B. Pharm	2020-21	Sarpanch Konkaga Village Panchayat		
2020-21	Shinde Utkarsha Bhimrao	B. Pharm	2020-21	Access Healthcare		
2020-21	BANSODE PRASHANT SUBHASH	M. Pharm	2020-21	Channabaweshwar Pharmacy Polytechnic College Latur		INR 1,87,200
2020-21	JADHAV HARSHADA PRATAP	M. Pharm	2020-21	Ikamate HR India Private Limited		INR 2,13,816
2020-21	KULKARNI DIPTI RAJENDRA	M. Pharm	2020-21	K T College of Pharmacy, Osmanabad 9421117822		INR 1,87,200
2020-21	MADARGAVE SANDHYA UDHAV	M. Pharm	2020-21	GeBBS Healthcare Solutions +91 22 39487300		
2020-21	MUGALE VAISHNAVI VITHALRAO	M. Pharm	2020-21	Channabaweshwar Pharmacy Polytechnic College Latur		INR 1,87,200
2020-21	NAVARKHELE AISHWARYA VAJANATH	M. Pharm	2020-21	Dinesh Bembade College of Pharmacy Tq. Chakur, Dist. Latur 9168268272		INR 4,15,200
2020-21	Patil Ania	M. Pharm	2020-21	Episource India Private Limited		
2020-21	PATIL VAISHNAVI DILIP	M. Pharm	2020-21	Godavari Institute of Pharmacy, Latur02382 263552		INR 1,87,200
2020-21	Pawar Pooja	M. Pharm	2020-21	Pharmacy Officer, Sub District Hospital Kalamh		
2020-21	Sonkamble Suresh	M. Pharm	2020-21	Godavari Institute of Pharmacy, Latur02382 263552		
2020-21	Ware Srinivas	M. Pharm	2020-21	Aikam Laboratories Limited Panvel		INR180000/-
2020-21	CHAME SWASTIKA LAHU	M. Pharm	2020-21	Channabaweshwar Pharmacy Polytechnic College Latur		INR 1,87,200
2020-21	GAIKWAD SADANAND ATMARAM	M. Pharm	2020-21	Gland Pharma limited		INR 197112
2020-21	JAISHATTE ARTI ANKUSH	M. Pharm	2020-21	Channabaweshwar Pharmacy Polytechnic College Latur		INR 1,87,200
2020-21	PANCHAL SHITAL PANDURANG	M. Pharm	2020-21	Godavari Institute of Pharmacy, Latur02382 263552		
2020-21	Sarvade Vaibhav Nish	M. Pharm	2020-21	GeBBS Healthcare Solutions +91 22 39487300		INR214505/-
2020-21	SURKUTE SAURABH RAJENDRA	M. Pharm	2020-21	Cognizant Technology Solutions India Pvt LTD, Mumbai		INR 249996
2020-21	Sarvade Sharda Rajkumar	M. Pharm	2020-21	Dagdojirao Deshmukh D Pharmacy College Alamala		
2020-21	Wadde Malika Sharanappa	M. Pharm	2020-21	Swami Vivekanand Shikshan Prasarak Mandal Udgir		
2020-21	PORWAL ANU BALKISHANJI	M. Pharm	2020-21	Ishwar Pharmaceuticals Latur		
2019-20	CHANDANSHIVE SUNIL SAMBHAJI	B. Pharm	2019-20	Wellness Forever Pvt Ltd, Warje, Pune		

2019-20	DODKE REVATI RAJABHAU	B. Pharm	2019-20	Cognizant Technology Solutions India Private Limited, Mumbai	INR 249996
2019-20	JATALE SHUBHAM HARIRAM	B. Pharm	2019-20	Blue cross Lab	
2019-20	JEURE ASHISH SHRISHAH	B. Pharm	2019-20	Hospital Pharmacists	INR 290000
2019-20	JOSHI SHRADHA DATTATRAYA	B. Pharm	2019-20	SIRO CLINPHARM PVT LTD	INR 522500
2019-20	KADAM OMPRAKASH MOTIRAM	B. Pharm	2019-20	Episource Pvt. Ltd, Mumbai	
2019-20	PATHARKAR ROHIT RAMESHRAO	B. Pharm	2019-20	WISSEN Infotech Pvt Ltd	INR 3,55,224
2019-20	PAWAR VINAYAK ARJUN	B. Pharm	2019-20	SourceHOV INDIA PVT LTDD	INR 263000
2019-20	RATHODE SUMEET SURESH	B. Pharm	2019-20	Glennmark Pharmaceutical Pvt Ltd, Goa	
2019-20	ASHUTOSH BHUJANGRAO SHEWALE	B. Pharm	2019-20	MICRO LAB LIMITED	
2019-20	PHAD AJAY GIRIDHARI	B. Pharm	2019-20	MD INDIA	
2019-20	SAWANT SHUBHAM VITTHAL	B. Pharm	2019-20	Emcare Pharmaceutical Ltd	
2019-20	Swami Akshay Ashok	B. Pharm	2019-20	Sahar Agencies Udgir Dist Latur	
2019-20	AGWANE SHANTABAI GOVIND	M. Pharm	2019-20	N.B.S. Institute Of Pharmacy, Ausa	INR 217000
2019-20	KARNE MOHINI MILIND	M. Pharm	2019-20	GeBBs Healthcare Solutions	
2019-20	KULKARNI PUSHKAR DIPAKRAO	M. Pharm	2019-20	Epi Source India Pvt Ltd	
2019-20	MOHALKAR AMITKUMAR RAJENDRA	M. Pharm	2019-20	Shree Gajanan Medical & General Stores, PARA, Washi-413507	INR 217000
2019-20	PANDOLE SAGAR SUNIL	M. Pharm	2019-20	Cipla Ltd Goa	
2019-20	PATIL POOJA YESHWANTRAO	M. Pharm	2019-20	Mauli College Of Pharmacy (b- Pharm), Udgir	
2019-20	SWAMI VIVEKANAND BASWESHWAR	M. Pharm	2019-20	Swami Vivekanand Shikshan Prasarak Mandal, Udgir	INR 217000
2019-20	KEDAR NARSING DNYANOBA	M. Pharm	2019-20	Cognizant Technology Solutions India Private Limited	INR 519500
2019-20	MANE SHANTANU ROHIDAS	M. Pharm	2019-20	MDA School of Pharmacy Kolpa Latur	
2019-20	MANTRI AMRATA SANJAY	M. Pharm	2019-20	Baramati College Of Pharmacy, Baramati	INR 692400
2019-20	MAREWAD MAYUR RAJEEV	M. Pharm	2019-20	Shivaji Charitable Trust's College Of Pharmacy, Koregaonwadi	INR 217000
2019-20	KADAM MANOHAR GANAPATRAO	B. Pharm	2019-20	SVP College of Pharmacy Hatta Hingoli	
2019-20	Wadgaon Kiran Gangadhar	B. Pharm	2019-20	GeBBs Healthcare Solutions	
2019-20	Sayyad Wasim Shamshoddin	B. Pharm	2019-20	Maven Marketing PVT Ltd.	145344
2018-19	Eachute Snehal Vikas	B. Pharm	2018-19	Cognizant Technologu Solutions India Pvt. Ltd.	INR 2,05,002
2018-19	Bhosale Rohit Suryakant	B. Pharm	2018-19	Wipro Pune	INR 400000
2018-19	Choudhari Kishor Govind	B. Pharm	2018-19	Reliance Smsl Limited	INR 288000
2018-19	Dhoke Shital Asaram	B. Pharm	2018-19	GeBBs Healthcare Solutions Pvt. Ltd +91-22-39487300	INR 260000
2018-19	Gadiwan Minaj Shafi	B. Pharm	2018-19	OMNI Protech Drugs Limite, Bhosari, Pune -411026	INR 120000
2018-19	Gaikwad Mizuli Bhagvat	B. Pharm	2018-19	TATA Consultancy Services Limited +91 22 6778 9000	INR 1,65,000
2018-19	Gaikwad Suraj Hanmantrao	B. Pharm	2018-19	GeBBs Healthcare Solutions Pvt. Ltd +9102402479600	INR 2,14,496
2018-19	Gavhane Premkumar Namerorao	B. Pharm	2018-19	INDOCO Remedies Ltd. (Warren Ace)+91-22 3386 1250	INR 2,00,328
2018-19	Gore Vishnukanta Nagnath	B. Pharm	2018-19	AQUITY SolutionsIndia Private Ltd	INR 616560
2018-19	Irapalle Aishwarya Prakash	B. Pharm	2018-19	TATA Consultancy Services Limited +91 22 6778 9000	INR 1,65,000
2018-19	Jadhav Anil Mahadev	B. Pharm	2018-19	GeBBs Healthcare Solutions Pvt. Ltd +9102402479600	INR 2,14,496
2018-19	Jadhav Ganesh Baliram	B. Pharm	2018-19	FDE Limited, Waluj Zafrullah Khan +91-22-62917900	
2018-19	Kamale Ranji Dattatraya	B. Pharm	2018-19	GeBBs Healthcare Solutions Pvt. Ltd +9102402479600	INR 214496
2018-19	Katke Vishvanath Eknath	B. Pharm	2018-19	Lupin Limited	INR 452041
2018-19	Kumbhar Sapurao Dattatray	B. Pharm	2018-19	GeBBs Healthcare Solutions Pvt. Ltd	INR 214496
2018-19	Ladda Diksha Bhagwandas	B. Pharm	2018-19	CLINOVI Research Pvt Ltd, Pune	INR 151000
2018-19	Lakhane Akshay Dharmprakash	B. Pharm	2018-19	Lakhane Medical shop & general stores	
2018-19	Manchewar Laxmikant Kishorao	B. Pharm	2018-19	TATA Consultancy Services Limited 91 22 6778 9000	INR 1,65,000
2018-19	Mane Neha Hiralal	B. Pharm	2018-19	Dagadojirao Deshmukh D. Pharmacy College Almala, Tq. Ausa, Dist.	INR 187200
2018-19	Mule Kiran Mahadev	B. Pharm	2018-19	HMV Agencies, Latur	
2018-19	Padre Ankita Omkar	B. Pharm	2018-19	Fleming Pharmaceuticals Limited	
2018-19	Parsewar Dattatray Sainath	B. Pharm	2018-19	TATA Consultancy Services Limited 91 22 6778 9000	INR 1,65,000
2018-19	Rathod Sachin Narayan	B. Pharm	2018-19	Dr. Reddy's	INR 413000
2018-19	Shelke Shital Sudhakar	B. Pharm	2018-19	Mauli College Of Pharmacy, Udgir	INR 187200
2018-19	Sontakke Akshay Narayath	B. Pharm	2018-19	GeBBs Healthcare Solutions Pvt. Ltd +91-22-39487300	INR 260000
2018-19	Tattapure Anjalee Chandrakant	B. Pharm	2018-19	Cognizant Technology Solutions India Pvt. Ltd.	INR 496000
2018-19	Tattapure Jafar Gauspasha	B. Pharm	2018-19	Medical Shop Ausa	
2018-19	Tekale Vishal Vankatrao	B. Pharm	2018-19	TATA Consultancy Services Limited 91 22 6778 9999	INR 2,36,490
2018-19	Telang Shubham Dattatray	B. Pharm	2018-19	Omega Healthcare Management Services Private Limiteds	INR 254496
2018-19	Vyavhare Shital Prabhakar	B. Pharm	2018-19	College Of Pharmacy( D. Pharm), Hatta, Hingoli	INR 187200
2018-19	Chandrawanshi Mayuri Jaiprakash	M. Pharm	2018-19	Shivlingeshwar College Of Pharmacy, Almala	INR 187200
2018-19	Pattewar Shradha Gangadhar	M. Pharm	2018-19	Shrimati Latatal Baburao Patil, Institute of Pharmacy, Khandgaon	INR 187200

2018-19	Sarukh Vikram Sadasiv	M. Pharm	2018-19	Shri Govindprabhu Gramin& Shahari Vikas Sevakavi Sanstha, Latur	INR 187200
2018-19	Shaikh Atiya Layakh Ali	M. Pharm	2018-19	Dayanand Institute of Pharmacy, Latur	INR 187200
2018-19	Shaikh Neha Mustafa	M. Pharm	2018-19	Dagadojirao Deshmukh D. Pharmacy College, Almala	INR 187200
2018-19	Jagtap Sneha Ravikiran	M. Pharm	2018-19	Channabasweshwar Pharmacy Polytechnic College Latur	INR 1,87,200
2018-19	Mujewar Inran Nijam	M. Pharm	2018-19	Glenmark Pharmaceuticals Ltd, Goa	
2018-19	Munde Mohan Reshmaji	M. Pharm	2018-19	BLUE CROSS LABORATORIES PVT LTD	INR 216000
2018-19	Nemane Shradha Tukaram	M. Pharm	2018-19	Shivlingeshwar College Of Pharmacy, Almala	INR 187200
2018-19	Suryawanski Shivraj Vithal	M. Pharm	2018-19	Perrigo laboratories India Pvt. Ltd	INR 159600
2018-19	Tambave Omkar Mahalingappa	M. Pharm	2018-19	Cognizant Technology Solutions India Pvt. Ltd	INR 189996
2018-19	Upase Amar Umakant	M. Pharm	2018-19	Biocon Biologics India Limited, Bangalore	
2018-19	Wattamwar Pragati Balaji	M. Pharm	2018-19	Dinesh bembade College Of Pharmacy, Mahalangra	INR 1,87,200
2018-19	BANATE VIKRANT UMAKANT	B. Pharm	2018-19	Maitree Medical shoppe	
2018-19	BHOSALE SHASHANK ANKUSHRAO	B. Pharm	2018-19	Bhosale Medical shoppe	
2018-19	DESHMUKH SWAPNIL ASHOK	B. Pharm	2018-19	Deshmukh Medical shop and general stores	
2018-19	Narwane Shital Maheshwar	B. Pharm	2018-19	MDA Scholl of Pharmacy Kolpa Latur	INR 216000/-
2018-19	Mahajan Santosh Rajkumar	B. Pharm	2018-19	Shri Shahu Maharaj College of Pharmacy Naubad Bidar	

4013



**Offer Letter for Apprenticeship**

Name Mr./Ms. Shrikrushni A Bivajdar

Date: 19/04/2023

Dear, Shrikrushni

We are pleased to extend to you this offer of working as an Apprentice and your Education: B. Pharm  
if you accept this offer, you will begin your Apprenticeship in Department Production  
With the Company on Date 01/08/2023 and will be expected to work 6 Days per week.

You will be paid a Stipend of Rs. 9500/- per month less all applicable taxes and withholding.

As a Apprentice, you will not receive any of the employee benefits that regular company employee receive.

Your Apprenticeship is expected to complete in Month of November 2023. However, your Apprenticeship with the company is "at-will," which means that either you or the company may terminate your Apprenticeship at any time, with or without cause and with or without notice.

During your Apprenticeship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Apprenticeship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Apprenticeship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards,

For Macleods Pharmaceuticals Ltd.

*[Signature]*  
Authorized Signatory



*[Signature]*

Acceptance:

I accept apprenticeship with the Company on the terms and condition set out in this letter.

19/04/2023

Mr./Ms. Bivajdar Shrikrushni Ankush

4015



**Offer Letter for Apprenticeship**

Name Mr./Ms. Nilesh Shivaji Chame

Date: 19/04/2023

Dear, Nilesh

We are pleased to extend to you this offer of working as an Apprentice and your Education: B. Pharma if you accept this offer, you will begin your Apprenticeship in Department Production

With the Company on Date 01/08/2023 and will be expected to work 6 Days per week.

You will be paid a Stipend of Rs. 9500/- per month less all applicable taxes and withholding.

As a Apprentice, you will not receive any of the employee benefits that regular company employee receive.

Your Apprenticeship is expected to complete in Month of Nov-2023 However, your Apprenticeship with the company is "at-will," which means that either you or the company may terminate your Apprenticeship at any time, with or without cause and with or without notice.

During your Apprenticeship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Apprenticeship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Apprenticeship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards,

For Macleods Pharmaceuticals Ltd.

Authorized Signatory

N. Chame

Acceptance:

I accept apprenticeship with the Company on the terms and condition set out in this letter.

19-04-2023 /

Mr./Ms. Nilesh Shivaji Chame

MACLEOD'S PHARMACEUTICALS LIMITED

Regd. Office: Atlanta Arcade, Church Road, Near Teela Hotel, Ancheri-Kurla Road, Ancheri (East), Mumbai-400 052, India.

Phone : 91 - 22 - 5075 9800  
Ex. : 91 - 22 - 2925 6599  
Email : customercare@macleodspharma.com  
Website: www.macleodspharma.com  
CN : 1155229411505940352042

Works: Plot No: 2299, GDC, Sarigam Dist - Valsad, State: Gujarat - 396135, India

4036



Offer Letter for Apprenticeship

Name Mr./Ms. Deepak Ramesh Jadhav

Date: 19/04/2023

Dear, Deepak

We are pleased to extend to you this offer of working as an Apprentice and your Education: B.Pharma if you accept this offer, you will begin your Apprenticeship in Department QC

With the Company on Date 01/09/2023 and will be expected to work 6 Days per week.

You will be paid a Stipend of Rs. 9500/- per month less all applicable taxes and withholding.

As a Apprentice, you will not receive any of the employee benefits that regular company employee receive.

Your Apprenticeship is expected to complete in Month of December - 2023 However, your Apprenticeship with the company is "at-will," which means that either you or the company may terminate your Apprenticeship at any time, with or without cause and with or without notice.

During your Apprenticeship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Apprenticeship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Apprenticeship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards,

For Macleods Pharmaceuticals Ltd.

*Vishal*  
Authorized Signatory

*Jadhav*  
Acceptance:

I accept apprenticeship with the Company on the terms and condition set out in this letter.

Mr./Ms. Deepak Jadhav

19/4/23



4054



**Offer Letter for Apprenticeship**

Name Mr./Ms. Shivani Mashalkar

Date: 19/04/2023

Dear, Shivani

We are pleased to extend to you this offer of working as an Apprentice and your Education: B. Pharma  
if you accept this offer, you will begin your Apprenticeship in Department QC

With the Company on Date 01/08/2023 and will be expected to work 6 Days per week.

You will be paid a Stipend of Rs. 9500/- per month less all applicable taxes and withholding.

As a Apprentice, you will not receive any of the employee benefits that regular company employee receive.

Your Apprenticeship is expected to complete in Month of Nov. 2023 However, your Apprenticeship with the company is "at-will," which means that either you or the company may terminate your Apprenticeship at any time, with or without cause and with or without notice.

During your Apprenticeship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Apprenticeship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Apprenticeship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards.

For Macleods Pharmaceuticals Ltd.



Shivani

Acceptance:

I accept apprenticeship with the Company on the terms and condition set out in this letter.

Mashalkar Shivani Shivling

Mr./Ms.

MACLEODS PHARMACEUTICALS LIMITED

Regd. Office:  
Adanta Arcade, Church Road,  
Near Leela Hotel, Anchari-Kurta Road,  
Anchari (East), Mumbai-400 059, India.

Phone : 91 - 22 - 6675 9900  
Fax : 91 - 22 - 6625 6599  
Email : customerscare@macleodspharma.com  
Website: www.macleodspharma.com  
CIN : L28239MH1998PLC052049

Works:  
Plot No. 2209, GDC,  
Sanjivni Dist - Valsad,  
State: Gujarat - 396155, India

4059



**Offer Letter for Apprenticeship**

Name Mr./Ms. Rohan R. Mundkar

Date: 19/04/2023

Dear, Rohan

We are pleased to extend to you this offer of working as an Apprentice and your Education: B.Pharm if you accept this offer, you will begin your Apprenticeship in Department Production With the Company on Date 01/08/2023 and will be expected to work 6 Days per week. You will be paid a Stipend of Rs. 9500/- per month less all applicable taxes and withholding.

As a Apprentice, you will not receive any of the employee benefits that regular company employee receive. Your Apprenticeship is expected to complete in Month of November 2023 However, your Apprenticeship with the company is "at-will," which means that either you or the company may terminate your Apprenticeship at any time, with or without cause and with or without notice.

During your Apprenticeship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Apprenticeship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Apprenticeship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards,

For Macleods Pharmaceuticals Ltd.

  
Authorized Signatory  


  
Acceptance:

I accept apprenticeship with the Company on the terms and condition set out in this letter.

19/04/2023

Mr./Ms. Rohan. Ramakant Mundkar

4077



**Offer Letter for Apprenticeship**

Name Mr./Ms. Nagesh Manchakrao Poul

Date: 19/04/2023

Dear, Nagesh

We are pleased to extend to you this offer of working as an Apprentice and your Education: B.Pharma  
if you accept this offer, you will begin your Apprenticeship in Department Production

With the Company on Date 01/08/2023 and will be expected to work 6 Days per week.

You will be paid a Stipend of Rs. 9500/- per month less all applicable taxes and withholding.

As a Apprentice, you will not receive any of the employee benefits that regular company employee receive.

Your Apprenticeship is expected to complete in Month of Nov-2023 However, your

Apprenticeship with the company is "at-will," which means that either you or the company may terminate your Apprenticeship at any time, with or without cause and with or without notice.

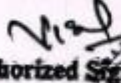

During your Apprenticeship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Apprenticeship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Apprenticeship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

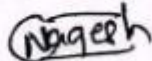
By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards,

For Macleods Pharmaceuticals Ltd.

  
Authorized Signatory  


  
Acceptance:

I accept apprenticeship with the Company on the terms and condition set out in this letter.

19/04/2023  
Mr./Ms. Nagesh Manchakrao Poul.



Offer Letter for Apprenticeship

Name Mr./Ms. Ravi Rawale

Date: 19/04/2023

Dear, Ravi

We are pleased to extend to you this offer of working as an Apprentice and your Education: B. Pharma if you accept this offer, you will begin your Apprenticeship in Department Production

With the Company on Date 01/08/2023 and will be expected to work 6 Days per week.

You will be paid a Stipend of Rs. 9500/- per month less all applicable taxes and withholding.

As a Apprentice, you will not receive any of the employee benefits that regular company employee receive.

Your Apprenticeship is expected to complete in Month of Nov-2023 However, your

Apprenticeship with the company is "at-will," which means that either you or the company may terminate your Apprenticeship at any time, with or without cause and with or without notice.

During your Apprenticeship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Apprenticeship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Apprenticeship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards,

For Macleods Pharmaceuticals Ltd.

Authorized Signatory



*[Signature]*

Acceptance:

I accept apprenticeship with the Company on the terms and condition set out in this letter.

19-04-2023

Mr./Ms. Ravilakshab Rawale

4083



**Offer Letter for Apprenticeship**

Name Mr./Ms. Akash G Sawant

Date: 19/04/2023

Dear, Akash

We are pleased to extend to you this offer of working as an Apprentice and your Education: B.Pharm  
if you accept this offer, you will begin your Apprenticeship in Department Production

With the Company on Date 01/08/23 and will be expected to work 6 Days per week.

You will be paid a Stipend of Rs. 9500/- per month less all applicable taxes and withholding.

As a Apprentice, you will not receive any of the employee benefits that regular company employee receive.

Your Apprenticeship is expected to complete in Month of November 2023 However, your Apprenticeship with the company is "at-will," which means that either you or the company may terminate your Apprenticeship at any time, with or without cause and with or without notice.


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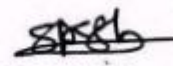
By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards,

For Macleods Pharmaceuticals Ltd.

  
Authorized Signatory  


  
Acceptance:

I accept apprenticeship with the Company on the terms and condition set out in this letter.

19-04-23

Mr./Ms. Sawant Akash Govadhan

4092



**Offer Letter for Apprenticeship**

Name Mr./Ms. Mahesh Prabhakar Sondalke  
Dear, Mahesh

Date: 19/04/2023

We are pleased to extend to you this offer of working as an Apprentice and your Education: M.Pharma  
if you accept this offer, you will begin your Apprenticeship in Department QA

With the Company on Date 02/05/2023 and will be expected to work 6 Days per week.

You will be paid a Stipend of Rs. 10,000/- per month less all applicable taxes and withholding.

As a Apprentice, you will not receive any of the employee benefits that regular company employee receive.

Your Apprenticeship is expected to complete in Month of August - 2023 However, your Apprenticeship with the company is "at-will," which means that either you or the company may terminate your Apprenticeship at any time, with or without cause and with or without notice.

During your Apprenticeship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Apprenticeship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Apprenticeship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards.

For Macleods Pharmaceuticals Ltd.

Authorized Signatory

**Acceptance:**

I accept apprenticeship with the Company on the terms and condition set out in this letter.

Mahesh  
Mr./Ms. Mahesh Prabhakar Sondalke  
19/04/2023

MACLEODS  
PHARMACEUTICALS  
LIMITED

Regd. Office:  
Atlantis Arcade, Church Road,  
Near Lech Hotel, Ancheri-Kurla Road,  
Ancheri (East), Mumbai-400 052, India.

Phone : 91 - 92 - 5525 8800  
Ex. : 91 - 92 - 5525 6599  
Email : customercare@macleodspharma.com  
Website: www.macleodspharma.com  
CN : LR4339411909MCO50049

Works:  
Plot No. 2209, GDC,  
Saugam, Dist - Vadod,  
State : Gujarat - 396155, India

4095



**Offer Letter for Apprenticeship**

Name Mr./Ms. Swami Ravindra Sidhayya

Date 19/04/2023

Dear, Ravindra

We are pleased to extend to you this offer of working as an Apprentice and your Education: B. Pharma if you accept this offer, you will begin your Apprenticeship in Department Production

With the Company on Date 01/08/2023 and will be expected to work 6 Days per week.

You will be paid a Stipend of Rs. 9500/- per month less all applicable taxes and withholding.

As a Apprentice, you will not receive any of the employee benefits that regular company employee receive.

Your Apprenticeship is expected to complete in Month of Nov-2023 However, your

Apprenticeship with the company is "at-will," which means that either you or the company may terminate your Apprenticeship at any time, with or without cause and with or without notice.

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By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards.

For Macleods Pharmaceuticals Ltd.

Authorized Signatory

Ravindra

Acceptance:

I accept apprenticeship with the Company on the terms and condition set out in this letter.

19/4/2023

Mr./Ms. Swami Ravindea Sidhayya

MACLEODS  
PHARMACEUTICALS  
LIMITED

Regd. Office:  
Atlanta Arcade, Church Road,  
Near Leeb Hotel, Anchari-Kurla Road,  
Anchari (East), Mumbai-400-052, India.

Phone : 91 - 22 - 5525 9800  
Fax : 91 - 22 - 3025 6599  
Email : customerscare@macleodspharma.com  
Website : www.macleodspharma.com  
CN : 162239W-118597C052029

Works:  
Plot No. 2209, GDC,  
Saragam Dist - Valsad,  
State : Gujarat - 396155, India

4097.



26/12/2023

Syed Danish Syed Zameer

Dargha Road, Parbhani  
Parbhani - 431401  
India

Dear Syed Danish,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Documents Specialist - 110}. You will be based in Thane, India (INMUM1, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

**ANNUAL GROSS PAY (AGP) - ₹333,600.00**

**PROVIDENT FUND - 22800**

**FIXED COST TO COMPANY (1+2) - 356,400**

**ANNUAL INCENTIVE PAY TARGET\* - 26688**

**TOTAL COST TO COMPANY (3+4) - 383,088**

**ANNUAL INCENTIVE PAY TARGET\***

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in





which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

**Detailed break up of salary will be shared separately.**

***BENEFITS:***

- **Gratuity:** The eligibility and amount of this benefit is as per the applicable laws.
- **Leave Eligibility:** All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.
- **Group Mediclaim:** Employee and family members are covered as per prevailing Company Policy.
- **Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.**

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

**Rashmi Avinash**  
**Director, Talent Acquisition Team**

For IQVIA RDS (India) Private Limited

Joining Date: 02-Jan-2024



Registered Office

**IQVIA RDS (India) Private Limited**

Omega,

Embassy TechSquare,

Kadubeesanahalli CIN: U74140KA2003PTC032950

Marathahalli-Sarjapur Outer Ring Road,

Bangalore-560103

[www.iqvia.com](http://www.iqvia.com)

## **EXECUTIVE EMPLOYMENT AGREEMENT**

This Employment Agreement ("Agreement"), dated as of the 02-Jan-2024 is made and entered by {IQVIA RDS (India) Private Limited} (hereinafter "IQVIA" and Syed Danish Syed Zameer, AGED ((25) (DOB: (07/01/1998)), [S-D]/o (Syed Zameer) having Aadhar No. {348372596911} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Documents Specialist and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

**1. EMPLOYMENT** IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

**2. NATURE OF EMPLOYMENT** This Executive shall serve as a Documents Specialist and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

**2.1** This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

**2.2** This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.



2.3 This Executive's base of operation shall be Thane, India (INMUM1, 42.5) subject to business travel as may be necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

### **3. COMPENSATION**

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. ₹333,600.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

### **4. TERM OF EMPLOYMENT**

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the



"Extended Probation Period"); and

(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari passu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

- (i) your performance of your job in an unsatisfactory manner, as determined by the Company;
- (ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;
- (iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;
- (iv) your misconduct, violation of any law classified as a felony or dishonesty; or
- (v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-



corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

#### **5. COMPENSATION AND BENEFITS UPON TERMINATION**

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.



5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

## **6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES**

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:



(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the



issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. **RELEASE** Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

## 8. **EMPLOYEE REPRESENTATIONS**

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.





(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

- (i) Gain unauthorized access to the computer system or computer network; or
- (ii) Download, copy or extract any information or data from such system; or
- (iii) Introduce any harmful code; or
- (iv) Cause any damage to the system or network; or
- (v) Cause the non-functioning or malfunctioning of any system or network; or
- (vi) Cause denial of access to any authorized person to the system or network; or
- (vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
- (viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
- (ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
- (x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA confidential information shall include, but not limited to:

- (i) IQVIA data and databases.
- (ii) Statistical methodologies, computer software and documentation.
- (iii) Information about employees (including compensation, benefits and performance reviews).
- (iv) Lists of customers and prospective customers.
- (v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
- (vi) Methods of doing business and business processes.



- (vii) Financial information relating to the performance of the Company.
- (viii) Internal policies accessible only to employees during employment.
- (ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and



obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. **NOTICES** All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:

If to the Executive, to: Executive's Residential Address  
Syed Danish Syed Zameer  
Dargha Road, Parbhani  
Parbhani - 431401  
India

If to the Company, to:  
IQVIA  
OFFICE OF GENERAL COUNSEL,  
Omega Embassy TechSquare  
Marathahalli- Sarjapur Outer Ring Road  
Kadubeesanahalli  
Bangalore 560103  
Office: + 91 80 3769 0000/0100  
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. **WAIVER OF BREACH** The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other understandings and agreements, oral or written, between the parties with respect to the subject matter of this



Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. **SEVERABILITY** If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. **PARTIES BOUND** The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. **GOVERNING LAW** This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

Signature

For and on behalf of  
IQVIA RDS (India) Private Limited

**Ullas KS**  
Director, Talent Acquisition Team



**Provisional Offer : BUSINESS PROCESS SERVICES**

**Ref: TCSL/DT20218603199/Mumbai/BPS/BSPA**

**Date:11/08/2023**

Dear Mr. **Sumit Ramesh Awale,**

**Sub: Letter of Provisional Offer and Terms of Employment.**

Thank you for exploring career opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of employment.

This offer is based on your profile and performance in the selection process. **We are pleased to inform you that you have been selected for the position of Senior Process Associate in Grade BPO2 at TCSL. Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 2,71,292/- per annum.**

Kindly confirm your acceptance on the position and compensation offered by proposing your date of joining and signing Annexure 1. If not accepted within 30 days of receipt, this offer is liable to lapse at the discretion of the company.

This is a provisional offer letter and should not be construed as an Offer of Employment from TCSL. A detailed offer of employment will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of Employment will be made to you provided this position continues to be available with TCS.

Your employment with TCSL is subject to your clearing our pre-employment medical tests and Background / Reference check. On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Private and Confidential

TCSL/DT20218603199

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079

Ph: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com

Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021

Corporate Identification No. (CIN): L22210MH11995PLC084781



# PANCHAKSHRI SHIVACHARYA TRUST

C/o Channabasweshwar Pharmacy Polytechnic

Kava Road, Basweshwar Chowk, Latur-413512 (Maharashtra)

Phone No. (02382) 240192, Fax-(02382) 243855 Email- channabasweshwar@gmail.com Website- www.cdphi.org

Ref.No. PSTA / Appo. Order/D. Pharm/2023 / 1563B.

Date:- 23.07.2023

To,  
Miss. Bidri Swati Sanjay  
AT.Patange road Mahajan Plot,Umarga,  
Tq.Umarga, Dist.Osmanabad  
Pin.413606.

Subject: - Appointment to the post of Lecturer in Pharmacy for Non Aided Diploma in Pharmacy Course at Channabasweshwar Pharmacy College (Degree) Latur

Sir/Madam,

In response to our advertisement dated ...-... you had applied for the post of of Lecturer in Pharmacy for Non Aided Diploma in Pharmacy Course at Channabasweshwar Pharmacy College (Degree) Latur. You were interviewed for the above post by the **Local Selection Committee** constituted by the Management under statute.

I am pleased to inform you that the Management has appointed you on the said post in Channabasweshwar Pharmacy college (degree), Non Aided Diploma in Pharmacy Course ,Basweshwar chouk, Kava Road, at Latur, in the scale of Rs. 15600 – 39100 Plus AGP 6000 with effect from 24.07.2023or date of joining the duty.

Your appointment is subject to the following terms and conditions:

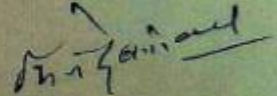
01. Your services will be governed by the Pharmacy Council of India, New Delhi , Directorate of Technical Education , M.S. Mumbai , Maharashtra State Board of Technical Examination M.S. Mumbai from time to time and Panchakashari Shivacharya Trust, Aloor from time to time.
- (a) You are appointed in clear vacancy on full-time/Part-time basis on probation for a period of TWO YEARS from the date of joining.

..02..

- (b) Your appointment is purely temporary for a period of One Academai Year i.e. from ...../...../202..... to ...../...../202.....
- (c) Your appointment is on leave/lien vacancy for the period from ..... to .....
- (d) The post is reserved for ..... Since you belong to the said category, you are appointed on full-time basis on probation for a period of twenty-four months from the date of joining.
- (e) The post is reserved for ..... Since you do not belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of ..... You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by ..... Hence you are appointed full-time on purely temporary basis for a period of .....
- (f) Your appointment is on part-time/clock hour basis only.
02. (i) You will be paid basic pay of Rs. 15,600 plus AGP 6000 per month in the scale indicated above. You will also be entitled to Dearness Allowance , House Rent Allowance and C.L.A. at the rates prescribed by the Government, from time to time. Your salary will be paid through Nationalised/Scheduled Bank.

You will have to communicate your acceptance to the Management/College/Institution within ten days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully,



Secretary/Principal  
**(B. J. Devnikar)**  
Secretary  
Panchakashari Shivacharya Trust,  
(Aloor), Latur

Copy to:-

The Principal, Channabasweshwar Pharmacy College (Degree) (D.Pharmacy) Basweshwar Chouk, Kava Road,  
Latur for necessary action.

F.N. OPC/ PST Fold/ Appointment letter.84



# PANCHAKSHRI SHIVACHARYA TRUST

C/o Channabasweshwar Pharmacy Polytechnic

Kava Road, Basweshwar Chowk, Latur-413512 (Maharashtra)

Phone No. (02382) 240192, Fax-(02382) 243855 Email- channabasweshwar@gmail.com Website- www.cdphl.org

Ref.No. PSTA / Appo. Order./B.Pharm./ 2023-2024 / 1562

Date: 22/07/2023

To,

**Ms. Humnabade Shital Nagnath**  
At.Post.Deoni,  
Tq.Deoni,  
Dist.Latur 413 519.

**Subject:-** Appointment to the post of **Assistant Professor** at trust's Channabasweshwar Pharmacy college (Degree) Latur for **B.Pharm.**

Sir/Madam,

In response to our advertisement in ---- dated ---- you had applied for the post of **Assistant Professor**. at trust's Channabasweshwar Pharmacy college (Degree) Latur for **B.Pharm.** You were interviewed for the above post by the Selection Committee constituted by the Management under statute No . S.166 (2) of the SRTM University, Nanded.

I am pleased to inform you that the Management has appointed you on the said post i Channabasweshwar Pharmacy college (degree), Basweshwar chouk Kava Road, Latur at Latur in the scale c **Rs 15600-39100 AGP-6000** with effect from 24.07.2023 or Joining duties. Your appointment is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra Universities Act, 1994, statutes, Code of Conduct, Ordinances and rules and regulations laid down by the SRTM University and Panchakashari Shivacharya Trust, Aloor from time to time.
2. (a) You are appointed in clear vacancy on full-time/Part-time basis on probation for a period of **Twelve months** from the date of joining.  
(b) Your appointment is purely temporary for a period of ..... i.e. from ..... to .....  
(c) Your appointment is on leave/lien vacancy for the period from 24.07.2023 to 23.07.2024

..02..

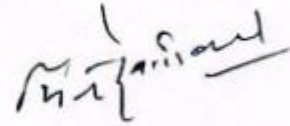


- (d) The post is reserved for ..... Since you belong to the said category, you are appointed full-time basis on probation for a period of twenty-four months from the date of joining.
- (e) The post is reserved for ..... Since you do not belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of ..... You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by ..... Hence you are appointed full-time on purely temporary basis for a period of .....
- (g) Your appointment is on part-time/clock hour basis only.
3. (i) You will be paid basic pay of **Rs. 15,600** /- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the Government, from time to time. Your salary will be paid through Nationalised/Scheduled Bank.
- (ii) You will be paid remuneration at the rate of Rs. .... per lecture/per hour.
- (iii) Your appointment and salary shall be subject to approval by the University.
4. (a) You will have to pass the NET or the SET or similar test as the case may be as laid down by the University.
- (b) You will have to acquire the qualification ..... (SET/NET) as prescribed by the University Within the ..... period.
5. You will submit the originals as well as certified true copies of relevant testimonials such as mark sheets, birth date , experience, discharge/relieving, last pay, caste etc.
6. In case you accept the appointment you shall have to execute deed of contract of Service as prescribed in the statute at the time of joining the duties.
7. You will be allowed to join the duties on production of –
- (i) Two passport size Photographs.
- (ii) Discharge Certificate from previous employer (If Any).
8. You will undergo medical examination by the approved Medical Officer or by the civil Surgeon at the place of your duty, within three months from the date of joining the duties.

..03..

9. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered post Acknowledgement due (RPAD) on the address given, shall be deemed to have been acknowledged and duly signed by you.
10. You will not conduct or engage yourself in any private tuitions or private coaching classes and will not hold any office of profit.
11. You will not engage yourself in any other job paid full-time, part-time or otherwise during the continuance of your service.
12. Your services are transferable to any other colleges or Recognized Institutions run by the Management as per the Statutes.
13. You will have to communicate your acceptance to the Management/College/Institution within ten days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully,



**(B. J. Devnikar)**  
Secretary  
Panchakashari Shivacharya Trust,  
(Aloor), Latur

Copy to:-

The Principal, Channabasweshwar Pharmacy College (Degree), Basweshwar Chouk, Kava Road, Latur for necessary action.



**Optum Health & Technology (India) Pvt. Ltd.**

ITC Green Centre, Northeast Wing, 3rd Floor,  
No.18, Banaswadi Main Road, Maruthiseva  
Nagar Bangalore 560005

**optum.com**

**06-11-2023**

**Pawan Jadhav Pawan,  
Shivni Kh.,  
Latur,,  
Latur, Maharashtra, 413531**

Dear **Pawan Jadhav Pawan,**

Further to your recent meetings and discussions with us, we are pleased to offer you employment with **Optum Health and Technology (India) Private Limited** ("the Company") in the position of **Trainee - MCC** at the Company's office located at **Pune**, on the terms and conditions set out hereinafter:

**EMPLOYMENT**

Your effective date of joining shall be no later than **06-11-2023**. Your employment with the Company shall be subject to successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date. You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

Any reference to the Company's policies in this offer letter means OHT-Epi Source policies.

**PROBATION**

You shall serve a minimum probation period as follows from the date of your joining the Company ("Probation") following which your employment with the Company shall be confirmed.

- 4-6 months for Trainees & Medical Coders
- 6 months for Executive coder to Team coach/QA and support functions
- 6-9 months for TL to AM

The Company reserves the right to extend the Probation period for an additional 60 days in the event of your performance being dissatisfactory. You shall be deemed to continue on Probation until you are confirmed and your confirmation has been communicated to you.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies whereof shall be made available to you upon request, but which otherwise are available on the Company's website or HRMS portal

---

**Registered Office:** ITC Green Centre Northeast Wing 3rd Floor, No. 18, Banaswadi Main Road Maruthiseva Nagar Bangalore 560005

**CIN:** U74910KA2005PTC036515, **Phone** +91 80 4257300 **Email:**incontact@optum.com,**Website:**www.optum.com

7006 6



**Offer Letter for Apprenticeship**

Name Mr./Ms. Sagar Govind Jadhav

Date: 19/04/2023

Dear, Sagar

We are pleased to extend to you this offer of working as an Apprentice and your Education: M. Pharma-Pharmaceutical  
 if you accept this offer, you will begin your Apprenticeship in Department Production  
 With the Company on Date 01/08/2023 and will be expected to work 6 Days per week.  
 You will be paid a Stipend of Rs. 10,000/- per month less all applicable taxes and withholding.  
 As a Apprentice, you will not receive any of the employee benefits that regular company employee receive.  
 Your Apprenticeship is expected to complete in Month of November 2023 However, your  
 Apprenticeship with the company is "at-will," which means that either you or the company may terminate  
 your Apprenticeship at any time, with or without cause and with or without notice.

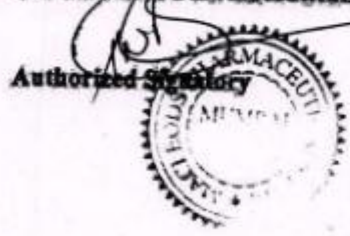
During your Apprenticeship, you may have access to trade secrets and confidential business information  
 belonging to the company. By accepting this offer of Apprenticeship, you acknowledge that you must keep  
 all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it  
 to anyone outside the company. In addition, you agree that, upon conclusion of your Apprenticeship, you  
 will immediately return to the company all of it property, equipment, and documents, including  
 electronically stored information.

By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and  
 policies and practices governing the conduct of our business and employees, including our policies  
 prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you,  
 and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a  
 subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your  
 acceptance of this offer by signing below.

With best regards.

For Macleod's Pharmaceuticals Ltd.



Jadhav

Acceptance:

I accept apprenticeship with the Company on the terms and condition set out in this letter.

19/04/2023

Mr./Ms. Sagar Govindrao Jadhav

MACLEOD'S  
 PHARMACEUTICALS  
 LIMITED

Regd. Office:  
 Allants Arcade, Church Road,  
 Near Teela Hotel, Ancheri-Kurla Road,  
 Ancheri (East), Mumbai-400 059, India

Phone : 91 - 22 - 5675 8800  
 Fax : 91 - 22 - 2525 6500  
 Email : customerscare@macleodspharma.com  
 Website: www.macleodspharma.com  
 CN : U96329W-RT0007000859042

Works:  
 Plot No. 2209, GDC,  
 Saragam Dist - Valsad,  
 State : Gujarat - 386135, India



7008

Reg.No.A-2650(Omanabad) Est - 1973

**PANCHAKSHRI SHIVACHARYA TRUST**  
**C/o Channabasweshwar Pharmacy Polytechnic**  
Kava Road, Basweshwar Chowk, Latur-413512 (Maharashtra)  
Phone No. (02382) 240192, Fax-(02382) 243855 Email- channabasweshwar@gmail.com Website- www.cdphi.org

Ref.No. PSTA / Appo. Order./B.Pharm/ 2023-2024 / 1563A

Date: 23/07/2023

To,

**Ms. Maishette Rachita Bhimashankar**  
At.Post.Nalegaon ,  
Tq.Shirur Anantpal  
Dist.Latur 413 512.

**Subject:-** Appointment to the post of **Assistant Professor** at trust's Channabasweshwar Pharmacy college (Degree) Latur for **Pharm D.**

Sir/Madam,

In response to our advertisement in ---- dated ---- you had applied for the post of **Assistant Professor** at trust's Channabasweshwar Pharmacy college (Degree) Latur for **Pharm D.** You were interviewed for the above post by the Selection Committee constituted by the Management under statute No . S.166 (2) of the SRTM University, Nanded.

I am pleased to inform you that the Management has appointed you on the said post in Channabasweshwar Pharmacy college (degree), Basweshwar chouk Kava Road, Latur at Latur in the scale of **Rs 15600-39100 AGP-6000** with effect from 24.07.2023 or Joining duties. Your appointment is subject to the following terms and conditions:

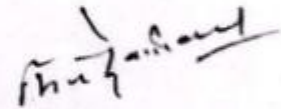
1. Your services will be governed by the Maharashtra Universities Act, 1994, statutes, Code of Conduct, Ordinances and rules and regulations laid down by the SRTM University and Panchakashari Shivacharya Trust, Aloor from time to time.
2. (a) You are appointed in clear vacancy on full-time/Part-time basis on probation for a period of **Twelve months** from the date of joining.  
(b) Your appointment is purely temporary for a period of ..... i.e. from ..... to .....  
(c) Your appointment is on leave/lien vacancy for the period from 24.07.2023 to 23.07.2024

..02..

- (d) The post is reserved for ..... Since you belong to the said category, you are appointed on full-time basis on probation for a period of twenty-four months from the date of joining.
- (e) The post is reserved for ..... Since you do not belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of ..... You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by ..... Hence you are appointed full-time on purely temporary basis for a period of .....
- (g) Your appointment is on part-time/clock hour basis only.
3. (i) You will be paid basic pay of **Rs. 15,600** /- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the Government, from time to time. Your salary will be paid through Nationalised/Scheduled Bank.
- (ii) You will be paid remuneration at the rate of Rs. .... per lecture/per hour.
- (iii) Your appointment and salary shall be subject to approval by the University.
4. (a) You will have to pass the NET or the SET or similar test as the case may be as laid down by the University.
- (b) You will have to acquire the qualification ..... (SET/NET) as prescribed by the University Within the ..... period.
5. You will submit the originals as well as certified true copies of relevant testimonials such as mark sheets, birth date , experience, discharge/relieving, last pay, caste etc.
6. In case you accept the appointment you shall have to execute deed of contract of Service as prescribed in the statute at the time of joining the duties.
7. You will be allowed to join the duties on production of –
- (i) Two passport size Photographs.
- (ii) Discharge Certificate from previous employer (If Any).
8. You will undergo medical examination by the approved Medical Officer or by the civil Surgeon at the place of your duty, within three months from the date of joining the duties.

9. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered post Acknowledgement due (RPAD) on the address given, shall be deemed to have been acknowledged and duly signed by you.
10. You will not conduct or engage yourself in any private tuitions or private coaching classes and will not hold any office of profit.
11. You will not engage yourself in any other job paid full-time, part-time or otherwise during the continuance of your service.
12. Your services are transferable to any other colleges or Recognized Institutions run by the Management as per the Statutes.
13. You will have to communicate your acceptance to the Management/College/Institution within ten days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully,



**(B. J. Devnikar)**

**Secretary**

**Panchakashari Shivacharya Trust,  
(Aloor), Latur**

Copy to:-

The Principal, Channabasweshwar Pharmacy College (Degree), Basweshwar Chouk, Kava Road, Latur for necessary action.





**Offer Letter for Apprenticeship**

Name Mr./Ms. Nirvanjan S. Nadiwade

Date: 19/04/2023

Dear, Nirvanjan

We are pleased to extend to you this offer of working as an Apprentice and your Education: M. Pharma - Pharm if you accept this offer, you will begin your Apprenticeship in Department Production With the Company on Date 01/08/2023 and will be expected to work 6 Days per week.

You will be paid a Stipend of Rs. 10000/- per month less all applicable taxes and withholding. As a Apprentice, you will not receive any of the employee benefits that regular company employee receive.

Your Apprenticeship is expected to complete in Month of November 2023 However, your Apprenticeship with the company is "at-will," which means that either you or the company may terminate your Apprenticeship at any time, with or without cause and with or without notice.



During your Apprenticeship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Apprenticeship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Apprenticeship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards,

For Macleods Pharmaceuticals Ltd.

  
Authorized Signatory  


  
Acceptance:

I accept apprenticeship with the Company on the terms and condition set out in this letter.

19/04/2023  
Mr./Ms. Nirvanjan S. Nadiwade



### Offer Letter for Apprenticeship

Name Mr./Ms. Anand Umesh Piske

Date: 19/04/2023

Dear, Anand

We are pleased to extend to you this offer of working as an Apprentice and your Education: M. Pharm- Pharmeceut  
if you accept this offer, you will begin your Apprenticeship in Department Production  
With the Company on Date 01/08/2023 and will be expected to work 6 Days per week.

You will be paid a Stipend of Rs. 10,000/- per month less all applicable taxes and withholding.

As a Apprentice, you will not receive any of the employee benefits that regular company employee receive.

Your Apprenticeship is expected to complete in Month of November 2023 However, your Apprenticeship with the company is "at-will," which means that either you or the company may terminate your Apprenticeship at any time, with or without cause and with or without notice.

During your Apprenticeship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Apprenticeship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Apprenticeship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards,

For Macleods Pharmaceuticals Ltd.

Authorized Signatory



Acceptance:

I accept apprenticeship with the Company on the terms and condition set out in this letter.

19/03/2023

Mr./Ms. Anand Umesh Piske



# SHIVLINGESHWAR COLLEGE OF PHARMACY

Almala Tq. Ausa Dist. Latur 413 520, Maharashtra, India  
Approved by PCI New Delhi, DTE, Mumbai & Affiliated to SRTMU, Nanded & MSBTE, Mumbai

Ref. No. SCOP/Appointment order / 2023-24 / 6846

Date: 17 JUL 2023

## APPOINTMENT ORDER



To  
Ms. Zodage Asmita Bandu,  
Latur.

With reference to your application dated 01-07-2023 for the post of Assistant Professor in Pharmaceutics Department. I am glad to inform you that you have been appointed as an Assistant Professor Department of Pharmaceutics at Shivlingeshwar College of Pharmacy, Almala, Tq. Ausa, Dist. Latur. for the academic year 2023-24 on pay scale 15600-39100, AGP 6000. You will be paid all the admissible allowances as per PCI/ Govt. rule. This appointment is purely on temporary basis and is subjected to the approval of the S.R.T.M.U. Nanded.

You are expected to join your duties on or before 17-07-2023. If fail to do so your appointment will be treated as cancelled.

Copy to: -

1. Account section, Shivlingeshwar College of Pharmacy, Almala, Tq. Ausa, Dist. Latur.
2. The Applicant.
3. Personal file.

  
Principal  
Shivlingeshwar College of Pharmacy  
Almala, Tq. Ausa, Dist. Latur (MS)

**MDA SCHOOL OF PHARMACY**

Approved by:- Govt of Maharashtra, PCI &amp; AICTE New Delhi, Affiliated to M.S.B.T.E., Mumbai, Affiliated to DBATU., Lonere.

MDA Educational Campus, Latur-Nanded NH-316, At Kolpa, Latur- 413512, Ph.: 0282-263700,  
Email: mdaschoolofpharmacy@gmail.com, Website: www.mdaschoolofpharmacy.in

Ref:MDA Pharmcay/Eshta/2023-24/129

Date: 31/07/2023

To,  
Ms. Ghairwar A.H.  
At. Post. Latur,  
Tq. & Dist. Latur.



**Subject: - Appointment order for the post of Assist. Professor.**

Respected Sir/Madam,

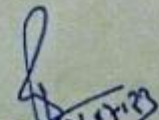
This has reference to your application dated 20/07/2023 subsequent interview held for the above-mentioned post, we are pleased to inform you that the Local Management Selection Committee has appointed you on the post of Assist. Professor in MDA School of Pharmacy, Kolpa, Tq. & Dist. Latur with effect from Date -01/08/2023

Your appointment is subject to the following terms and conditions:

- 1 Your appointment is on full-time adhoc basis for A.Y. 2023-24.
2. You will be paid Salary as per PCI, AICTE norms from the date of joining from the institution. This salary consist of your monthly salary, house rent allowance, vehicle allowance, mobile allowance, travelling allowance, provident fund, professional tax.
3. During the course of your employment I MDA School of Pharmacy or at any time thereafter, you will not disclose to any person, organization or institution, any information confidential or otherwise, concerning the affairs of this institution.
4. You will be required to work for holistic development of MDA School of Pharmeay. You are expected to contribute for students overall academic development, support and co-operate with the institution so as to achieve all round coordinate and efficient performance and making an effective contribution in the development of the institution of excellence
5. You have complete your subject syllabus along with the other responsibilities such as practical's, academic monitoring filling, NBA inspection Filling & related required work, AICTE DTE inspection committee filling & related work, Scholarship related work such as maintaining 75% students attendance in class, etc and the work delegated by tho management and principal for the betterment of students and institute from time to time.
6. Your service will be subject to rules and regulations of, MDA School of Pharmacy, D-BATU, MSBTE Mumbai, AICTE, New Delhi and Govt of Maharashtra that are ireforce and that may be made from time to time.
7. From time to me it may be necessary to change the conditions of your employment to meet the needs of the MDA School of Pharmacy, if possible, any proposed changes will be discussed with you by the Executive Management Committee and Principal and you also need to take guidance and support from them for smooth functioning of MDA School of Pharmacy.
8. You have to serve for one academic year from the date of joining the institution. If your performance is not satisfactory and not following institute's disciplines during academic year, it is liberty to management to terminate you before completion of academic yeur at any time without any notice.
09. You will not engage yourself in any other paid, full-time job engagement and tuition classes during your service with MDA School of Pharmcay
10. You shall submit the originals as well as certified true copies of relevant testimonials such as mark sheets, experience certificates, photographs, Pan Card, Adhar Card, bank passbook photocopy, etc. before joining duties.
11. We congratulate you on your appointment and wish you a long and successful career with us.

Copy To:

1. Establishment section, MDA School of Pharmacy
2. Account Section, MDA School of Pharmacy

  
**Principal**  
MDA School of Pharmacy  
Kolpa, Tq. Dist. Latur



EMPLOYMENT OFFER LETTER

Date: 25/07/2023

Dear,

**Alok Arvind Kadam**

We are glad to offer you the position of **IPR Associate** at **Patlex Business Solutions**. Upon acceptance of this offer, your employment will commence on **1 August 2023**, and you will be expected to work six days per week.

Your annual compensation for this role will be 3.2 LPA (320,000 per annum), inclusive of all applicable taxes and withholdings. Additionally, as an employee, you will be entitled to the employee benefits accorded to regular company employees.

Throughout the period of your employment, you may gain access to trade secrets and confidential business information owned by the company. Upon formally accepting this offer, you recognize the significance of upholding strict confidentiality. You undertake not to utilize this information for personal benefit or divulge it to external parties.

Your agreement to this offer also indicates your dedication to adhering to all rules, policies, and practices that regulate the conduct of our business and employees, including those prohibiting discrimination and harassment. This correspondence details the complete offer presented to you, surpassing and displacing any previous conflicting statements or discussions.

This employment shall be considered at will and may be terminated at any given time for with reasons under the employment and labor code standard.

We anticipate a successful and rewarding employment with you at Patlex Business Solutions. Kindly express your acceptance of this offer.

With best regards,

Vijaykumar Shivpuje

Director, Patlex Business Solutions

**Patlex Business Solutions**

**Office Address:** 93/93A, Sector 19, Near Sea-Woods Railway Station. Nerul (E), Navi Mumbai  
400706

Email- [pharma@patlex.in](mailto:pharma@patlex.in)

8004



**Offer Letter for Apprenticeship**

Name Mr./Ms. Mukesh Haribhahu Muratkar

Date: 19/04/2023

Dear, Mukesh

We are pleased to extend to you this offer of working as an Apprentice and your Education: M. Pharma  
if you accept this offer, you will begin your Apprenticeship in Department QA

With the Company on Date 02/05/2023 and will be expected to work 6 Days per week.

You will be paid a Stipend of Rs. 10,000/- per month less all applicable taxes and withholding.

As a Apprentice, you will not receive any of the employee benefits that regular company employee receive.

Your Apprenticeship is expected to complete in Month of August - 2023 However, your

Apprenticeship with the company is "at-will," which means that either you or the company may terminate your Apprenticeship at any time, with or without cause and with or without notice.

During your Apprenticeship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Apprenticeship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Apprenticeship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards,

For Macleods Pharmaceuticals Ltd.

*Yol*  
Authorized Signatory

**Acceptance:**

I accept apprenticeship with the Company on the terms and condition set out in this letter.

Mukesh  
Mr./Ms. Mukesh M. Muratkar  
19/04/2023

**MACLEODS  
PHARMACEUTICALS  
LIMITED**

Regd. Office:  
Airtata Arcade, Church Road,  
Near Leela Hotel, Ancheri-Kurla Road,  
Ancheri (East), Mumbai-400 052, India

Phone : 91 - 92 - 6625 2800  
Fax : 91 - 92 - 6625 6500  
Email : [customers@macleodspharma.com](mailto:customers@macleodspharma.com)  
Website: [www.macleodspharma.com](http://www.macleodspharma.com)  
CIN : U99326MH2008PLC059949

Work:  
Reg. No. 2209 GDC  
Sangam Dist - Vahad  
State : Gujarat - 396155, India



AL-AMEEN EDUCATIONAL AND MEDICAL FOUNDATION'S  
**DELIGHT COLLEGE OF PHARMACY (6906)**

Approved by : AICTE New Delhi, PCI New Delhi,  
 Recognized By : DTE Mumbai Govt. of Maharashtra, Affiliated to  
 MSBTE, Mumbai (D. Pharm) DBATU Lonere (B. Pharm)

E-mail : [delightcop@gmail.com](mailto:delightcop@gmail.com), Website : [www.delightcop.com](http://www.delightcop.com)  
 DTE Code : 6906, MSBT Code : 1839, Tel. (02137) 218065



Ref. No. AAEMF/DLOP/B.Pharm/AO/2023/2315B. Date : 25/08/2023

### Appointment Order

To,  
 Prof. Vishal Bhatu Rathod  
 Ashoknagar Mukhed  
 Dist Nanded,

Subject: -Appointment for the post of Asst.Prof in B Pharmacy Department (Pharmaceutical Analysis).

Sir/Madam,

With reference to your application dated 18/08/2023 and subsequent interview on 22/08/2023 before the Adhoc Selection Committee for the post of Asst.Prof in Pharmaceutical Analysis Department of B Pharmacy, the undersigned is pleased to inform you that you are hereby appointed as Asst.Prof in Pharmaceutical Analysis Department of B Pharmacy in AAEMF's Delight College of Pharmacy (B - pharmacy), Koregaon Bhima, Tal. Shirur, Dist. Pune. W.e.f 25/08/2023.

Your appointment is subject to the following terms and conditions:

- 1) You will be paid basic salary of Rs. 15600/- per month in the scale Rs.15600 - 39100 + AGP 6000 you will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time.
- 2) Your services will be governed by the University/MSBTE, Statues Code of Conduct, Ordinances and rules and regulation laid down by the AICTE / MSBTE/University and State Government from time to time.
- 3) Your Appointment is on one year probation period from date of joining i.e for A.Y 2023-24.
- 4) You should produce the originals and submit certified true copies of relevant testimonials such as Birth Date Certificate, Mark-sheets, Degree Certificate, Experience Certificate, Discharge/Relieving Certificate, Last pay Certificate, Caste & Validity Certificate (if applicable), Change of Name Certificate (if any), Two passport size Photographs etc. at time of joining your duties.
- 5) You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining duties.

Office Address : Sharad Compus, Pimple - Jagtap Road, Koregaon Bhima, Tal. Shirur, Dist. Pune - 412216 (M. S.) India

31<sup>st</sup> July 2023

AIZ/HR/OFF/JUL/23/32

Mr Sabne Anand Madhav,  
S/o Madhav, Bauddh wada,  
Parbhani,  
Maharashtra-431720.

**Dear Sabne Anand,**

This has reference to your application and subsequent discussion with us.

We are delighted to offer you a position as **Technical Trainee II in Complex Products (Analytical Development)** with **Aizant Drug Research Solutions Pvt. Ltd.** on the terms and conditions as have been mutually agreed and the specifics of the offer are as follows.

1. You will be posted at Sy. No. 172 & 173, Apparel Park Road, Dulapally, Medchal, Hyderabad - 500100.
2. You are required to join the organization on or before **03<sup>rd</sup> August 2023** or by the mutually agreed date between you and the company failing which this offer of employment stands withdrawn.
3. During your employment with us, you shall be subject to the company's existing rules and regulations as varied by us from time to time at our discretion.
4. Your offer of employment will be contingent upon clearance of the background verification check that is mandatory as per the company policy. Please refer Annexure II for the details and documents to be furnished before joining.
5. Our formal appointment letter giving detailed terms and conditions of your employment shall be issued upon your joining the company. Please sign the duplicate copy of offer letter indicating your acceptance and date of joining and return the same to us for our records.
6. As a token of acceptance of our offer, please send us the confirmation of the acceptance within a day of receipt of this mail. After acceptance please share the resignation letter within 4 days from receipt of this mail & joining should be on or before the mentioned date of joining failing which the offer letter will stand void.

Wishing you a great career with Aizant Drug Research Solutions Pvt. Ltd.

Yours Sincerely,

For Aizant Drug Research Solutions Pvt. Ltd.



**B Vasanthi**  
Director - Human Resources

**Aizant Drug Research Solutions Private Limited**

Regd. Off : Sy No. 172 & 173, Apparel Park Road, Dulapally Village, Dundigal - Gandimaisamma (M),  
Medchal - Malkhajgiri (Dist.), Hyderabad - 500 100.

Tel : 91 40 23792190/91/92, Fax : +91 40 23792223, Web : [www.aizant.com](http://www.aizant.com)

CIN : U24239TG2005PTC048133 E-mail : [info@aizant.com](mailto:info@aizant.com)



**STRICTLY CONFIDENTIAL**

FKIPL/PUNE/HR/2023

**October 05, 2023****Sumit Satish Tondare**

Shivkrupa Niwas, Walmiki Nagar, Barshi Road Latur, Tal- Latur,  
Dist- Latur, Pin- 413512

**SUBJECT: APPOINTMENT AS AN "APPRENTICE (TRAINEE)"****Dear Sumit Satish Tondare,**

This has reference to your application for seeking opportunity of training as apprentice under "Apprenticeship Act 1961" in our organization and the subsequent interview you had with us.

We are pleased to engage you in our organization on the following terms and conditions:  
as an **Apprentice (Trainee)–Quality Management (Quality Assurance)**.

1. The training will commence from: **October 05, 2023**
2. Your apprenticeship period shall be for the period of **One Year** from the date of your commencement for the training and the same will stand automatically terminated at the end thereof. The Company however reserves the right to terminate this arrangement earlier without any notice or compensation in lieu of notice or assigning any reason thereof.
3. During the training period you will be paid stipend as per ANNEXURE A. You will not be entitled to any other remuneration, allowances, benefits and / or perquisites, except those specified hereinabove or to which you are or may be statutorily entitled.
4. This training and its continuance are subject to your being found medically fit. You shall appear before the Medical Officer of the Company or any Medical Practitioner nominated by the Company for the purpose of medical examination and / or for health survey from time to time.

5. During the training period you will be entitled to get leaves as per Apprentice Act 1961.
6. You will observe such hours of work and the time schedule, as communicated to you from time to time, depending upon the Company's priorities and exigencies of work.
7. During the period of training, you may be transferred and required to undergo training in any other department / branch / group / section / line, establishment of the Company or at any other place where the work of the Company is carried out. You shall also be liable to be transferred to such establishments, which may be newly established after your commencement of training. You will be covered by the rules and regulations, terms and conditions applicable at the place where you shall be posted / transferred / deputed.
8. You will be responsible for safe keeping and return in good condition and order of all the articles belonging to the Company, such as tools, equipment's, instruments etc. which may be in your use / custody / care. The company reserves the right to deduct money value of all such items from your stipend and / or to take such other action, as it deems proper, in the event of your failure to account for them to the satisfaction of the Management.
9. Breach of data integrity and data confidentiality may result in strict disciplinary action.
10. You should follow good documentation practices for both paper records and electronic records in order to ensure Data Integrity.
11. Please note that should you be found guilty of any misconduct, violation of Code of Conduct & if found in Breaching of Company Data, your services are liable to be terminated by way of dismissal without notice or any compensation whatsoever subject to law & / or as per the rules, if any, specified separately. The Company has right to suspend you pending charge sheet enquiry and till its final disposal, as per law or rules applicable to you.
12. You will be required to maintain a daily performance diary, regarding your engagements, achievements of day to day training and produce the same to your superiors as and when so required.
13. You shall not undertake to engage yourself directly or indirectly, with or without stipend, in any other training or employment or business or higher studies, without specific permission from the Management.
14. It is not obligatory to provide Transport / Canteen facilities to you, if Company provides such facilities & you opt for the same then appropriate deduction will be made from your stipend for use of such facilities.

15. Your training can also be terminated, without any notice or stipend in lieu thereof, if the management finds that the particulars supplied by you either in the application form or at the time of interview are incorrect.
16. After completion of the training period, you will have no claim, whatsoever, on service or for any extension of the training period.
17. In case you wish to terminate this arrangement earlier; you have to obtain prior written permission of the company.
18. The forgoing terms and conditions are subject to variation from time to time by the Company. If you are agreeable to the above terms and conditions as an "Apprentice (Trainee)" you should sign the duplicate copy of this letter as a token of having understood & accepted the same.

Best regards,

**For Fresenius Kabi India Private Limited,**

Prepared by,

DATTATRAY  
BALAJIRAO  
NYALAMWAR

Digitally signed by  
DATTATRAY BALAJIRAO  
NYALAMWAR  
Date: 2023.10.06 15:33:07  
+05'30'

Site Head-Human Resources

Reviewed by,

TARKESH  
GUPTA

Digitally signed by  
TARKESH GUPTA  
Date: 2023.10.06  
15:33:21 +05'30'

CHRO-South Asia

Approved by,

PRAKASH  
SAHEBRAO PATIL

Digitally signed by  
PRAKASH SAHEBRAO PATIL  
Date: 2023.10.06 15:33:39  
+05'30'

Head-Manufacturing Operations

Accepted by :

**Sumit Satish Tondare**

Date :

Attached: Annexure - Compensation Structure

**STRICTLY CONFIDENTIAL**
**Date: October 05, 2023**
**Sumit Satish Tondare**

 You will be entitled to emoluments as per the below structure, with effect from **October 05, 2023**.

Employee Number :	<b>APR598</b>	Date of Joining :	<b>October 05, 2023</b>
Employee Name :	<b>Sumit Satish Tondare</b>	Department :	<b>Quality Management</b>
Designation :	<b>Apprentice (Trainee)</b>	Section :	<b>Quality Assurance</b>

	Monthly	Annually
<i>Figures in INR</i>		
<b>Salary &amp; Allowances (A)</b>		
Basic	7,500	90,000
Personal Allowance	1,810	21,725
HRA	2,250	27,000
Conveyance Allowance	1,600	19,200
Education Allowance	200	2,400
Canteen Allowance	806	9,672
Medical Allowance	1,330	15,960
<b>Gross Salary</b>	<b>15,496</b>	<b>185,957</b>
<b>Statutory Contributions (B)</b>		
Employer's Contribution ESIC	504	6,044
<b>Total (C) = A+B</b>	<b>16,000</b>	<b>192,000</b>
<b>Total Cost to the Company(C)</b>		<b>INR 192,000</b>

 Please return a duly signed copy of this document as an acknowledgment and your acceptance.  
 for **Fresenius Kabi India Private Limited,**

Prepared by,

**DATTATRAY  
BALAJIRAO  
NYALAMWAR**

 Digitally signed by  
 DATTATRAY BALAJIRAO  
 NYALAMWAR  
 Date: 2023.10.06 15:33:56  
 +05'30'

 Site Head-Human  
 Resources

Reviewed by

**TARKESH  
GUPTA**

 Digitally signed by  
 TARKESH GUPTA  
 Date: 2023.10.06  
 15:34:14 +05'30'

 CHRO-South  
 Asia

Approved by,

**PRAKASH  
SAHEBRAO  
PATIL**

 Digitally signed by  
 PRAKASH SAHEBRAO PATIL  
 Date: 2023.10.06 15:34:29  
 +05'30'

 Head-Manufacturing  
 Operations

Accepted with thanks,

**Sumit Satish Tondare**

Date :



# PANCHAKSHRI SHIVACHARYA TRUST

C/o Channabasweshwar Pharmacy Polytechnic

Kava Road, Basweshwar Chowk, Latur-413512 (Maharashtra)

Phone No. (02382) 240192, Fax-(02382) 243855 Email- channabasweshwar@gmail.com Website- www.cdph.org

Ref.No. PSTA / Appo. Order./B.Pharm./ 2023-2024 / 1564

Date: 28/07/2023

To,

**Ms.Gandigude Pallavi Suryakant**  
At.Post.Ambulga,  
Tq.Mukhed,  
Dist.Nanded 431 715.

**Subject:-** Appointment to the post of **Assistant Professor** at trust's Channabasweshwar Pharmacy college (Degree) Latur for **B.Pharmacy**.

Sir/Madam,

In response to our advertisement in ---- dated ---- you had applied for the post of **Assistant Professor** at trust's Channabasweshwar Pharmacy college (Degree) Latur for **B.Pharmacy**. You were interviewed for the above post by the Selection Committee constituted by the Management under statute No . S.166 (2) of the SRTM University, Nanded.

I am pleased to inform you that the Management has appointed you on the said post in Channabasweshwar Pharmacy college (degree), Basweshwar chok Kava Road, Latur at Latur in the scale of **Rs 15600-39100 AGP-6000** with effect from 01.08.2023 or Joining duties. Your appointment is subject to the following terms and conditions:

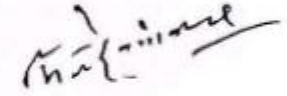
1. Your services will be governed by the Maharashtra Universities Act, 1994, statutes, Code of Conduct, Ordinances and rules and regulations laid down by the SRTM University and Panchakashari Shivacharya Trust, Aloor from time to time.
2. (a) You are appointed in clear vacancy on full-time/Part-time basis on probation for a period of **Twelve months** from the date of joining.  
(b) Your appointment is purely temporary for a period of ..... i.e. from ..... to .....  
(c) Your appointment is on leave/lien vacancy for the period from 01.08.2023 to 31.07.2024

..02..

- (d) The post is reserved for ..... Since you belong to the said category, you are appointed full-time basis on probation for a period of twenty-four months from the date of joining.
- (e) The post is reserved for ..... Since you do not belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of ..... You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by ..... Hence you are appointed full-time on purely temporary basis for a period of .....
- (g) Your appointment is on part-time/clock hour basis only.
3. (i) You will be paid basic pay of **Rs. 15,600** /- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the Government, from time to time. Your salary will be paid through Nationalised/Scheduled Bank.
- (ii) You will be paid remuneration at the rate of Rs. .... per lecture/per hour.
- (iii) Your appointment and salary shall be subject to approval by the University.
4. (a) You will have to pass the NET or the SET or similar test as the case may be as laid down by the University.
- (b) You will have to acquire the qualification ..... (SET/NET) as prescribed by the University Within the ..... period.
5. You will submit the originals as well as certified true copies of relevant testimonials such as mark sheets, birth date , experience, discharge/relieving, last pay, caste etc.
6. In case you accept the appointment you shall have to execute deed of contract of Service as prescribed in the statute at the time of joining the duties.
7. You will be allowed to join the duties on production of –
- (i) Two passport size Photographs.
- (ii) Discharge Certificate from previous employer (If Any).
8. You will undergo medical examination by the approved Medical Officer or by the civil Surgeon at the place of your duty, within three months from the date of joining the duties.

9. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered post Acknowledgement due (RPAD) on the address given, shall be deemed to have been acknowledged and duly signed by you.
10. You will not conduct or engage yourself in any private tuitions or private coaching classes and will not hold any office of profit.
11. You will not engage yourself in any other job paid full-time, part-time or otherwise during the continuance of your service.
12. Your services are transferable to any other colleges or Recognized Institutions run by the Management as per the Statutes.
13. You will have to communicate your acceptance to the Management/College/Institution within ten days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully,



**(B. J. Debnikar)**  
**Secretary**  
**Panchakashari Shivacharya Trust,**  
**(Aloor), Latur**

Copy to:-

The Principal, Channabasweshwar Pharmacy College (Degree), Basweshwar Chouk, Kava Road, Latur for necessary action.



Rajmata Ahilyadevi Charitable Foundation,

## SVS College of Pharmaceutical Education and Research,

Tembhurni, Tal-Madha, Dist-Solapur 413211, India,

(Approved by Govt. of Maharashtra, & PCI, New Delhi Affiliated to MSBTE & DBATU.)

Email Id: svspharmacy2022@gmail.com

### Letter for Joining

Date: 20/08/2023

To,  
The Director  
Rajmata Ahilyadevi Charitable Foundation, Tembhorni.  
SVS College of Pharmaceutical Education and Research,  
Tembhorni, Tal Madha Dist. Solapur, 413211

#### Subject - Joining Report for the Post of Assistant Professor.

Respected Sir,

With reference to your appointment letter no. 40(4)/2023, dated 20 August 2023, I am pleased to inform you that I am willing to join as a Assistant Professor in your college and have also agreed to the terms and conditions as mentioned in the appointed letter.

I give the commitment that shall efficiently discharge my responsibilities and duties. I also assure you that I will abide by all the rules and regulations of your organization.

I, therefore hope that you would be kind enough to grant my joining letter.

*Nandini*  
Yours Faithfully,

Ms. Nandini Hotkar

#### Enclosures:

- 1) Adhar card
- 2) Bank Details
- 3) Pan card





Rajmata Ahilyadevi Charitable Foundation,

## SVS College of Pharmaceutical Education and Research,

Tembhurni, Tal-Madha, Dist-Solapur 413211, India,

(Approved by Govt. of Maharashtra, & PCI, New Delhi Affiliated to MSBTE & DBATU,)

Email Id: [svspharmacy2022@gmail.com](mailto:svspharmacy2022@gmail.com)

### 9. Notices

Notices may be given by you to the College at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

### 10. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. And joining report

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

K.D. Dhekale

Principal

S.V.S. College of Pharmaceutical  
Education and Research, Tembhorni  
Tal-Madha, Dist-Solapur





Rajmata Ahilyadevi Charitable Foundation,

## **SVS College of Pharmaceutical Education and Research,**

Tembhurni, Tal-Madha, Dist-Solapur 413211, India,

(Approved by Govt. of Maharashtra, & PCI, New Delhi Affiliated to MSBTE & DBATU.)

Email Id: [svspharmacy2022@gmail.com](mailto:svspharmacy2022@gmail.com)

---

### **7. Termination**

Your appointment can be terminated by the Foundation, without any reason, by giving you not less than 3 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary. You may terminate your employment with the College, without any cause, by giving no less than 3 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

### **8. Confidential Information**

- I. During your employment with the College you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the foundation.
- II. You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the College which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the foundation. For the purposes of this clause 'Confidential Information' means information about the foundation and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the college policy, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.
- III. At no time, will you remove any Confidential Information from the office without permission.
- IV. Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the foundation.

Phone- 7066307777/9850976143 Email- [svspharmacy2022@gmail.com](mailto:svspharmacy2022@gmail.com) Website- [www.racf.in](http://www.racf.in)



Rajmata Ahilyadevi Charitable Foundation,

## SVS College of Pharmaceutical Education and Research,

Tembhurni, Tal-Madhya, Dist-Solapur 413211, India,

(Approved by Govt. of Maharashtra, & PCI, New Delhi Affiliated to MSBTE & DBATU.)

Email Id: svspharmacy2022@gmail.com

RefNo 40(4)/2023

Date: - 15/08/2023

**Assistant Professor Ms. Nandini Hotkar**

Address:- A/P Solapur Tal-Solapur Dist- Solapur

**Subject: Appointment for the post of Assistant Professor.**

Dear Asst. Prof. Ms. Nandini Hotkar,

We are pleased to offer you, the position of Assistant Professor with SVS College of Pharmaceutical Education and Research, Tembhorni. The 'College' on the following terms and conditions:

**1. Commencement of employment**

Your employment will be effective, as of 20 August 2023.

**2. Job title**

Your job title will be Assistant Professor, and you will report to Principal.

**3. Salary**

Your salary and other benefits will be UGC, Norms.

**4. Place of posting, Hours of Work, Leave/Holidays and Nature of duties as per service rule.**

**5. Company property**

You will always maintain in good condition foundation property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the foundation prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the foundation.

**6. Borrowing/accepting gifts**

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

Phone- 7066307777/9850976143 Email- , svspharmacy2022@gmail.com Website- www.rncf.in

17006



Viasrao Deshmukh Foundation  
VDF SCHOOL OF PHARMACY

Ref: - Admin/VDF/Pharm./App./2023-2024/ 750

Date: 10 August 2023

Letter of Appointment

To,

**Ms. Jadhav Sneha Umesh**  
Latur

**Sub.: - Adhoc Appointment for the post of Assistant Professor- Pharmaceutical Chemistry**

Dear Ms. Jadhav,

With reference to your application and subsequent interview with us, the Management is pleased to offer you the position of **Assistant Professor- Pharmaceutical Chemistry** in VDF School of Pharmacy, Latur on an ad-hoc basis with effect from **14<sup>th</sup> August 2023**. Your tenure of appointment will be till the **30<sup>th</sup> June 2024** or until a suitable candidate is selected for the above mentioned post as per the PCI/ University guidelines, whichever is earlier.

Your consolidated salary will be **Rs. 20,000/- (Rupees Twenty Thousand only) per month**. This will be subject to statutory deductions, if any. All information pertaining to your pay-roll is strictly confidential and as such, you are advised not to disclose or discuss any information pertaining to your/others' salary or perquisites either with your colleagues or any other person directly or indirectly connected with the College/Management.

This appointment is subject to the following conditions:-

1. You shall have to re-apply for the post and appear for an interview with the University Staff Selection Committee for regularization of your appointment. This shall be subject to the fulfillment of the norms and conditions of the advertisement.
2. You shall be liable, with prior notice, to be re-designated, transferred from one function to another function or from one Institute to another Institute as required by the exigencies of the Management/Trust at their discretion and you shall do such work which will be assigned to you from time to time.
3. Your appointment is subject to the availability of minimum number of students and the workload prescribed for the post.
4. At the time of joining, you would have to submit the original as well as certified true copies of birth certificate, educational qualifications, experience certificate, discharge/relieving certificate, last pay certificate, caste certificate, change of name certificate (if any), along with two passport size photographs.
5. You would be required to submit the correct mailing address (along with due address proof) along with telephone and mobile numbers and E-mail address on your joining duties. Any change in the above should be communicated to the **Principal, VDF School of Pharmacy, Latur**.
6. You shall exercise all duties as assigned by the College, Management and University as per the requirements.

**CORRESPONDENCE ADDRESS**  
NEW M.I.D.C., AIRPORT ROAD,  
LATUR- 413531  
T 02382 267737 / 38/39  
F 02382 267740

EMAIL: [INFO.PHARMACY@VDF.IN](mailto:INFO.PHARMACY@VDF.IN)

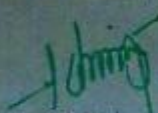
-2-

7. During your tenure, the Management /Trust shall have the right to terminate your employment within 30 (thirty) days, which if you do not serve, the Management / Trust will, at its sole discretion, have the right to recover from you the amount payable to you, on a pro rata basis.
8. If at any time in the opinion of the Management/Trust, which is final in this matter, you are found to be a non-performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by the Management/Trust as deterrent to the interest of the Institute or of violation of one or more terms of this letter, your services may be terminated forthwith and on account of reason of any of the acts or omission the Management/Trust shall be entitled to recover damages from you.
9. Your continuous unauthorized absence from duty will lead to termination of your services, effective from the date from which you remain absent from your duties.
10. The appointee shall not engage in any private tuition nor shall involve in private classes nor shall accept any part-time job without the prior written permission from a competent authority.
11. Your appointment is subject to the conditions, rules and regulations as prescribed by the Management from time to time.
12. If required by the Management/Trust, you will also be required to execute an employment agreement which will include provisions relating to confidentiality, vesting of Intellectual property rights in the work product created by you during your employment and other related issues.
13. While joining the duties, you must give an undertaking that you agree to the conditions mentioned in the appointment order and that you will abide by the rules and regulations of the Trust, which are in force or which may be framed from time to time.

This Appointment Letter is being issued to you based on the Information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement resulting in your being offered this appointment, the Management/Trust may take such action as it deems fit in its sole discretion, including termination of your employment.

Please sign the attached copy of this letter as confirmation of your acceptance of this Appointment Letter and return the same to us.

Yours sincerely,

  
10-08  
2023

Dr. B.S. Wakare  
Vilasrao Deshmukh Foundation, Group of Institutions,  
VDF School of Pharmacy, Latur



For and on behalf of  
Vilasrao Deshmukh Foundation

Copy to,  
CEO - Vilasrao Deshmukh Foundation, Mumbai  
Manager (HR) - Vilasrao Deshmukh Foundation, Mumbai  
The Administrative Officer, VDF School of Pharmacy, Latur  
The Accountant, VDF School of Pharmacy, Latur



MDA FOUNDATION'S

# MDA SCHOOL OF PHARMACY

Approved by:- Govt. of Maharashtra, PCI &amp; AICTE New Delhi, Affiliated to M.S.B.T.E., Mumbai, Affiliated to DBATU., Lonere.

MDA Educational Campus, Latur-Nanded NH-316, At Kolpa, Latur- 413512, Ph.: 0282-263700,  
Email: mdaschoolofpharmacy@gmail.com, Website: www.mdaschoolofpharmacy.in

Ref:MDA Pharmcay/Eshta/2023-24/128

Date: 31/07/2023

To,  
Ms. Kadu S.M.  
At. Post. Latur,  
Tq. & Dist. Latur.



**Subject: - Appointment order for the post of Assist. Professor.**

Respected Sir/Madam,

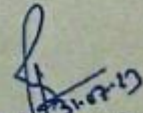
This has reference to your application dated 20/07/2023 subsequent interview held for the above-mentioned post, we are pleased to inform you that the Local Management Selection Committee has appointed you on the post of Assist. Professor in MDA School of Pharmacy, Kolpa, Tq. & Dist. Latur with effect from Date -01/08/2023

Your appointment is subject to the following terms and conditions:

- 1 Your appointment is on full-time adhoc basis for A.Y. 2023-24.
2. You will be paid Salary as per PCI, AICTE norms from the date of joining from the institution. This salary consist of your monthly salary, house rent allowance, vehicle allowance, mobile allowance, travelling allowance, provident fund, professional tax.
3. During the course of your employment I MDA School of Pharmacy or at any time thereafter, you will not disclose to any person, organization or institution, any information confidential or otherwise, concerning the affairs of this institution.
4. You will be required to work for holistic development of MDA School of Pharmacy. You are expected to contribute for students overall academic development, support and co-operate with the institution so as to achieve all round coordinate and efficient performance and making an effective contribution in the development of the institution of excellence
5. You have complete your subject syllabus along with the other responsibilities such as practical's, academic monitoring filling, NBA inspection Filling & related required work, AICTE DTE inspection committee filling & related work, Scholarship related work such as maintaining 75% students attendance in class, etc and the work delegated by the management and principal for the betterment of students and institute from time to time.
6. Your service will be subject to rules and regulations of, MDA School of Pharmacy, D-BATU, MSBTE Mumbai, AICTE, New Delhi and Govt of Maharashtra that are ireforce and that may be made from time to time.
7. From time to me it may be necessary to change the conditions of your employment to meet the needs of the MDA School of Pharmacy, if possible, any proposed changes will be discussed with you by the Executive Management Committee and Principal and you also need to take guidance and support from them for smooth functioning of MDA School of Pharmacy.
8. You have to serve for one academic year from the date of joining the institution. If your performance is not satisfactory and not following institute's disciplines during academic year, it is liberty to management to terminate you before completion of academic yeur at any time without any notice.
09. You will not engage yourself in any other paid, full-time job engagement and tuition classes during your service with MDA School of Pharmcay
10. You shall submit the originals as well as certified true copies of relevant testimonials such as mark sheets, experience certificates, photographs, Pan Card, Adhar Card, bank passbook photocopy, etc. before joining duties.
11. We congratulate you on your appointment and wish you a long and successful career with us.

Copy To:

1. Establishment section, MDA School of Pharmacy
2. Account Section, MDA School of Pharmacy

  
Principal  
MDA School of Pharmacy  
Kolpa, Tq. Dist. Latur



MDA FOUNDATION'S

# MDA SCHOOL OF PHARMACY

Approved by:- Govt of Maharashtra, PCI &amp; AICTE New Delhi, Affiliated to M.S.B.T.E., Mumbai, Affiliated to DBATU., Lonere.

MDA Educational Campus, Latur-Nanded NH-316, At Kolpa, Latur- 413512, Ph.: 0282-263700.

Email: mdaschoolofpharmacy@gmail.com, Website: www.mdaschoolofpharmacy.in

Ref:MDAPharmacay/Eshta/2023-24/ 193

Date: 31/07/2023

To,  
Ms. Kale S.T.  
At. Post. Latur,  
Tq. & Dist. Latur.



**Subject: - Appointment order for the post of Lecturer.**

Respected Sir/Madam,

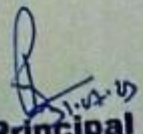
This has reference to your application dated 20/07/2023 subsequent interview held for the above-mentioned post, we are pleased to inform you that the Local Management Selection Committee has appointed you on the post of Lecturer in MDA School of Pharmacy, Kolpa, Tq. & Dist. Latur with effect from Date -01/08/2023

Your appointment is subject to the following terms and conditions:

- 1 Your appointment is on full-time adhoc basis for A.Y. 2023-24.
2. You will be paid Salary as per PCI, AICTE norms from the date of joining from the institution. This salary consist of your monthly salary, house rent allowance, vehicle allowance, mobile allowance, travelling allowance, provident fund, professional tax.
3. During the course of your employment I MDA School of Pharmacy or at any time thereafter, you will not disclose to any person, organization or institution, any information confidential or otherwise, concerning the affairs of this institution.
4. You will be required to work for holistic development of MDA School of Pharmeay. You are expected to contribute for students overall academic development, support and co-operate with the institution so as to achieve all round coordinate and efficient performance and making an effective contribution in the development of the institution of excellence
5. You have complete your subject syllabus along with the other responsibilities such as practical's, academic monitoring filling, NBA inspection Filling & related required work, AICTE DTE inspection committee filling & related work, Scholarship related work such as maintaining 75% students attendance in class, etc and the work delegated by tho management and principal for the betterment of students and institute from time to time.
6. Your service will be subject to rules and regulations of, MDA School of Pharmacy, D-BATU, MSBTE Mumbai, AICTE, New Delhi and Govt of Maharashtra that are ireforce and that may be made from time to time.
7. From time to me it may be necessary to change the conditions of your employment to meet the needs of the MDA School of Pharmacy, if possible, any proposed changes will be discussed with you by the Executive Management Committee and Principal and you also need to take guidance and support from them for smooth functioning of MDA School of Pharmacy.
8. You have to serve for one academic year from the date of joining the institution. If your performance is not satisfactory and not following institute's disciplines during academic year, it is liberty to management to terminate you before completion of academic yeur at any time without any notice.
09. You will not engage yourself in any other paid, full-time job engagement and tuition classes during your service with MDA School of Pharmcay
10. You shall submit the originals as well as certified true copies of relevant testimonials such as mark sheets, experience certificates, photographs, Pan Card, Adhar Card, bank passbook photocopy, etc. before joining duties.
11. We congratulate you on your appointment and wish you a long and successful career with us.

Copy To:

1. Establishment section, MDA School of Pharmacy
2. Account Section, MDA School of Pharmacy

  
Principal  
MDA School of Pharmacy  
Kolpa, Tq. Dist. Latur

17010



**Offer Letter for Apprenticeship**

Name Mr./Ms. Shekhar Tukaram Yadav

Date: 19/04/2023

Dear, Shekhar

We are pleased to extend to you this offer of working as an Apprentice and your Education: M.Pharma  
if you accept this offer, you will begin your Apprenticeship in Department QA

With the Company on Date 02/05/2023 and will be expected to work 6 Days per week.

You will be paid a Stipend of Rs. 10,000/- per month less all applicable taxes and withholding.

As a Apprentice, you will not receive any of the employee benefits that regular company employee receive.

Your Apprenticeship is expected to complete in Month of August - 2023 However, your Apprenticeship with the company is "at-will," which means that either you or the company may terminate your Apprenticeship at any time, with or without cause and with or without notice.

During your Apprenticeship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Apprenticeship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Apprenticeship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards,

For Macleods Pharmaceuticals Ltd.

*Vish*  
Authorized Signatory

*Shekhar*  
Acceptance:

I accept apprenticeship with the Company on the terms and condition set out in this letter.

Mr./Ms. Shekhar Tukaram Yadav  
19/04/2023

**MACLEODS  
PHARMACEUTICALS  
LIMITED**

Regd. Office:  
Athena Arcade, Church Road,  
Near Leela Hotel, Ancheri-Kurla Road,  
Ancheri (East), Mumbai-400 059, India.

Phone : 91 - 92 - 5575 8800  
Fax : 91 - 92 - 2525 5599  
Email : customerscare@macleodspharma.com  
Website : www.macleodspharma.com  
CIN : L28339MH1989PLC052949

Works :  
Plot No. 2205, GDC,  
Sarjanai Dist - Vallad,  
State : Gujarat - 396155, India



18007



Viasrao Deshmukh Foundation

VDF SCHOOL OF PHARMACY  
Date: 12 September 2023

Ref: - Admin/VDF/Pharm./App./2023-2024/ 784

**Letter of Appointment**

To,

**Ms. Khare Unnati Rajeshkumar**  
Adarsh Colony,  
Ausa Road, Latur

**Sub.: - Adhoc Appointment for the post of Assistant Professor- Pharmacology**

Dear Ms. *Khare*

With reference to your application and subsequent interview with us, the Management is pleased to offer you the position of **Assistant Professor- Pharmacology** in VDF School of Pharmacy, Latur on an ad-hoc basis with effect from **15<sup>th</sup> September 2023**. Your tenure of appointment will be till the **30<sup>th</sup> June 2024** or until a suitable candidate is selected for the above mentioned post as per the PCI/ University guidelines, whichever is earlier.

**Your consolidated salary will be Rs. 22,000/- (Rupees Twenty-Two Thousand only) per month.** This will be subject to statutory deductions, if any. All information pertaining to your pay-roll is strictly confidential and as such, you are advised not to disclose or discuss any information pertaining to your/others' salary or perquisites either with your colleagues or any other person directly or indirectly connected with the College/Management.

This appointment is subject to the following conditions:

1. You shall have to re-apply for the post and appear for an interview with the University Staff Selection Committee for regularization of your appointment. This shall be subject to the fulfillment of the norms and conditions of the advertisement.
2. You shall be liable, with prior notice, to be re-designated, transferred from one function to another function or from one institute to another institute as required by the exigencies of the Management/Trust at their discretion and you shall do such work which will be assigned to you from time to time.
3. Your appointment is subject to the availability of minimum number of students and the workload prescribed for the post.
4. At the time of joining, you would have to submit the originals as well as certified true copies of birth certificate, educational qualifications, experience certificate, discharge/relieving certificate, last pay certificate, caste certificate, change of name certificate (if any), along with two passport size photographs.
5. You would be required to submit the correct mailing address (along with due address proof) along with telephone and mobile numbers and E-mail address on your joining duties. Any change in the above should be communicated to the **Principal, VDF School of Pharmacy, Latur**.
6. You shall exercise all duties as assigned by the College, Management and University as per the requirements.

**CORRESPONDENCE ADDRESS**  
NEW M.I.D.C., AIRPORT ROAD,  
LATUR- 413531  
T 02382 267737/38/39  
F 02382 267740

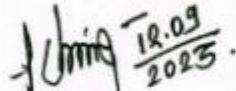
EMAIL-INFO.PHARMACY@VDF.IN

7. During your tenure, the Management /Trust shall have the right to terminate your employment within 30 (thirty) days, which if you do not serve, the Management / Trust will, at its sole discretion, have the right to recover from you the amount payable to you, on a pro rata basis.
8. If at any time in the opinion of the Management/Trust, which is final in this matter, you are found to be a non-performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by the Management/Trust as deterrent to the interest of the Institute or of violation of one or more terms of this letter, your services may be terminated forthwith and on account of reason of any of the acts or omission the Management/Trust shall be entitled to recover damages from you.
9. Your continuous unauthorized absence from duty will lead to termination of your services, effective from the date from which you remain absent from your duties.
10. The appointee shall not engage in any private tuition nor shall involve in private classes nor shall accept any part time job without the prior written permission from a competent authority.
11. Your appointment is subject to the conditions, rules and regulations as prescribed by the Management from time to time.
12. If required by the Management/Trust, you will also be required to execute an employment agreement which will include provisions relating to confidentiality, vesting of intellectual property rights in the work product created by you during your employment and other related issues.
13. While joining the duties, you have to give an undertaking that you agree to the conditions mentioned in the appointment order and that you will abide by the rules and regulations of the Trust, which are in force or which may be framed from time to time.

This Appointment Letter is being issued to you based on the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement resulting in your being offered this appointment, the Management/Trust may take such action as it deems fit in its sole discretion, including termination of your employment.

Please sign the attached copy of this letter as confirmation of your acceptance of this Appointment Letter and return the same to us.

Yours sincerely,

 12.09  
2023.

Dr. B.S. Wakure

Vilasrao Deshmukh Foundation, Group of Institutions,  
VDF School of Pharmacy, Latur



For and on behalf of  
Vilasrao Deshmukh Foundation

**Copy to,**

CEO - Vilasrao Deshmukh Foundation, Mumbai  
Manager (HR) - Vilasrao Deshmukh Foundation, Mumbai  
The Administrative Officer, VDF School of Pharmacy, Latur  
The Accountant, VDF School of Pharmacy, Latur



**Offer : BUSINESS PROCESS SERVICES**

**SPADate : 06-Apr-2023**

Ms. Netragaonkar Aboli Abhimanyu  
Keshav Nagar  
Latur, Maharashtra, India

Dear Ms. Netragaonkar Aboli Abhimanyu,

**Sub: Letter of Offer and Terms of Employment**

We thank you for exploring career opportunities with **Tata Consultancy Services Ltd.(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

We are suitably impressed with your credentials and feel that your working with us will be mutually beneficial and rewarding. **We are pleased to inform you that you have been selected for the position of Senior Process Associate in Grade BPO2 and your present posting will be at Pune. Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 7,60,004/- per annum. Annexure 1 provides a break-up of the compensation package.**

Your failure to accept the offer of the company within 7 days may lead to a presumption that you are not interested in working in the company and the offer will stand revoked automatically at the sole discretion of the company.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by the company. Joining formalities include a submission of a PAN Card and non-submission of the same will delay your joining duty. The offer of employment is also subject to the individual being eligible and legally permissible to work such as having a valid work permit or not being disqualified from being appointed by any law.

If the requirements of the joining formalities including submission of PAN Card are not complied with by you within 30 days of your date of joining, this offer of employment would stand revoke at the sole discretion of the company. Your offer is subject to a positive background check.



**Please complete and return these documents to the TCSL HR executive, within 7 days of receiving this offer.**

This is to confirm that I have received the Letter of Offer on \_\_\_\_\_.  
I hereby accept this Offer and intend to join service on \_\_\_\_\_.

Name: Ms. Netragaonkar Aboli Abhimanyu  
Address:

Signature:  
Date:



**1. Compliance to all clauses**

You will be required to fulfill all the terms and conditions mentioned in this letter of offer. Any failure to fulfill any term and /or condition would entitle TCS in withdrawing this offer letter at its sole discretion.



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the employment and this offer will be automatically withdrawn. Post acceptance of TCSL offer letter if you fail to join on the date provided in the TCSL joining letter, the offer will stand automatically terminated at the sole discretion of TCSL.

We look forward to having you in our global team.

Yours Sincerely,

For Tata Consultancy Services Ltd..

**Girish V. Nandimath**  
Global Head, Talent Acquisition & Academic Interface



Dayanand Education Society's  
**DAYANAND INSTITUTE OF PHARMACY**

Barshi Road, Latur - 413531, (Maharashtra) Tel.: 02382-295870

e-mail: dayanandiop@gmail.com Website: www.dayanandiop.org

(Approved by PCI New Delhi, Govt. of Maharashtra, DTE Mumbai, Affiliated to SRTMU, Nanded & MSBTE, Mumbai)

DTE CODE: PH2577

**Shri. Laxmiramman Lahoti**

President

**Shri. Ramesh Biyani**

Secretary

**Dr. Wajid Chaus**

M. Pharm, Ph.D.

Principal

Ref. No.

Date :

LETTER OF APPOINTMENT

Ref. No.: DIOP/2023-24/ 68(a)

Date: 16/09/2023

To,

Ms. Doke Manjusha Sudhakar,

Hadga Rasta, Shivaji Nagar,

Nilanga,

Tq. Nilanga, Dist. Latur.

Sub: Appointment for the post of Assistant Professor in Pharmacology.

Sir/Madam

In response to your application for the post of Assistant Professor in Pharmacology. You were interviewed for the above post by the Selection Committee constituted by the Management.

I am pleased to inform you that the Management has appointed you for the post of Assistant Professor in Dayanand Education Society's, Dayanand Institute of Pharmacy, Latur in the pay band of 15600-39100 with effect from 16<sup>th</sup> Sept. 2023

Your appointment is subject to the following terms and conditions.

- 1) Your services will be governed by the Maharashtra Universities Act, 1994/ Maharashtra Public Universities Act 2016, Statute, Code of Conduct, Ordinances and Rules and Regulations laid down by SRTMUN, AICTE, PCI, DTE, Mumbai and the State Government from time to time.
- 2) You are appointed as full time/ Part time basis on probation for a period of two years from the date of joining.
- 3) You will be paid a basic pay per month in the pay band as indicated above. You will also be entitled to D A, CLA etc as the rates prescribed by the State Government from time to time.
- 4) Your appointment and salary shall be given/ made subject to verification and approval given by Higher Authorities.
- 5) You shall submit the originals as well as certified true copies of relevant testimonials such as Birth Certificate, Mark sheets, Experience Certificate, Discharge/Relieving Certificate, Last Pay Certificate, Caste Certificate, Change of Name Certificate, etc. before joining your duties.

Cont.on Page No. 2...

4055



**Offer Letter for Apprenticeship**

Name Mr./Ms. Ajay Pratapsao Mode

Date: 19/04/2023

Dear, Ajay

We are pleased to extend to you this offer of working as an Apprentice and your Education: B. Pharma if you accept this offer, you will begin your Apprenticeship in Department Production.

With the Company on Date 01/08/2023 and will be expected to work 6 Days per week.

You will be paid a Stipend of Rs. 9500/- per month less all applicable taxes and withholding.

As a Apprentice, you will not receive any of the employee benefits that regular company employee receive.

Your Apprenticeship is expected to complete in Month of Nov-2023 However, your Apprenticeship with the company is "at-will," which means that either you or the company may terminate your Apprenticeship at any time, with or without cause and with or without notice.

During your Apprenticeship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Apprenticeship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Apprenticeship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

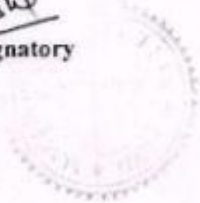
By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards.

**For Macleods Pharmaceuticals Ltd.**

Visw  
Authorized Signatory



**Acceptance:**

I accept apprenticeship with the Company on the terms and condition set out in this letter.

Ajay

Mr./Ms.  
Mode AJAY pratapsao  
19/04/2023

**MACLEODS  
PHARMACEUTICALS  
LIMITED**

Regd. Office  
Atlanta Arcade, Church Road,  
Near Leela Hotel, Anchari-Kurla Road,  
Anchari (East), Mumbai-400 059, India.

Phone : 91 - 22 - 6676 2802  
Fax : 91 - 22 - 2925 6599  
Email : customercare@macleodspharma.com  
Website : www.macleodspharma.com  
CN : U24239MH1909PLC052049

Works :  
Plot No 2209, GDC,  
Sangam, Dist - Valsad,  
State : Gujarat - 396155, India





Dear **Diksha Pawar**,

We are pleased to inform that we are extending you an offer to join Logix Health Solutions Private Limited, **Bangalore** for the position of **Trainee - Coding (LAL-04)**, on the terms mutually discussed and agreed.

You are offered an annual remuneration of ₹ **3,53,250 (Three Lakh Fifty Three Thousand Two Hundred Fifty Only)**.

Further, you would be entitled for a one-time **retention** bonus of **INR.48,000 /-** payable along with your salary post your confirmation and completion of six months within our company.

Please join us on or before **24-Aug-23**

On your date of joining, you are required to reach by **08.30 AM** at our **Bangalore** office and submit the below mentioned mandatory documents to complete the joining formalities

**Logix Health Solutions Private Limited, Embassy Golf Links Business Park 1 Sunningdale, 6, Embassy Golf Links Business Park, Domlur, Bengaluru, Karnataka – 560071**

**Contact person:**

**Name:** A Prashanth Stephen **Contact Number:** 7795631673

All education marks sheet and certificates (X, XII, graduation & post-graduation)

Relieving letter from all the previous employers and last 3 months salary slip - (except for Fresher's)

4 Passport size photograph with white background

Pan card

Address Proof - Passport / Driving License / Voter ID

E-Aadhar Card

All documents should be photo-copied and submitted with self-attestation; the original documents should be submitted for verification purpose only.

<b>Emp Name:</b>	Diksha Pawar	<b>Grade</b>	LAL-04
<b>Designation</b>	Trainee - Coding		
<b>Department</b>	RCM Operations		
<b>Sl. No.</b>	<b>Particulars</b>	<b>Annual [Rs.]</b>	<b>Monthly [Rs]</b>
<b>I</b>	<b>FIXED COMPONENTS:</b>		
1	Basic Salary	1,87,080	15,590
2	House Rent Allowance	0	0
3	Interim Statutory Bonus	15,588	1,299
4	Special Allowance	0	0
5	Other Allowance	0	0
	<b>GROSS SALARY (GS)</b>	<b>2,02,668</b>	<b>16,889</b>
<b>II</b>	<b>VARIABLE COMPONENTS:</b>		
1	Performance Based Incentive	0	0
2	Hardship Allowance	52,800	4,400
3	Transportation Allowance	52,800	4,400
	<b>VARIABLE SALARY (VS)</b>	<b>1,05,600</b>	<b>8,800</b>
<b>III</b>	<b>BENEFITS COMPONENTS:</b>		
1	PF Employer Contribution	21,600	1,800
2	ESI Employer Contribution	6,588	549
3	Gratuity Contribution (As per Gratuity Act)	9,000	750
	<b>BENEFITS COMPONENTS (BC)</b>	<b>37,188</b>	<b>3,099</b>
<b>IV</b>	<b>DEDUCTION COMPONENTS</b>		
1	PF Employee Contribution	21,600	1,800
2	ESI Employee Contribution	1,524	127
3	Profession Tax	2,400	200
4	Tax Deducted at Source	-	-
5	LWF	-	-
	<b>DEDUCTION COMPONENTS (DC)</b>	<b>25,524</b>	<b>2,127</b>
<b>V</b>	<b>Take Home</b>	<b>1,77,144</b>	<b>14,762</b>
<b>VI</b>	<b>Maximum Earning</b>	<b>2,82,744</b>	<b>23,562</b>
<b>VII</b>	<b>OTHER BENEFIT COMPONENTS:</b>	<b>7,800</b>	<b>650</b>
1	Medical & Accidental Insurance (Approximate)	0	0
2	Certification Programme (Approximate)	7,800	650
3	Refreshment Provided (Approximate)	0	0
<b>VIII</b>	<b>COST TO COMPANY (CC) - [GS+VS+BC]</b>	<b>3,53,256</b>	<b>29,438</b>
1) All Statutory deduction is applicable as per the respective Acts 2) IT Declarations to be completed in HRMS portal and TDS applicable as per IT Act 3) Performance Based Incentive is applicable as per policy			

Ref.: SRC/HR/2023-24/App/2108TM

21<sup>st</sup> Aug 2023

### Appointment Letter

To,

Ms. Tejeshwari Dayanand More,

Pune,

SUB: Appointment for the Post of "Quality Assurance Executive"

Dear Tejeshwari,

With reference to your application and subsequent interview with us, we are pleased to inform you that you have been appointed as "Quality Assurance Executive" at Our Company in Pune with effect from 21<sup>st</sup> Aug 2023, on the following terms and conditions:

**1. DESIGNATION :**

You are designated as "Quality Assurance Executive". Your duties include all those normally associated with Quality Assurance Executive, some of which are mentioned below in point 2.

**2. Roles & Responsibilities of Quality Assurance Executive are as Below:**

- Preparing COA.
- Collecting data from R&D Chemist & maintaining it.
- Maintaining inventory of the products with all documents.
- Preparing & maintaining shipments of products with documents.
- Working with project coordinator & get involved proactively to complete multiple activities.

**3. PROBATION / CONFIRMATION:**

- a. You will be on Probation period for 1 year. Based on your performance your services will be confirmed with the company in written after 1 year. It may extend based on your performance.
- b. During probation period you will not get any leave except medical reasons. You will eligible for the benefits of the company's leave policy after confirmation of your service in the company.
- c. During probation period, your employment can be terminated by either side by giving one month notice or one month gross pay by lieu of notice.

Ref.: SRC/HR/2023-24/App/2108TM



Dear **Vaishnavi vedpathak**,

We are pleased to inform that we are extending you an offer to join Logix Health Solutions Private Limited, **Bangalore** for the position of **Trainee - Coding (LAL-04)**, on the terms mutually discussed and agreed.

You are offered an annual remuneration of **₹ 3,53,250 (Three Lakh Fifty Three Thousand Two Hundred Fifty Only)**.

Further, you would be entitled for a one-time **retention** bonus of **INR.48,000 /-** payable along with your salary post your confirmation and completion of six months within our company.

Please join us on or before **24-Aug-23**

On your date of joining, you are required to reach by **08.30 AM** at our **Bangalore** office and submit the below mentioned mandatory documents to complete the joining formalities

**Logix Health Solutions Private Limited, Embassy Golf Links Business Park 1 Sunningdale, 6, Embassy Golf Links Business Park, Domlur, Bengaluru, Karnataka – 560071**

**Contact person:**

**Name:** A Prashanth Stephen **Contact Number:** 7795631673

All education marks sheet and certificates (X, XII, graduation & post-graduation)

Relieving letter from all the previous employers and last 3 months salary slip - (except for Fresher's)

4 Passport size photograph with white background

Pan card

Address Proof - Passport / Driving License / Voter ID

E-Aadhar Card

All documents should be photo-copied and submitted with self-attestation; the original documents should be submitted for verification purpose only.

<b>Emp Name:</b>	Vaishnavi vedpathak	<b>Grade</b>	<b>LAL-04</b>
<b>Designation</b>	Trainee - Coding		
<b>Department</b>	RCM Operations		
<b>Sl. No.</b>	<b>Particulars</b>	<b>Annual [Rs.]</b>	<b>Monthly [Rs]</b>
<b>I</b>	<b>FIXED COMPONENTS:</b>		
1	Basic Salary	1,87,080	15,590
2	House Rent Allowance	0	0
3	Interim Statutory Bonus	15,588	1,299
4	Special Allowance	0	0
5	Other Allowance	0	0
	<b>GROSS SALARY (GS)</b>	<b>2,02,668</b>	<b>16,889</b>
<b>II</b>	<b>VARIABLE COMPONENTS:</b>		
1	Performance Based Incentive	0	0
2	Hardship Allowance	52,800	4,400
3	Transportation Allowance	52,800	4,400
	<b>VARIABLE SALARY (VS)</b>	<b>1,05,600</b>	<b>8,800</b>
<b>III</b>	<b>BENEFITS COMPONENTS:</b>		
1	PF Employer Contribution	21,600	1,800
2	ESI Employer Contribution	6,588	549
3	Gratuity Contribution (As per Gratuity Act)	9,000	750
	<b>BENEFITS COMPONENTS (BC)</b>	<b>37,188</b>	<b>3,099</b>
<b>IV</b>	<b>DEDUCTION COMPONENTS</b>		
1	PF Employee Contribution	21,600	1,800
2	ESI Employee Contribution	1,524	127
3	Profession Tax	2,400	200
4	Tax Deducted at Source	-	-
5	LWF	-	-
	<b>DEDUCTION COMPONENTS (DC)</b>	<b>25,524</b>	<b>2,127</b>
<b>V</b>	<b>Take Home</b>	<b>1,77,144</b>	<b>14,762</b>
<b>VI</b>	<b>Maximum Earning</b>	<b>2,82,744</b>	<b>23,562</b>
<b>VII</b>	<b>OTHER BENEFIT COMPONENTS:</b>	<b>7,800</b>	<b>650</b>
1	Medical & Accidental Insurance (Approximate)	0	0
2	Certification Programme (Approximate)	7,800	650
3	Refreshment Provided (Approximate)	0	0
<b>VIII</b>	<b>COST TO COMPANY (CC) - [GS+VS+BC]</b>	<b>3,53,256</b>	<b>29,438</b>
1)All Statutory deduction is applicable as per the respective Acts 2) IT Declarations to be completed in HRMS portal and TDS applicable as per IT Act 3) Performance Based Incentive is applicable as per policy			



# Vee Healthtek Private Limited

The only Global Services company backed by its own university.

Date: 17-Oct-2023

Ms. Aakanksha Kokadwar

At post.Jintur Dist. Parbhani. Maharashtra  
431509.

Sub: Offer Letter

Dear Ms. Aakanksha Kokadwar,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Medical Coder Trainee - Medical Coding** with effect from **17-Oct-23** in our organization based in **Bangalore**, on the following terms and conditions:

Please go through the HR Policies of the Company governing your employment which shall be applicable to you from the date of joining the Company. Other terms and conditions relating to your offer are enclosed herein.

If the above terms and conditions are acceptable to you, we request you to sign and return to us the duplicate copy of this letter as a token of acceptance.

We look forward to a long and mutually beneficial relationship with you.

for Vee Healthtek Private Limited.,

Gokulakannan S,  
Senior Manager - Human Resources.

Date: 2<sup>nd</sup> November 2023

**Ms. Raut Suchita Sudam**  
Parvati Niwas, Keshav Nagar ,  
Ambajogai Road ,  
Latur, Maharashtra- 413512

Dear Suchita,

**OFFER OF EMPLOYMENT**

We are pleased to offer you this employment as Business Development – Executive with GV Safety Assessment Platform Private Limited. The date of employment contract with the Company on 6<sup>th</sup> November'23. This position will be based out of Hyderabad but is assignable at other locations as per business requirement.

There are additional terms and conditions including Company policies which apply to your employment and shall be handed over to you post commencement of your employment.

You shall provide your services exclusively to the Company.

You are required to be flexible and undertake all duties normally and reasonably associated with your role. We may require you to undertake reasonable alternative duties in addition to, or instead of your normal duties.

You are expected to comply with all the Company's rules, policies and procedures from time to time in force.

For GV Safety Assessment Platform Private Limited

Suchita Sudam

**Authorized Signatory**

**Signature**



Date- 16.10.2023

To,

**MR. GANESH SADASHIV BADDU**

At & Post - Shiradhon,

Tal - Kandhar,

Dist - Nanded

Pin Code - 431707,

Mobile No- 9922662390

Subject: Offer Letter

Dear Mr. Ganesh Baddu,

This is with reference to your application and subsequent interviews you had with us, we are pleased to offer you a position of "TRAINEE CHEMIST - PRODUCTION DEPT." In our organization. You are requested to join the organization not later than 16.10.2023.

You will be on training period of 6 months of probation. During this period you will not eligible for any leaves, other than the declared holidays. You will be appraised only on the basis of merit and your performance during this period.

If you are found working in contract in any other organization or running your own business during your tenure with us, your service will be seized without any notice or compensation. You will be required to give 60days notice period to company in writing during your resignation. If your service with the company is less than a year, no experience letter shall be granted.

You are advised to follow the Terms and Condition of Our Company. You will be given consolidated Salary of Rs. 12000.00 Per Month.

Please sign the duplicate copy of this offer letter as a token of acceptance.

We wish you a long and successful association in our company.

For Lesanto Laboratories,

Mr. Hemant Patil

[Manager - Accounts & Administration]

I Agree and will join on 16.10.2023

Signature : *Ganesh Baddu*  
16/10/2023

Name : Mr. Ganesh Baddu

Encl. Terms & Conditions of Employment.



4027.



**Offer Letter for Apprenticeship**

Name Mr./Ms. Rushikesh C. Gorgile

Date: 19/04/2023

Dear, Rushikesh,

We are pleased to extend to you this offer of working as an Apprentice and your Education: B.Pharm if you accept this offer, you will begin your Apprenticeship in Department Production With the Company on Date 01/08/2023 and will be expected to work 6 Days per week. You will be paid a Stipend of Rs. 9500/- per month less all applicable taxes and withholding. As a Apprentice, you will not receive any of the employee benefits that regular company employee receive. Your Apprenticeship is expected to complete in Month of November 2023 However; your Apprenticeship with the company is "at-will," which means that either you or the company may terminate your Apprenticeship at any time, with or without cause and with or without notice.

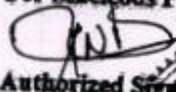

During your Apprenticeship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Apprenticeship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of your Apprenticeship, you will immediately return to the company all of it property, equipment, and documents, including electronically stored information.

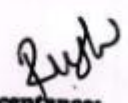
By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

With best regards.

For Macleods Pharmaceuticals Ltd.

  
Authorized Signatory  


  
Acceptance:

I accept apprenticeship with the Company on the terms and condition set out in this letter.

19.4.23  
Mr./Ms. Gorgile Rushikesh Chandrak



DTE Code 2551

Dharti Janseva Pratishthan's

MSBTE Code:- 1786

College of Pharmacy (D.Pharm)

AT POHETAKLI TQ PATHRI DIST. PARBHANI (M.S.)

(Approved by AICTE NEW DELHI, DTE, PCI, AFFILIATED TO MSBTE MUMBAI)

4013

E-Mail: [djp.cop@gmail.com](mailto:djp.cop@gmail.com), [1786principal@msbte.com](mailto:1786principal@msbte.com)

Website: [www.djpcop.org](http://www.djpcop.org)

Ref.No.DJP/COP/D.PHARM/2023-24/56

Date: 30/08/2023

ORDER OF APPOINTMENT

To,  
**Miss. Bidrale S.M.**  
At. Adampur  
Tq. Biloli Dist. Nanded.

**Subject:** Appointment for the post of Lecturer.

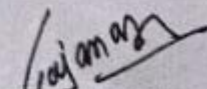
Sir/Madam,

I am pleased to inform you that the Management has appointed you on the said post in Dharti Janseva Pratishthan's College of Pharmacy (D. Pharm), Pohetakli Tq. Pathri Dist. Parbhani, Your appointment is subject to the following terms and conditions.

1. Your basic salary will be Rs. 15600-45992/- dearness allowance and other allowances as declared by State Govt. time to time.
2. Your service will be governed by rules laid down by the management of **Dharti Janseva Pratishthan**.
3. You will have to submit the Originals as well as certified true copies of relevant testimonials such as Mark sheets and Certificate of Degree, Experience, Caste etc. at the time of joining.
4. Your post is subject to final Approval from AICTE, DTE, MSBTE & Govt. of Maharashtra

Received  
Spm 49  
30/08/2023



  
PRINCIPAL  
Dharti Janseva Pratishthan's  
College of Pharmacy (D.Pharm)  
Pohetakli Tq. Pathri Dist. Parbhani



DTE Code 2551

Dharti Janseva Pratishthan's

MSBTE Code:- 1786

College of Pharmacy (D.Pharm)

AT POHETAKLI TQ PATHRI DIST. PARBHANI (M.S.)

(Approved by AICTE NEW DELHI, DTE, PCI AFFILIATED TO MSBTE MUMBAI)

E-Mail: [djp.cop@gmail.com](mailto:djp.cop@gmail.com), [1786principal@msbte.com](mailto:1786principal@msbte.com)

Website: [www.djpcop.org](http://www.djpcop.org)

Ref.No.DJP/COP/D.PHARM/2023-24/57

Date: 01/09/2023

To,

The Principal,  
Dharti Janseva Pratishthan's  
College of Pharmacy (D. Pharm),  
Pohetakli Tq. Pathri Dist. Parbhani.

**Subject:** Joining Report.

**Reference:** Your appointment Order No. DJP/COP/D.PHARM/2023-24/56

Dated: - 30/08/2023.

**Sir/Madam,**

With reference to your Appointment Order, I am joining as Lecturer at DJP College of Pharmacy (D. Pharm), Pohetakli Tq. Pathri Dist. Parbhani on Dated - 01/09/2023.

This is for your information and necessary action.

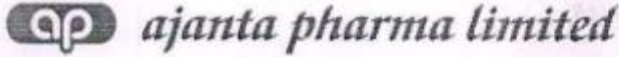
Received  
Soniya  
01/09/2023

Soniya  
01/09/2023

Yours Faithfully

MS. Bidrale S.M

4023



B-4/5/6, MIDC Area,  
Paithan,  
Aurangabad - 431 148  
Maharashtra - INDIA

T +91 2431 6640 00  
F +91 2431 6641 00  
E info@ajantapharma.com  
W www.ajantapharma.com

APL/ PTN/HR /OFFER/2022-23/618  
Nov 07, 2022

**Mr. Ramdas Shivaji Deshmukh**

At/Post: Dhoki,  
Tal: Osmanabad,  
Dist: Osmanabad - 413 508.  
Mob: 8421338883.

**Subject: Provisional Letter of Offer**

**Dear Mr. Deshmukh,**

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you the position of **Apprentice - Production** on the terms and conditions agreed. You will be joining us on or before **Nov 09, 2022**. You will be posted at **Paithan**.

You are required to submit the following documents on the day of your joining:

1. Mark Sheets & Certificates of SSC, HSC, Graduation and Post-Graduation (if any).
2. Date of Birth Proof - School Leaving Certificate.
3. Additional Qualification Certificates (If any).
4. Passport Size Photographs - 4 Nos (Red colour background).
6. PAN Card (Mandatory) and Aadhar Card / Passport.
7. Copy Bank Pass-book.

You will be paid stipend of **Rs. 12,000/-** (Rs. Twelve thousand only) per month.

You need to bring the original Marks Sheets and Certificates on the day of your joining for the purpose of verification.

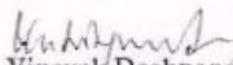
If you fail to bring all above documents your offer stands cancel.

A regular appointment letter will be issued to you soon after your joining.

Please sign the duplicate copy of this letter in token of your acceptance to the terms and conditions. We welcome you to our company and wish you a successful career with us.

Thanking you.

Yours Sincerely,

  
Vinayak Deshpande  
Vice President - Works

Corporate Identity Number - L24230MH1979PLC022059

Regd./Corp. Office : Ajanta House, Charkop, Kandivli (W), Mumbai - 400 067. Tel.: +91-22-6606 1000 Fax: +91-22-6606 1200

4026



**Provisional Offer : BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20219062111/Pune/BPS/BTN**  
**Date:10/10/2022**

Dear Mr. Chandrashekhar Shridhar Dhumal,

**Sub: Letter of Provisional Offer and Terms of Employment.**

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Private and Confidential  
TCSL/DT20219062111

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Sahyadri Park, Plot No. 23, RGIP Phase III, Hinjawadi - Maan, Pune - 411 057  
Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com  
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021  
Corporate Identification No. (CIN): L22210MH1995PLC084781

1



Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For Tata Consultancy Services Limited.

**Girish V. Nandimath**  
Global Head Talent Acquisition & AIP



[Click Here](#) or use a QR code scanner from your mobile to validate the offer letter

## ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No TCSL/DT20219062111/Pune/BPS/BTN on \_\_\_\_\_ (DD/MMM/YYYY).

Signature:

Name:

Date:

Private and Confidential  
TCSL/DT20219062111

### TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited  
Sahyadri Park, Plot No. 23, RGIP Phase III, Hinjawadi - Main, Pune - 411 057  
Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com. Website: http://www.tcs.com  
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021  
Corporate Identification No. (CIN): L22210MH1995PLC084781

**Annexure 1**  
**Compensation Details**

Name of Employee: **Rushikesh BHARATRAO Hatte**  
Designation: **Medical Coder**  
Department: **Medical Record Review (24\_09)**

<b>Total Cost To Company - INR 240000 P.A. (Including Performance Bonus)</b>		
<b>Income</b>		
<b>Components</b>	<b>Per Month</b>	<b>Per Annum</b>
Basic Salary	12518	150216
HRA	3874	46488
Leave Encashment	481	5772
Bonus @ 8.33%	1043	12516
Other Allowance	0	0
<b>Total Gross</b>	<b>17916</b>	<b>214992</b>
<b>Employer Contribution</b>		
P.F.	1502	18024
ESIC	582	6984
<b>Total Employer Contribution</b>	<b>2084</b>	<b>25008</b>
<b>Employee Deduction</b>		
P.F. (EE)	1502	18024
ESIC (EE)	134	1608
P.T.	200	2400
<b>Total Deduction</b>	<b>1836</b>	<b>22032</b>
<b>Net Pay</b>	<b>16080</b>	<b>192960</b>
<b>Total Fixed compensation</b>	<b>20000</b>	<b>240000</b>
<b>Total CTC (Fixed + Performance Bonus)</b>	<b>20000</b>	<b>240000</b>
*Certain components as well as other allowance will vary basis your selection of Flexi Reimbursements.		
*Deductions - Professional Tax, PF, ESIC and TDS will be as per Govt. Rules and Regulations, applicable from time to time.		

To,  
Rushikesh BHARATRAO Hatte  
Friday, 28 July 2023

## Employment Offer Letter- FULL TIME

Dear Rushikesh,  
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:

1. Designation: **Medical Coder**
2. Department: **Medical Record Review (24\_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On **Thursday, 3 August 2023**
5. Working Days : Monday to Saturday\* (May vary based on business requirement)
6. Time of Reporting: **11:00 AM**
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of ₹20,000.00 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us.

Yours truly,  
Advantmed India LLP





**Girish Gopalani**  
**Associate Director - Human Resources**

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: \_\_\_\_\_

Name: Rushikesh BHARATRAO Hatte

Date: Friday, 28 July 2023

To,  
Ajinkya Anantrao Hinge  
Saturday, 27 May 2023

## Employment Offer Letter- FULL TIME

Dear Ajinkya,  
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:

1. Designation: **Medical Coder**
2. Department: **Medical Record Review (24\_09)**
3. Place of Reporting: Infocity Tower 1, 5th Floor, Gandhinagar
4. Date of Reporting: On **Thursday, 1 June 2023**
5. Working Days : Monday to Saturday\* (May vary based on business requirement)
6. Time of Reporting: **11:00 AM**
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of ₹20,000.00 Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us.

Yours truly,  
Advantmed India LLP



**Girish Gopalani**  
**Associate Director - Human Resources**

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: \_\_\_\_\_

Name: Ajinkya Anantrao Hinge

Date: Saturday, 27 May 2023

**Annexure 1**  
**Compensation Details**

Name of Employee: **Ajinkya Anantrao Hinge**  
 Designation: **Medical Coder**  
 Department: **Medical Record Review (24\_09)**

<b>Total Cost to Company - INR</b>		
<b>Income</b>		
<b>Components</b>	<b>Per Month</b>	<b>Per Annum</b>
Basic	12518	150216
HRA	3874	46488
Leave Encashment	481	5772
Other	0	0
Bonus	1043	12516
<b>Total Gross (A1)</b>	<b>17916</b>	<b>214992</b>
<b>Employer Contribution</b>		
EPF	1502	18024
ESIC	582	6984
<b>Total Employer Contribution (A2)</b>	<b>2084</b>	<b>25008</b>
<b>Employee Deduction</b>		
Employee PF	1502	18024

Date: 09<sup>th</sup> Dec 2022

Ref: LOA/HR/ S2272

Name of the Employee: Miss. Devpriya Patil

**LETTER OF APPOINTMENT**

Dear Miss. Devpriya Patil

This letter marks an important event in the life of our Company and indeed for you. We value this letter as a symbol of a new relationship, one that is based on simplicity, prudence, and humility.

When you sign this letter, you would have agreed to uphold our heritage and be a part of the Synapse Labs family. You promise to value our values and be one of us.

- **Down to Earth & Approachable:** We are simple, straight forward, realistic, unpretentious, and always accessible to our clients.
- **Mutual Respect, Trust, and Transparency:** We nurture an environment, which is transparent in dealings, value the contribution of every individual and respect basic human dignity in all interactions.
- **Passion to Achieve:** We are committed to focus on results with undying enthusiasm and energy.
- **Entrepreneurial Approach:** We generate and encourage creative ideas, applying sound commercial acumen. We have an innovative approach to problem solving and do not shy away from going beyond the conventional.

When you sign this letter, you would have embarked on our quest to make modern history!

Patil  
09<sup>th</sup> Dec 22



# DAYANAND INSTITUTE OF PHARMACY

Barshi Road, Latur - 413531, (Maharashtra) Tel: 02382-224500 Fax: 224500

e-mail: dayanandiop@gmail.com Website: www.dayanandiop.org

(Approved by AICTE - New Delhi, Govt. of Maharashtra, PCI New Delhi, DTE Mumbai & Affiliated to MSBTE Mumbai)

DTE CODE : PH2577

MSBTE CODE : 1840

Laxmiramanji Lahoti  
President

Rameshji Biyani  
Secretary

Dr. Shrinivas Bumrela  
M.Pharm, Ph.D., DBM, PDCR  
Principal

Ref. No.

Date:

## LETTER OF APPOINTMENT

Ref.No.: DIOPL/2018-19/2630

Date: 13-06-2018

To,

Miss. **AMBAD SHRUTI SHRIDHAR,**

Bhosale Complex,

Sham Nagar, Latur.

Sub: Appointment for the post of Lecturer.

Sir/Madam

In response to your application you had applied for the post of LECTURER. You were interviewed for the above post by the Management.

I am pleased to inform you that the Management has appointed you for the post of Lecturer in Dayanand Education Society's, Dayanand Institute of Pharmacy, Latur in the pay band of 15600-39100 with effect from 01-08-2018.

Your appointment is subject to the following terms and conditions.

- 1) Your services will be governed by the Maharashtra Universities Act, 1994/ Maharashtra Public Universities Act 2016, Statute, Code of Conduct, Ordinances and Rules and Regulations laid down by MSBTE, AICTE, PCI, DTE, Mumbai and the State Government from time to time.
- 2) You are appointed as full time/ Part time basis on probation for a period of two years from the date of joining.
- 3) You will be paid a basic pay per month in the pay band as indicated above. You will also be entitled to D A, CLA etc as the rates prescribed by the State Government from time to time.
- 4) Your appointment and salary shall be given/ made subject to verification and approval given by Higher Authorities.
- 5) You shall submit the originals as well as certified true copies of relevant testimonials such as Birth Certificate, Mark sheets, Experience Certificate, Discharge/Relieving Certificate, Last Pay Certificate, Caste Certificate, Change of Name Certificate, etc. before joining your duties.

Page No. 1...

Cont.ong Page No. 2...

- 6) You will be allowed to join the duties on producing:
  - i) Two Passport size photographs
  - ii) Discharge/ Relieving & Experience Certificate from previous employer. (If any)
- 7) You shall undergo medical examination by the approved medical officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for said employment.
- 8) You will be restricted to conduct or engage yourself in any private tuitions or private coaching classes, etc.
- 9) You will be restricted to engage yourself in any other employment paid, full-time, part time services or otherwise, during the period of your service without the permission of the competent authority /Management.
- 10) Your services are transferable to any other Colleges/ Institutions run by the Management.
- 11) In case of resignation, you will have to give three months notice or basic pay (pay in pay band + AGP) of three months in lieu of notice period.
- 12) If you are found absent continuously for more than thirty days without permission of higher authority your service will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Management. During the period of your service you shall not directly or indirectly do such things, which are against the interest of the Society/University/Institute/College/Students/Staff.
- 13) You have to communicate your acceptance to the Management / College/Institution within seven days from the date of receipt of this Letter of Appointment, failing which your appointment stands cancelled.
- 14) If your performance in teaching / Result / behav /or is not satisfactory, your services will be terminated at any time without giving notice.
- 15) You have to follow the terms and conditions of the institution and the management which attached herewith.



Principal  
Principal  
Dayanand Institute Of Pharmacy  
LATUR

Page No. 2

21-22  
7002



# GPAT™ DISCUSSION CENTER Pvt. Ltd.

A-402, Pooja Park, Near Muktidham Chowk, Sarkanda, Bilaspur (C.G.)

Contact :- 8602227444, 9770765680

Email :- gdcgpat037@gmail.com

Visit :- www.gdc4gpat.com, www.gdconlinetest.in, www.gdclive.com

## Appointment letter

To,

**Mr. Choure Rupesh Ramhari**

Urmi road Ganesh Nagar, Beed

Subject-Appointment intimation cum joining letter.

Dear,

Choure Rupesh R. Sir,

This is to inform you that GPAT Discussion Center have approved your appointment as a Head of Department in Latur, GDC offline class with effect from 01-nov-2022 for the initial probation period according to rules & regulations of service followed in this institution.

Your net annually remuneration be Rs. 5 lakhs during this period. On successful completion of probation period, you will be entitled to the other benefits and allowances as adopted by the institution.

Either side can terminate this appointment by submitting one month's prior notice if such condition arises.

Your date of joining is recorded as 01-11-2022.

**Wishing you all the best.**







Vidya Deshmukhi Foundation

VDF SCHOOL OF PHARMACY  
Date: 01 November 2022

Ref: - Admin/VDF/Pharm./App./2022-2023/167

Letter of Appointment

To,

**Ms. Dande Pradnyarani Arjun,**  
Near Gurukul Academy Suba Niwas,  
Barshi Road, Latur

**Sub.- Adhoc Appointment for the post of Assistant Professor- Pharmaceutics.**

Dear Ms. Dande,

With reference to your application and subsequent interview with us, the Management is pleased to offer you the position of **Assistant Professor-Pharmaceutics** in VDF School of Pharmacy, Latur on an ad-hoc basis with effect from **01 November 2022**. Your tenure of appointment will be till the **30<sup>th</sup> June 2023** or until a suitable candidate is selected for the above mentioned post as per the PCI/ University guidelines, whichever is earlier.

Your consolidated salary will be **Rs. 18,000/- (Rupees Eighteen Thousand only) per month**. This will be subject to statutory deductions, if any. All information pertaining to your pay-roll is strictly confidential and as such, you are advised not to disclose or discuss any information pertaining to your/others' salary or perquisites either with your colleagues or any other person directly or indirectly connected with the College/Management.

This appointment is subject to the following conditions:

1. You shall have to re-apply for the post and appear for an interview with the University Staff Selection Committee for regularization of your appointment. This shall be subject to the fulfilment of the norms and conditions of the advertisement.
2. You shall be liable, with prior notice, to be re-designated, transferred from one function to another function or from one institute to another institute as required by the exigencies of the Management/Trust at their discretion and you shall do such work which will be assigned to you from time to time.
3. Your appointment is subject to the availability of minimum number of students and the workload prescribed for the post.
4. At the time of joining, you would have to submit the originals as well as certified true copies of birth certificate, educational qualifications, experience certificate, discharge/relieving certificate, last pay certificate, caste certificate, change of name certificate (if any), along with two passport size photographs.
5. You would be required to submit the correct mailing address (along with due address proof) along with telephone and mobile numbers and E-mail address on your joining duties. Any change in the above should be communicated to the **Principal, VDF School of Pharmacy, Latur**.
6. You shall exercise all duties as assigned by the College, Management and University as per the requirements.

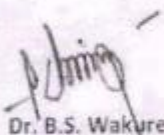
CORRESPONDENCE ADDRESS  
NEW M.I.D.C., AIRPORT ROAD,  
LATUR- 413531  
T 02382 267737/38/39  
F 02382 267740

7. During your tenure, the Management /Trust shall have the right to terminate your employment within 30 (thirty) days, which if you do not serve, the Management / Trust will, at its sole discretion, have the right to recover from you the amount payable to you, on a pro rata basis.
8. If at any time in the opinion of the Management/Trust, which is final in this matter, you are found to be a non-performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by the Management/Trust as deterrent to the interest of the Institute or of violation of one or more terms of this letter, your services may be terminated forthwith and on account of reason of any of the acts or omission the Management/Trust shall be entitled to recover damages from you.
9. Your continuous unauthorized absence from duty will lead to termination of your services, effective from the date from which you remain absent from your duties.
10. The appointee shall not engage in any private tuition nor shall involve in private classes nor shall accept any part time job without the prior written permission from a competent authority.
11. Your appointment is subject to the conditions, rules and regulations as prescribed by the Management from time to time.
12. If required by the Management/Trust, you will also be required to execute an employment agreement which will include provisions relating to confidentiality, vesting of intellectual property rights in the work product created by you during your employment and other related issues.
13. While joining the duties, you have to give an undertaking that you agree to the conditions mentioned in the appointment order and that you will abide by the rules and regulations of the Trust, which are in force or which may be framed from time to time.

This Appointment Letter is being issued to you based on the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement resulting in your being offered this appointment, the Management/Trust may take such action as it deems fit in its sole discretion, including termination of your employment.

Please sign the attached copy of this letter as confirmation of your acceptance of this Appointment Letter and return the same to us.

Yours sincerely,

  
Dr. B.S. Wakure

Vilasrao Deshmukh Foundation, Group of Institutions,  
VDF School of Pharmacy, Latur

For and on behalf of  
Vilasrao Deshmukh Foundation

Copy to,  
CEO - Vilasrao Deshmukh Foundation, Mumbai  
Manager (HR) - Vilasrao Deshmukh Foundation, Mumbai  
The Administrative Officer, VDF School of Pharmacy, Latur  
The Accountant, VDF School of Pharmacy, Latur



7006



Shri Vishweshwar Shikshan Prasarak Mandal's  
**SHIVLINGESHWAR COLLEGE OF PHARMACY**

Almala, Tq-Ausa, Dist. Latur (MH) - 413520

Ph.No. (02383)225455

Email: scop.pharmacy@gmail.com

Website: www.scopalimala.com

Approved by PCI, AICTE New Delhi, DTE Mumbai & Affiliated to SRTMU, Nanded (M.S.)

Ref.No. SCOP/Appointment order /2022-23/ 6188-1

Date: / / 20

16 SEP 2022

**APPOINTMENT ORDER**



To  
Ms. Varsharani Arun Jadhav,  
Nilanga, Latur.

With reference to your application dated 12-09-2022 for the post of Assistant Professor in Pharmaceutics Department. I am glad to inform you that you have been appointed as an Assistant Professor Department of Pharmaceutics at Shivlingeshwar College of Pharmacy, Almala, Tq. AUSA, Dist. Latur. for the academic year 2021-22 on pay scale 15600-39100, AGP 6000. You will be paid all the admissible allowances as per PCI/ Govt. rule. This appointment is purely on temporary basis and is subjected to the approval of the S.R.T.M.U. Nanded.

You are expected to join your duties on or before 16-09-2022. If fail to do so your appointment will be treated as cancelled.

Copy to: -

1. Account section, Shivlingeshwar College of Pharmacy, Almala, Tq AUSA, Dist. Latur.
2. The Applicant.

*[Signature]*  
Principal  
Shivlingeshwar College of Pharmacy  
Almala, Tq. AUSA, Dist. Latur



7001

**Optum Health & Technology (India) Pvt. Ltd.**

ITC Green Centre, Northeast Wing, 3rd Floor,  
No.18, Banaswadi Main Road, Maruthiseva  
Nagar Bangalore 560005

optum.com

**17-05-2023**

**Sumedh Kamble,  
01, At Junna Tq ,,  
Mukhed ,,  
Nanded, Maharashtra, 431715**

Dear **Sumedh Kamble,**

Further to your recent meetings and discussions with us, we are pleased to offer you employment with **Optum Health and Technology (India) Private Limited** ("the Company") in the position of **Trainee - MCC** at the Company's office located at **Pune**, on the terms and conditions set out hereinafter:

#### **EMPLOYMENT**

Your effective date of joining shall be no later than **17-05-2023**. Your employment with the Company shall be subject to successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date. You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

Any reference to the Company's policies in this offer letter means OHT-Epi Source policies.

#### **PROBATION**

You shall serve a minimum probation period as follows from the date of your joining the Company ("Probation") following which your employment with the Company shall be confirmed.

- 4-6 months for Trainees & Medical Coders
- 6 months for Executive coder to Team coach/QA and support functions
- 6-9 months for TL to AM

The Company reserves the right to extend the Probation period for an additional 60 days in the event of your performance being dissatisfactory. You shall be deemed to continue on Probation until you are confirmed and your confirmation has been communicated to you.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies whereof shall be made available to you upon request, but which otherwise are available on the Company's website or HRMS portal

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Registered Office: ITC Green Centre Northeast Wing 3rd Floor, No. 18, Banaswadi Main Road Maruthiseva Nagar Bangalore 560005

CIN: U74910KA2005PTC036515, Phone +91 80 4257300 Email:incontact@optum.com,Website:www.optum.com

During the period of Probation, either the Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, One Month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of Appendix 3 to this letter of appointment.

## **PLACE OF POSTING**

Your initial place of posting shall be at the Company's office located at **Awfis Quespaces**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

## **PERFORMANCE OF DUTIES**

You shall be assigned with all the duties and responsibilities of the Project Coordinator and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

## **COMPENSATION**

As compensation for services to be rendered, you shall be paid an annual fixed salary of **INR 2,11,397**. Your cost to the company (CTC) shall be per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7<sup>th</sup> day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

## **TERMINATION OF EMPLOYMENT**

During Probation period, either the Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (One) months' notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of Appendix 3 to this letter of appointment.

After completion of the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, **60 days'** notice. The Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your employment shall also be governed by the standard terms and conditions, which are annexed hereto as Appendix 3

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CIN: U74910KA2005PTC036515, Phone +91 80 4257300 Email:incontact@optum.com,Website:www.optum.com



**Optum Health & Technology (India) Pvt. Ltd.**

ITC Green Centre, Northeast Wing, 3rd Floor,  
No.18, Banaswadi Main Road, Maruthiseva  
Nagar Bangalore 560005

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and the same shall form an integral part of this letter of appointment.

Your employment is conditional upon your acceptance of the standard terms and conditions and the specific provisions contained in Appendix 3.

Kindly sign and return the duplicate copy of this letter of appointment along with the Appendixes, as a token of your acceptance of the terms and conditions set out herein. Also, please initial each page of this letter of appointment and the Appendixes.

Please note that by signing this letter of appointment, you have agreed to accept the employment with the Company on the terms and conditions set out herein. Upon your signature and return to us, this letter of appointment shall be treated as an employment agreement and the terms and conditions of this letter of appointment shall govern your employment with the Company.

This letter of appointment shall automatically stand revoked in the event you do not join the Company on or before the effective date mentioned in this letter of appointment.

It is a pleasure to welcome you as a part of **Optum Health and Technology (India) Private Limited**. We are confident that your employment with the Company shall prove mutually beneficial and rewarding and we look forward to having you join us.

Congratulations and welcome to Optum Health and Technology (India) Private Limited. On your first day of employment, please report to our office located at **Awfis Quespaces** at **Pune** along with the documents as mentioned in the Appendix '2'. Should there be a change in your start date, it is mandatory that the same be communicated to us a week in advance.

**Sumedh Kamble**, we thank you for considering Optum Health and Technology (India) Private Limited as your future employer! We have bold objectives:

- Improve the lives of others;
- Change the landscape of health care forever;
- Leave the world a better place than we found it.

Joining us, shall put you amongst a team that is committed to excellence in everything we do. We are passionate, energetic and focused. You'll be sharing a culture of leadership and excitement as you begin to do **your life's best work.**<sup>SM</sup>

**For Optum Health and Technology (India) Private Limited**

**Manjulaa Palanisamy**  
Vice President - Human Resources

I accept this letter of appointment on the terms and conditions as described herein.

**ACKNOWLEDGEMENT:**

\_\_\_\_\_ Date: \_\_\_\_\_

Registered Office: ITC Green Centre Northeast Wing 3rd Floor, No. 18, Banaswadi Main Road Maruthiseva Nagar Bangalore 560005

CIN: U74910KA2005PTC036515, Phone +91 80 4257300 Email:incontact@optum.com,Website:www.optum.com

## Current Compensation Structure

Component	ANNUAL (INR)	MONTHLY (INR)
Basic	71,875	5,990
HRA	52,850	4,405
Statutory Bonus	7,000	583
Provident Fund	18,186	1,516
Gratuity	3,458	289
Mediclin Insurance	7,044	584
ESIC	5,751	479
Other Allowances	45,234	3,770
<b>CTC</b>	<b>2,11,397</b>	<b>17,616</b>
<b>Total CTC</b>	<b>2,11,397</b>	

**Registered Office:** ITC Green Centre Northeast Wing 3rd Floor, No. 18, Banaswadi Main Road Maruthiseva Nagar Bangalore 560005

CIN: U74910KA2005PTC036515, Phone +91 80 4257300 Email:incontact@optum.com,Website:www.optum.com



# PANCHAKSHRI SHIVACHARYA TRUST

C/o Channabasweshwar Pharmacy Polytechnic

Kava Road, Basweshwar Chowk, Latur-413512 (Maharashtra)

Phone No. (02382) 240192, Fax: (02382) 243855 Email- channabasweshwar@gmail.com Website- www.cdphl.org

Ref.No. PSTA / Appo. Order./B.Pharm./2022-23/1443.

Date: - 29.09.2022.

To,  
Mr. Wasim Basid Kazi  
Kazi Galli, Dhoki,  
Dist.- Osmanaabad - 413 508.

Subject: - Appointment to the post of Assistant Professor at trust's Channabasweshwar Pharmacy college (Degree) Latur (U.G) for Pharmaceutics (Subject)

Sir/Madam,

In response to our advertisement dated 29.09.2022 you had applied for the post of Assistant Professor in Pharmaceutics (subject). You were interviewed for the above post by the Local Selection Committee constituted by the Management under statute.

I am pleased to inform you that the Management has appointed you on the said post in Channabasweshwar Pharmacy college (degree) Basweshwar chouk, Kava Road, at Latur in the scale of Rs. 15600 - 39100 AGP 6000 with effect from 01/10/2022. Your appointment is subject to the following terms and conditions.

01. Your services will be governed by the Maharashtra Universities Act, 1994, statutes, Code of Conduct, ordinances and rules and regulations laid down by the SRTM University from time to time and Panchakashari Shivacharya Trust, Also from time to time.
02. (a) You are appointed in clear vacancy on full-time/Part-time basis on probation for a period of twelve Months (One Year) from the date of joining.  
(b) Your appointment is purely temporary for a period of One Academic Year i.e. from 01/10/2022 to 30/09/2023.

..02..





# PANCHAKSHRI SHIVACHARYA TRUST

Est :- 1973

C/o Channabasweshwar Pharmacy Polytechnic

Kava Road, Basweshwar Chowk, Latur-413512 (Maharashtra)

Phone No. (02382) 240192, Fax-(02382) 243855 Email- channabasweshwar@gmail.com Website- www.cdphl.org

Ref.No. PSTA / Appo. Order./D. Pharm./2022 - 2023 /

Date: - 04.08.2022.

To,

Mr. / Miss. / Mrs. / Rohit Ram Kumbade

Banhi Road, Song Nagar,

Ekmat Chowk, At. Pa. Dist - Latur

Latur Pin. 413512

Subject: - Appointment to the post of Lecturer in Pharmacy for Non Aided Diploma in Pharmacy Course at Channabasweshwar Pharmacy College (Degree) Latur

Sir/Madam,

In response to our advertisement dated ... you had applied for the post of of Lecturer in Pharmacy for Non Aided Diploma in Pharmacy Course at Channabasweshwar Pharmacy College (Degree) Latur. You were interviewed for the above post by the Local Selection Committee constituted by the Management under statute.

I am pleased to inform you that the Management has appointed you on the said post in Channabasweshwar Pharmacy college (degree), Non Aided Diploma in Pharmacy Course, Basweshwar chok, Kava Road, at Latur, in the scale of Rs. 15600 - 39100 Plus AGP 6000 with effect from 04.08.2022 or date of joining the duty.

Your appointment is subject to the following terms and conditions:

01. Your services will be governed by the Pharmacy Council of India, New Delhi, Directorate of Technical Education, M.S. Mumbai, Maharashtra State Board of Technical Examination M.S. Mumbai from time to time and Panchakshari Shivacharya Trust, Aloor from time to time.

(a) You are appointed in clear vacancy on full-time/Part-time basis on probation for a period of TWO YEARS from the date of joining.

..02..



21-22 7010  
**PANCHAKSHRI SHIVACHARYA TRUST**

**C/o Channabasweshwar Pharmacy Polytechnic**

Kava Road, Basweshwar Chowk, Latur-413512 (Maharashtra)

Phone No. (02382) 240192, Fax-(02382) 243855 Email- channabasweshwar@gmail.com Website- www

Ref.No. PSTA / Appo. Order./B.Pharm./2022-23 / 1460.

Date: - 07/

To,  
Miss: Renuka Madhukar Mundhe  
Latur Road  
Latur 413513

Subject: - Appointment to the post of Assistant Professor at trust's Channabasweshwar Pharmacy college (Degree) Latur (...U.G...) for Pharmaceutics (Subject)

Sir/Madam,

In response to our advertisement dated ..... you had applied for the post of Assistant Professor at trust's Channabasweshwar Pharmacy college (Degree) Latur (...U.G...) Pharmaceutics (Subject). You were interviewed for the above post by the Selection Committee constituted by the Management under statute.

I am pleased to inform you that the Management has appointed you on the said post at Channabasweshwar Pharmacy college (degree), Basweshwar chowk, Kava Road, at Latur in the scale of Rs. 15600-39100/- AGP 6000/- with effect from 14/11/2022. Your appointment is subject to the following terms and conditions:

08. Your services will be governed by the Maharashtra Universities Act, 1994, statutes, Code of Conduct, Ordinances and rules and regulations laid down by the SRTM University from time to time and Panchakashari Shivacharya Trust, Aloor from time to time.
23. (a) You are appointed in clear vacancy on full-time/Part-time basis on probation for a period of ..... from the date of joining.
- (b) Your appointment is purely temporary for one year period From 14/11/2022 to 13/11/2023.

- (c) Your appointment is on leave/lien vacancy for the period from ..... to .....
- (d) The post is reserved for ..... Since you belong to the said category, you are appointed on full-time basis on probation for a period of twenty-four months from the date of joining the post.
- (e) The post is reserved for ..... Since you do not belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of ..... You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by ..... Hence you are appointed on a purely temporary basis for a period of .....
- (g) Your appointment is on part-time/clock hour basis only.

24. (i) You will be paid basic pay of Rs. 15,600/- per month in the scale indicated in the schedule of pay by the Government, from time to time. Your salary will be paid through Nationalised Bank. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates specified in the schedule of pay by the Government, from time to time. Your salary will be paid through Nationalised Bank.

(ii) You will be paid remuneration at the rate of Rs. .... per lecture / per hour.

(iii) Your appointment and salary shall be subject to approval by the University.

25. (a) You will have to pass the NET or the SET or similar test as the case may be as prescribed by the University.

(b) You will have to acquire the qualification ..... (SET/NET) as prescribed by the University. Within the ..... period.

5. You will submit the originals as well as certified true copies of relevant testimonials, birth date, experience, discharge/relieving, last pay, caste etc.

62. In case you accept the appointment you shall have to execute deed of contract of Service as prescribed in the statute at the time of joining the duties.

63. You will be allowed to join the duties on production of –

- (i) Two passport size Photographs.
- (ii) Discharge Certificate from previous employer (If Any).

64. You will undergo medical examination by the approved Medical Officer or by the competent authority at the place of your duty, within three months from the date of joining the duties.

You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered post Acknowledgement due (RPAD) on the address given, shall be deemed to have been acknowledged and duly signed by you.

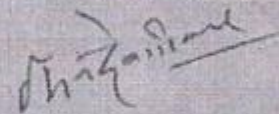
You will not conduct or engage yourself in any private tuitions or private coaching classes and will not hold any office of profit.

You will not engage yourself in any other job paid full-time, part-time or otherwise during the continuance of your service.

Your services are transferable to any other colleges or Recognized Institutions run by the Management as per the Statutes.

You will have to communicate your acceptance to the Management/College/Institution within ten days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully,



(B. J. Devnikar)

Secretary/Principal,  
Panchakashari Shivacharya Trust,  
(Aloor), Latur

Principal, Channabasweshwar Pharmacy College (Degree), Basweshwar Chouk, Kava Road, Latur  
Necessary action.

pu



# Shri. Vetaleshwar Shikshan Sanstha's LATUR COLLEGE OF PHARMACY, LATUR

Approved by the Maharashtra State Council of Technical Education, Mumbai  
Call: 8862046333 / 9760044333 Email: [lcophasegaon@gmail.com](mailto:lcophasegaon@gmail.com) Website: [www.lcophasegaon.org](http://www.lcophasegaon.org)  
Gurumathappa Hawage Knowledge City, Jambhalewar Chowk, Katpur Road, Latur, Maharashtra -413112

D/W :

Date : 22/10/2022

To.

**Mr. Raghunath Shivaji Sakhare,**

At Post Janwal, Tq. Chakur,

Dist. Latur.

Subject: Appointment Order

Dear Sir / Madam,

The Shri Vetaleshwar Shikshan Sanstha is pleased to appoint you as an "Asst. Professor" at Latur College of Pharmacy, Latur. Tq Dist., Latur.

You are required to carry out all the academic allied work assigned to you by the head of institution. If your performance is found unsatisfactory your services will be terminated without any intimation. Your appointment is purely on Temporary basis for this one academic year only. You will be paid consolidated salary as per PCI norms. You are requested to report on duty with effect from 25/10/2022.

Principal  
Latur College of Pharmacy  
Latur Tq. & Dist. Latur



## MICRO LABS LIMITED

CTS NO. 73, SAKI ESTATE, OFF. CHANDIVALI ROAD, SAKI NAKA, KURLA (W), MUMBAI - 400 072. TEL. NO. : 022 - 68106100  
 REGD. & CORPORATE OFFICE : #31, RACE COURSE ROAD, BANGLORE - 560 001, INDIA.  
 Tel. : +91-80-2237 0451-57 Fax : +91-80-237 0463 Visit Us : <http://www.microlabsltd.com>  
 CIN : U24232KA1973PLC002101 Email address : [info@microlabs.in](mailto:info@microlabs.in)

12 October 2022

**Ms. Gauri Sanjeev Vattamwar**

Flat No. 19, Saiprem Apartment, Opp Chiranjiv clinic,  
 Vishal nagar, Barshi road, Latur, Maharashtra - 413512

**Sub: Offer of Employment – Research Associate Trainee (R&D Formulations)**

Dear Ms. Gauri Sanjeev Vattamwar,

This has reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you an employment with our organization in the R&D Center based at Mumbai. The remuneration package as mutually agreed upon shall be communicated to you on your joining with us.

Please note that this is merely an Offer Letter. The Company's standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the company, which shall be binding on you.

You are requested to join us on or before **12 November, 2022** failing which this Offer of employment stands withdrawn. Kindly confirm the same.

You are required to submit the following documents at the time of joining:

- Passport size photographs - 03 Nos.
- Photocopy of your testimonials from SSC onwards.
- Proof of date of birth.
- Pre-employment medical fitness certificate from a registered medical practicing doctor.

Kindly confirm your acceptance on the duplicate copy of this Offer Letter.

Yours cordially,

**For MICRO LABS LIMITED,**

**Dr. Pankaj S. Mandpe**  
 Sr. Vice President – R&D (Formulations)  
 R&D Centre, Mumbai



Dayanand Education Society's  
**DAYANAND INSTITUTE OF PHARMACY**

Barshi Road, Latur - 413531, (Maharashtra) Tel.: 02382-295870

e-mail: dayanandiop@gmail.com Website: www.dayanandiop.org

(Approved by PCI New Delhi, Govt. of Maharashtra, DTE Mumbai, Affiliated to SRTMU, Nanded & MSBTE, Mumbai)

DTE CODE: PH2577

**Shri. Laxmireman Lahoti**

President

**Shri. Ramesh Biyani**

Secretary

**Dr. Wajid Chaus**

M. Pharm, Ph.D.

Principal

Ref. No.

Date :

LETTER OF APPOINTMENT

Ref. No.: DIOP/2022-23/ 257

Date: 01/10/2022

To,

Ms. Waghmare Kanchan. Ramrao  
Rama Residency Row House No.2  
Daldawa Nagar LIC Colony Latur  
Tq. Latur, Dist. Latur.

Sub: Appointment for the post of Lecturer in Pharmacognosy.

Sir/Madam

In response to your application for the post of Lecturer in Pharmacognosy. You were interviewed for the above post by the Selection Committee constituted by the Management.

I am pleased to inform you that the Management has appointed you for the post of Lecturer in Dayanand Education Society's, Dayanand Institute of Pharmacy, Latur in the pay band of 15600-39100 with effect from 01<sup>st</sup> oct 2022

Your appointment is subject to the following terms and conditions.

- 1) Your services will be governed by the Maharashtra Universities Act, 1994/ Maharashtra Public Universities Act 2016, Statute, Code of Conduct, Ordinances and Rules and Regulations laid down by SRTMUN, AICTE, PCI, DTE, Mumbai and the State Government from time to time.
- 2) You are appointed as full time/ Part time basis on probation for a period of two years from the date of joining.
- 3) You will be paid a basic pay per month in the pay band as indicated above. You will also be entitled to D A, CLA etc as the rates prescribed by the State Government from time to time.
- 4) Your appointment and salary shall be given/ made subject to verification and approval given by Higher Authorities.
- 5) You shall submit the originals as well as certified true copies of relevant testimonials such as Birth Certificate, Mark sheets, Experience Certificate, Discharge/Relieving Certificate, Last Pay Certificate, Caste Certificate, Change of Name Certificate, etc. before joining your duties.

Cont.on Page No. 2...

- 6) You will be allowed to join the duties on producing –
  - i) Two Passport size photographs
  - ii) Discharge/ Relieving & Experience Certificate from previous employer. (If any)
- 7) You shall undergo medical examination by the approved medical officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for said employment.
- 8) You will be restricted to conduct or engage yourself in any private tuitions or private coaching classes, etc.
- 9) You will be restricted to engage yourself in any other employment paid, full-time, part time services or otherwise, during the period of your service, without the permission of the competent authority /Management.
- 10) Your services are transferable to any other Colleges/ Institutions run by the Management.
- 11) In case of resignation, you will have to give three months notice or basic pay (pay in pay band + AGP) of three months in lieu of notice period.
- 12) If you are found absent continuously for more than thirty days without permission of higher authority your service will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Management. During the period of your service you shall not directly or indirectly do such things, which are against the interest of the Society/University/Institute/College/Students/Staff.
- 13) You have to communicate your acceptance to the Management / College/Institution within seven days from the date of receipt of this Letter of Appointment, failing which your appointment stands cancelled.
- 14) If your performance in teaching / Result / behavior is not satisfactory, your services will be terminated at any time without giving notice.
- 15) You have to follow the terms and conditions of the institution and the management which attached herewith.



Principal  
Principal

Dayanand Education Society's  
Dayanand Institute of Pharmacy  
Barshi Road, Latur



Ref: ML/2022

December 27, 2022

**Mr. Zunjare Prashant G**  
# 96, Sawali Bahinarao  
Aundha Nagnath, Hingoli  
Maharashtra - 431705  
Contact No: 7620616152

Dear Prashant,

**SUB: OFFER OF APPOINTMENT**

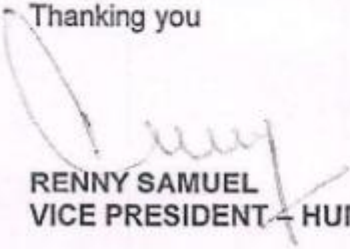
With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as "OFFICER – FORMULATION DEVELOPMENT in the Grade of Officer – I" in our Organization subject to your being found medically fit. You will be paid a Gross Salary as per annexure enclosed.

You are requested to join our services on or before **January 04, 2023**. Please come to the following address for medical checkup one day before joining the duty along with three passport size photographs.

Medreich House  
No. 12/8,  
Saraswathi Ammal Street,  
Maruti Seva Nagar,  
Bangalore – 560 033

Please sign and return the duplicate copy of this letter as a token of your acceptance of the offer.

Thanking you



**RENNY SAMUEL**  
VICE PRESIDENT – HUMAN RESOURCES

Medreich Limited

Regd. Off.: Medreich House, No. 12/8, Saraswathi Ammal Street, Maruthi Sevanagar, Bangalore - 560 033, INDIA.

Phone: ++91 80 4048 7100 Fax: ++91 80 2547 4741

R&D: Plot No. 36, Bommasandra Industrial Estate, Anekal Taluk, Bommasandra, Bangalore - 560 099

Phone: ++91 80 4165 8083 / 4165 8084

CIN : U24232KA1973PLC002383 E-mail: info@medreich.com, Website: www.medreich.com



**M**  
**MEDREICH**

BANGALORE | LONDON | SYDNEY

**ANNEXURE - I**

**CONFIDENTIAL**

**Name** : Mr. Zunjare Prashant G  
**Designation** : Officer - Formulation Development  
**Grade** : Officer - I

	Monthly(₹)	Annual(₹)
Basic	15000	
HRA	6950	
<b>Total A</b>	<b>21950</b>	<b>263400</b>
Bonus		15000
<b>Total B</b>		<b>278400</b>
Company Contribution to PF		21600
<b>Cost To Company</b>		<b>300000</b>

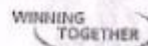
*[Handwritten signature]*

**Medreich Limited**

Regd. Off.: Medreich House, No. 12/8, Saraswati Ammal Street, Maruthi Sevanagar, Bangalore - 560 033, INDIA.  
Phone: ++91 80 4048 7100 Fax: ++91 80 2547 4741

R&D: Plot No. 36, Bommasandra Industrial Estate, Anekal Taluk, Bommasandra, Bangalore - 560 099  
Phone: ++91 80 4165 8083 / 4165 8084

CIN : U24232KA1973PLC002383 E-mail: info@medreich.com, Website: www.medreich.com



8002

Est :- 1973

Reg.No.A-2650(Osmanabad)

# PANCHAKSHRI SHIVACHARYA TRUST

## C/o Channabasweshwar Pharmacy Polytechnic

Kava Road, Basweshwar Chowk, Latur-413512 (Maharashtra)

Phone No. (02382) 240192, Fax-(02382) 243855 Email- channabasweshwar@gmail.com Website- www.cdphi.org



Date: - 04.08.2022.

Ref.No. PSTA / Appo. Order./D. Pharm./2022 - 2023 / 1412

To,

Mr./Miss/Mrs. Bhosale. Sujata. Bedu.

At Post - Tulkhedewadi

Tq. Ausa Dist - Latur

Pin 413512

Subject: - Appointment to the post of Lecturer in Pharmacy for Non Aided Diploma in Pharmacy Course at Channabasweshwar Pharmacy College (Degree) Latur

Sir/Madam,

In response to our advertisement dated ..... you had applied for the post of of Lecturer in Pharmacy for Non Aided Diploma in Pharmacy Course at Channabasweshwar Pharmacy College (Degree) Latur. You were interviewed for the above post by the **Local Selection Committee** constituted by the Management under statute.

I am pleased to inform you that the Management has appointed you on the said post in Channabasweshwar Pharmacy college (degree). Non Aided Diploma in Pharmacy Course ,Basweshwar chouk, Kava Road, at Latur, in the scale of Rs. 15600 – 39100 Plus AGP 6000 with effect from 04.08.2022 or date of joining the duty.

Your appointment is subject to the following terms and conditions:

- 01. Your services will be governed by the Pharmacy Council of India, New Delhi , Directorate of Technical Education , M.S. Mumbai , Maharashtra State Board of Technical Examination M.S. Mumbai from time to time and Panchakashari Shivacharya Trust, Aloor from time to time.

(a) You are appointed in clear vacancy on full-time/Part-time basis on probation for a period of TWO YEARS from the date of joining.

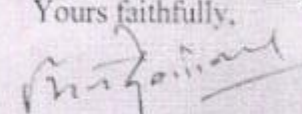
..02..

- (b) Your appointment is purely temporary for a period of One Academai Year i.e. from ...../...../202.... to ...../...../202....
- (c) Your appointment is on leave/lien vacancy for the period from ..... to .....
- (d) The post is reserved for ..... Since you belong to the said category, you are appointed on full-time basis on probation for a period of twenty-four months from the date of joining.
- (e) The post is reserved for ..... Since you do not belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of ..... You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by ..... Hence you are appointed full-time on purely temporary basis for a period of .....
- (k) Your appointment is on part-time/clock hour basis only.

02. (i) You will be paid basic pay of Rs. 15,600 plus AGP 6000 per month in the scale indicated above. You will also be entitled to Dearness Allowance , House Rent Allowance and C.L.A. at the rates prescribed by the Government, from time to time. Your salary will be paid through Nationalised/Scheduled Bank..

You will have to communicate your acceptance to the Management/College/Institution within ten days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully,

  
(B. J. Devnikar)

Secretary

Panchakashari Shivacharya Trust,  
(Aloor), Latur

Copy to:-

The Principal, Channabasweshwar Pharmacy College (Degree) (D.Pharmacy) Basweshwar Chouk, Kava Road,  
Latur for necessary action.

F.N. OPC/PST Fold/Appointment letter.84



Baliraja Ekatmik Graminvikas Bahuddeshiya Sansatha's

# SARASWATI INSTITUTE OF PHARMACY (D.Pharm & B.Pharm)

Approved by AICTE, PCI New Delhi, Govt. Of Maharashtra, Affiliated to SRTMU, Nanded & MSBTE Mumbai

8003

Hon. Dinesh D. Deshmukh  
President

Hon. Sachin S. Kshirsagar  
Secretary

Prof. Ashok A. Muchandi  
Principal

Ref.No.: - SIOP/2022-23/343-B

Date: 15/11/2022

## Appointment Letter

To,

**Mr. Bokhare Suryakant Hari.**, M.Pharm-Quality Assurance  
At. Dorli, Post- Talegaon, Tal-Hadgaon, Dist-Nanded.  
Mob. 9623018297  
Email: suryakanthb.143@gmail.com

Subject: Appointment for the post of Asst. Professor ...

Respected Sir,

We are pleased to inform you that, as per your application for the said post and interview held dated on 14/11/2022, you have been appointed as Asst. Professor with basic pay 15600-39100/- at Dept. of Pharmaceutical Chemistry/Pharmacognosy, in BEGBS's Saraswati Institute of Pharmacy, Kurtadi, Tal- Kalamnuri, Dist- Hingoli, Maharashtra 431701. Your appointment is subjected to the following terms and conditions.

- Your appointment is full time and regular basis for current academic year.
- Your basic salary, dearness allowance and other allowances as per declared by State Govt & UGC declared by time to time.
- Your service will be governed by the Maharashtra University Act, 1994 Statutes, Code of conduct, ordinances and rules and regulations laid down by SRTM University, Nanded and Management of Institute.
- You have to submit the certified true copies of relevant testimonials at the time of joining.

Address :- Vidyanagari Kurtadi, Near Waranga Phata, Nanded - Hadgaon Road, Tq. Kalamnuri, Dist. Hingoli Maharashtra - 431701

E-mail: siopk2014@gmail.com  
Website: saraswatipharmaz.org  
Contact number: 7774041973/9011550111



2021-22

8006  
PG.

**Offer: BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20207418609/Pune/BPS/BTN**  
**Date: 27/07/2021**

**Mr. Rushikesh Santosh Debadwar**  
Kolhe Nagar, Koyna Road, Latur  
Koyna Road  
Kolhe Nagar  
Latur-413512  
Maharashtra  
Tel# -7058915747

Dear Mr. Rushikesh Santosh Debadwar,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited (TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **11,250/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

Date: 7<sup>th</sup> November 2022

**Mr. Sachin Kabade**

3667, K.V.Nagar Barshi

Solapur, Maharashtra – 413411

**Sub: Letter of Appointment**

Dear Mr. Sachin,

Appointed as **Executive – Business Analyst & MIS**,

With reference to your application and the subsequent interview you had with us for the above-mentioned position, we are pleased to appoint you the position with our company w.e.f 7<sup>th</sup> November 2022 under the following terms and conditions:

**1. PLACE OF POSTING**

Your posting will be at Hyderabad.

**2. COMPENSATION**

Your compensation on a cost to company basis will be Rs. 1,44,000/- per annum.

**3. COMPENSATION PROGRESSION**

Further increase in your compensation and prospects in the Company shall depend on your efficiency, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors and Company's performance. Such increase in no case is automatic and/or a matter of right.

**4. DUTY HOURS**

Your working hours will be fixed by the management from time to time. Your regular work hours are Monday through Saturday (Timings 09:00 AM to 06:00 PM).

Address: Office No. 810, 8<sup>th</sup> Floor, Finswell Building A, Viman Nagar, Pune - 411014  
Contact: +91 9398899811 | Email: lonarpharma@gmail.com



Dayanand Education Society's

# Dayanand College of Pharmacy, Latur.

Barshi Road, Latur-413531, (Maharashtra) Tel. : 02382-223199, 223299  
Website : www.dayanandpharmacy.org E-mail : dayanandpharmacy@rediffmail.com  
principaldcop@gmail.com

(Approved by AICTE and PCI, New Delhi, DTE, Mumbai & Affiliated to S.R.T.M.U., Nanded)  
DTE CODE - 2156 MSBTE CODE : 1873

**Laxmiraman Lahoti**  
President

**Ramesh Biyani**  
Secretary

**Dr. Kranti Satpute**  
M.Pharm, Ph.D.  
Principal

Ref. No. : DCOP/2022-23/4315-A

Date :

## LETTER OF APPOINTMENT

Ref.No : DCPL/Appointment/

Date : 16/01/2023

To,

Ms. Salmote Nisigandha Santram

At. Post. Ranisawargaon,

Tq. Gangakhed Dist. Parbhani

Sub: Appointment for the post of Assistant Professor in Pharmacy.

Sir/Madam

In response to your application for the post of Assistant Professor. You were interviewed for the above post by the Management.

I am pleased to inform you that the Management has appointed you for the post of Assistant Professor in Dayanand Education Society's, Dayanand College of Pharmacy, Latur in the pay band of 15600-39100 with effect from 31/12/2022.

Your appointment is subject to the following terms and conditions.

- 1) Your services will be governed by the Maharashtra Universities Act, 1994/ Maharashtra Public Universities Act 2016, Statute, Code of Conduct, Ordinances and Rules and Regulations laid down by SRTMU, Nanded, AICTE, PCI, DTE, Mumbai and the State Government from time to time.
- 2) You are appointed as full time/ Part time basis on probation for a period of two years from the date of joining.
- 3) You will be paid a basic pay per month in the pay band as indicated above. You will also be entitled to D A, CLA etc as the rates prescribed by the State Government from time to time.
- 4) Your appointment and salary shall be given/ made subject to verification and approval given by Higher Authorities.
- 5) You shall submit the originals as well as certified true copies of relevant testimonials such as Birth Certificate, Mark sheets, Experience Certificate, Discharge/Relieving Certificate, Last Pay Certificate, Caste Certificate, Change of Name Certificate, etc. before joining your duties.



- 6) You will be allowed to join the duties on producing
  - i) Two Passport size photographs
  - ii) Discharge/ Relieving & Experience Certificate from previous employer. (If any)
- 7) You shall undergo medical examination by the approved medical officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for said employment.
- 8) You will be restricted to conduct or engage yourself in any private tuitions or private coaching classes, etc.
- 9) You will be restricted to engage yourself in any other employment paid, full-time, part time services or otherwise, during the period of your service, without the permission of the competent authority /Management.
- 10) Your services are transferable to any other Colleges/ Institutions run by the Management.
- 11) In case of resignation, you will have to give three months notice or basic pay (pay in pay band + AGP) of three months in lieu of notice period.
- 12) If you are found absent continuously for more than thirty days without permission of higher authority your service will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Management. During the period of your service you shall not directly or indirectly do such things, which are against the interest of the Society/University/Institute/College/Students/Staff.
- 13) You have to communicate your acceptance to the Management / College/Institution within seven days from the date of receipt of this Letter of Appointment, failing which your appointment stands cancelled.
- 14) If your performance in teaching / Result / behavior is not satisfactory, your services will be terminated at any time without giving notice.
- 15) You have to follow the terms and conditions of the institution and the management which attached herewith.

  
Principal

Sector 29, Nigdi, Pradhikaran, Akurdi, Pune - 411044. Tel. : (020)27657868,27659001, Fax:(020) 27653057

Padmashree. Dr. D. Y. Patil M.A., LL.B., Ph.D.  
Founder

Dr. Sanjay D. Patil  
President

Shri Satej D. Patil  
Vice-President

Ref. No. Dr DYPP/PR/DYPCOP/245(2)/2022

Date : 03/08/22

To

**Mrs. Pallavi N. Somthane**

Rajni Gandha Housing Society, Walekarwadi, Chinchwad, Pune - 411033.

**Subject: Appointment to the post of "Lecturer" in D Pharm. at Dr D Y Patil College of Pharmacy, Akurdi, Pune -411044.**

With reference to your application in pursuance of Advertisement dated 21/04/2022 for the above post and on the basis of your subsequent interview, Dr D Y Patil Pratishthan is pleased to appoint you as Lecturer in D Pharm. at Dr D Y Patil College of Pharmacy, Akurdi, Pune -411044.

This appointment is subject to the following terms & conditions: -

1. Your Service will be governed by MSBTE & DTE statutes and also rules and regulations laid down by Dr D Y Patil Pratishthan from time to time.
2. Your appointment is subject to your selection by Local Selection Committee or MSBTE & DTE Staff Selection Committee as per the guidelines from MSBTE & DTE and workload prescribed by concerned authorities.
3. Your appointment order is purely on Temporary basis for the period from 04<sup>th</sup> Aug. 2022 to 31<sup>st</sup> May 2023 and will automatically cease on 31<sup>st</sup> May 2023 after office hours.
4. You will be paid total salary of Rs 20,600/- (Basic of Rs.15600/- + AGP of Rs.5000/-) per month.
5. You will not indulge in any anti-Institutional or anti-Management activities.
6. In addition to your academics, it is mandatory for you to complete all the co-academic & administrative tasks assigned to you from time to time by the Head of the Institute and concerned Head of the Department.
7. If you are found absent continuously for more than seven days without prior written permission of Head of the Institute, your services will automatically stand terminated.
8. The nature of your appointment calls for a full-time engagement with the College/Institute. So, in order to avoid conflict of interest, it does not permit you to indulge in any external Business, Consultancy etc. without prior written permission of the concerned authority.

P.T.O

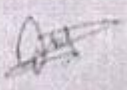
9. Your services are transferable to any other relevant Department / College / Institute run by Dr D Y Patil Pratishthan at any time during service period without any prior notice.
10. You shall not disclose or part with any information in any form whatsoever, related to the College/Institute/ Pratishthan and its activities, while in service or even after ceasing to be on the pay rolls of the Institute/ College.
11. Your personal and professional details provided by you to the College / Institute will be treated as authentic and will be used for all purposes. It will be your responsibility to keep updating the College/ Institute authorities in writing.
12. During the period of your service you shall not directly or indirectly involve in such things which are subversive to the interests of Students/College / Institute / Pratishthan / University / any other Stake holders etc. Or else it will be treated as misconduct on your part and be liable for appropriate disciplinary action.
13. You have to communicate your written acceptance to the Head of the Institute within seven days from the date of receipt of this Appointment order, failing which, your appointment is liable to be cancelled.
14. The terms and conditions of your service to this appointment, which, if and when modified or altered will be binding upon you.
15. You are not entitled for all benefits accrued to the Permanent/Regular faculty as your appointment is purely on temporary basis for the current Academic year only ( AY 2022-23)
16. Your appointment may be terminated by, either side / party , by giving one month notice or one month's basic pay (Basic + AGP) in lieu of notice period.
17. In case of violation of any terms and conditions mentioned above, you will be liable for appropriate disciplinary action.
18. This appointment order supercedes all the previous appointment order/s, if any.



Vice - President

ACCEPTANCE

I the undersigned Mr. / Ms / Mrs / Prof / Dr. Pallavi Nagaraa Somthane appointed as Lecturer in D- pharmacy have read the complete appointment order & hereby unconditionally accept to abide by all the terms and conditions mentioned above.

Signature - 

Name - Pallavi Nagaraa somthane

Date: 03/08/2022



Ref.No. PSTA / Appo. Order./B.Pharm./2022-23 / 1497

Date: 27 JAN 2023

To,  
Miss. Snehalata Suraj Tawari  
Ganeshkhani, N. Road,  
Lahandoli, Tq. Deoni,  
Dist - Latur, 413519

Subject: - Appointment to the post of Assistant Professor at trust's Channabasweshwar Pharmacy college (Degree) Latur (UG) for Quality Assurance (Subject)

Mr/Madam,

In response to our advertisement dated ...-... you had applied for the post of Assistant Professor trust's Channabasweshwar Pharmacy college (Degree) Latur (UG) for Quality Assurance (subject). You were interviewed for the above post by the Local Selection Committee constituted by the Management under statute.

I am pleased to inform you that the Management has appointed you on the said post in Channabasweshwar Pharmacy college (degree), Basweshwar chowk, Kava Road, at Latur in the scale of Rs. 15,600 - 39,100 AGP 6000 with effect from 01/02/2023. Your appointment is subject to the following terms and conditions:-

01. Your services will be governed by the Maharashtra Universities Act, 1994, statutes, Code of Conduct, ordinances and rules and regulations laid down by the SRTM University from time to time and Panchakashari Shivacharya Trust, Aloor from time to time.
02. (a) You are appointed in clear vacancy on full-time/Part-time basis on probation for a period of ..... from the date of joining.
- (b) Your appointment is purely temporary for one year period From 01/02/2023 to 31/01/2024

- (c) Your appointment is on leave/lien vacancy for the period from ..... to .....
- (d) The post is reserved for ..... Since you belong to the said category, you are appointed on full-time basis on probation for a period of twenty-four months from the date of joining the post.
- (e) The post is reserved for ..... Since you do not belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of ..... You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by ..... Hence you are appointed on a purely temporary basis for a period of .....
- (g) Your appointment is on part-time/clock hour basis only.
03. (i) You will be paid basic pay of Rs. 15,600/- per month in the scale indicated above. You will be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed in the Government, from time to time. Your salary will be paid through Nationalised/Scheduled Bank.
- (ii) You will be paid remuneration at the rate of Rs. .... per lecture / per hour.
- (iii) Your appointment and salary shall be subject to approval by the University.
04. (a) You will have to pass the NET or the SET or similar test as the case may be as laid down in the University.
- (b) You will have to acquire the qualification ..... (SET/NET) as prescribed by the University. Within the ..... period.
05. You will submit the originals as well as certified true copies of relevant testimonials such as school certificates, birth date, experience, discharge/relieving, last pay, caste etc.
06. In case you accept the appointment you shall have to execute deed of contract of Service as prescribed in the statute at the time of joining the duties.
07. You will be allowed to join the duties on production of -
- (i) Two passport size Photographs.
- (ii) Discharge Certificate from previous employer (If Any).
08. You will undergo medical examination by the approved Medical Officer or by the civil surgeon at the place of your duty, within three months from the date of joining the duties.

Placement Officer

09. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered post Acknowledgement due (RPAD) on the address given, shall be deemed to have been acknowledged and duly signed by you.
10. You will not conduct or engage yourself in any private tuitions or private coaching classes and will not hold any office of profit.
11. You will not engage yourself in any other job paid full-time, part-time or otherwise during the continuance of your service.
12. Your services are transferable to any other colleges or Recognized Institutions run by the Management as per the Statutes.
13. You will have to communicate your acceptance to the Management/College/Institution within ten days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully,

  
**(B. J. Deynikar)**  
Secretary/Principal  
**Secretary**  
Panchakashari Shivacharya Trust,  
(Aloor), Latur

Copy to:-

The Principal, Channabasweshwar Pharmacy College (Degree), Basweshwar Chouk, Kava Road, Latur  
for necessary action.

## FORM FOR APPOINTMENT ORDER OF THE TEACHER

(S.174 (2))

(Name of the Management /College/Recognised Institution) 90/16

Reg.No.A-2650(Osmanabad)

Est :- 1973

**PANCHAKSHRI SHIVACHARYA TRUST****C/o Channabasweshwar Pharmacy Polytechnic**

Kava Road, Basweshwar Chowk, Latur-413512 (Maharashtra)

Phone No. (02382) 240192, Fax-(02382) 243855 Email- channabasweshwar@gmail.com Website- www.cdphl.org

Ref.No. PSTA / Appo. Order./B.Pharm./2022-2023/1417

Date: - 22/08/2022.

To.

Mr./Miss./Mrs./Dr. Vibhute Diksha DevappaAt...Post...Malkhandsi...Tal.Ausa,Dist...LaturPin...413520Subject: - Appointment to the post of Principal/Professor / Associate Professor / Assistant Professor in Quality Assurance (Subject)

Sir/Madam.

In response to our advertisement dated ... you had applied for the post of Principal/Professor / Associate Professor / Assistant Professor in Quality Assurance (subject). You were interviewed for the above post by the **Local Selection Committee** constituted by the Management under statute.

I am pleased to inform you that the Management has appointed you on the said post in Channabasweshwar Pharmacy college (degree), Basweshwar chowk, Kava Road, at Latur in the scale of Rs. 37,400 – 67,000 AGP 10,000 / Rs. 37,400 – 67,000 AGP 9000 / Rs. 15600 – 39100 AGP 6000 with effect from 29/08/2022. Your appointment is subject to the following terms and conditions:

01. Your services will be governed by the Maharashtra Universities Act, 1994, statutes, Code of Conduct, ordinances and rules and regulations laid down by the SRTM University from time to time and Panchakashari Shivacharya Trust, Aloor from time to time.
2. (a) You are appointed in clear vacancy on full-time/Part-time basis on probation for a period of twelve Months (One Year) from the date of joining.
- (b) Your appointment is purely temporary for a period of One Academai Year i.e. from 29/08/2022 to 28/08/2023

..02..



- (c) Your appointment is on leave/lien vacancy for the period from ..... to .....
- (d) The post is reserved for ..... Since you belong to the said category, you are appointed on full-time basis on probation for a period of twenty-four months from the date of joining the post.
- (e) The post is reserved for ..... Since you do not belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of ..... You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by ..... Hence you are appointed full-time on purely temporary basis for a period of .....
- (g) Your appointment is on part-time/clock hour basis only.
3. (i) You will be paid basic pay of Rs. 15,600/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the Government, from time to time. Your salary will be paid through Nationalised/Scheduled Bank.
- (ii) You will be paid remuneration at the rate of Rs. .... per lecture / per hour.
- (iii) Your appointment and salary shall be subject to approval by the University.
4. (a) You will have to pass the NET or the SET or similar test as the case may be as laid down by the University.
- (b) You will have to acquire the qualification ..... (SET/NET) as prescribed by the University. Within the ..... period.
5. You will submit the originals as well as certified true copies of relevant testimonials such as mark sheets, birth date, experience, discharge/relieving, last pay, caste etc.
- 06 In case you accept the appointment you shall have to execute deed of contract of Service as prescribed in the statute at the time of joining the duties.
- 07 You will be allowed to join the duties on production of –
- (i) Two passport size Photographs.
- (ii) Discharge Certificate from previous employer (If Any).
- 08 You will undergo medical examination by the approved Medical Officer or by the civil Surgeon at the place of your duty, within three months from the date of joining the duties.





# Ifedora Services Private Limited

21, Magnet Corporate Park, Nr.Sola over Bridge, Thaltej, S.G.Highway,  
Ahmedabad – 380054.Gujarat

29-May-2023

Dear Poonam Swami

This has reference to the discussion you had with us. In this regard, we are pleased to offer you the position of **Trainee, A**, based at **Pune** in our organization as per the agreed terms & conditions. You will report to **Mayur Thakkar – Project Manager**.

**You are requested to join duty on, but not later than 29-May-2023.**

This offer is subject to submitting the following documents at the time of your joining:-

- Resignation & Relieving Letter of previous organizations
- Education / Professional qualification certificates
- Copy of PAN ID / PAN Number details
- Personal Identity proof (Copy of Driving License/Election Card/Passport/ Aadhar Card)
- Residential Proof (Copy of Bill – Electricity/Telephone/Mobile or Rental Agreement)
- 5 passport size photographs.
- Medical Fitness Certificate & Blood Group (Confirming no traces of any major illness or any chronic health disorders in the past)

The formal letter of appointment, indicating detailed terms and conditions will be issued to you at the time of your joining, which shall be subject to the following:

- Reference check / Background verification / No Criminal records
- Successfully Competition & Clearance of training program
- Above listed documents

You are requested to return the duplicate copy of this offer as a token of your acceptance and confirm the exact date of your joining our organization.

We look forward to welcoming you to the Ifedora family and wish you all the success in your new assignment with us.

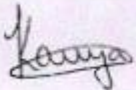
For, Ifedora Services Private Limited

HR Department



# Ifedora Services Private Limited

21, Magnet Corporate Park, Nr.Sola over Bridge, Thaltej, S.G.Highway,  
Ahmedabad – 380054.Gujarat

Annexure			
Employee Name		Poonam Swami	
DOJ		29-May-2023	
Designation		Trainee	
Department		Authorization	
Grade		A	
Location		Pune	
CTC WEF		241560	20130
	<b>Particulars</b>	<b>Amount Annual</b>	<b>Amount Monthly</b>
	<b>Salary Payment Monthly</b>		
A1	Basic	108000	9000
	HRA	43200	3600
	Medical Allowance	15000	1250
	Education Allowance	2400	200
	Conveyance Allowance	19200	1600
	Deputation Allowance	14000	1167
	Statutory Bonus	21600	1800
	Gratuity	5199	432
	<b>Total(A1)</b>	<b>228600</b>	<b>19050</b>
A2	Shift Allowance	30000	2500
	<b>Total Gross Salary (A1+A2)</b>	<b>258600</b>	<b>21550</b>
B1	<b>Company Contribution</b>		
	Employer PF Contribution (12% of Basic)	12960	1080
	Employer ESIC Contribution (3.25% of Gross)	0	0
	<b>Total Company Contribution (B1)</b>	<b>12960</b>	<b>1080</b>
	<b>Total CTC (A1+B1)</b>	<b>241560</b>	<b>20130</b>
B2	<b>Standard Deduction</b>		
	Employee PF Contribution (12% of Basic)	12960	1080
	Employee ESIC Contribution (0.75% of Gross)	0	0
	Professional Tax	0	0
	<b>Total Deduction (B2)</b>	<b>12960</b>	<b>1080</b>
	<b>Net Salary</b>	<b>245640</b>	<b>20470</b>
<p>*Income Tax is applicable as per rule *Management reserves the right to restructure your salary if required *Shift allowance is on the basis of your allotted shift For Ifedora Services Private Limited</p> <p> HR Department</p>			

18-Oct-2023

Aniket Telange  
kalyani Nagar pune  
Pune Maharashtra - 411014,  
India.

Dear Aniket,

**Sub: Employment Letter**

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Executive** in the **Operations Function** with **CONNQ Business Solutions Limited** (The Company) with effect from **18-Oct-2023** on the following terms and conditions.

You will be paid an Annual Gross Salary of **₹ 2,10,840/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **₹ 240000/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above-mentioned offer shall be valid if you join us on **18-Oct-2023**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Maharashtra / Pune - Kalyaninagar** Office. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to you submitting the following documents (originals to be presented)

<b>Photo ID &amp; Address Proof:</b>	<ul style="list-style-type: none"><li>• <b>Passport Size photo   PAN Card   Aadhar Card</b>  Voter ID  Driving License  Passport  Leave and License Agreement copy where applicable.</li></ul>
<b>Education Proof:</b>	<ul style="list-style-type: none"><li>• 10th and 12th Marksheet/Board Certificate.</li><li>• For Diploma/Graduation/PG require Semester wise marksheets &amp; Passing Certificates.</li></ul>
<b>Experience Proof:</b>	<ul style="list-style-type: none"><li>• Offer Letter &amp; 3 Month Salary Slips / Reliving Letter / Experience Letter.</li></ul>
<b>Bank Account Details:</b>	<ul style="list-style-type: none"><li>• Passbook / Cancelled Cheque with your name printed on the cheque.</li></ul>



**Anuja Niyogi**  
Associate Vice President | Human Resource

You will be on probation for a period of **3 Months** months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for **15 days** prior notice by either side. Upon completion of Probation period; your employment with the Company can be terminated upon **30 Days** prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the **30 Days** prior notice by paying you salary for **30 Days** in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the **30 Days** notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

You will be on probation for a period of **3 Months** months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **CONNQQT Business Solutions Limited.**



**Anuja Niyogi**  
Associate Vice President | Human Resource

I accept the terms of this letter

-----

**ANNEXURE A**

You will be entitled to the following remuneration effective your date of joining.

Component	Amount (₹) Per Month	Amount (₹) Per Annum
<b>A. Fixed Pay</b>		
Basic Salary	7,000	84,000
House Rent Allowance	4,200	50,400
Advance Statutory Bonus	1,184	14,208
Other Allowance	4,186	50,232
<b>B. PERFORMANCE INCENTIVE PMI : This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your Performance Rating. You will start earning PMI after 2 months post completing your Training and OJT Certification.</b>	0/- per annum	
<b>PERFORMANCE PAY</b>	1,000	12,000
<b>C. GROSS (A+B)</b>	<b>17,570</b>	<b>2,10,840</b>
<b>D. BENEFITS</b>		
<b>PROVIDENT FUND - Company Contribution</b> (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	1,342	16,104
<b>GRATUITY</b> (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company) - 4.81% of Basic Salary	337	4,044
<b>ESI -Company Contribution</b> (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	571	6,852
<b>Insurance</b> (You will be covered under insurance as per the company policy and can change as per the management discretion)	180	2,160
<b>E. Employee Contribution</b>		
<b>PROVIDENT FUND - Employee Contribution</b> (As per the PF Act; 12% of salary components specified by PF authorities and will be paid to PF Department towards employee's Provident Fund Contribution.	1,342	16,104
<b>Insurance Contribution : Self + Spouse + 2 Children</b>	100	1,200
<b>ESI - Employee Contribution</b> (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary.	132	1,584
<b>F. Net Salary.</b>		
<b>TAKE HOME - With Average PMI : (C - E)</b>	<b>15,996</b>	<b>1,91,952</b>
<b>TAKE HOME - Without PMI : (C - B - E)</b>	<b>14,996</b>	<b>1,79,952</b>
<b>G TOTAL COST TO COMPANYY (C+D)</b>	<b>20,000</b>	<b>240000</b>

Note : # Performance Pay shall vary based upon your Performance Rating.

# Other Statutory deductions Like (P-Tax / Income Tax) will be deducted as per Government norms OR basis your taxable income,



**Anuja Niyogi**  
Associate Vice President | Human Resource

I accept the terms of this letter

**Terms and Conditions of Employment**

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956. Should any such relationship exist, you will bring forth the same to our notice immediately and we shall intimate to you the necessary approvals/ permissions required for your employment. In such an event you will be able to join the company only after all permissions/ approvals are obtained.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to **30 Days'** notice period is not applicable.

During the period of your employment inventions, creations, discoveries, patents, copyrights, shall become the property of the Company. You will not have any right to claim the ownership of it and assign the same to the Company.

Your appointment is contingent upon successful completion of Background verification. The background checks are not restricted to education and employment but to all aspects as per the appropriate selection procedure. Please note that furnishing of false information or suppressing any facts is a disqualification for employment in this Company. Should such an act come to our notice at any time during the period of your employment in the Company, your services will be liable to be terminated with immediate effect.

You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The afore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company by way of a written agreement/ letter issued to you.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.

**I have read through the above terms and conditions of employment and hereby accept.**

Name: Aniket Telange

Signature:

Date:



**Anuja Niyogi**

**Associate Vice President | Human Resource**

LUPIN LIMITED  
B-15, Phase 1A, Verna Industrial Area  
Verna, Salcette, Goa - 403 722  
Tel: +91-832-6682222



## OFFER OF APPOINTMENT

Date: 11/04/2023

**Mr. Ananta Rajesh Borchate,**

At/Po- Dahi, Tal- Malegaon, Dist- Washim. Maharashtra. 444503

Dear Mr. Ananta Rajesh Borchate,

Congratulations on your appointment! We welcome you to Lupin – *An innovation led transnational pharmaceutical company* and wish you a long and meaningful career with us.

- LOCATION & DATE OF JOINING:** You would be based at **Goa**. You would be required to join as early as possible as but not later than **17/04/2023**. If you do not join your duty on the said date, this Offer of Appointment shall be treated as cancelled, unless the extension of the said date for joining duty is agreed upon by us
- DESIGNATION & GRADE:** You would be designated as *Tr. Officer* in Grade *Tr*.
- COMPENSATION & BENEFITS:** The detailed breakup of your Compensation Structure and other company benefits applicable to your grade is enclosed.
- PROBATION PERIOD:** You will be on probation for a period of **Twelve Months** from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed.
- NOTICE PERIOD:** The Company reserves the right to specify the notice period required. However, either party can terminate this contract by giving **30 notice** during the probation and **90 Days on confirmation** without furnishing any specific reason. Accordingly, amount in lieu of short notice period would be payable by either party giving short notice.
- LEAVE:** You will be eligible for **30** working days of Leave in a year.

This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining.

This offer of employment is conditional to the satisfactory completion of all Regulatory / Background Checks and Medical / Health Examination.

Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Lupin and wish you a long fulfilling career with us.

Yours truly,  
For *Lupin Limited*

**Akshaya Naik**  
**Executive - Human Resource**

I agree to accept employment on the terms and conditions mentioned in the above letter. I shall be reporting for duty on

.....  
Signature:

## Compensation and Benefit Sheet

Name :-	Ananta Rajesh Borchate
Grade :-	Tr
Designation :-	Tr. Officer
Department :-	Quality Assurance



	GRADE	Tr	
	Compensation Details	PM (Rs.)	Annualized Amount (Rs.)
A	Basic	13890	166680
	Adhoc Allowance	0	0
	House Rent Allowance	2906	34872
	Education Allowance		
	<b>TOTAL [A]</b>	<b>16796</b>	<b>201552</b>
B	<b>Annual</b>		
	LTA		
	Telephone		-
	<b>TOTAL [B]</b>		
C	<b>Retirals</b>		
	ESIC (3.25% of Gross)		6552
	Provident Fund (12% of Basic)		20002
	Gratuity (4.81% of Basic)		8017
	<b>TOTAL [C]</b>		<b>34571</b>
D	<b>TOTAL FIXED CTC [A+B+C]</b>		<b>236123</b>
E	Bonus / Exgratia		30375
F	Performance Incentive		
G	<b>COST TO COMPANY [D+E+F]</b>		<b>266498</b>

Pt a.) Over and above this, you shall also be entitled to:

- 1 Mediclaime Policy: This policy covers self, parents, spouse and 2 children.  
This policy is subject to a limit of Rs. 1,25,000/- as defined by the policy
- 2 Group Accident Insurance Policy : The Insurance coverage for this grade is Rs.10,00,000/- as per Company Policy.
- 3 Group Term Life Insurance Scheme : The Insurance coverage for this grade is Rs. 6,00,000/- as per Company Policy.

*Ananta*

Akshaya Naik

Executive, Human Resources

Received and Accepted

Ananta Rajesh Borchate



## Annexure 3

### BACKGROUND CHECK DISCLOSURE, AUTHORIZATION AND RELEASE

#### NOTICE

As part of the Company's ongoing security efforts and to ensure a safer environment for our employees, visitors and stakeholders; company policy requires that a background check and drug test be conducted on final candidates for staff appointments, temporary employees, interns and trainees. Current employees who changes jobs due to promotion, lateral transfer or reassignment or who undertakes new duties that permit a background check and drug check may also be subject to such checks. Back ground check and Drug screening check may be conducted in random manner as well.

Current employees must notify the Company within 5 days of receipt of court notice/police summons/ arrests because of any criminal offenses and are subject to the verification.

Any negative Back ground check and Drug screening will lead to cancellation of employment offer or promotion offer or may lead to disciplinary action up to or including separation.

#### DISCLOSURE

This document, which you should read carefully, has been provided to you because the company may obtain information about you for employment purposes from various agencies. Thus, you may be the subject of a "Verification report" and/or an "investigative verification report" which may include information verification including but may not be limited to information regarding your character, general reputation, personal characteristics, credit standing and/or mode of living, credit history, criminal history, motor vehicle records ("driving records"), verification of your education or employment history, personal or professional reference checks, licensing or certification checks, etc. The scope of this notice and authorization is all-encompassing, however, allowing the company to obtain from any outside organization all manner of verification reports and investigative verification reports now and throughout the course of your employment.

#### AUTHORIZATION & RELEASE

I, hereby authorize **Advantmed India LLP** and/or its agents/employees to make an independent investigation including but may not be limited to information regarding your

character, general reputation, personal characteristics, credit standing and/or mode of living, credit history, criminal history, motor vehicle records ("driving records"), verification of your education or employment history, personal or professional reference checks, licensing or certification checks, etc. Including those maintained by both public and private organizations and all public records. The purpose of this authorization is to confirm the information contained on my Application and to obtain other information which may be material to my qualifications for service as an employee now and, if applicable, during the tenure of my employee service with the company.

To facilitate the background screening, I agree to provide the company with my full name, date of birth, and other personal information requested on the Background Screening Disclosure Form. I understand that my failure to provide this authorization or information may result in my ineligibility to serve the organization.

I approve release of any kind of information requested by **Advantmed India LLP**, for verification purpose. I agree that I will not hold any organization accountable for releasing any information about me to **Advantmed India LLP**. I appeal the organization to cooperate with the verification details and do the needful.

I have carefully read and understand this **Background Check Disclosure, Authorization and Release** and, by signing below, I authorize **Advantmed India LLP** to collect all required information regarding me from all available resources, institutes, and companies.

**Full Name:** Rushikesh BHARATRAO Hatte

**Driving License Number/ Pan Card Number/ Passport Number:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Annexure 2**  
**Joining Formality Detail**

Please note, on the day of Joining:

1. Please report on time.
2. **Bring all original documents and clear photocopies** with you for document verification purpose, the original documents will be returned to you.
3. In case of any concern, please contact: +91-7874418329 - Hiren Shah

Sr No	Particulars (Bring Original Document + Photocopy of Document)	Proof
1	Identification & Address  Proof(Any one)	Passport
		Aadhar Card (Mandatory)
		Driving License
		Voter ID
2	Bank Formality  (all documents compulsory)	PAN Card
		2 Photo graphs
	Education Documents	10th Mark sheet
		12th Mark sheet
		School Leaving Certificate

3	(All applicable documents compulsory)	Graduation: Degree / Diploma
		Post-Graduation: Degree / Diploma
		Others
4	Work Experience Documents Current/Last Company	Appointment Letter
		Relieving Letter
		Experience Letter
		Last 3 months pay slip/Bank Statement
	Work Experience Documents Previous Company	Appointment Letter
		Relieving Letter
		Experience Letter
		Last 3 months pay slip/Bank Statement

20

4008



**Registered Office & Factory Address**

Gat No. 5, Central Tenda, 10 K.M. Stone, Parnan Road, Aurangabad - 431 002  
Tel : +91 240 2694466, 2694545

**Administrative Office :**

5/14/42, Adalat Road, 2nd Floor, Mahesh TVS Compound, Next to Axis Bank  
Aurangabad - 431 005

E-mail : gandhisidharth@gmail.com, skybiotech.in@gmail.com  
skybiotech.sales@gmail.com

Website : www.skybiotech.net

CIN NO.: U24100MH2014PTC256924 GSTIN NO. 27AAUCS7874B1ZQ

**Appointment order**

**Date:-04/08/2021**

To,

**Mr. Ananta Rajesh Borchate**  
S/o At-Dahl post- kalambeshwar  
Tq-malegaon, Dist-washim-444503

We have pleasure in appointing you in our company "Skybiotech Life Sciences Pvt.Ltd." You will be based normally at our Aurangabad factory. Your appointment is made exclusively as a "Trainee" in **Quality Assurance Department**. As per exceegencies you may be posted in such other places as per the requirement of the company.

1) Date of Appointment :- **04/08/2021**

Your appointment is effective from. **04/08/2021**

**2) Salary:-**

Your will be paid with Rs. 12,400/- (Gross) Per month. You performance will be reviewed periodically as per the company practice and on such satisfactory performance, you will be given with such ingrement, which are pre-decided as per the company policies.

**3) Leave :-**

You will be entitled for leave as per the rules applicable to the company. The company is hrerby granting you the facility leaves. You will be entitle for leave with pay subject to submission and sanctioning of leave application will in advace form the company or your immediate officer, you will be required to furnish the leave application at least 4 ( four) days in advance and approve the same form your immediate officers you will be entitle for 6 days leave after successful completion of the year trainee period.

**4) Personal Record:-**

Your required to submit true copies of all your documents as proof of your qualification experience at the time of reporting for duties.

**5) Past Record:-**

if any declaration of documents or facts furnished by you to the company proves be false your are found to have suppressed any material information gross misconduct you will dismissal

If you are having or learnt any new or advanced methods of improving processes / formulas / techniques / systems during your employment with the company in relation to the operation of the company, the same shall remain the sole right / property of the company

**10) Protection of Interest :-**

You will not at any point of time, without the consent of the management disclose or divulge any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

**9) Confidential Information :-**

You are subject to efficient and honest performance in the office. You shall have the responsibility and authority to take decisions in the work allotted to you subject to approval from your immediate department head

**8) Responsibilities :-**

You will be subject to transfer in such capacity as the company may time to time determine upon you. Your services shall be transferable and you are subject to transfer of your services anywhere in the country, your services shall be transferable to any other department, establishment, concern, factory or location or branch location of the company or its associates, clients or customers as per the company requirements. You will be provided with any such additional facilities subject to availability to any such transferred job assignment. Thus if any additional allowance or any other facility in any such particular job is available, where you would be transferred, you shall be provided with such facility or allowance. If no such additional facility or allowance is provided at such transferred location or department, you shall not get any additional allowance or facility for being transferred.

**7) Transfer :-**

You will report to the In-Charge of Quality Assurance Department Head. You will be allotted with the work with respect to the said department by the department head. You will be entitled to take the decisions in all such work allotted to you as far as programming part of the same is concern. All such work completed by you shall be subject to sanctioning from the department head. You will be reporting to the In-Charge of Quality Assurance department for functionally as well as for all administrative purposes

**6) Reporting :-**

## Intimation Letter

NO/LAT/Outward/938850  
Office of the Assistant Commissioner,  
Food & Drugs Administration, LATUR Circle  
Central Building Second Floor  
Shivaji Chowk, Collector Office  
Latur  
Print Date: 20/07/2021

To,  
HINDAVI MEDICAL AND GENERAL STORES  
SHOP NO.04 AND 05, HOUSE NO.A-4/2864 AND A-4/2865  
SHREE SAI APARTMENT, VISHAL NAGAR  
LATUR - 413512  
Taluka: LATUR District: LATUR  
I/C Person: PALLAVI POPAT DARADE (Mobile: 8087798687)

Fresh License  
Firm Id : 198421



PALLAVI POPAT DARADE

**Subject :- Drugs & Cosmetics Act - 1940 & Rules there under**

Grant of License arising due to: Fresh License

Ref :- Your Inward Application vide Inw No:- BF:-938850, Dated:- 01/07/2021, Inw ID:- 938850

With reference to your Inward application, we have to inform you that your said application is approved & below mentioned licences are granted / retained, whose retention Dates are mentioned below :-

No	Name	Sex	Join Date	Regn No.	Inw-ID
1	R-P/ PALLAVI POPAT DARADE (PRO)	Female	30/06/2021	233545	938850
2	DIR. PALLAVI POPAT DARADE (PRO)	Female	30/06/2021	ADR-*****1573	938850

Lic	License No.	Issue From	Retained From	Retained Upto	Old LIC No
20	431847	20/07/2021		19/07/2026	-
20B	431849	20/07/2021		19/07/2026	-
21	431848	20/07/2021		19/07/2026	-
21B	431850	20/07/2021		19/07/2026	-

Open 24 Hrs: NO

Cold Storage: YES

This licence shall remain valid if licensee deposits a licence retention fee before the expiry of a period of every succeeding five years from the date of its issue unless it is suspended or cancelled by Licencing Authority.

The above mentioned licences are sent herewith.

NOTE: You are requested to provide new rent agreement after completion of its validity (Only applicable to those having rent agreement less than 5 years).

Kindly acknowledge the receipt of this letter.

eSign  
Signature

e-Signed on 20/07/2021 11:33:31

TPAV # SU4SSWD819



*Sachin Shivdas Bugad*  
SACHIN SHIVDAS BUGAD  
Assistant Commissioner  
Food & Drugs Administration  
LATUR Circle

Date: 10<sup>th</sup> February 2022

**OFFER LETTER**

Dear **Pratiksha Babu Dube**

Further to your interview with us, we are pleased to offer you the position of **Medical Coder - Trainee**

Your Annual CTC would be : **INR 2,14,498**  
Your Monthly Net will be : **INR 9,446**

You will be initially posted at Mindspace (Airoli). You are requested to report at the below mentioned address for joining, on **11<sup>th</sup> February 2022**

A formal letter of appointment will be issued to you at the time of your joining which will contain the detailed break up of your compensation along with the standard terms and conditions of your employment. The organization reserves the right to send your joining documents for background verification through a third party and the offer will remain valid subject to background verification clearance.

You are also requested to bring the following documents at the time of joining to ensure smooth completion of your joining formalities:

1. Certificates - Mark Sheets of SSC / HSC / Diploma / Graduation / Post Graduation (as applicable)
2. Relieving letter / Experience certificate from previous employer(s)
3. Last 3 month's pay slip / salary certificate from current employer
4. Address proof (Passport / Electricity Bill / Ration Card / Voter ID / Lease Agreement)
5. Photo ID Proof (Passport / Pan Card / Voter ID)
6. 5 passport size recent colour photographs

Please sign and return a copy of this letter as a token of your acceptance. We look forward to building a very long term relationship with you. Welcome to the winning team of GeBBS.

Thanking You,

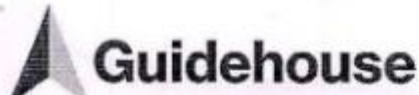
For GeBBS Healthcare Solutions Pvt. Ltd.



**Amit Nainani**  
Associate Vice President - HR

Candidate Signature \_\_\_\_\_





GUIDEHOUSE INDIA PRIVATE LIMITED  
(Formerly Navigant BPM (India) Private Limited)

CIN No: U74999KL2004PTCO16993

Regd. Office 3<sup>rd</sup> Floor, Bhavani Building, Phase 1, Technopark, Trivandrum-695581, Kerala, India Phone: +91-471-2700680

RC:SH010070020480

09-Mar-23

### Letter of Appointment

Dear **Pratiksha Babu Dube**  
Employee ID : 306291  
Navratna Nagar, Sai Road, Latur  
413531

With reference to your application and subsequent discussion / Offer of appointment with us, we are pleased to inform you that you are hereby appointed as **Coder** in the **Medical Coding** department of our organization as per the terms and conditions discussed and agreed upon as under:

#### 1. DATE OF APPOINTMENT

This appointment is effective from "09-Mar-23" the date of your joining our Organization.

#### 2. SALARY

Your salary and other emoluments would be as per the offer letter.

#### 3. TIMINGS

You will be required to work for any stipulated shift as the Company may direct.

#### 4. PLACEMENT

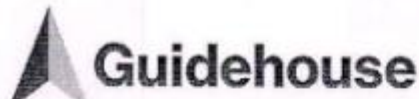
You will be on the regular rolls of the Company. You will be required to work at our office in Trivandrum or such other locations as the Company may direct.

#### 5. PROVIDENT FUND

You will take part in the Provident Fund Scheme as applicable to your category of employees.

#### 6. PROBATION PERIOD

You will be under probation for a period of **Six Months** from the day you report for duty and the said period can be extended by another three months. On the expiry of the period of probation or extended period of probation, if you are not confirmed in writing, your services shall be deemed to be automatically terminated. However, unless you are confirmed in writing, you shall not deem to be permanent.



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#### **7. SALARY REVIEW**

Your Salary will be reviewed annually as per Company Policy. Your increments and promotions in the grade are discretionary and will be subject to the effectiveness of your performance and the corresponding results during the period.

#### **8. LEAVE**

You will be entitled to Privilege, Sick Leave as applicable to your category of employees as per the Company Leave Policy.

#### **9. OTHER EMPLOYMENT**

Your position is a whole time employment with the Company. While you are in the service of the Company, you are not permitted to engage yourself or devote any time or attention to any full time or part time employment, trade, business or occupation with or without remuneration other than that of the Company. You will also not undertake or be interested either directly or indirectly in any activities which are contrary to or inconsistent with your application to the Company or Company's interest. You shall devote yourself exclusively to the business of the Company. Any breach of this condition on your part will lead to termination of your employment with the Company.

#### **10. TRANSFER**

You are liable to be transferred in such capacity as the Company may FROM time to time determine to any other location, department, branch of the company or subsidiary associate or affiliate of the company. In such cases you will be governed by the terms and conditions of service applicable to the new assignment.

#### **11. CONFIDENTIAL INFORMATION**

In the performance of your duties you will come to possess information connected with operations of technical work, market, financial and other matters relating to Company's business. All such information shall be held in strict confidence and it shall not be divulged to outsiders during your services with the Company AND thereafter. You will not at any time disclose or divulge or make public except on legal obligations any information regarding the Company's affairs or administration or research carried out whether the same may be confided to you or became known to you in the course of your service or otherwise.

#### **12. PROTECTION OF INTEREST**

If you conceive any new or advanced methods or improving processes/formulae/systems in relation to the operation of the company, such developments will be fully communicated to the company and will remain the sole right/property of the Company.

Regd. Office 3<sup>rd</sup> Floor, Bhavani Building, Phase 1, Technopark, Trivandrum-695581, Kerala, India Phone: +91-471-2700680

**13. PAST RECORD**

If it is found that any information furnished by you to the Company in the application or during the course of interview or service is false or if you are found to have willfully suppressed any material information you are liable to be removed from service without any notice.

**14. BACKGROUND VERIFICATION**

Your employment under this Letter of Appointment is conditioned upon satisfactory verification of criminal, education and/or employment background. If any information relating to your suitability for employment you provided to the Company in the course of applying for employment is materially false or misleading, the Company shall be entitled to initiate necessary actions including termination of your employment summarily by written notice and without any payment in lieu of notice."

**15. NOTICE PERIOD**

Your service is terminable by giving 1 month prior notice during Probationary Period and 2 month notice thereafter. The company is not bound to give any reason thereof and reserves the right to pay or recover salary in lieu of notice period. The Employee shall not resign from the company without notice and agrees to the above said notice before such resignation.

**16. ON SEPARATION**

On acceptance of the separation notice, you will immediately give up to the company before you are relieved, all correspondence specifications, formulae, books, documents, cost data, literature, drawings, effects etc. & shall not make or retain any copies of these items. The process of handover should be of utmost transparency with mandatory recording of the documents handed over and the person to whom the same is given to.

**17. NO OBJECTION**

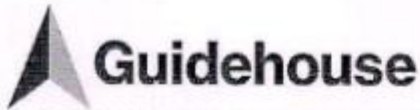
You are not supposed to join the services of any company or organization belonging to the Technopark community within a period of one year of quitting the services of Guidehouse India Private Limited without obtaining a No Objection certificate.

**18. COMMUNICATION**

You shall communicate to the Company any change in your address as well as personal status. All communications sent to you in the normal course to the address given by you is deemed to have been received by you

**19. DISPUTES**

Any dispute arising out of and or related to your employment with the Company shall be subject to Trivandrum jurisdiction only.



GUIDEHOUSE INDIA PRIVATE LIMITED  
(Formerly Navigant BPM (India) Private Limited)

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#### 20. COMPANY POLICY TO GOVERN EMPLOYMENT

In case any of the clause or clauses of this appointment order becomes invalid or be so judged, the remaining clauses shall be deemed severable and shall remain in full force and effect. The terms and conditions of this employment are subject to Company policy, which may be changed from time to time.

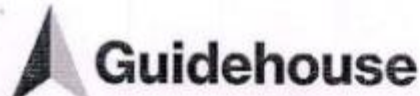
Please confirm that the above terms are acceptable to you and you are requested to accept the appointment by signing a copy of this letter of appointment.

For Guidehouse India Private Limited

Saji Zacharia  
Director-HR

I have carefully read and understood the order of appointment including the terms and conditions of employment prescribed herein and by my signature below acknowledge, unconditionally accept and agree to abide by the appointment order without any reservations whatsoever.



Employee Signature



GUIDEHOUSE INDIA PRIVATE LIMITED  
(Formerly Navigant BPM (India) Private Limited)

CIN No: U74999KL2004PTCO16993

Regd. Office 3<sup>rd</sup> Floor, Bhavani Building, Phase 1, Technopark, Trivandrum-695581, Kerala, India Phone: +91-471-2700680

Compensation and Benefits of Pratiksha Babu Dube			
Annexure I			
Name	Pratiksha Babu Dube	D.O.J.	09-Mar-23
Designation	Coder	Location	Chennai
FIXED SALARY (Part A)		Per Month (INR)	Per Annum (INR)
Basic*		15,000	180,000
Children Education/ Hostel Allowance		800	9,600
HRA		6,000	72,000
Special Allowance		8,219	98,628
<b>Total Fixed Salary</b>		<b>30,019</b>	<b>360,228</b>
STATUTORY BENEFITS (Part B)			
P.F. (Employer's Contribution)		1,800	21,600
EDLI (Employer's Contribution)		75	900
Medical Insurance/ESIC		300	3,600
LWF (Employer's Contribution)		4	48
Statutory Bonus/Bonus*		2,081	24,972
Gratuity Accrual (As per statute)**		721	8,652
<b>Total Statutory Benefits</b>		<b>4,981</b>	<b>59,772</b>
<b>Cost to Company (CTC) (Part A+B)</b>		<b>35,000</b>	<b>420,000</b>
PS: Confidential; not to be discussed with anyone except immediate superiors, HR and Finance Officials of Guidehouse India Private Limited.			
For Guidehouse India Private Limited			Accepted
 Saji Zacharia Director - IIR			 Signature

\*Basic and Statutory Bonus are subject to changes based on minimum wage changes, as and when announced.

\*\*Gratuity is an accrual. You will be eligible to receive the gratuity accrual only after completing your five (5) year anniversary of service and upon retirement, resignation, or termination. If period of service is less than 5 years, the same will be forfeited.

\*\*\*Please note that in addition to the above compensation, you are also eligible for performance incentive, which is completely based on your performance, up to a maximum of INR 1,80,000 Per Annum.

\*\*\*\*You are also eligible for relocation allowance, which is 4% of your annual CTC and it is a onetime payment. However, the same would be recovered in full if you do not complete one year of service from the date of joining.

**OFFER LETTER**

Date: 21st February 2022

Dear **Vaibhav Satish Gadade**

Based on our recent discussions with you, we are pleased to inform you that you have been selected for a position with Gebbs Healthcare Solutions Pvt Ltd.

You shall be designated as a **Medical Coder Trainee**

Your Date of Joining would be: **23rd February 2022**

Your Annual Total CTC (A+B+C) would be: **214502**

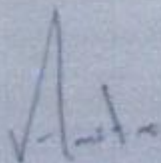
To enable the completion of this process, you would be required to submit the following documents:

1. **Current Employment:** Last 3 months salary Slips / Relieving letter / Resignation acceptance letter. In case the salary slips are not in position to be submitted then the bank statements copy is a Mandate
2. **Education:** Photocopies of your Mark sheets **AND** Passing Certificates – X, XII, Graduation, Post-Graduation & Diploma (If applicable).  
For all Graduation awaiting result candidates – All semester mark sheets or First year & Second year Graduation mark sheets
3. **Address Proof :** Copy of your passport / Driving license / Ration card
4. **In case of Name change please furnish –** Marriage Certificate or Name change affidavit
5. **Photo ID:** Pan Card/ Passport/ Driving license/Voter Id card
  - a. If no PAN Card, then please ensure you carry it on the date of joining (PAN card is a mandatory document without which we cannot onboard you)

We will formally extend you an appointment letter on behalf of Gebbs Healthcare Solutions Pvt Ltd on the submission of all the documents mentioned above by the due date; failing which it is deemed that you have no interest to pursue this employment opportunity with Gebbs Healthcare Solutions Pvt Ltd.

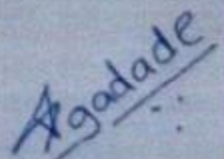
Your Offer is valid subject to clearance of your background verification.

Yours sincerely,



Associate Vice President - Human Resources  
Amit Nainani

Candidate's Signature



**APPOINTMENT LETTER**

To,  
Pallavi Balaji Giri (51734)  
Mumbai

Date: March 02, 2022

Dear Pallavi,

With reference to your application and the subsequent interviews you had with us we are pleased to appoint you as "Medical Coder Trainee" at GeBBS Healthcare Solutions Pvt. Ltd., Mumbai on the following terms and conditions:

Your date of appointment is effective **March 02, 2022**.

1. You will be on probation for a period of six months. Thereafter subject to your work, conduct and performance being found satisfactory you will be confirmed in writing. If either your work conduct or performance is not found satisfactory, the probation period will stand automatically extended without any intimation to you till you get a communication from the Company confirming your services.
2. Your emolument by way of Annual Cost to the company is **INR 2,14,502/- per annum (INR Two Lacs Fourteen Thousand Five Hundred Two Only)**. Details of this annual cost are enclosed in the annexure.
3. The Organization conducts screening and background verification for its prospective hires. Your appointment and continuation of your services is subject to a clear and clean background report.
4. Your shift timings are subject to change as per the requirement of the business.
5. Your employment is subject to your undertaking that,
  - You will clear the training and on the job evaluations that are pre-requisite.
  - You will not directly or indirectly engage in any other work or assignment or take up part/full time training program without prior permission in writing of the Company.
  - You will not divulge, disclose or leak out any information regarding the affairs of the Company, which comes to your knowledge, including the design, patent process or trade of Company or of Company's collaborations [whether in India or abroad]
  - You will also execute a service and confidentiality documents as applicable to employees from time to time.
6. Your services are liable to be transferred to any of the branches of the Company or to any of its Group/Associate Company. The terms and conditions of this appointment will be binding on such transfers and your services will be treated as continuous services. Any subsequent change in rules, policies and regulations during the term of your services of the Company shall be binding upon you in totality.
7. During the period of your service if you are found medically unfit for work, the management shall have the right to require you to get yourself examined by any medical authority specified by the Company and management as its sole discretion may terminate your services based on such medical reports.
8. Your performance will be evaluated at regular intervals for salary review or salary increments. Increment shall be based on your performance and in no case shall be automatic and / or can be claimed as a matter of right and shall be solely at the discretion of the Company.
9. Your services can be terminated without assigning any reasons as under:
  - a) At any time without any prior notice during the period of probation.
  - b) With prior notice of minimum [1] One month or salary in lieu thereof, after confirmation.

**Registered Office**

"Mindspace", Building No. 3, 1st Office Level, Thane - Belapur Road,  
Airoli. Navi Mumbai 400 708

Tel: +91-22-39487300  
www.gebbs.com

Employee Code : 51734  
Employee Name : Pallavi Balaji Giri  
Grade : 05  
Designation : Medical Coder Trainee  
Department : Coding

**Salary Annexure:**

Sr. No.	Component	Per Month (INR)	Per Annum (INR)
<b>Section A</b>			
1	Basic	5,800	69,600
2	HRA	628	7,536
3	Advance Statutory Bonus	787	9,444
4	Special Allowance	3,645	43,740
	<b>Section A - Total</b>	<b>10,860</b>	<b>1,30,320</b>
<b>Section B</b>			
5	Minimum Variable Incentive	-	-
6	Maximum Variable Incentive (Up to)	5,000	60,000
	<b>Section B - Total</b>	<b>5,000</b>	<b>60,000</b>
	<b>Min Earning Potential (Section A Total)</b>	<b>10,860</b>	<b>1,30,320</b>
	<b>Max Earning potential (Total Section (A+B) )</b>	<b>15,860</b>	<b>1,90,320</b>
<b>Section C</b>			
<b>Retirals &amp; Non - Monetary Benefits</b>			
7	Employer's Provident Fund		13,601
8	Gratuity		3,346
9	Insurance		3,000
10	ESIC		4,235
	<b>Section C - Total</b>		<b>24,182</b>
	<b>Total (Section A+B+C)</b>		<b>2,14,502</b>

*on award*

The above compensation package is subject to Income Tax regulations and other laws applicable from time to time .  
Gratuity will be paid out to the employee as per the payment of Gratuity Act , 1972.  
GeBBS Reimbursement Flexi Plan applicable as per existing policy.  
GPA / GMC / GTL Insurance are prevalent as per policy.  
The Employee will be paid monthly / quarterly variable amount only if s/he remains in the service of the Company at the end of that period.



**11) Notice Period:-**

This contract of employment is terminable by the management without assigning Reason there of by giving one month (30 days) notice of salary in lieu. However .if You wish to resign form your present employment with the company ,you would be required to give clear notice og 3(three)months in advance. Otherwise you will subject for payment damages equivalent to 3months salary(Gross Salary ).

If there are many malpractices or any woeful incompetence in your work ,the company shall be having the entire authority to terminate your services.

**12) Age of Retirement:-**

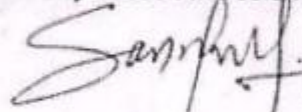
Your age of retirement shall be 58 years.

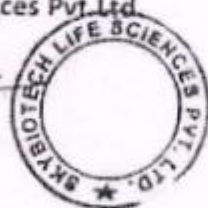
**13) Agreement:-**

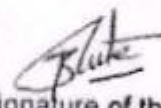
You will required to serve minimum 2 years service from the date of joining .And required to sign the separate agreement of service with the company you are liberty to go through the same and they accept the appointment order as well .it shall be deemed on your acceptance of the appointment letter and agreement of service that you have read and understood the rules and regulations of the company .any further change of rules and regulations of the company shall be informed you writing or the same shall be communicated to you.

No dispute in this regard will be entertained by the management here in after.

For Skybiotech life sciences Pvt Ltd

  
Authorised Signatory



  
Signature of the Employee

Date:- 04/08/2021

## APPOINTMENT LETTER

Reference Code: HR/0822/IF-115969  
Date: August 18, 2022  
Employee code: 90040551  
CCG Code: FD3400

**Mr. Rahul Shivraj Hakke**  
At Post Chakur  
Tq Chakur, Dist Latur

Dear Mr. Rahul Shivraj Hakke,

With reference to the offer letter issued to you, we are pleased to inform you that you have been appointed in **Glenmark Pharmaceuticals Ltd.** as **Executive Trainee** in **Grade MS1** with effect from **August 22, 2022**.

Effective your date of joining and until further notified, for the time being you will be based at **Hyderabad** Head Quarter (HQ). Moving forward, based on the changing business requirements your Head Quarter can be changed from one location or territory to another or subdivided into further territories or merged with any new territories or other Head Quarters, anywhere in India.

The appointment is subject to the service rules / regulations of the Company that are currently in force and which may be amended / introduced from time to time.

The terms and conditions applicable to the position while on probation or in confirmed employment are as follows:

**1. PROBATION**

- a. You will be on probation for a period of **six (6) months** from the date of joining. The probation period can be extended at the discretion of the Company. You will continue to remain on probation until you are confirmed or otherwise as may be advised to you in writing.
- b. During your probation period you will be paid the compensation package as per the attached **Annexure A**. The compensation / benefits due to you will be liable to tax in accordance with the provisions of the applicable legislations. The compensation arrived at includes any extra hours of working.
- c. You will compulsorily go through a Performance Appraisal and Discipline Worthiness Test towards the end of your probation period. If and only if your performance levels are exhibited as satisfactory in the above Appraisal and the Company is fully satisfied with your probation and are found suitable, only then will you be confirmed in writing. Your probation period may be extended based on the assessment as detailed above. Unless otherwise confirmed in writing, your probation period shall be deemed to have been extended for a period or periods as the case may be.
- d. While on probation you will be imparted with product training and will also be trained to acquire Communication skill, Territorial skill, Salesmanship skill and other skills. During the product training you will also be informed regarding the competitive brands and the strategies to be employed against the same using the above skills. On acquiring the Communication, Territorial, Salesmanship and other skills as prescribed by the Company if it is brought to our notice by your superiors that the above skills have not been efficiently developed by you or there has been no effort from you to develop the above skills, your probation will be terminated. However depending upon the circumstances then prevailing and further opportunity as requested for by the Officer, such opportunity will be granted by extending your probation period as the case may be. The Company reserves its right to extend the probation period if it is found that your Performance or Attendance and / or General behavior are not satisfactory.

Mr. Rahul Shivraj Hakke



Radheya Charitable Trust `s  
**Dinesh Bembade College of Pharmacy**



Ph. 9168268272

Mail. [1849principal@msbte.com](mailto:1849principal@msbte.com)

www.dbgrouppharmacy.com

Ref: RCT/DBCOP/Eshta./2021/

Date: 27/11/2021

To,  
**Ms. Ingle Monika Balaji**  
Anand Nagar, Shahu Chowk,  
Latur

Subject:- Appointment order for the post of Lecturer

Respected Sir,

In response to our advertisement dated 25/11/2021, you had applied for the post of Lecturer in Diploma Pharmacy. You were interviewed for the above post by the local management selection committee. I am pleased to inform you that the management has appointed you on the said post in Radheya Charitable Trust's Dinesh Bembade College of Pharmacy, Mahalangra, Tq. Chakur, Dist Latur in the scale of RS- 15600-39100 with Effective from the date of Joining.

Your appointment is subject to the following terms and conditions:

1. Your Services will be governed by the Maharashtra Universities Act 1994 Statutes, code of conduct Ordinances and rules and regulations laid by the concern University from time to time.
2. You are appointed in clear vacancy on full time basis on probation for a period of twelve four months from the date of joining.
3. (a) You will be paid basic pay of Rs. 12000/- per month in the scale indicated above you will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at rates prescribed by the Government from time to time. Your salary will be paid through Nationalized/ Scheduled bank.  
(b) Your appointment and salary shall be subject to approval by the University and Joint Director of Technical Education/ AICTE/PCI.



4. You will submit the original as well as certified true copies of relevant testimonials such as mark sheet, birth date proof, experience, discharge /relieving, last, pay/ cast etc. certificates at time of joining duties.
5. In case you accept the appointment you shall have to execute deed of contract of service as prescribed on the time of joining duties. Terms and conditions of service is mentioned in the contract.
6. You will be allowed to resign from the service after completion of one academic year. In any case you wish to leave to institute, you must inform 02 months prior to institute in written notice.
6. You will be allowed to join the duties on production of discharge certificate from previous employer (if any).
7. You will undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties.
8. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the principal. It will be presumed that any letter sent by Registered post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledge and duly signed by you.
9. Your appointment is as a Assistant professor for teaching as well as for research and extension work in the college.
10. You must stay at Mahalangra.
11. Your Appointment and service will be governed by the norms of Govt. of Maharashtra, DBATU, DTE, PCI and AICTE.

Copy to:

- 1] Establishment Section, Dinesh Bembade College of Pharmacy
- 2] Establishment Section, Radheya Charitable Trust
- 3] Accounts Section, Dinesh Bembade College of Pharmacy

Received *Manika*

*Manika*  
Principal  
Dinesh Bembade College of Pharmacy

Date: 17<sup>th</sup> February 2022

OFFER LETTER

Dear Nikita satish kadam

Further to your interview with us, we are pleased to offer you the position of Medical Coder - Trainee

Your Annual CTC would be : INR 2,14,498  
Your Monthly Net will be : INR 9,446

You will be initially posted at Mindspace (Airoli). You are requested to report at the below mentioned address for joining, on 18<sup>th</sup> February 2022

A formal letter of appointment will be issued to you at the time of your joining which will contain the detailed break up of your compensation along with the standard terms and conditions of your employment. The organization reserves the right to send your joining documents for background verification through a third party and the offer will remain valid subject to background verification clearance.

You are also requested to bring the following documents at the time of joining to ensure smooth completion of your joining formalities:

1. Certificates - Mark Sheets of SSC / HSC / Diploma / Graduation / Post Graduation (as applicable)
2. Relieving letter / Experience certificate from previous employer(s)
3. Last 3 month's pay slip / salary certificate from current employer
4. Address proof (Passport / Electricity Bill / Ration Card / Voter ID / Lease Agreement)
5. Photo ID Proof ( Passport / Pan Card / Voter ID)
6. 5 passport size recent colour photographs

Please sign and return a copy of this letter as a token of your acceptance. We look forward to building a very long term relationship with you. Welcome to the winning team of GeBBS.

Thanking You,

For GeBBS Healthcare Solutions Pvt. Ltd.



Amit Nainani  
Associate Vice President – HR

Candidate Signature Nikita K

Date: 02<sup>nd</sup> March 2022

**OFFER LETTER**

Dear Mayuri Shivaji Kale

Further to your interview with us, we are pleased to offer you the position of **Medical Coder - Trainee**

Your Annual CTC would be : **INR 2,14,499**  
Your Monthly Net will be : **INR 8,445**

You will be initially posted at Mindspace (Airoli). You are requested to report at the below mentioned address for joining, on 02<sup>nd</sup> March 2022

A formal letter of appointment will be issued to you at the time of your joining which will contain the detailed break up of your compensation along with the standard terms and conditions of your employment. The organization reserves the right to send your joining documents for background verification through a third party and the offer will remain valid subject to background verification clearance.

You are also requested to bring the following documents at the time of joining to ensure smooth completion of your joining formalities:

1. Certificates - Mark Sheets of SSC / HSC / Diploma / Graduation / Post Graduation (as applicable)
2. Relieving letter / Experience certificate from previous employer(s)
3. Last 3 month's pay slip / salary certificate from current employer
4. Address proof (Passport / Electricity Bill / Ration Card / Voter ID / Lease Agreement)
5. Photo ID Proof (Passport / Pan Card / Voter ID)
6. 5 passport size recent colour photographs

Please sign and return a copy of this letter as a token of your acceptance. We look forward to building a very long term relationship with you. Welcome to the winning team of GeBBS.

Thanking You,

For GeBBS Healthcare Solutions Pvt. Ltd.



Anil Mahesh  
Associate Vice President - HR

Candidate Signature: \_\_\_\_\_



Radheya Charitable Trust 's

# Dinesh Bembade College of Pharmacy

Latur- Nanded Highway, Mahalangra Village, Tq. Chakur Dist Latur

PIN-413513 Ph. 9168268272 Mail. 1849principal@msbte.com web.

RCT/DBCOP/ADMIN/2022-23/ 218-7

DATE 18/5/2023

## Office Order

To,

Mr. Kamble .S.R

Lecturer

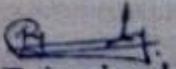
RCT's Dinesh Bembade College of Pharmacy, Mahalangra, Latur.

**Subject: Appointment as Supervisor & Relieving Supervisor for MSBTE Summer 2023 Examination Conducted at EC1849.**

Dear Sir,

With reference to the above-mentioned subject, you are informed that you have been appointed as **Supervisor & Relieving supervisor** for the **D.Pharmacy MSBTE Summer 2023 Examination** to be conducted from 18 May 2023, at RCTS Dinesh Bembade College of Pharmacy, Mahalangra, Chakur, Latur (EC-1849). Your appointment is from 18/5/2023 to till the end of **Examination**.



  
Principal

Dinesh Bembade College of Pharmacy  
Mahalangra, Tq. Chakur Dist. Latur



**Dr. Palep's**

Medical Research Foundation

**OFFER CUM APPOINTMENT LETTER**

Date: 07/02/2023

To,

**Mr. Madhav Mohan Kamble ,**

Add: At Post Khutegaon,

Latur Pin 413520

Mob: - 8329398794

Dear Mr. Madhav Kamble,

With reference to your Application and Subsequent Interview you had with us. We have pleasure to inform you that we appoint you, as a **Medical Representative** in our Organization under the following terms and conditions with the effects from 14<sup>th</sup> Oct 2022.

Your CTC structure is as under: -

Salary Structure - 2022-23		
Component	Current PM	Current PA
Basic	7,200	86,400
HRA	1,000	12,000
CCA	1,000	12,000
Conveyance	1,000	12,000
Special Allowance	1,800	21,600
Telephone Allowance	500	6,000
Internet Allowance	500	6,000
<b>Gross Salary</b>	<b>13,000</b>	<b>156,000</b>

Any other allowances applicable. All statutory taxes applicable

**Place/Transfer:** Your current posting is at Latur, Maharashtra. During the course of the service you shall be liable to be posted / transferred anywhere to serve any of the Company's operational areas or any other establishment/sister concerns of the company in India or outside, at the sole discretion of the Management.

19/1 Mahalaxmi Ind. Estate  
DS Rd, Godhingar,  
Lower Parel (w), Mumbai-400013  
T: +91 22 66541415 / 6  
F: +91 22 24931110  
W: +91 2512021326  
E: info@palepnmf.com www.palepnmf.com  
CIN: U24233MH2012PTC235032





5. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

6. You will not accept any gift, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

7. This offer of employment does not imply any commitment to your continued employment. This offer letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions, if it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this post, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance of this offer under the terms described above. A copy of this letter is enclosed for your record.

We welcome you to Dr. Palep's Medical Research Foundation Pvt. Ltd and look forward to a fruitful collaboration. We hope that your period of service with us will be long, pleasant and of mutual benefit.

With best wishes,

For Dr. Palep's Medical Research Foundation Pvt. Ltd

Authorized Signature

Mr. Ravindra Bhalerao

(Business Manager)



I accept the above offer and agree to comply with the same.

Sign: \_\_\_\_\_

Mr. Madhav Kamble

Date: \_\_\_\_\_

Date: 10<sup>th</sup> February 2022

OFFER LETTER

Dear **Shraddha Rajkumar Kamle**

Further to your interview with us, we are pleased to offer you the position of **Medical Coder - Trainee**

Your Annual CTC would be : **INR 2,14,498**  
Your Monthly Net will be : **INR 9,446**

You will be initially posted at Mindspace (Airoli). You are requested to report at the below mentioned address for joining, on **11<sup>th</sup> February 2022**

A formal letter of appointment will be issued to you at the time of your joining which will contain the detailed break up of your compensation along with the standard terms and conditions of your employment. The organization reserves the right to send your joining documents for background verification through a third party and the offer will remain valid subject to background verification clearance.

You are also requested to bring the following documents at the time of joining to ensure smooth completion of your joining formalities.

1. Certificates - Mark Sheets of SSC / HSC / Diploma / Graduation / Post Graduation (as applicable)
2. Relieving letter / Experience certificate from previous employer(s)
3. Last 3 month's pay slip / salary certificate from current employer
4. Address proof (Passport / Electricity Bill / Ration Card / Voter ID / Lease Agreement)
5. Photo ID Proof (Passport / Pan Card / Voter ID)
6. 5 passport size recent colour photographs

Please sign and return a copy of this letter as a token of your acceptance. We look forward to building a very long term relationship with you. Welcome to the winning team of GeBBs.

Thanking You,

For GeBBs Healthcare Solutions Pvt. Ltd.



Amit Nainani  
Associate Vice President - HR

Candidate Signature

Shraddha

Registered Office

Space, Building No.3, 1<sup>st</sup> Office Level, Thane - Belapur Road,  
Navi Mumbai 400 708

Tel: +91 22 394513  
www.gebb.com



**Nagar Shikshan Vikas Mandal's  
Madhavrao Patil College of Pharmacy, Murum**

Tq.Omerga Dist.Osmanabad(413605)

(Approved by PCI New Delhi, Govt. of Maharashtra, Recognized by DTE Mumbai)

Affiliated to BATU Lonere & MSBTE, Mumbai)

**Course Offered:** Diploma in Pharmacy (D.Pharm) & Bachelor in Pharmacy (B.Pharm)

Website: [www.mpcopmurum.com](http://www.mpcopmurum.com)

Email: [copmurum2022@gmail.com](mailto:copmurum2022@gmail.com)

Contact:02475-299406

**DTE Code-2627**

OW/MPCOP/APPOINTMENT ORDER /79

Date : 10/01/2023

**ORDER OF APPOINTMENT**

To,

**Miss. Limye R.M.**

At Post Murum

Tq.Omerga Dist.Osmanabad.

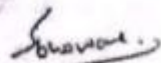
Subject: - Appointment for the Post of Lecturer.

Respected Sir/Madam,

I am please to inform you that the Management has appointed you on the said post of Lecturer in **Nagar Shikshan Vikas Mandal Shri Madhavrao Patil College of Pharmacy Murum Tq.Omerga Dist.Osmanabad**. Your appointment is subject to the following terms and conditions.

1. Your salary dearness allowance and other allowance will be as per PCI, DTE, MSBTE and Government of Maharashtra
2. Your Service will be governed by rules laid down by the management of **Nagar Shikshan Vikas Mandal Murum**.
3. You will have to submit the original as well as certified true copies of relevant testimonials such as  
Marks Sheets and Certificate of Degree, Experience, Caste etc. at the time of joining.

4. You will have to join the said post after the final Approval from PCI, DTE, MSBTE and Government of Maharashtra.

  
**Principal**  
 Madhavrao Patil College of Pharmacy,  
 Murum Tq. Omerga Dist.Osmanabad

4 Lac 20 Thousand / Annum



GeBBS Healthcare Solutions Pvt. Ltd.  
First floor, Building No.1, Golden IT Business Park, Plot No. E-26/27, MIDC,  
Chikalthana, Aurangabad 431 210. Tel: +91-0240-2479600

Date: 28-09-2022

**LETTER OF INTENT**

Dear **ARCHANA MAKHE**,

Further to your interview with us, we are pleased to offer you the position of **Medical Coder Trainee**.

Your Monthly CTC will be of : **Rs 11,309**  
Your Monthly Gross will be of : **Rs 10,860**  
Your Monthly Net will be : **Rs 9,445**

In Addition, you will have an Earning potential of;

- Min. Rs 0 and max. Rs 5000 as a performance incentive based on your floor performance with respect to the set parameters.
- Skill allowance of Rs 2000 will be eligible post training and after completing 3 months in the skill
- Certification allowance of Rs 3000 will be eligible post clearing the certification for CPC-A

You will be initially posted at **First floor, Building No. 1, Golden IT Business Park, Plot No. E-26/27, MIDC, Chikalthana, Aurangabad-431210** You are requested to report on **28 SEPTEMBER 2022**.

A formal letter of appointment will be issued to you at the time of your joining which will contain the detailed break up of your compensation along with the standard terms and conditions of your employment. The organization reserves the right to send your joining documents for background verification through a third party and the offer will remain valid subject to background verification clearance.

GeBBS promotes learning and certification. You need to undergo CPC certification within one year of joining. You can avail the training and support provided by GeBBS in clearing the certification post signing an undertaking and training agreement for a period of one year.

You are also requested to bring the following documents at the time of joining to ensure smooth completion of your joining formalities:

1. Certificates - Mark Sheets of SSC / HSC / Diploma / Graduation / Post Graduation (as applicable)
2. Relieving letter / Experience certificate from previous employer(s)
3. Last 3 month's pay slip / salary certificate from current employer
4. Address proof (Passport / Electricity Bill / Ration Card / Voter ID / Lease Agreement)
5. Photo ID Proof (Passport / Pan Card / Voter ID)
6. 5 passport size recent colour photographs

Please sign and return a copy of this letter as a token of your acceptance. We look forward to building a very long term relationship with you. Welcome to the winning team of GeBBS.

Thanking You,

For GeBBS Healthcare Solutions Pvt. Ltd.

Amit Nalnani  
VP - HR (Recruitments)

Candidate Signature Archana

GOVERNMENT OF INDIA,  
 MINISTRY OF COMMUNICATIONS, DEPARTMENT OF POSTS,  
 O/O SUPDT. OF POST OFFICES, OSMANABAD DN HQ AT LATUR 413512.

ORDER OF PROVISIONAL ENGAGEMENT

Memo No. A-2/GDS/BPM/Pro-Eng Order/Borgaon(NLD)B.O/2020 Dated at Latur the 19-10-2020

In response to the Notification No. ESTT/4-1/GDS 2<sup>ND</sup> CYCLE ONLINE ENGAGEMENT/2019 DATED AT MUMBAI THE 01-11-2019, Shri/Smt/Ms. MORE ANJALI APPARAO Son / Daughter of Shri MORE APPARAO whose date of Birth is 13.10.1999 and belongs to SC category /selected against SC Category is hereby engaged as BPM Borgaon (NLD) B.O in account with Naldurg S.O on Provisional Basis with effect from dated 26.10.2020 AN/FN in the TRCA Slab 2 LEVEL I. He/she shall be paid such allowances as are admissible from time to time.

2. Shri/Smt/Ms. MORE ANJALI APPARAO Son / Daughter of Shri MORE APPARAO should clearly understand that his/her engagement as BPM Borgaon (NLD) B.O in account with Naldurg S.O under Osmanabad H.O shall be in the nature of a contract liable to be terminated by him/her or by the undersigned by notifying the order in writing and that his/her conduct and Engagement shall be governed by the Department of Posts, Gramin Dak Sevak (Conduct and Engagement) Rules, 2020 as amended from time to time.

3. This PROVISIONAL ENGAGEMENT is subject to satisfactory verification of the prescribed educational qualification, Community Certificate and other certificates, wherever prescribed. Candidate will have to undergo satisfactory prescribed Induction Training Course and Practical Training as and when issued.

4. The engagement is provisional & subject to certificates being verified through Proper Channels. If the verification reveals that the claim of the candidate belonging Scheduled Caste/ Scheduled Tribe/ Other Backward Classes (Not belonging to creamy layer) is false or educational certificate are not genuine or found unfit on Police Verification. His/her Engagement shall be terminated forthwith without assigning any further reasons and without prejudice to other criminal/legal action as may be taken under the provision of Indian Penal Code for production of False certificate as a consequence.

5. The engagement of (Economically weaker sections) EWS candidate is provisional & is subject to the Income & Asset Certificate being verified through Proper Channels and If the verification reveals that the claim to belongs to EWS is fake/false, the Engagement will be terminated forthwith without assigning any further reasons and without prejudice to other criminal/legal action as may be taken under the provision of Indian Penal Code for production of Fake/ False certificate.

6. If any information or documents submitted by the candidates is found false/incorrect at a later stage, his /her engagement shall be terminated in accordance with Rule 8 of GDS (Conduct & Engagement) Rules, 2020.

(B Ravi Kumar)

Supdt. Of Post Offices,  
 Osmanabad Dn. HQ at Latur 413512.

A copy of this memo is issued to:

- 1) The candidate - MORE ANJALI APPARAO
- 2) PF of the candidate
- 3) The Postmaster Osmanabad H.O
- 4) The SPM Naldurg S.O
- 5) The IP/ASP Omerga Sub Division- For information & necessary action.
- 6) O/C/Spare.

November, 03<sup>rd</sup> 2022.

To: **MUNJAL SWATHI RAJKUMAR**, Hyderabad.

**Dear Munjal Swathi Rajkumar,**

Welcome to SVAK LIFE SCIENCES !

On behalf of SVAK Life Sciences family, we thank you for the keen interest you have shown in joining our organisation. Consequent to your application, interviews, and subsequent discussions, with us, we are pleased to confirm its offer to you as a "**Sr.Chemist (R&D)**" with a starting date not later than Before **November 4<sup>th</sup>,2022** ("Start Date"). Please accept our heartiest congratulations and a warm welcome to the SVAK Life Sciences family. We are sure, you would find your career with SVAK Life Sciences challenging and rewarding.

Your annual gross compensation (total cost to firm including benefits) offered is **INR 2,41,650/- (Two Lakhs Forty One thousand Six Hundred and Fifty rupees only)** includes all allowances and Taxation in accordance with obligations and rulings set out by the Tax laws of India and other statutory dues as applicable. The allocation of such amount is as indicated in the attached Annex and shall be payable on 5<sup>th</sup> of every month. Your date of joining would be Before **November 4<sup>th</sup>,2022** up to which this offer is valid. The breakup is found in Annexure-1.



## GlobeLink WW India Pvt. Ltd.

Satyam Tower, 2nd Floor,  
Behind USV, Off Govandi Stn. Road,  
Govandi, Deonar,  
Mumbai - 400 088.

Tel : (91) (22) 6751 3222  
Website : www.globelinkww.com  
CIN No U63090MH1999PTC123123

To,  
Mr. Vikas Sambhu Neharkar  
Mohan Nagar,  
At Post Pimpri,  
Chinchwad,  
Pune - 411019.

Date: 24<sup>th</sup> November, 2022

**Sub: Letter of Offer**

**Mob: - +91- 9834555340**  
**Email: [vikasneharkar9@gmail.com](mailto:vikasneharkar9@gmail.com)**

This has reference to your application and subsequent interview you had with us, for the Post of **Senior Executive - Logistic Sales** to be based in Mumbai.

We are pleased to confirm the offer of employment for the above position on terms and Conditions Mutually discussed and agreed.

You are required to furnish the following:

- 1 Latest Passport size photograph.
- 2 Service certificate of your previous jobs.
- 3 Salary slip, Relieving letter and Experience Certificate from your present employer.
- 4 You may bring a copy of your certificates along with the original for verification.
- 5 Copy of your ID & Residential proof (present address as well as permanent) along with their original for verification.

The letter of appointment as per the terms discussed would be given to you once you have reported to duty on the below date and on submission of the above documents.

We look forward to your reporting to duty 6<sup>th</sup> December, 2022 at our failing which this Letter shall be treated as null and void.

Kindly confirm your acceptance of this offer by signing and returning the enclosed duplicate copy of this letter.

Yours faithfully,  
For GlobeLink WW India Pvt. Ltd.

M. P. Nair  
All India Head  
HR & Administration



I accept the offer on the above terms and conditions.

Mr. Vikas Sambhu Neharkar

4065

Sun Pharmaceutical Industries Ltd.  
Sun House, Plot No. 201 B/1,  
Western Express Highway, Goregaon (E),  
Mumbai - 400 063, Maharashtra, INDIA.  
Tel. : (91 -22) 4324 4324  
Fax.: (91 -22) 4324 4343  
Website : www.sunpharma.com  
CIN : L24230GJ 1993PLC019050



SPIL/COR/HRD/23845/21  
Date 08/09/2022

Ashish Arjun Patewar  
At Post near Behind Post Office Loha,  
Nanded, Maharashtra  
India, 431708

Dear Mr Ashish,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of Officer in the G12C grade in our organization to be based at Dewas.

This offer is contingent upon successful completion of a Background Check, including a check of your employment references, education, criminal check etc . This offer can be rescinded, and/or your employment terminated, based upon data received in the verification.

Our formal appointment letter giving detailed terms and conditions of your employment shall be issued upon your joining duty, subject to finding your educational and professional documents accurate as mentioned in Personal Information Form, your providing us with a relieving letter from your present organisation and you being found medically fit after examination by a medical practitioner not less than MBBS.

The detail of medical tests to be conducted and requirement documents at time of joining are given in the separately enclosed letters.

Please sign the duplicate copy of offer letter indicating your acceptance and date of joining and return the same to us for our records.

With best wishes  
Yours sincerely  
SUN PHARMACEUTICAL INDUSTRIES LTD.

AUTHORISED SIGNATORY

Accepted and agreed to join on or before -----

Signature -----

Registered Office : SPARC, Tandajja, Vadodara 390 012, Gujarat, INDIA.  
Reaching People. Touching Lives



4073



Shri. Govindprabhu Gramin & Shahari Vikas Sevabhavi Sanstha's  
**GODAVARI INSTITUTE OF PHARMACY**

Approved by AICTE, P.E.I. New Delhi, Registered by D.T.E. Mumbai (Govt. of Maharashtra) & Affiliated to U.S.D.T.E. Mumbai GODARA, Latur.

D. Pharmacy  
B. Pharmacy

Add. At Kolpa, Post, Kasarkheda, Latur-Nanded Highway, Tq. Dist. Latur-413512, Ph.No.02382-263552,  
Mob. 9921700010 Email : godavari.pharm@gmail.com, Web: www.godavaripharmedu.com

Ref No. GJOP/Pharmacy/2022-23/712-A

Date 05/11/2023

To,  
Miss. Rathod S.N.  
At Post, Latur  
Tq. & Dist. Latur.

Sub. : Appointment for the Post of Lecturer In Pharmacy Office.

Sir/Madam,

With reference to your application dated 25/12/2022 subsequent interview held on 05/01/2023 for the above-mentioned post, we are pleased to inform you that the Local Management Selection Committee has appointed you on the said post from 05/01/2023 in the Pay of Rs.6 pay at Godavari Institute of Pharmacy, Kolpa. Tq. & Dist. Latur.


Your appointment is subject to the following terms and conditions

1. Your service shall be governed by Rules and Regulations laid down by AICTE New Delhi DTE Mumbai, DBATU Loner and Shri Govindprabhu Gramin & Shahari Vikas Sevabhavi Sanstha's Kolpa, Latur.
2. You are appointed as full time/ Part time basis on probation for a period of two years from the date of joining.
3. Your appointment and salary shall be given/ made subject to verification and approval given by Higher Authorities.
4. You have to submit the original as well as certified true copies of relevant testimonials such as Mark Sheets, Birth Date, Experience, Discharge relieving last pay, Cast Certificates, Two Color Photographs, Discharge/ Relieving & Experience Certificate from previous employer (If any) at the time of Joining Duties.
5. You are required to undergo medical examination and submit physical fitness certificate from the registered Medical officer or by Civil Surgeon You have undergo medical examination by the approval Medical Officer or by the Civil Surgeon.
6. You will be restricted to engage yourself in any other employment paid, full-time, part time services or otherwise, during the period of your service, without the permission of the competent authority /Management
7. You have to communicate your acceptance to the Management / College/Institution within seven days from the date of receipt of this Letter of Appointment, failing which your appointment stands cancelled.
8. In case of resignation, you will have to give one month notice of resignation or have to pay one month basic pay.
9. If you are found absent continuously for more than thirty days without permission your service will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Management as provided for in the statutes.
10. If your performance in teaching / Result / behavior is not satisfactory, your services will be terminated with one month prior notice.

Copy to:

- 1 Establishment Section, Godavari Institute of Pharmacy, Kolpa
- 2 Account Section, Godavari Institute of Pharmacy, Kolpa



  
**Principal**  
Godavari Institute of Pharmacy  
Kolpa, Tq. & Dist. Latur.

Through esign



## Intimation Letter

4059  
Bintermanuz  
NO/LAT/Outward/1038966  
Office of the Assistant Commissioner,  
Food & Drugs Administration, LATUR Circle  
Central Building Second Floor  
Shivaji Chowk, Collector Office  
Latur  
Print Date: 17/02/2022

To,  
**SHREE NATH MEDICAL AND GENERAL STORES**  
SHOP NO.02 (ROOM NO. 1 & 2 ),MILKAT NO.478  
NEAR S.B.I BANK,MAIN ROAD,AT.CHINCHOLI (B)  
TAL-LATUR DIST-LATUR- 413511  
Taluka:LATUR District: LATUR  
I/C Person: MADHUSUDAN VAIJANATH NAGAPURE(Mobile: 7028050408)

Fresh License  
Firm Id : 214520



MADHUSUDAN VAIJANATH NAGAPURE

### Subject : - Drugs & Cosmetics Act - 1940 & Rules there under

Grant of License arising due to: Fresh License

Sir,

Ref :- Your Inward Application vide Inw No:- BF:-1038966, Dated:- 02/02/2022, Inw ID:- 1038966

With reference to your Inward application, we have to inform you that your said application is approved & below mentioned licences are granted / retained , whose retention Dates are mentioned below :-

Lic	License No.	Issue From	Retained From	Retained Upto	Old LIC No
20	463100	16/02/2022		15/02/2027	-
20C	463102	16/02/2022		15/02/2027	-
21	463101	16/02/2022		15/02/2027	-

Open 24 Hrs: NO

Cold Storage: YES

This licence shall remain valid if licensee deposits a licence retention fee before the expiry of a period of every succeeding five years from the date of its issue unless it is suspended or cancelled by Licencing Authority.

The above mentioned licences are sent herewith.

NOTE: You are requested to provide new rent agreement after completion of its validity (Only applicable to those having rent agreement less than 5 years).

Kindly acknowledge the receipt of this letter.

eSign  
Digitally Sign

e-Signed on 16/02/2022 20:59:15

TPAV # J6A2W88VLJ



RUDERAMANI VIRBHADRAPPA  
PONGALE  
Assistant Commissioner  
Food & Drugs Administration  
LATUR Circle

This License/Certificate is eSIGNED. Physical Signature is NOT Required

For online Third Party Approval Verification; Go to [fdamfg.maharashtra.gov.in](http://fdamfg.maharashtra.gov.in) & Click 17/02/22 TPAV button.

N I C

महाराष्ट्र

शासन

ग्राम पंचायत कार्यालय कोकणगा-जवळगा



नाव :- आश्विनी माधव कच्छवे

पद :- सरपंच ग्रा.प.का.कोकणगा जवळगा

नेमनुक दि. 10/02/2021 मो.9307121596

*Aachave*

*(Signature)*  
ग्रामसेवक

काडधारकाचा सही

ग्राम.कार्यालय कोकणगा/जवळगा  
ता.अहमदनगर जिल्हा

**accesshealthcare™**



**Utkarsha Bhimrao Shinde**

Employee code : N0653297

Shealthcare  
accesshealthcare

Reg.No.A-2650(Osmanabad)



# PANCHAKSHRI SHIVACHARYA TRUST

Est :- 1973

C/o Channabasweshwar Pharmacy Polytechnic

Kava Road, Basweshwar Chowk, Latur-413512 (Maharashtra)

Phone No. (02382) 240192, Fax-(02382) 243855 Email- channabasweshwar@gmail.com Website- www.cdphl.org

Ref.No. PSTA / Appo. Order./D. Pharm./2021 - 2022 / 1232 .

Date: - 20.09.2021.

To.

Mr. / Miss. / Mrs. Bansode Prashant Subhash

At: Post. Murud, Ta. & Dist - Latur

Mob. No:- 8483865838

Pin.....

Subject: - Appointment to the post of Lecturer in Pharmacy for Non Aided Diploma in Pharmacy Course at Channabasweshwar Pharmacy College (Degree) Latur

Sir/Madam,

In response to our advertisement dated ...-... you had applied for the post of Lecturer in Pharmacy for Non Aided Diploma in Pharmacy Course at Channabasweshwar Pharmacy College (Degree) Latur. You were interviewed for the above post by the **Local Selection Committee** constituted by the Management under statute.

I am pleased to inform you that the Management has appointed you on the said post in Channabasweshwar Pharmacy college (degree), Non Aided Diploma in Pharmacy Course, Basweshwar chouk, Kava Road, at Latur, in the scale of Rs. 15600 - 39100 Plus AGP 6000 with effect from 05.10.2021 or date of joining the duty.

Your appointment is subject to the following terms and conditions:

01. Your services will be governed by the Pharmacy Council of India, New Delhi, Directorate of Technical Education, M.S. Mumbai, Maharashtra State Board of Technical Examination M.S. Mumbai from time to time and Panchakashari Shivacharya Trust, Aloor from time to time.
- (a) You are appointed in clear vacancy on full-time/Part-time basis on probation for a period of **TWO YEARS** from the date of joining.

..02..

(b) Your appointment is purely temporary for a period of One Academic Year i.e. from ...../...../202.. to ...../...../202..

(c) Your appointment is on leave/lien vacancy for the period from ..... to .....

(d) The post is reserved for ..... Since you belong to the said category, you are appointed on full-time basis on probation for a period of twenty-four months from the date of joining.

(e) The post is reserved for ..... Since you do not belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of ..... You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by ..... Hence you are appointed full-time on purely temporary basis for a period of .....

(k) Your appointment is on part-time/clock hour basis only.

02. (i) You will be paid basic pay of Rs. 15,600 plus AGP 6000 per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the Government, from time to time. Your salary will be paid through Nationalised/Scheduled Bank..

You will have to communicate your acceptance to the Management/College/Institution within ten days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully,

*B. J. Devnikar*

**(B. J. Devnikar)**

Secretary

Panchakshari Shivacharya Trust,  
(Aloor), Latur

Copy to:-

The Principal, Channabasweshwar Pharmacy College (Degree) (D.Pharmacy) Basweshwar Chouk, Kava Road, Latur for necessary action.

F.N. OPC/ PST Fold./Appointment letter.84

Date:12/07/2022

Employee Name: HARSHADA JADHAV  
E code: 101892  
Pune,

### Appointment Letter

We are pleased to offer you, the position of HIMT-Executive at our client Pharmarack Technologies Pvt Ltd. Company on the following terms and conditions:

#### 1. Commencement of employment

Your employment will be effective, as of **12/07/2022**.

This agreement terminate by employer without any notice immediate effect. Employee given 15 days prior notice to the employer for discontinue of service.

#### 2. Employment

The Employee agrees that he will at all times faithfully, industriously, and to the best of his skill, ability, experience and talents, perform all of the duties required of his position. In carrying out these duties and responsibilities, the Employee shall comply with all Employer policies, procedures, rules and regulations, both written and oral, as are announced by the Employer from time to time. It is also understood and agreed to by the Employee that his assignment, duties and responsibilities and reporting arrangements may be changed by the Employer in its sole discretion without causing termination of this agreement.

#### 3. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

#### 4. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

5. Any dispute between you and **Ikamate HR India Pvt Ltd** shall be referred to a sole arbitrator appointed by **Ikamate HR India Pvt Ltd**. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Ahmedabad, Gujarat, India. This Engagement Letter shall be governed by the laws of India.

6. You agree to defend, indemnify and hold **Ikamate HR India Pvt Ltd** or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.

#### 7. Termination / Resignation

- 7.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 Day's prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.
- 7.2 You may terminate your employment with the Company, without any cause, by giving no less than 15 Day's prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.
- 7.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company.
- 7.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

**8. Confidential Information**

- 8.1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.
- 8.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.
- 8.3 At no time, will you remove any Confidential Information from the office without permission.
- 8.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.
- 8.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

9. Should you be selected to perform the Work Assignment, the nature of your relationship with **Ikamate HR India Pvt Ltd** will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with **Ikamate HR India Pvt Ltd** nor do you become an employee of **Ikamate HR India Pvt Ltd**. Upon expiry or termination of the Work Assignment, your employment with **Ikamate HR India Pvt Ltd** shall stand terminated forthwith.

10. In addition to the terms contained herein, your relationship with **Ikamate HR India Pvt Ltd** may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by **Ikamate HR India Pvt Ltd** and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

11. Your service can be over on the day our contract with **Pharmarack Technologies Private Limited** Gets over.

**12. Acceptance of our offer**

Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at **Ikamate HR india Pvt Ltd** with the acceptance of your first salary from **Ikamate HR india Pvt Ltd** will be conclusive proof of your acceptance in accordance of terms and conditions.

For IKAMATE HR INDIA PVT.LTD



Authorized Signatory

Date :12/07/2022

Accepted & Agreed,

\_\_\_\_\_

Signature:

Name :HARSHADA JADHAV



Date :12/07/2022

Employee Name: HARSHADA JADHAV

Employee No:101892

Salary Annexure

You would be entitled for a salary of Rs. 17818/- per month (Cost To Company). The break up is given below.

Particulars	Amount
Basic	11948
HRA	0
Conveyance	0
Special Allowance	2810
Medical Reimbursement	0
Bonus	995
<b>Gross Earning</b>	<b>15753</b>
Employer PF Contribution	1553
Employer ESIC Contribution	512
<b>Cost to Company</b>	<b>17818</b>
Employee PF Contribution	1434
Employee ESIC Contribution	118
Professional Tax	200
<b>Total Deduction</b>	<b>1752</b>
<b>Net salary</b>	<b>14001</b>

I hereby confirm acceptance of the above assignment, on the terms and condition stipulated therein

For IKAMATE HR INDIA PVT.LTD

  
Authorized Signatory

Date :

Accepted & Agreed,

Signature:

Name : HARSHADA JADHAV

# K.T.PATIL COLLEGE OF PHARMACY

Siddharth Nagar, Barshi Road, OSMANABAD- 413 501 (M.S)  
(Recognized by PCI New Delhi, Approved by DTE Mumbai & Government of Maharashtra  
Affiliated to Dr. Babasaheb Ambedkar Marathwada University, Aurangabad.)

NAAC Accredited 'B' Grade  
An ISO 9001:2015 Certified Institute

■ Website: [www.ktpatilpharmacy.org](http://www.ktpatilpharmacy.org) ■ Email: [ktpatilpharmacy@gmail.com](mailto:ktpatilpharmacy@gmail.com)

Mob. No. 9421117822, 8999538924

Ref.No: KTPCOP/12107/2022

Date: 02/03/2022

## ORDER OF APPOINTMENT

To,

Miss. Kulkarni Dipti Rajendra

A/p: - Ter

Tal & Dist: - Osmanabad – 413501

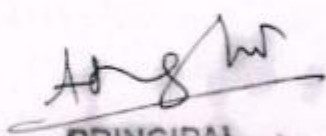
**Subject: - Appointment order as Assistant Professor in Quality Assurance**

Dear Madam,

With reference to your application, we are pleased to appoint you as Assistant Professor in Quality Assurance on the following terms & conditions:

- 1) Your appointment shall be on probation period for one year.
- 2) Your pay scale will be (Rs. 15600 – 39100/-) with AGP of Rs. 6000/- per month.
- 3) You will have to discharge duties and such other academic, co-curricular & extra-curricular work which will assigned to you by the Principal from time to time.
- 4) Your appointment will be subject to approval by Dr. Babasaheb Ambedkar Marathwada University, Aurangabad.
- 5) You shall submit the true copies of relevant testimonials such as proof of date of birth, mark sheets, pharmacist registration certificate, experience certificates, relieving certificates, Aadhar card, PAN card, two passport size photos, etc. at the time of reporting for duty.
- 6) You will not conduct or engage yourself in any private tuitions or private coaching classes.
- 7) You will not engage yourself in any other job paid, full time, part time or otherwise, during the continuance of your service, without the permission of the competent authority / management.

- 8) If you are found absent continuously for more than 30 days without permission your appointment may be terminated without any notice.
- 9) Resignation given during the academic year shall not be entertained in the interest of students/institution.
- 10) You shall give three months prior notice or three months pay in lieu of notice to the Principal before resignation / leaving.
- 11) You should not involve in any activity contrary to the interest of institution / trust.
- 12) The institute/trust shall have right to terminate your services without any prior notice & compensation if found irregular & negligent of your duties, as well involved in any activity contrary to the interest of institution / trust.
- 13) You are requested to sign a separate undertaking confirming the understanding between us and confirm that the said understanding is binding on you.

  
**PRINCIPAL**  
K.T.Patil College of Pharmacy  
Osmanabad-413501

Date: September 07, 2022

Employee ID : 51708  
Name : Sandhya Udhav Madargave  
Grade : 05  
Designation : Medical Coder Trainee  
Department : Coding

Subject: Confirmation Letter

Dear Sandhya,

Kindly refer to your appointment in our organization with effect from **February 25, 2022**, based on a review of your performance during the period of your probation; we are pleased to confirm your services as "**Medical Coder**" in our Company, with effect from **September 01, 2022**.

We appreciate your contribution to the organization and wish that you will continue to contribute to the company in future also.

Congratulations to you on your confirmation. We wish you all the best for a long and rewarding career.

For **GeBBS Healthcare Solutions Pvt. Ltd**

*Devosh Gavand*

**Devosh Gavand**  
Sr. Manager - HR



# PANCHAKSHRI SHIVACHARYA TRUST

ESTD - 1973

C/o Channabusweshwar Pharmacy Polytechnic

Kava Road, Banarashwar Chowk, Latur-413512 (Maharashtra)

Phone No. (02182) 240192, Fax-(02182) 243855 Email- channabusweshwar@gmail.com Website- www.cdphi.org

Ref.No. PSTX / Appo. Order- B. Pharm/2022 - 2023 / 1413

Date: - 04.08.2022.

To,

✓ Mr. ~~Mrs.~~ / Mr. Mangale. Vaidhyanay. Vikal

At. Post - 5047

Tq. Nilanga Dist - Latur

Pin. 413531

Subject: - Appointment to the post of Lecturer in Pharmacy for Non Aided Diploma in Pharmacy Course at Channabusweshwar Pharmacy College (Degree) Latur

Sir/Madam,

In response to our advertisement dated ....., you had applied for the post of Lecturer in Pharmacy for Non Aided Diploma in Pharmacy Course at Channabusweshwar Pharmacy College (Degree) Latur. You were interviewed for the above post by the Local Selection Committee constituted by the Management under statute.

I am pleased to inform you that the Management has appointed you on the said post in Channabusweshwar Pharmacy college (degree), Non Aided Diploma in Pharmacy Course, Banarashwar chowk, Kava Road, at Latur, in the scale of Rs. 15600 – 39100 Plus AGP 6000 with effect from 04.08.2022 or date of joining the duty.

Your appointment is subject to the following terms and conditions:

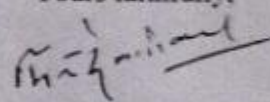
01. Your services will be governed by the Pharmacy Council of India, New Delhi. Directorate of Technical Education, M.S. Mumbai. Maharashtra State Board of Technical Examination M.S. Mumbai from time to time and Panchakshari Shivacharya Trust, Ahoor from time to time.
- (a) You are appointed in clear vacancy on full-time/Part-time basis on probation for a period of TWO YEARS from the date of joining.

..02..

- (b) Your appointment is purely temporary for a period of One Academic Year i.e. from ...../...../202..... to ...../...../202.....
- (c) Your appointment is on leave/lien vacancy for the period from ..... to .....
- (d) The post is reserved for ..... Since you belong to the said category, you are appointed on full-time basis on probation for a period of twenty-four months from the date of joining.
- (e) The post is reserved for ..... Since you do not belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of ..... You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by ..... Hence you are appointed full-time on purely temporary basis for a period of .....
- (k) Your appointment is on part-time/clock hour basis only.
02. (i) You will be paid basic pay of Rs. 15,600 plus AGP 6000 per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the Government, from time to time. Your salary will be paid through Nationalised/Scheduled Bank..

You will have to communicate your acceptance to the Management/College/Institution within ten days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully,

  
(B. J. Devnikar)  
Secretary/Principal.  
Secretary

Panchakashari Shivacharya Trust,  
(Aloor), Latur

Copy to:-

The Principal, Channabasweshwar Pharmacy College (Degree) (D.Pharmacy) Basweshwar Chouk, Kava Road, Latur for necessary action.

F.N. OPC/ PST Fold/Appointment letter.84



Radheya Charitable Trust 's

# Dinesh Bembade College of Pharmacy

Approved by PCI, AICTE, Govt of Maharashtra, DTE and Affiliated to DBATU Lonere  
Latur- Nanded Highway, Mahalangra Village, Tq. Chakur, Dist. Latur, Pin-413513  
Ph. 9168268272 Mail. 1849principal@msbte.com www.dbgrouppharmacy.com

Ref: - RCT/DBCOP/Admin/ Pharm./App./2022-2023/ 113

Date: 26<sup>th</sup> December 2022

## Letter of Appointment

To,  
**Ms. Aishwarya Navarkhele,**  
Mataji Nagar,  
Latur, Dist. Latur, Maharashtra

Sub.: - Adhoc Appointment for the post of Assistant Professor- Quality Assurance.

Dear Ms. Aishwarya Navarkhele,

With reference to your application and subsequent interview with us, the Management is pleased to offer you the position of **Assistant professor** in **Dinesh Bembade College of Pharmacy, Mahalangra** on an ad-hoc basis with effect from **01<sup>st</sup> January 2023**. Your tenure of appointment will be till the **31<sup>st</sup> May 2023** or until a suitable candidate is selected for the above mentioned post as per the PCI/ AICTE/ University guidelines, whichever is earlier.

Your salary will be in the pay scale of **Rs. 15600-39100/-** with basic pay of **Rs. 15600/-** plus **AGP Rs. 6000/- per month**. This will be subject to statutory deductions, if any. All information pertaining to your pay-roll is strictly confidential and as such, you are advised not to disclose or discuss any information pertaining to your/others' salary or perquisites either with your colleagues or any other person directly or indirectly connected with the College/Management.

This appointment is subject to the following conditions:

1. You shall have to re-apply for the post and appear for an interview with the University Staff Selection Committee for regularization of your appointment. This shall be subject to the fulfillment of the norms and conditions of the advertisement.
2. You shall be liable, with prior notice, to be re-designated, transferred from one function to another function or from one institute to another institute as required by the exigencies of the Management/Trust at their discretion and you shall do such work which will be assigned to you from time to time.
3. Your appointment is subject to the availability of minimum number of students and the workload prescribed for the post.
4. At the time of joining, you would have to submit the originals as well as certified true copies of birth certificate, educational qualifications, experience certificate, discharge/relieving certificate, last pay certificate, caste certificate, change of name certificate (if any), along with two passport size photographs.
5. You would be required to submit the correct mailing address (along with due address proof) along with telephone and mobile numbers and E-mail address on your joining duties. Any change in the above should be communicated to the Principal, Dinesh Bembade College of Pharmacy, Mahalangra.
6. You shall exercise all duties as assigned by the College, Management and University as per the requirements.

- within 30 (thirty) days, which if you don't serve, the Management / Trust will, at its sole discretion, have the right to recover from you the amount payable to you, on a pro rata basis.
8. If at any time in the opinion of the Management/Trust, which is final in this matter, you are found to be a non-performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by the Management/Trust as deterrent to the interest of the Institute or of violation of one or more terms of this letter, your services may be terminated forthwith and on account of reason of any of the acts or omission the Management/Trust shall be entitled to recover damages from you.
  9. Your continuous unauthorized absence from duty will lead to termination of your services, effective from the date from which you remain absent from your duties.
  10. You will be allowed to resign from the service after completion of one academic year. In any case you wish to leave to institute, you must inform 02 months prior to institute in written notice else you will not be issued experience letter, relieving letter and salary for the said period and not relieved from PCI Institute login.
  11. The appointee shall not engage in any private tuition nor shall involve in private classes nor shall accept any part time job without the prior written permission from a competent authority.
  12. Your appointment is subject to the conditions, rules and regulations as prescribed by the Management from time to time.
  13. Your appointment is subject to the conditions, rules and regulations as prescribed by the PCI, New Delhi, Govt of Maharashtra, DTE, Mumbai, DBATU Lonere from time to time.
  14. If required by the Management/Trust, you will also be required to execute an employment agreement which will include provisions relating to confidentiality, vesting of intellectual property rights in the work product created by you during your employment and other related issues.
  15. While joining the duties, you have to give an undertaking that you agree to the conditions mentioned in the appointment order and that you will abide by the rules and regulations of the Trust, which are in force or which may be framed from time to time.

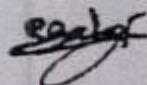
This Appointment Letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement resulting in your being offered this appointment, the Management/Trust may take such action as it deems fit in its sole discretion, including termination of your employment.

Please sign the attached copy of this letter as confirmation of your acceptance of this Appointment Letter and return the same to us.

Yours sincerely,

Dinesh Bembade College of Pharmacy,  
Mahalangra, Latur, Maharashtra

For and on behalf of  
Dinesh Bembade College of Pharmacy



Principal

Dinesh Bembade College of Pharmacy



Copy to,

Secretary, Radheya Charitable Trust, Latur, Maharashtra  
The Administrative Officer, Dinesh Bembade College of Pharmacy, Mahalangra  
The Accountant, Dinesh Bembade College of Pharmacy, Mahalangra





Radheya Charitable Trust's  
**Dinesh Bembade College of  
Pharmacy**



Approved by PCI, AICTE, Govt of Maharashtra, DTE and Affiliated to DBATU Lonere  
Latur- Nanded Highway, Mahalangra Village, Tq. Chakur, Dist. Latur, Pin-413513  
Ph. 9168268272 Mail. [1849principal@msbte.com](mailto:1849principal@msbte.com) www.dbgrouppharmacy.com

Ref: - RCT/DBCOP/Admin/Pharm./App./2022-2023/05

Date: 01<sup>st</sup> September 2023

**Letter of Appointment**

To,  
**Ms. Aishwarya Navarkhele,**  
Mataji Nagar,  
Latur, Dist. Latur, Maharashtra

Sub.: - Adhoc Appointment for the post of Principal.

Dear Ms. Aishwarya Navarkhele,

With reference to your application and subsequent interview with us, the Management is pleased to offer you the position of **Principal** in **Dinesh Bembade College of Pharmacy, Mahalangra** on an ad-hoc basis with effect from **01<sup>st</sup> September 2021**. Your tenure of appointment will be till the **31<sup>st</sup> December 2022** or until a suitable candidate is selected for the above mentioned post as per the PCI/ AICTE/ University guidelines, whichever is earlier.

Your salary will be in the pay scale of **Rs. 34600-67100/-** with basic pay of **Rs. 34600/-** plus **AGP Rs. 10000/- per month**. This will be subject to statutory deductions, if any. All information pertaining to your pay-roll is strictly confidential and as such, you are advised not to disclose or discuss any information pertaining to your/others' salary or perquisites either with your colleagues or any other person directly or indirectly connected with the College/Management.

This appointment is subject to the following conditions:

1. - You shall have to re-apply for the post and appear for an interview with the University Staff Selection Committee for regularization of your appointment. This shall be subject to the fulfillment of the norms and conditions of the advertisement.
2. You shall be liable, with prior notice, to be re-designated, transferred from one function to another function or from one institute to another institute as required by the exigencies of the Management/Trust at their discretion and you shall do such work which will be assigned to you from time to time.
3. Your appointment is subject to the availability of minimum number of students and the workload prescribed for the post.
4. At the time of joining, you would have to submit the originals as well as certified true copies of birth certificate, educational qualifications, experience certificate, discharge/relieving certificate, last pay certificate, caste certificate, change of name certificate (if any), along with two passport size photographs.
5. You would be required to submit the correct mailing address (along with due address proof) along with telephone and mobile numbers and E-mail address on your joining duties. Any change in the above should be communicated to the **President, Dinesh Bembade College of Pharmacy, Mahalangra**.
6. You shall exercise all duties as assigned by the College, Management and University as per the requirements.

7. During your tenure, the Management /Trust shall have the right to terminate your employment within 30 (thirty) days, which if you don't serve, the Management / Trust will, at its sole discretion, have the right to recover from you the amount payable to you, on a pro rata basis.
8. If at any time in the opinion of the Management/Trust, which is final in this matter, you are found to be a non-performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by the Management/Trust as deterrent to the interest of the Institute or of violation of one or more terms of this letter, your services may be terminated forthwith and on account of reason of any of the acts or omission the Management/Trust shall be entitled to recover damages from you.
9. Your continuous unauthorized absence from duty will lead to termination of your services, effective from the date from which you remain absent from your duties.
10. You will be allowed to resign from the service after completion of one academic year. In any case you wish to leave to institute, you must inform 02 months prior to institute in written notice else you will not be issued experience letter, relieving letter and salary for the said period and not relieved from PCI Institute login.
11. The appointee shall not engage in any private tuition nor shall involve in private classes nor shall accept any part time job without the prior written permission from a competent authority.
12. Your appointment is subject to the conditions, rules and regulations as prescribed by the Management from time to time.
13. Your appointment is subject to the conditions, rules and regulations as prescribed by the PCI, New Delhi, Govt of Maharashtra, DTE, Mumbai, DBATU Lonere from time to time.
14. If required by the Management/Trust, you will also be required to execute an employment agreement which will include provisions relating to confidentiality, vesting of intellectual property rights in the work product created by you during your employment and other related issues.
15. While joining the duties, you have to give an undertaking that you agree to the conditions mentioned in the appointment order and that you will abide by the rules and regulations of the Trust, which are in force or which may be framed from time to time.

This Appointment Letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement resulting in your being offered this appointment, the Management/Trust may take such action as it deems fit in its sole discretion, including termination of your employment.

Please sign the attached copy of this letter as confirmation of your acceptance of this Appointment Letter and return the same to us.

Yours sincerely,

Dinesh Bembade College of Pharmacy,  
Mahalangra, Latur, Maharashtra

For and on behalf of  
Dinesh Bembade College of Pharmacy



Copy to,  
Secretary, Radheya Charitable Trust, Latur, Maharashtra  
The Administrative Officer, Dinesh Bembade College of Pharmacy, Mahalangra  
The Accountant, Dinesh Bembade College of Pharmacy, Mahalangra

## JOINING REPORT

Date: 27/01/2020

To,  
Principal./ Secretary,  
Radheya Charitable Trust's,  
Dinesh Bembade College of Pharmacy, Mahalangra.

Subject: - Joining for the post of Assistant Professor -Quality Assurance

**Madam,**

As per your appointment order No. 10 Dated: 27 / 01 /2020

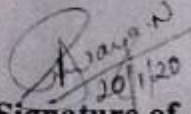
I .Ms. Aishwarya V. Navarkhele have been selected for the post of Assistant Professor &  
I am Joining this organization as on today 27 / 01 /2020 At 10:00 am.

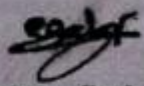
### **: UNDERTAKING:**

I Mr./Mrs./Missd Aishwarya V. Navarkhele do hereby undertaking on this day 27 month  
January year 2020, the following: -

1. I shall abide by the rules and regulations prescribed in appointment order.
2. I shall not engage in any private tuition nor shall involve in private classes nor shall accept any part time job without the Prior written permission from a competent authority.
3. My appointment is subject to the conditions, rules and regulations as Prescribed by Radheya Charitable Trust and Dinesh Bembade College of Pharmacy from time to time.
4. I am aware that my services may be terminated without any Notice and without assigning any reason, in the event of it being observed that my performance is not satisfactory and/ or my behavior is not suitable in the interest of the trust.

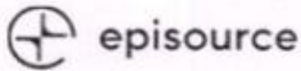
**Hereby fully endorse the undertaking made by me.**

  
(Signature of Appointee)

  
(Principal  
Dinesh Bembade College of Pharmacy)

**EPISOURCE INDIA PRIVATE LIMITED**

Prince Info city II, 2nd Floor, Door No. 141, Kandanchavadi, Chennai - 600096



**Full and Final Settlement for Afsha Pathan Pathan - ESPM3559 Date: 13-01-2023**

<b>Emp. Code</b>	ESPM3559		<b>Location</b>	Mumbai	
<b>Name</b>	Afsha Pathan Pathan		<b>Bank name</b>	ICICI BANK	
<b>Gender</b>	Female		<b>Bank A/c No.</b>	1.074015095e+11	
<b>Designation</b>	Trainee - MCC				
<b>Department</b>	MCC				
<b>DOJ</b>	11/14/2022	<b>DOR:</b> 12/30/2022			
<b>DOL</b>	12/30/2022	<b>Last working Day:</b> 12/30/2022			
<b>Payable Days</b>	-1	<b>Leave Encashment</b>	0		
<b>Earnings</b>			<b>Deductions</b>		
<b>Salary Component</b>	<b>Days</b>	<b>Monthly</b>	<b>Salary Component</b>	<b>Days</b>	<b>Amount</b>
Basic	-1	-193	Provident Fund		0
House Rent Allowance	-1	-142	ESIC		0
Other Allowance	-1	-122	Professional Tax		0
Statutory Bonus	-1	-19	Access card Deductions		0
L. ENCASH	0	0	CRC Recovery		0
Gratuity		0	Weekly Awards		0
Shift Allowance		0	Incentive deduction		0
OT Saturday		0	OT Recovery		0
OT Sunday		0	Service Agreement Deduction		0
AWARD		0	Project Deduction		0
DINNER ALLOWANCE		0	Sweep Deduction		0
RETENTION BONUS		0	Salary Advance		0
REFERAL BONUS		0	Meal Deduction		0
System Reimbursement		0	Notice Deduction	0	0
MARRIAGEALLOWANCE		0	PT Reversal		0
SWEEP ALLOWANCE		0	INCOME TAX		0
NOTICE PAY	0	0	Miscellaneous		55
PAY HOLD SALARY	0	0			
Monthly Incentive		0			
NATIONAL FESTIVAL HOLIDAY		0			
Covid'19 Reimbursement		0			
<b>GROSS PAY</b>		<b>-476</b>	<b>GROSS DEDUCTION</b>		<b>55</b>
			<b>NET PAY</b>		<b>-531</b>

General Note: This is a computer generated payslip, Hence signature not required.



D.Pharmacy  
B.Pharmacy

Shri. Govindprabhu Gramin & Shahari Vikas Sevabhavi Sansthas

# GODAVARI INSTITUTE OF PHARMACY

Approved by A.I.C.T.E., P.C.I. New Delhi, Recognized by D.T.E. Mumbai (Govt. of Maharashtra) & Affiliated to M.S.B.T.E. Mumbai & DBATU, Lonere.

Add. At. Kolpa, Post. Kasarkheda, Latur-Nanded Highway, Tq. Dist. Latur-413512, Ph.No.02382-263552, Mob.7720004388  
Email: godavari.pharm@gmail.com, Web: godavaripharm.edu.com

Ref.No.-GIOP/Pharmacy/2021-22/421

Date = 25/11/2021

To,  
Ms. Patil Vaishnavi Dilip,  
At Post. Chavanhipparga,  
Tq. Deoni Dist. Latur.

Sub. : Appointment for the Post of Assistant Professor in Quality Assurance.

Sir/Madam,

With reference to your application dated 17/11/2021 subsequent interview held on 22/11/2021 for the above-mentioned post, we are pleased to inform you that the Local Management Selection Committee has appointed you on the said post from 25/11/2021 in the scale of Rs. 15600-6000-39100 at Godavari Institute of Pharmacy, Kolpa. Tq & Dist Latur.

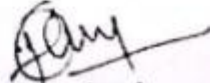
Your appointment is subject to the following terms and conditions:

1. Your service will be governed by the Maharashtra Universities Act, 1994 Status, Code of Conduct, Ordinance and Rules and Regulations laid down by Dr. Babasaheb Ambedkar Technological University, Lonere, AICTE, PCI New Delhi and State Government from time to time.
2. You are appointed as full time/ Part time basis on probation for a period of two years from the date of joining.
3. You will be paid basic pay of Rs. 15,600/- per month in the scale indicated above and Dearness Allowance, House Rent Allowance and CLA.
4. Your appointment and salary shall be given/ made subject to verification and approval given by Higher Authorities.
5. You have to submit the original as well as certified true copies of relevant testimonials such as Mark Sheets, Birth Date, Experience, Discharge relieving last pay, Cast Certificates, Two Color Photographs, Discharge/ Relieving & Experience Certificate from previous employer (If any) at the time of Joining Duties.
6. You are required to undergo medical examination and submit physical fitness certificate from the registered Medical officer or by Civil Surgeon You have undergone medical examination by the approval Medical Officer or by the Civil Surgeon.
7. You will be restricted to engage yourself in any other employment paid, full-time, part time services or otherwise, during the period of your service, without the permission of the competent authority /Management
8. You have to communicate your acceptance to the Management / College/Institution within seven days from the date of receipt of this Letter of Appointment, failing which your appointment stands cancelled.
9. In case of resignation, you will have to give one month notice of resignation or have to pay one month basic pay
10. If you are found absent continuously for more than thirty days without permission your service will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Management as provided for in the statutes.
11. If your performance in teaching / Result / behavior is not satisfactory, your services will be terminated with one month prior notice.

Copy to:

- 1 Establishment Section, Godavari Institute of Pharmacy, Kolpa
- 2 Account Section, Godavari Institute of Pharmacy, Kolpa



  
Principal  
Godavari Institute of Pharmacy  
Kolpa, Tq. & Dist Latur  
GODAVARI PHARMACY

महाराष्ट्र शासन  
उपजिल्हा रुग्णालय कळंब

ओळखपत्र



उपजिल्हा रुग्णालय कळंब

नाव :- पवार पुजा आश्रुबा  
पद :- औषध निर्माण अधिकारी  
जन्म दि:- 15/10/1997  
रक्तगट :- A+ve  
मो.नं :- 9579870082

Pooja  
घारकधी स्वामिनी

SHITAL PHOTO KALLAM 5881570082

पत्ता :- मु.पो.चिंचोली माळी ता.केज जि.बीड



Shri. Govindprabhu Gramin & Shahari Vikas Sevabhavi Sanstha's

# GODAVARI INSTITUTE OF PHARMACY

Approved by AICTE, P.C.I. New Delhi, Recognized by DTE, Mumbai (Govt of Maharashtra) & Affiliated to M.S.D.T.E. Mumbai & DBATU, Lonere.

D.Pharmacy  
B.Pharmacy

Add. At. Kolpa, Post. Kasarkheda, Latur-Nanded Highway, Tq. Dist. Latur-413512, Ph.No.02382-263552,  
Mob. 9921700010 Email: godavariipharm@gmail.com, Web: www.godavaripharmedu.com

Ref.No-GIIP/Pharmacy/2021-22/482

Date: 05/03/2022

To,  
Mr. Sonkamble Sumedh Narayan,  
At. Post. Latur,  
Tq. & Dist. Latur.

Sub. : Appointment for the Post of Assistant Professor in Quality Assurance.

Sir/Madam

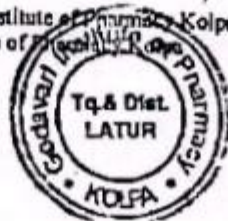
With reference to your application dated 03/03/2022 subsequent interview held on 04/03/2022 for the above-mentioned post, we are pleased to inform you that the Local Management Selection Committee has appointed you on the said post from 05/03/2022 in the scale of Rs. 15,600-6000-39,000 at Godavari Institute of Pharmacy, Kolpa, Tq. & Dist. Latur.

Your appointment is subject to the following terms and conditions:

1. Your service shall be governed by rules and regulations laid down by the DBATU Lonere, MSBTE, DTE Mumbai and AICTE, PCI New Delhi, Shri Govindprabhu Gramin & Shahari Vikas Sevabhavi Sanstha's Kolpa, Latur.
2. You are appointed as full time/ Part time basis on probation for a period of two years from the date of joining.
3. You will be paid basic pay of 15,600/- per month in the scale of indicated above. You will also be entitled for Dearness Allowance, House Rent Allowance and CLA.
4. You have to communicate your acceptance to the Management / College/Institution within seven days from the date of receipt of this Letter of Appointment, failing which your appointment stands cancelled.
5. Your appointment and salary shall be given/ made subject to verification and approval given by Higher Authorities.
6. You have to submit the original as well as certified true copies of relevant testimonials such as Mark Sheets, Birth Date, Experience, Discharge relieving last pay, Cast Certificates, Two Color Photographs, Discharge/ Relieving & Experience Certificate from previous employer (if any) at the time of Joining Duties.
7. You are required to undergo medical examination and submit physical fitness certificate from the registered Medical officer or by Civil Surgeon You have undergo medical examination by the approval Medical Officer or by the Civil Surgeon.
8. You will be restricted to engage yourself in any other employment paid, full-time, part time services or otherwise, during the period of your service, without the permission of the competent authority /Management.
9. In case of resignation, you will have to give one month notice of resignation or have to pay one month basic pay.
10. If you are found absent continuously for more than thirty days without permission your service will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Management as provided for in the statutes.
11. If your performance in teaching / Result / behavior is not satisfactory, your services will be terminated with one month prior notice.

Copy to:

- 1 Establishment Section, Godavari Institute of Pharmacy, Kolpa
- 2 Account Section, Godavari Institute of Pharmacy, Kolpa



Godavari Institute of Pharmacy  
Kolpa, Tq. & Dist. Latur  
05/03/2022

M. Ph  
8014



**ALKEM LABORATORIES LTD.**  
C-6/1, C-6/2 & C-17/7,  
MIDC Indl. Estate, Taloja, Panvel,  
Dist. Raigad - 410208.  
• Phone: 2741 2731/2741 2732/2741 2274

Date:-27/09/2021

**Mr. Shrinivas Ware,**  
Shivrai Nagar,  
Malegaon Road,  
Nanded, Maharashtra 431750

**Offer Cum Appointment letter**

Dear Mr. Shrinivas,

Subsequent to the interview you had with us, we are pleased to make you an offer of appointment as **"Apprentice"** in **CQA Department** under the Apprentice Act 1961.

Your posting will be presently at **R&D, Taloja**. This letter is valid till **27.09.2022**.

Your appointment is subject to you being found medically fit and on the understanding that all the details mentioned by yourself in the job application form are correct and complete in all respect.

You will be entitled to stipend of Rs. 15000/- per month (Rupees Fifteen Thousand Only) as an apprentice.

This is an Offer letter cum appointment letter. Your tentative joining date will be **27<sup>th</sup> September, 2021**.

Your apprenticeship term will be of **One Year** starting from your date of joining.

Kindly sign the duplicate copy of this letter as a token of acceptance.

We welcome you to the Alkem family and look forward to your significant personal and professional growth during your association with us.

For Alkem Laboratories Ltd.,

**Ritwik Das**  
**Associate General Manager - HR**





# PANCHAKSHRI SHIVACHARYA TRUST

Est :- 1973

## C/o Channabasweshwar Pharmacy Polytechnic

Kava Road, Basweshwar Chowk, Latur-413512 (Maharashtra)

Phone No. (02382) 240192, Fax-(02382) 243855 Email- channabasweshwar@gmail.com Website- www.cdphl.org

Ref.No. PSTA / Appo. Order./D. Pharm./2021 - 2022 / 1231

Date: - 20.09.2021.

To.

Mr./Miss./Mrs. / Channe Swastika Lahu  
 Metadi Nayanur, Near Kalge Hospital,  
 Banshi Road, Latur  
 Dist. Latur Pin. 4131512

Subject: - Appointment to the post of Lecturer in Pharmacy for Non Aided Diploma in Pharmacy Course at Channabasweshwar Pharmacy College (Degree) Latur

Si Madam,

In response to our advertisement dated ..... you had applied for the post of of Lecturer in Pharmacy for Non Aided Diploma in Pharmacy Course at Channabasweshwar Pharmacy College (Degree) Latur. You were interviewed for the above post by the **Local Selection Committee** constituted by the Management under statute.

I am pleased to inform you that the Management has appointed you on the said post in Channabasweshwar Pharmacy college (degree), Non Aided Diploma in Pharmacy Course, Basweshwar chowk, Kava Road, at Latur, in the scale of Rs. 15600 - 39100 Plus AGP 6000 with effect from 05.10.2021 or date of joining the duty.

Your appointment is subject to the following terms and conditions:

- Your services will be governed by the Pharmacy Council of India, New Delhi, Directorate of Technical Education, M.S. Mumbai, Maharashtra State Board of Technical Examination M.S. Mumbai from time to time and Panchakashari Shivacharya Trust, Aloor from time to time.
- You are appointed in clear vacancy on full-time/Part-time basis on probation for a period of TWO YEARS from the date of joining.

..02..

(b) Your appointment is purely temporary for a period of **One Academai Year** i.e. from ...../...../202..... to ...../...../202.....

(c) Your appointment is on leave/lien vacancy for the period from ..... to .....

(d) The post is reserved for ..... Since you belong to the said category, you are appointed on full-time basis on probation for a period of twenty-four months from the date of joining.

(e) The post is reserved for ..... Since you do not belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of ..... You shall not have any claim on the said post in future.

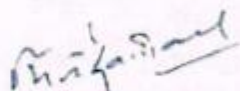
(f) This is temporary vacancy caused by ..... Hence you are appointed full-time on purely temporary basis for a period of .....

(k) Your appointment is on part-time/clock hour basis only.

02. (i) You will be paid basic pay of **Rs. 15,600 plus AGP 6000** per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the Government, from time to time. Your salary will be paid through Nationalised/Scheduled Bank..

You will have to communicate your acceptance to the Management/College/Institution within ten days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully,

  
(B. J. Devnikar)  
Secretary/Principal.

Secretary  
Panchakashari Shivacharya Trust,  
(Aloor), Latur

Copy to:-

The Principal, Channabasweshwar Pharmacy College (Degree) (D.Pharmacy) Basweshwar Chouk, Kava Road, Latur for necessary action.

F.N. OPC/ PST Fold/ Appointment letter.84



# GLAND PHARMA LIMITED

03 January 2022

Mr.Sadanand Atmaram Gaikwad,  
M Pharma,

S/o Atmaram Gaikwad,  
At.Post: Tadmugali,  
TQ: Nilanga,  
Dist: Latur,  
MAHARASHTRA - 413522.

**Sub: Appointment Letter**

Dear Mr.Sadanand Gaikwad,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as "Trainee Chemist" in the IPQA Department of our company on the following terms and conditions.

1. You will be under Level –Trainee with Grade Trainee Chemist.
2. You will be on Training for a period of One year from the date of your joining the Organization. During the period of Training, your performance will be observed and depending upon your performance and availability of vacancy, your services will be considered for regularization.
3. Your place of work will be at our factory situated at Dundigal
4. Your monthly remuneration will be as follows:

Basic	-	Rs. 8213.00 p.m.
House Rent Allowance	-	Rs. 8213.00 p.m
<b>GROSS TOTAL</b>	<b>-</b>	<b>Rs. 16426.00 p.m.</b>

(Rupees Sixteen Thousand Four Hundred And Twenty Six Only)

5. You will report to the "Incharge - IPQA" or any other officer authorized by him, with regard to your duties from time to time.
6. Your services are liable for transfer from Section to Section, from Department to Department, and from Unit to Unit wherever the Company has interest without any change in compensation.
7. You will not engage yourself either as a Consultant or work on part time basis with any other Company / Organization / Individual.

Cont....2/..

Factory & Regd. Office: Survey No. 143-148, 150 & 151, Near Gandlmaisamma 'X' Roads, D.P. Pally, Dundigal,  
Dundigal-Gandlmaisamma Mandal, Medchal-Malkajgiri District, Hyderabad 500043, Telangana, India  
Tel: +91-40-30510999 Fax: +91-40-30510800, email: gland@glandpharma.com | www.glandpharma.com  
CIN: U24239TG1978PLC002276



# PANCHAKSHRI SHIVACHARYA TRUST

C/o Channabasweshwar Pharmacy Polytechnic

Kava Road, Basweshwar Chowk, Latur-413512 (Maharashtra)

Phone No. (02382) 240192, Fax-(02382) 243855 Email- channabasweshwar@gmail.com Website- www.cdphl.org

Ref.No. PSTA / Appo. Order./D. Pharm./2021 - 2022 / 1233

Date: - 20.09.2021.

To,

Mr./Miss./Mrs. / Jaishette Arbi Ankush

Adp. - Badens

Te. - Nilanga

Dist. - Latur Pin. 413 607

Subject: - Appointment to the post of Lecturer in Pharmacy for Non Aided Diploma in Pharmacy Course at Channabasweshwar Pharmacy College (Degree) Latur

Sir/Madam,

In response to our advertisement dated ... you had applied for the post of of Lecturer in Pharmacy for Non Aided Diploma in Pharmacy Course at Channabasweshwar Pharmacy College (Degree) Latur. You were interviewed for the above post by the **Local Selection Committee** constituted by the Management under statute.

I am pleased to inform you that the Management has appointed you on the said post in Channabasweshwar Pharmacy college (degree), Non Aided Diploma in Pharmacy Course, Basweshwar chowk, Kava Road, at Latur, in the scale of Rs. 15600 - 39100 Plus AGP 6000 with effect from 05.10.2021 or date of joining the duty.

Your appointment is subject to the following terms and conditions:

01. Your services will be governed by the Pharmacy Council of India, New Delhi, Directorate of Technical Education, M.S. Mumbai, Maharashtra State Board of Technical Examination M.S. Mumbai from time to time and Panchakashari Shivacharya Trust, Aloor from time to time.
- (a) You are appointed in clear vacancy on full-time/Part-time basis on probation for a period of **TWO YEARS** from the date of joining.

..02..

(b) Your appointment is purely temporary for a period of One Academai Year i.e. from ...../...../202..... to ...../...../202.....

(c) Your appointment is on leave/lien vacancy for the period from ..... to .....

(d) The post is reserved for ..... Since you belong to the said category, you are appointed on full-time basis on probation for a period of twenty-four months from the date of joining.

(e) The post is reserved for ..... Since you do not belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of ..... You shall not have any claim on the said post in future.

(f) This is temporary vacancy caused by ..... Hence you are appointed full-time on purely temporary basis for a period of .....

(k) Your appointment is on part-time/clock hour basis only.

02. (i) You will be paid basic pay of Rs. 15,600 plus AGP 6000 per month in the scale indicated above. You will also be entitled to Dearness Allowance , House Rent Allowance and C.L.A. at the rates prescribed by the Government, from time to time. Your salary will be paid through Nationalised/Scheduled Bank..

You will have to communicate your acceptance to the Management/College/Institution within ten days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully,

*B. J. Devnikar*

**(B. J. Devnikar)**

Secretary

Panchakashari Shivacharya Trust,  
(Aloor), Latur

Copy to:-

The Principal, Channabasweshwar Pharmacy College (Degree) (D.Pharmacy) Basweshwar Chouk, Kava Road, Latur for necessary action.

F.N. OPC/ PST Fold/Appointment letter.84



D.Pharmacy  
B.Pharmacy

9  
M. PHARMY  
Shri. Govindprabhu Gramin & Shahani VIKAS SAHAY BHARATI

# GODAVARI INSTITUTE OF PHARMACY

Approved by AICTE, P.O. New Delhi, Recognized by D.T.E. Mumbai (Govt. of Maharashtra) & Affiliated to M.S.B.T.E. Mumbai & OBATU, Lonere.

Add. At. Kolpa, Post. Kasarkheda, Latur-Nanded Highway, Tq. Dist. Latur-413512, Ph.No.02382-263552, Mob.7720004388  
Email: godavari.pharm@gmail.com, Web: godavaripharm.edu.com

Ref.No.: GIOP/Pharmacy/2021-22/821-A

Date: 27/11/2021

To,  
Ms. Panchal Shital Pandurang,  
At Post. Chapoli,  
Tq. Chakur Dist. Latur.

Sub. : Appointment for the Post of Assistant Professor in Pharmaceutics.

Sir/Madam,

With reference to your application dated 17/11/2021 subsequent interview held on 22/11/2021 for the above-mentioned post, we are pleased to inform you that the Local Management Selection Committee has appointed you on the said post from 27/11/2021 in the scale of Rs. 15600-6000-39100 at Godavari Institute of Pharmacy, Kolpa, Tq & Dist Latur.

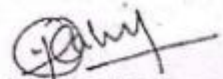
Your appointment is subject to the following terms and conditions:

1. Your service will be governed by the Maharashtra Universities Act, 1994 Status, Code of Conduct, Ordinance and Rules and Regulations laid down by Dr. Babasaheb Ambedkar Technological University, Lonere, AICTE, PCI New Delhi and State Government from time to time.
2. You are appointed as full time/ Part time basis on probation for a period of two years from the date of joining.
3. You will be paid basic pay of Rs. 15,600/- per month in the scale indicated above and Dearness Allowance, House Rent Allowance and CLA.
4. Your appointment and salary shall be given/ made subject to verification and approval given by Higher Authorities.
5. You have to submit the original as well as certified true copies of relevant testimonials such as Mark Sheets, Birth Date, Experience, Discharge relieving last pay, Cast Certificates, Two Color Photographs, Discharge/ Relieving & Experience Certificate from previous employer (If any) at the time of Joining Duties.
6. You are required to undergo medical examination and submit physical fitness certificate from the registered Medical officer or by Civil Surgeon You have undergo medical examination by the approval Medical Officer or by the Civil Surgeon.
7. You will be restricted to engage yourself in any other employment paid, full-time, part time services or otherwise, during the period of your service, without the permission of the competent authority /Management
8. You have to communicate your acceptance to the Management / College/Institution within seven days from the date of receipt of this Letter of Appointment, failing which your appointment stands cancelled.
9. In case of resignation, you will have to give one month notice of resignation or have to pay one month basic pay
10. If you are found absent continuously for more than thirty days without permission your service will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Management as provided for in the statutes.
11. If your performance in teaching / Result / behavior is not satisfactory, your services will be terminated with one month prior notice.

Copy to:

- 1 Establishment Section, Godavari Institute of Pharmacy Kolpa
- 2 Account Section, Godavari Institute of Pharmacy Kolpa Dist.



  
Principal  
Godavari Institute of Pharmacy  
Kolpa, Tq. & Dist. Latur  
GODAVARI

**OFFER LETTER**

Date: 16th May 2022

Dear **Vaibhav Nath Sarwade**

Based on our recent discussions with you, we are pleased to inform you that you have been selected for a position with Gebbs Healthcare Solutions Pvt Ltd.

You shall be designated as a **Medical Coder Trainee**

Your Date of Joining would be: **18th May 2022**

Your Annual Total CTC (A+B+C) would be: **214502**

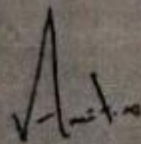
To enable the completion of this process, you would be required to submit the following documents:

1. **Current Employment:** Last 3 months salary Slips / Relieving letter / Resignation acceptance letter. in case the salary slips are not in position to be submitted then the bank statements copy is a Mandate
2. **Education:** Photocopies of your Mark sheets **AND** Passing Certificates – X, XII, Graduation, Post-Graduation & Diploma (If applicable).  
For all Graduation awaiting result candidates – All semester mark sheets or First year & Second year Graduation mark sheets
3. **Address Proof :** Copy of your passport / Driving license / Ration card
4. **In case of Name change** please furnish – Marriage Certificate or Name change affidavit
5. **Photo ID:** Pan Card/ Passport/ Driving license/Voter Id card
  - a. If no PAN Card, then please ensure you carry it on the date of joining (PAN card is a mandatory document without which we cannot onboard you)

We will formally extend you an appointment letter on behalf of Gebbs Healthcare Solutions Pvt Ltd on the submission of all the documents mentioned above by the due date; failing which it is deemed that you have no interest to pursue this employment opportunity with Gebbs Healthcare Solutions Pvt Ltd.

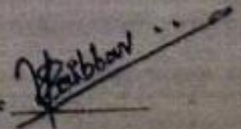
Your Offer is valid subject to clearance of your background verification.

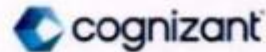
Yours sincerely,



Associate Vice President - Human Resources  
Amit Nainani

Candidate's Signature





Ref No: 18545709  
08-Dec-2022



Saurabh Rajendra Surkute

Dear Saurabh,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Trainee - Junior Data Analyst** with **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be **Mumbai**.

Your annual total compensation will be **INR 249,996**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **26-Dec-2022**.

Please note:


- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited** ("Cognizant").

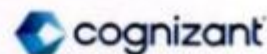
  
Shibu Balakrishnan  
AVP - HR

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



**Compensation and Benefits**

**Name:** Saurabh Rajendra Surkute

**Designation:** Trainee - Junior Data





SHRI VISHWESHWAR SHIKSHAN PRASARAK MANDAL'S  
**DAGADOJIRAO DESHMUKH D. PHARMACY COLLEGE**

ALMALA, TQ. AUSA, DIST. LATUR, MAHARASHTRA 413520

APPROVED BY AICTE AND PCI, NEW DELHI. AFFILIATED TO MSBTE, MUMBAI.

Ref. DDDP/APP.022/2021.22/2409

Date :

30 SEP 2021

APPOINTMENT ORDER

To  
**Miss Surwase Shradha Rajeshwar,**  
Latur.



Sub: - Regarding Appointment as Lecturer

With reference to your application dated 29-10-2021 for the post of Lecturer I am pleased to inform you that you are appointed to the post of Lecturer in Pharmacy at Dagadojirao Deshmukh D. Pharmacy College, Almala, Tq. Ausa, Dist. Latur. You will be paid the basic pay Rs. 15600-39100 with AGP 5000, as per the State Government norms with effect from 8<sup>th</sup> November, 2021.

1. Your service shall be governed by the state govt. & S.V.S.P.M. Society rules in force time to time.
2. Your service will be on contract basis up to the date 31<sup>st</sup> May, 2022. Your appointment is subjected to approval from Maharashtra State Board of Technical Education & Directorate of Technical Education, Mumbai.
3. You should discharge your duties as per the instructions of the head of the institute & Society.  
Kindly make it convenient to report for duty at college office on 8<sup>th</sup> November, 2021 at office hours.

Copy to: -

1. Account section, Dagadojirao Deshmukh D. Pharmacy College, Almala, Tq. Ausa, Dist. Latur.
2. The Applicant.

*Surwase*  
Principal  
Dagadojirao Deshmukh D. Pharmacy College  
Almala, Tq. Ausa, Dist. Latur

15  
स्वामी विवेकानंद  
शिक्षण प्रसारक  
मंडळ, उदगीर जि. लातूर.



**Swami Vivekanand  
Shikshan Prasarak  
Mandal, Udgir Dist. Latur**

(Registered under Society reg. act 1860 :- MAH/7864/Latur, dated 09/12/1997 and BPT Act 1950 : F-5413 (Latur) dated 15/01/1998)

**Prof. Dr. Sudhir Jagtap** (M.Sc. M.Phil.Ph.D.)  
Founder & President

Ref. No. /SVSPM/2021-22/1172

Date : 01/09/2021

To  
Miss. Malika Sharnappa Wadde,  
At. Post. Udgir, Tq. Udgir  
Dist. Latur

**Sub: Appointment to the post of Assistant Professor.**

Madam,

In response to our advertisement dated 21<sup>st</sup> November, 2021 you had applied for the post of Assistant Professor and subsequent interview held on 24/11/2021

I am pleased to inform you that the management has been appointed you on the said post in **Swami Vivekanand College of Pharmacy, Udgir.**

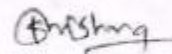
Your appointment is subject to the following terms and conditions-

1. Your appointment is purely on regular basis for the academic year 2021-22 only.
2. You will submit the originals as well as certified true copies of relevant testimonials at the time of joining duties.
3. In case you accept the appointment you shall have to execute Deed of Contract of Service as prescribed format at the time of joining the duties.
4. You will be allowed to join the duties on production of -
  - a) Two Passport size photographs.
  - b) Discharge Certificate from previous employer (If any).
5. You will undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within a month from the date joining the duties.
6. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the management. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged and duly signed by you.

Page 25 of 2

7. If you want to discontinue your job any time you to inform us one month before in advance.
8. You will not conduct or engage yourself if any private tuitions or private coaching classes and will not hold any office of profit.
9. You will not engage yourself in any other job paid full-time, part-time or otherwise during the continuance of your service.
10. You will have to open the Salary Bank Account as per the instructions issued by the Management.
11. If you are interested to open the PF account the management will contribute 50% share to your PF as per rule.
12. You will have to communicate your acceptance to the management within three days from the date of receipt of this order of Appointment, failing which your appointment is liable to be cancelled.
13. If your performance is found not satisfactory your will be terminated at any time without prior intimation.

Yours Faithfully,



(Krishna Gathade)

HR Manager

**H.R.Manager**

Bhawanji Vivekanand Shikshan  
Prasarak Mandal Sy.No.184  
Jaikot Road,UDGIR -413517

Copy to:- Hon. President, SVSPM,Udgir. for information.  
Principal, SVCOP, Udgir

Through esign



## Intimation Letter

NO/LAT/Outward/1242348  
Office of the Assistant Commissioner,  
Food & Drugs Administration, LATUR Circle  
Central Building, Second Floor  
Shivaji Chowk, Collector Office  
Latur  
Print Date: 17/10/2023

To,  
**ISHWAR PHARMACEUTICALS**  
GR FL SHOP NO.01, HOUSE NO.(NEW)D-1/3817,(OLD)R-3/10262,  
NEAR DESHPANDE HOSPITAL, TILAK NAGAR, LATUR,  
TAL-LATUR DIST-LATUR. - 413512  
Taluka: LATUR District: LATUR  
I/C Person: ANUJ BALKISHANJI PORWAL (Mobile: 8600633199)

Fresh License  
Form Id : 254547



ANURAMANI VIRBHADRAPPA PONGALE

**Subject :- Drugs & Cosmetics Act - 1940 & Rules there under**

Grant of License arising due to: Fresh License

Sir,

**Ref :- Your Inward Application vide Inw No:- BF-1242348, Dated:- 09/10/2023, Inw ID:- 1242348**

With reference to your Inward application, we have to inform you that your said application is approved & below mentioned licences are granted / retained, whose retention Dates are mentioned below :-

Lic	License No.	Issue From	Retained From	Retained Upto	Old Lic No.
20B	516742	17/10/2023		16/10/2028	
21B	516743	17/10/2023		16/10/2028	

Open 24 Hrs: NO

Cold Storage: YES

This licence shall remain valid if licensee deposits a licence retention fee before the expiry of a period of every succeeding five years from the date of its issue unless it is suspended or cancelled by Licensing Authority.

The above mentioned licences are sent hereby with

**NOTE:** You are requested to provide new rent agreement after completion of its validity (Only applicable to those having rent agreement less than 5 years).

Kindly acknowledge the receipt of this letter.

eSign  
Digitally Sign

e-Signed on 17/10/2023 13:06:51

TPAV # 674NBL6Y9R



*Ruderamani Virbhadrappa Pongale*  
RUDERAMANI VIRBHADRAPPA  
PONGALE  
Assistant Commissioner  
Food & Drugs Administration  
LATUR Circle

This License/Certificate is eSIGNED. Physical Signature is NOT Required

For online Third Party Approval Verification; Go to [idamfg.maharashtra.gov.in](http://idamfg.maharashtra.gov.in) & Click TPAV button.



4010

Life. Unlimited.

Ref No: WF14533\_WFML/APL-  
2353/2023-24  
Date: 31/05/2023

Employee Name: Sunil Sambhaji chandanshive  
Employee Code: WF14533

**Subject: Increment Letter**

Dear Sunil,

**Congratulations and we appreciate your valuable contribution!**

As the organization gets on to the journey of celebrating Wellness Forever Every day, we are committed towards the success of each of our employee. Looking at the challenges we faced in the FY 22-23, we aim to achieve the organizational growth plans and values with utmost sincerity and dedication.

Post subsequent discussions with you, your performance has been evaluated and rated as 'Excellent'.

We would like to take this opportunity to commend upon your performance and express our deepest appreciation for your exceptional contributions. We hope that you will continue to demonstrate high performance and focus to improve upon your potential to aim for higher achievements.

Your monthly CTC has been revised to Rs.21,119 /- w.e.f. 01<sup>st</sup> April, 2023. Kindly refer to your salary annexure enclosed.

All other terms and conditions of your appointment remain unchanged.

We wish you continued success with Wellness Forever!

Sincerely,

**For Wellness Forever Medicare Limited**

Ref No: 16671513  
05-Jun-2021



Revati Rajabhau Dodke

Dear Revati,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Trainee - Junior Data Analyst** with **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be **Mumbai**.

Your annual total compensation will be **INR 249,996**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **09-Jun-2021**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited** ("Cognizant"),

Suresh Bethavandu  
**Global Head-Talent Acquisition**

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

## Compensation and Benefits

**Name:** Revati Rajabhau Dodke

**Designation:** Trainee - Junior Data Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	7300	87,600
2	HRA*	2920	35,040
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	4227	50,724
8	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	536	6,432
	<b>Annual Gross Compensation</b>		<b>249,996</b>
	<b>Annual Total Compensation</b>		<b>249,996</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>269,496</b>

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act, 2010
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act, 1972

### Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

#### Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act, 2017

- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

**# Provident Fund Wages:**

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

**Employee State Insurance (ESI):**

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

**\* Flexible Benefit Plan:**

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

1. Choose from an array of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

**#\* Advance Statutory Bonus** is in line with the provisions of the Payment of Bonus Act, 1965.

**Note:**

- Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same
- Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details.

**Employment Agreement – Cognizant Technology Solutions India Private Limited**

This Employment Agreement ("Agreement") is made effective as of 05-Jun-2021 between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant," which shall, unless counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART:



AND

Revati Rajabhau Dodke, \_\_\_\_\_ (Age) \_\_\_\_\_, residing \_\_\_\_\_ at \_\_\_\_\_ (hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party."

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

## 1. Duties and Responsibilities

- a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

## 2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirements. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

## 3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole

offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

#### **4. Confidentiality**

- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

#### **5. Data Protection**

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

**6. Work Schedule**

- a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.
- b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.
- c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.
- d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

**7. Background Check**

Your employment with Cognizant is conditional and subject to satisfactory background and reference checks in line with Company policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to a satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, if your background verification report is found to be unfavorable or unsuccessful after you join the Company, the Company reserves the right to terminate your employment.

**8. Compliance with Company Policies**

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

**9. Non-Compete and Non-Solicit Restrictions**

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

**10. Representations and Warranties**

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;

b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

**11. Indemnity**

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

**12. Business Engagement, Learning and Development and Project Deployment**

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

## 13. Unauthorized Absence

If you are absent from work for a continuous period of three (3) days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

## 14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

## 15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's assets/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct regarded by the Company as prejudicial to its own interests or to the interests of its client

## 16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation/International Employment Agreement(s) of the specific country, based on the policies of the Company.

## 17. Survival

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

**18. Dispute Resolution and Governing law**

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

**19. General**

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the Company's prior written consent, and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof. You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

**Cognizant Technology Solutions India Private Limited****Revati Rajabhau Dodke****Suresh Bethavandu  
Global Head-Talent Acquisition**

I have read, understood and accept the above-mentioned terms.

**Signature:****Date:**

processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

### **9. Non-Compete and Non-Solicit Restrictions**

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

### **10. Representations and Warranties**

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;

b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

### **11. Indemnity**

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

### **12. Business Engagement, Learning and Development and Project Deployment**

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture

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b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- ? Misconduct, as provided in Misconduct and Disciplinary Action Policy
- ? Non-adherence to Associate Deployment Pool Policy
- ? Violation of Social Media Policy or Conflict of Interest Policy
- ? Breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's assets/property or reputation
- ? Insubordination or failure to comply with the directions given to you by persons so authorized
- ? Insolvency or conviction for any offence involving moral turpitude
- ? Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- ? Violation of non-disparagement obligations
- ? Conduct regarded by the Company as prejudicial to its own interests or to the interests of its client

### **16. Deputation, Assignment and Transfer**

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation/International Employment Agreement(s) of the specific country, based on the policies of the Company.



## 17. Survival

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

## 18. Dispute Resolution and Governing law

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

## 19. General

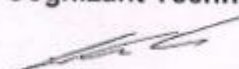
This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the Company's prior written consent, and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof. You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

**Cognizant Technology Solutions India Private Limited**

**Narsing Dnyanoba Kedar**

  
Shibu Balakrishnan  
AVP ?HR

I have read, understood and accept the above-mentioned terms.

**Signature:**

**Date:**

HR/OFFER/2023/70016103  
02 August 2023

**Shubham Hariram Jatale**

Shailesh War Complex Shree Nagar, Barshi Road,  
Latur,  
Maharashtra - 413512

Dear Shubham Hariram Jatale,

Subsequent to the discussions, Glenmark is delighted to offer you the position of **Field Sales Officer** in Grade MS1., at Latur Head Quarter of our Mumbai - AO in Synergy Division. You are required to join as early as possible, but not later than **07 August 2023**.

Your appointment is subject to your getting satisfactory minimum score/grade in the training program which will be explained to you at the start of training program by the training team. If you fail to secure the minimum score/grade your offer letter will stand cancelled and your engagement with us will automatically come to an end. A detailed appointment letter will be handed over to you after successful completion of the training programme. As mutually agreed, your total compensation is given in Annexure A.

You will require following documents at the time of filling the online onboarding forms, please also keep the original documents readily available at the time of joining for verification purpose.

1. Educational certificates - 10th, 12th Graduation and Post Graduation as applicable
2. Proof of Date of Birth - such as the school leaving certificate or birth certificate
3. Relieving letter from the previous employer
4. Digital Passport Photograph
5. Pan Card
6. Cancelled Cheque / Passbook of bank account
7. Aadhar Card

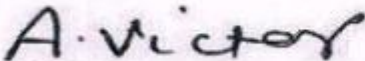
Please note that your employment with Glenmark is subject to the satisfactory completion of background check. By accepting the offer, you hereby specifically authorize the Company and/ or its authorized agents to verify your educational qualifications and employment antecedents (if any), your conduct and any other background checks prior to your joining the Company or thereafter. You are required to provide information/ submit documents as mentioned above and extend your cooperation during such verification. In case the information/ documentation furnished by you is found to be false, inadequate, or has any discrepancies, then the Company has the sole right to withdraw the offer and terminate the employment contract by issuing a letter of termination without notice and without any liability on the Company whatsoever.

You may be required to sign the Confidentiality Agreement or Secrecy Agreement and/ or any other agreements as required by the Company to protect the Company's interests.

Congratulations and we look forward to welcoming you at Glenmark.

Yours sincerely,

For Glenmark Pharmaceuticals Limited



Abhijeet Victor  
General Manager - Human Resources

**Glenmark Pharmaceuticals Ltd.**

Glenmark House, B D Sawant Marg, Andheri (E), Mumbai 400 099

T: 91 22 4018 9999 F: 91 22 4018 9986 CIN No: L24299MH1977PLC019982 W: [www.glenmarkpharma.com](http://www.glenmarkpharma.com)

Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai 400 026 E: [complianceofficer@glenmarkpharma.com](mailto:complianceofficer@glenmarkpharma.com)

**ANNEXURE A**

**1. Compensation Details**

Components	Annual (INR)
Basic Salary	1,14,000
House Rent Allowance	57,000
Education Allowance	2,400
Medical Allowance	15,000
Kit Maintenance Allowance	3,600
Soft Furnishing Allowance	3,600
Personal Pay	1,14,956
<b>Total Allowances</b>	<b>1,96,556</b>
<b>Total Salary</b>	<b>3,10,556</b>
<b>Retirement Benefits</b>	
Provident Fund	21,600
Gratuity	5,483
<b>Total Retirement Benefits</b>	<b>27,083</b>
<b>Annual Allowances</b>	
Leave Travel Allowance	9,500
Annual Bonus	32,861
<b>Total Annual Allowances</b>	<b>42,361</b>
<b>Gross Salary</b>	<b>3,80,000</b>

- Gratuity will be payable as per The Payment of Gratuity Act, 1972.
- Wherever applicable, Annual Bonus is an indicative annualized amount. Kindly note that 35% of the aforementioned Bonus amount, for the given financial year, will be paid as an interim bonus disbursed in equal payout over 12 months from the date of joining. The balance Bonus amount will be paid in line with applicable regulations and will be paid within statutory timelines. The Company reserves the right to revise or amend this payout subject to amendments to the statutory laws and business performance.

**Glenmark Pharmaceuticals Ltd.**

Glenmark House, B D Sawant Marg, Andheri (E), Mumbai 400 099

T: 91 22 4018 9999 F: 91 22 4018 9986 CIN No: L24299MH1977PLC019982 W: [www.glenmarkpharma.com](http://www.glenmarkpharma.com)

Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai 400 026 E: [complianceofficer@glenmarkpharma.com](mailto:complianceofficer@glenmarkpharma.com)

जिल्हा शल्यचिकित्सक, जिल्हा शल्यचिकित्सक कार्यालय, सोलापूर.  
जि. सोलापूर महाराष्ट्र राज्य

cssolapur@gmail.com

दुरध्वनी क्र. (०२१७) २३१०७४५

जा.क्र.जि.श.चि/जि.श.चि कार्या/को-१९ पदभरती/

/२०२०

दिनांक :- १/10/२०२०.

SC44-76

संदर्भ :-

- १) आरोग्य विभाग, जि.प. सोलापूर कडील दि. २३/०८/२०२० रोजीची प्रसिध्द जाहिरात.
- २) मा. जिल्हाधिकारी सो. सोलापूर यांचेकडील दि. ३०/०९/२०२० रोजीची मंजूर टिपणी.

संदर्भ क्र १ अन्वये, सोलापूर जिल्ह्यांतर्गत कोविड १९ अंतर्गत आवश्यक असलेल्या स्वयंसेवक रिक्त पदांची पदभरती प्रक्रिया रावविणेकामी मा. जिल्हाधिकारी सो. सोलापूर यांच्या मान्यतेने पदभरती जाहिरात दि. २३/०८/२०२० रोजी प्रसिध्द करण्यात आलेली होती.

संदर्भ क्र २ अन्वये, औषध निर्माता या पदासाठी अंतिम पात्र ठरलेल्या उमेदवारांना नियुक्ती आदेश देणेकामी मा. जिल्हाधिकारी सो. सोलापूर यांनी मान्यता दिली आहे. त्याअन्वये या आदेशातील अटी व शर्तीनुसार आपणास खालील तक्त्यातील नमुद केलेल्या ठिकाणी नियुक्ती आदेशाच्या दिनांकापासुन ३ महिन्यांकरिता अथवा कोवीड-१९ साथ असेपर्यंत, जे आधी घडेल ते, या कालावधीकरिता पदस्थापना देण्यात येत आहे.

उमेदवारांचे नाव	पदाचे नाव	केंद्र	केंद्रांचे नाव
जिल्हा आरोग्य अधिकारी	औषध निर्माता	CCC LCHC DCH	जिल्हा कार्यालय

अटी व शर्ती :-

- १) राज्य आरोग्य सौत्वायटी, राष्ट्रीय आरोग्य अभियान, मुंबई कडून संबंधित पदे नामंजूर केल्यास कंत्राटी पध्दतीने नियुक्ती/पुनर्नियुक्ती दिलेल्या कोणत्याही पदांची सेवा कोणतीही पूर्व सूचना न देता तात्काळ समाप्त करण्यात येईल.
- २) आपली सदरची नेमणूक ही करार पध्दतीवर निव्वळ तात्पुरत्या स्वरूपात तसेच पूर्णपणे कंत्राटी स्वरूपाची आहे. त्यास सध्या अस्तित्वात असणारे अगर पुढे होणारे भरती नियम लागू होणार नाहीत.
- ३) आपणास संबंधित पदांचा जाहिरातीतील नमुद केल्याप्रमाणेमानधनाचाएकत्रित मोबदला दिला जाईल. त्याशिवाय इतर कोणताही भत्ता दिला जाणार नाही.
- ४) या कंत्राटी पध्दतीने नियुक्ती करावयाच्या पदासाठी तुम्ही सादर केलेली वैश्लेषिक अगर तत्सम कागदपत्रे खोटी असल्याचे निदर्शनास आल्यास आपली नेमणूक तात्काळ व पूर्वसूचना न देता संपुष्टात येईल.
- ५) आपली सदरची नेमणूक ही पोलीस खात्याकडील पुर्वचरित्र व वर्तुक्त अहवाल अनुकूल आहे, असे गृहीत धरून करण्यात येत असून ते अहवाल प्रतिकूल असल्यास आपली सेवा तात्काळ व कोणतीही पूर्व सूचना न देता संपुष्टात आणण्यात येईल.
- ६) आपणास नेमणूकीच्या ठिकाणी हजर होण्यासाठी प्रवास भत्ता अगर इतर कोणताही भत्ता देण्यात येणार नाही.
- ७) आपली नेमणूक पूर्णपणे कंत्राटी (करार) स्वरूपाची असल्याने आपणास कोणत्याही प्रकारची दिरंशालीन रजा किंवा तत्सम शासकिय सवलती अनुज्ञेय नाहीत. तसेच दुसरा व चौथा शनिवार आणि सुट्टीच्या दिवशी कार्यालयीन कामाकाजाकरिता आपली गरज भासल्यास आपणास बोलवण्यात येईल.
- ८) आपणास नेमून दिलेले काम असमाधानकारक आढळल्यास किंवा आपल्या विरोधात कार्यालयीन तक्रार प्राप्त झाल्यास आपणास तात्काळ कोणतीही पूर्व सूचना न देता आपली सेवा समाप्त केली जाईल.

- २) आपणांस जर नोकरीचा राजीनामा घ्यायचा असेल तेव्हा मा. जिल्हा शल्यचिकित्सक तथा सदस्य सचिव जिल्हा एकात्मिक आरोग्य व कुटुंबकल्याण सोसायटी, सोलापूर यांच्या कार्यालयाम एक महिन्याची ड्राफ्ट जिल्हा एकात्मिक आरोग्य व कुटुंबकल्याण सोसायटी, सोलापूर यांचे नाव घेवा लागेल. अन्यथा आपणांकडून एक महिन्याचे वेतन जामीन महसुलीची रक्कम म्हणून वसूल करण्यात येईल.
- १०) आपली नेमणूक करार पध्दतीने असल्याने आपणांस कोणत्याही न्यायालयात जाता येणार नाही.
- ११) शासन सेवा अटी व शर्तीखाली ही नेमणूक नसल्याने त्या अनुषंगाने मिळणारे निवृत्ती वेतन, विमा योजना, अथवा तत्सम कोणत्याही प्रकारच्या लाभासाठी आपण पात्र असणार नाही. अथवा ज्या पदावर नेमणूक केली आहे त्या पदावर कंत्राटीमध्ये नमुद केलेल्या मुदतीबाहेर कोणतेही अधिकार राहणार नाहीत.
- १२) हजर झाल्यानंतर आपणांस या अटी व शर्तीच्या अनुषंगाने तयार करण्यात आलेले प्रतिज्ञापत्र/करारपत्र रु. १००/- चे स्टॅम्प पेपरवर पूर्ण करून सदरचे स्टॅम्प पेपर जिल्हा शल्यचिकित्सक, सोलापूर यांना देऊन नेमणूक दिलेल्या ठिकाणी हजर होणेचे आहे.
- १३) आपली नेमणूक ही संबंधित जिल्हा शल्यचिकित्सक, सोलापूर यांचे प्रशासकिय व तांत्रिक नियंत्रणाखाली असल्याने त्यांचे आदेशानुसार काम करणे बंधनकारक राहिल.
- १४) नियुक्तीच्या कालावधीमध्ये आपणांस कोणत्याही प्रकारची निवडणूक लढविता येणार नाही. अथवा निवडणुकीमध्ये भाग घेता येणार नाही. तसे आडळून आल्यास आपली नियुक्ती संपुष्टात आणण्यात येईल.
- १५) आपणांस जिल्हा एकात्मिक आरोग्य व कुटुंबकल्याण सोसायटी, जिल्हा परिषद, सोलापूर वा कमिटीकडून लेखी अथवा तोंडी आदेशाचे वेळोवेळी पालन करणे बंधनकारक राहिल.
- १६) मा. आयुक्त, आरोग्य सेवा तथा अभियान संचालक, राष्ट्रीय आरोग्य अभियान, मुंबई यांच्याकडून सन २०२०-२१ च्या वार्षिक अंमलबजावणी कृती आराखडा मध्ये आपल्या कार्यरत पदास मंजूरी प्राप्त न झाल्यास अथवा आपले पद कार्यरत न राहिल्यास, आपणांस कोणतेही पूर्वसुचना न देता आपली सेवा आपोआप संपुष्टात येईल.

जिल्हा शल्यचिकित्सक  
सोलापूर.

माहितीस्तव व पुढील कार्यवाहीस्तव प्रत :-

- १) जिल्हा आरोग्य अधिकारी, जिल्हा परिषद, सोलापूर.  
२) वैद्यकिय अधिकारक, उ.जि.रु/ग्रा.रु. कर्मका  
३) तालुका आरोग्य अधिकारी, पं.स. कर्मका.

२/- उपरोक्त तक्तातील कर्मचाऱ्यास बरील तक्तातील नमुद केंद्रांमध्ये संबंधित पदावर रुजू करून घेण्यात येऊन, पुढील योग्य ती कार्यवाही पार पाडण्यात यावी.

12-Jan-2023

Shradha Joshi  
Ganeshpar Road,  
Parli, Beed,  
Maharashtra, 431515

Dear Shradha,

Subsequent to the meetings that we had, we believe there is an excellent match between your skills and the career opportunities available with us for you as a member of our Organization. It gives us great pleasure to extend to you an offer to join our Organization as "Document Publisher & Clinical Medical Editor - Scientific Writing & Communications" in "Band JM1 " at Corporate Office

As per the mutual agreement, your total annual compensation is Rs.5,50,000/- (Five Lakh Fifty Thousand Only). For further details, kindly refer to annexure A, enclosed herewith.

You are required to carry the following documents at the time of joining:

1. Certified photocopies of Educational Certificates.
2. Proof of Date of Birth
3. Employment Relieving Letter from Previous Employer
4. Certificate for last drawn salary.
5. Four photographs (passport size)
6. PAN number (Mandatory)
7. AADHAAR Card (Mandatory)

You are required to join as early as possible, but not later than, **17-Apr-2023**, failing which this offer shall stand withdrawn. Your employment with SIRO Clinpharm is subject to satisfactory completion of verification and/or background or reference checks, which will be conducted by the Company at any time prior to or after your effective start date.

This offer is valid on the basis of the representations made/ information/ documents provided by you. In case the information/documentation furnished by you is found to be false, inadequate or has any discrepancies then the Company has the sole right to withdraw the offer and terminate the employment contract by issuing a letter of termination without notice and without any liability on the Company whatsoever.

**Conduct**

- a. You shall at times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- b. You shall, honor and comply with all Rules and Regulations of the Company and statutory requirements, in letter and spirit.

**Confidentiality**

- a. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes, finances, and dealings with information relating to suppliers, employees, agents, distributors and customers.
- b. You shall not, during your employment and at all times thereafter directly or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.
- c. You shall not take copies of confidential documents or information for your own purposes and forth with upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic, and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not during your employment and at all times thereafter do or say anything that may injure directly or indirectly damage the business of the Company
- e. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with Manager you report to.
- f. You may have to sign
  - The Non-Disclosure Agreement and Non Compete Agreement (as applicable)
  - The Code of Business Conduct and Ethics
  - Prohibition or Disclosure or Use of Inside Information (as applicable)

**Separation from the company**

- a. The retirement age of the company is **58** years. At the time formally resigning from service, you shall serve the notice period of as appended below:

Notice Period Clause/Bands	Band 1 - Trainees	Band 1 - Laterals	Band 2	Band 3	Band 4	Band 5	Band 6
During Probation	30	60	60	60	60	90	90
After confirmation	60	60	60	60	60	90	90

- b. When you resign formally from the service of the Company, the Company may solely at its discretion, Permit you to pay up for the notice period in lieu for the un-served notice period.
- c. You will not be entitled to such notice period, If the Company terminates your services due to misdemeanor, unsatisfactory performance or any other disciplinary matter.

*I accept the terms and conditions of the Company mentioned above.*

**Signature**

**Name: OMPRAKASH MOTIRAM KADAM**

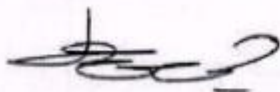
**Date: 05-Jul-2023**

Annexure – B  
SALARY STRUCTURE

Pay Component	Monthly Amount	Annual Amount
<b>CTC</b>		
Fixed Cash (Gross)	35600	427200
Basic	17800	213600
HRA	8900	106800
Special Allowance	7120	85440
Advanced Statutory Bonus	1780	21360
<b>Benefit</b>	<b>3299</b>	<b>39597</b>
PF	2136	25632
Medical Insurance Premium	208	2496
Group Term Life Insurance	100	1200
Gratuity	855	10269
<b>Total CTC</b>	<b>38899</b>	<b>466797</b>
<b>Total CTC</b>	<b>38899</b>	<b>466797</b>

\*Variable Pay - You will also be eligible for performance based variable pay of Rs. 0.00/- per annum (i.e. Rs. 0.00/per month) which is payable as per company policy on achievement of agreed upon targets.

Authorized by





**Guruvayurappan P V**  
**Chief Human Resource Officer**



Mr. Rohit Patharkar  
Sutur Galli, Patoda,  
Beed (Dist)  
Maharashtra- 414204

27-Nov-2020

Dear Rohit,

With reference to your application and subsequent interview with us, we are pleased to offer you a Fixed Term Assignment as "**Safety Science Analyst**". The Fixed Term Assignment will be for a period of 6 months, commencing from 30-Nov-2020. The assignment is to be carried out by you for our client, **Covance India Pharmaceutical Services Pvt. Ltd.**, the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

1. The employment will be effective from 30<sup>th</sup> November 2020. During the term of employment your CTC will be **Rs 29,602** (Twenty Nine Thousand six hundred and two only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you are expected to abide by the rules and regulations which will be conveyed to you by your supervisor.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your employment is subject to your clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 1 day in a month during the entire contract period).

9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written notice or salary in lieu of notice. In addition, in case of breach of any terms and conditions of this Agreement, Wissen can terminate this Agreement forthwith.
10. During the period of such deputation to client through this fixed term employment with Wissen Infotech Pvt Ltd, at no point in time will you be considered as an employee of our client.

### CTC Breakup(Monthly)

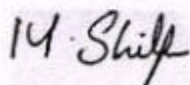
Basic	₹ 12,500.00
HRA	₹ 5,000.00
Conveyance	₹ 1,600.00
Bonus	₹ 1,041.00
Allowance	₹ 6,460.00
<b>Gross Pay(Payslip)</b>	<b>₹ 26,601.00</b>
<b>Deductions</b>	
Provident Fund	₹ 1,800.00
Gratuity	₹ 601.00
Health & Life Insurance	₹ 600.45
<b>CTC</b>	<b>₹ 29,602.45</b>

If these terms and conditions are acceptable to you, please do signify your acceptance by signing the duplicate copy of this contract and return the same to us.

We trust we will mutually build a meaningful career for you.

Best wishes

Sincerely  
For Wissen Infotech Pvt Ltd



**Silpa Moola**  
Manager - Talent Acquisition

The above terms of employment are agreeable to me.

Full Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

&lt;SHOV/PP/LTR/09/2022&gt;

Date: 28<sup>th</sup> Sep 2022**Pawar Vinayak Arjun**

No: Hiwara Govardhan Beed Maharashtra – 431128.

**Subject: Offer of Employment**

Dear Pawar Vinayak Arjun,

This has reference to your application and the subsequent interviews you have had with us, we are pleased to offer you a position of **Coordinator, Operations** and you will be a part of the **Operations** department. Your date of joining will be on or before **31<sup>st</sup> Oct 22** and you will be based at our **Vashi Office**.

You are expected to report to the Company office at **No: 3, International Infotech Park 3<sup>rd</sup> Floor Vashi Navi Mumbai – 400705**. While your initial place of work will be at our office in **Vashi**, you can be transferred to any of our Companies offices in or outside India or to any other department within the organization. The Company may also assign you to 'Work Remotely' or 'Work From Home' on prior approval of the location for working remotely or working from home.

Your compensation and allowances shall be as per the **Annexure I** enclosed. All tax liabilities arising out of your total compensation, present or future, shall be borne by you. Your salary details are strictly private and confidential. The details in the letter are only for your records and should not be disclosed or discussed with anyone.

Your appointment will be on probation for a period of **Six months** from the date of your joining the Company, which may be extended in case it is found necessary. Please note that you will continue to be on probation unless you are specifically advised about your confirmation in writing. In event of your separation from the Company for whatsoever reason, your notice period shall be **60 days**.

A detailed Appointment Letter listing down all your employment terms and conditions will be issued to you on the day of joining. Your services shall be governed by terms and conditions as set-forth in your Appointment Letter. Your appointment is subject to satisfactory reference checks and receipt of the Certificates and Documents sought in Annexure II.

Please sign the duplicate copy of this offer as a token of acceptance.

Yours sincerely, **For SourceHOV INDIA PVT LTD**



**Arvind Arthur S**  
Manager - HR

(Signature): \_\_\_\_\_

**SOURCEHOV INDIA PRIVATE LIMITED**

C.U.No. U72200IN1993PTC000504

Regd. Off.: 105-109, Mount Road, Chinty, Chennai - 600 032.  
Phone : +91 44 3392 4001Head. Of.: Growth Towers, 5<sup>th</sup>, 8<sup>th</sup> to 11<sup>th</sup> Floors, No. 65, 61 & 63 T. Nagar Road  
Chennai - 600 010  
Phone : +91 44 2959 3002 / 3009 3120 Fax : +91 44 2255 0528

**Annexure I**

<b>Name</b>	<b>Pawar Vinayak Arjun</b>
<b>Designation</b>	<b>Coordinator, Operations</b>
<b>Grade</b>	<b>L4</b>
<b>Department</b>	<b>Operations</b>

<i>Salary Details</i>	<b>Amount ( Rs.PM )</b>	<b>Amount ( Rs.PA )</b>
<i>Basic</i>	26000	312000
DA	2600	31200
HRA	13000	156000
<b>Gross</b>	<b>41600</b>	<b>499200</b>
<b>Annual Benefits</b>	-	-
Provident Fund	3432	41184
Esi	0	0
<b>Total CTC</b>	<b>45,032</b>	<b>5,40,384</b>

For SourceHOV INDIA PVT LTD



**Arvind Arthur S**  
**Assistant Manager - HR**

(Signature): \_\_\_\_\_

**SOURCEHOV INDIA PRIVATE LIMITED**

C.I.No. UT2360TN1993PTC099664  
 Regd. Off.: 109-109, Mount Road, Guindy, Chennai - 600 032.  
 Phone: +91 44 3100 4081  
 Head. Off.: Crow's Towers, 5, 8<sup>th</sup> & 11<sup>th</sup> Floors, No. 55, 51 & 53, T. Nagar  
 Kuppam, Chennai - 600 010  
 Phone: +91 44 2552 3000 / 3050 3121 Fax: +91 44 4255 8529

4044



Ref: Glenmark/Goa/HR/Dec/20/120  
24 December, 2020

**Mr. Sumeet Suresh Rathode**  
Chichondi,  
Latur,  
Maharashtra - 413522

Dear Mr. Rathode,

Subsequent to the meetings that we had, we believe there is an excellent match between your skills and the career opportunities available with us for you as a member of our Organization. It gives us great pleasure to extend to you an offer to join our Organization as "Trainee - Production" in the Grade of TR at Goa. You are required to join as early as possible, but not later than **28 December, 2020**.

As mutually agreed your compensation is given in Annexure A.

You are required to provide the following documents at the time of joining:

1. Certified photocopies of educational certificates (2 Sets)
2. Proof of date of birth
3. Employment relieving letter from previous employer
4. Certificate for last drawn salary
5. Four photographs (passport size)
6. PAN number (mandatory)

Please note, your employment with Glenmark is subject to your being found medically fit subsequent to the pre-employment medical check up, satisfactory completion of background check which will be conducted by the Company / or its authorized agents at any time prior to or after your effective start date. In case the information / documentation furnished by you is found to be false, inadequate, erroneous and / or incorrect, then the Company has the sole right to terminate the employment contract by issuing a letter of termination without notice and without any liability on the Company whatsoever.

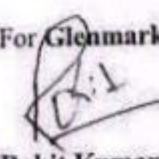
Please note that all costs incurred by the Company towards your Joining Bonus, Notice Pay and Relocation costs will be recovered from you in case you voluntarily leave the services of the Company within 24 months from your date of joining.

This letter is being issued to you in duplicate. You are requested to return one copy of this letter duly signed by you towards the acceptance of our offer.

Yours sincerely

For **Glenmark Pharmaceuticals Limited**

Accepted

  
**Rohit Kumar Gupta**  
Deputy General Manager- Human Resources

**Mr. Sumeet Suresh Rathode**

**Glenmark Pharmaceuticals Ltd.**  
Plot No. S-7, Colvale Industrial Estate, Colvale, Bandra, Goa 403 513, India  
T: 91 832 6652 222 CIN No: L24299MH1977P1.CO19982 W: www.glenmarkpharma.com  
Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai 400 026 E: compliance@glglenmarkpharma.com



## MICRO LABS LIMITED

CTS NO. 73, SAKI ESTATE, OFF. CHANDIVALI ROAD, SAKI NAKA, KURLA (W), MUMBAI - 400 072. TEL. NO.: +91 22 - 68106100

REGD.& CORPORATE OFFICE: #31, RACE COURSE ROAD, BANGALORE - 560 001, INDIA.

Tel.: +91-80-2237 0451-57 Fax: +91-80-2237 0463 Visit Us: <http://www.microlabsltd.com>

CIN : U24232KA 1973PLC002401

Email address : [info@microlabs.in](mailto:info@microlabs.in)

**3rd November 2023**

**Mr. Ashutosh Bhujangrao Shewale**  
**Dropadi Niwas, Siddheshwar Ward,**  
**Pusad Road, Umerkhed, Dist. - Yavatmal,**  
**Maharashtra - 445206**

**Sub: Offer of Employment – Research Associate Trainee (R&D Formulations)**

**Dear Mr. Ashutosh Shewale,**

This has reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you an employment with our organization in the R&D Center based at Mumbai. The remuneration package as mutually agreed upon shall be communicated to you on your joining with us.

Please note that this is merely an Offer Letter. The Company's standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the company, which shall be binding on you.

You are requested to join us on **or before 4 December, 2023** failing which this Offer of employment stands withdrawn. Kindly confirm the same.

You are required to submit the following documents at the time of joining:

- Passport size photographs - 03 Nos.
- Photocopy of your testimonials from SSC onwards.
- Proof of date of birth.
- Copy of resignation and relieving letter from immediate previous employer
- Last salary slip/ salary certificates, as applicable.
- Provisional income & tax deducted at source certificate from the previous employer if applicable.
- Pre-employment medical fitness certificate from our registered medical centre.

Kindly confirm your acceptance on the duplicate copy of this Offer Letter.

Yours cordially,

**For MICRO LABS LIMITED,**

**Dr. Pankaj S. Mandpe**  
**Sr. Vice President – R&D (Formulations)**  
**Mumbai R&D Centre**

To,  
**Mr Ajay Girdhari Phad**  
Dharmapuri, Beed, Maharashtra - 431515.

**OFFER LETTER**

Dear Mr Ajay,

Subject to your acceptance of this Offer (intent to employ only) Letter, the Company will separately issue to you an Appointment Letter in writing which contains the detailed terms of employment. This is an offer (intent) letter only and under no circumstances can this be considered or substituted as an Appointment Letter.

Since this offer is incumbent upon a positive reference check, verification of your credentials (education, experience, identity, etc.), proper professional character and subject to an absence of any criminal record/s, the Company is not under any obligation to employ you based on your acceptance of this Offer Letter. Your Appointment with the Company will only be official and formalized upon issuance to you and your acceptance in writing of the Appointment Letter by the Company.

We are pleased to Offer you with an appointment in our organization, in the **Authorization Department**, as a **Sr. Executive**, in Grade **SL2**, at our **Head Office**, on the following terms and conditions:

1. **Intended Terms of Appointment:**

- a) Your date of appointment will be effective from the date of joining, which shall be at the earliest but not later than **12th April, 2022**. In case of any change in the scheduled joining date, you will be required to confirm the same with the **Head of Department and Personnel Department** at Head Office, Pune.
  - b) You will be on probation for a period of **3 Months** from the date of appointment. Your services will be confirmed subject to satisfactory performance during probation period.
  - c) This offer is valid for a period of **1 week** from the date of issuance. Acceptance may please be intimated to the **Human Resources Department**, at our Head Office in Pune, within this period.
  - d) Your services with the Company are necessarily transferable. You are liable to be transferred in such capacity as the Company may from time to time deem fit, to any other city/state, location, department, function or branch of the Company or affiliate Company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment, including compensation, working hours, rules, etc. Your compliance of the transfer orders issued to you is mandatory.
  - e) You are required to accept and comply with all the terms and conditions of the appointment letter whenever issued to you and with all the policies and rules of the Company as existing and framed/introduced from time to time. Performance, good behavior and professional conduct are the key requirements of the job and you will be required to continuously deliver as per the work targets in terms of productivity, accuracy and quality as issued to you from time to time.
  - f) You are hereby expressly accepting that you will not take part in any other activity with the insurance companies, our business competitors, similar business/commercial activities, professional practice/consultancies/advisories/ practitioner, whichever is applicable to you in any way as a part time job/occupation/engagement, during the period of employment with our organization without prior written permission. For any of the purposes therein before mentioned, No Objection in writing from the competent authority of the management which will be only sanctioned/issued against written application if it is not inconsistent/ and /or against the business interests of the organization.
2. Your remuneration details are enclosed as **Annexure-I**.
  3. You will report to the **HOD** or any other official as decided by the Management.
  4. Your joining is subject to submission of the following documents:
    - a) Permanent & Temporary address proof of your residence along with your Telephone & Mobile numbers.
    - b) Acknowledged/accepted Resignation/Relieving letter from the previous organization.
    - c) Proof of Date of Birth, Experience, Academic/Technical/Professional Educations /Qualifications.
    - d) Five Passport size colour Photographs.
    - e) Blood Group detail.
    - f) Photocopy of PAN Card and Aadhaar Card.
    - g) Father's and Mother's Permanent Address with Relevant Govt. ID Proof [Aadhaar Card, Electricity/ Telephone Bill, Passport, Driving License, Election Commission ID Card, Ration Card with address, Bank Passbook with address (Any 1)]
    - h) Compliance with any other documents that the Company will issue to you as a part of the joining/pre-employment formalities.

Candidate Signature: \_\_\_\_\_

CIN : U72900PN2000PTC015558

IRDAI Registration No. : 005

**MDIndia Health Insurance TPA Private Limited**  
(Formerly Known as MDIndia Healthcare Services (TPA) Pvt. Ltd.)



REF/MMOL/CBS758/ 2022-23/ 59

Date: 20/03/2023

Mr. AJAY GIRDHARI PHAD  
SR NO:138,GURUKRUPA BUILDING,  
FLAT NO - 13, AKURDI, PUNE- 411035,  
MOB: 9370202511  
E-Mail: phad381@gmail.com

Dear Mr. AJAY GIRDHARI PHAD,

Appointment Letter

With reference to your application, we are pleased to inform you that you are appointed as **"Therapy Manager"** at **CHINCHWAD (MAH)** with effect from **20/03/2023**.

You will be responsible for promoting our products in the Territory. You will work as per the guidance and directives of your Superiors. You will report to your **Mr. THAKUR RANJEET KUMAR- ZSM - PUNE**.

You will be paid salary of **Rs. 2,10,000/- per Annum (CTC)** and you will find the Payment details under **Annexure B**.

Since you will be covered under PF Act, ESI Act, we shall deduct Provident Fund, ESI / Medical Insurance, Profession Tax and other deductions, if any.

You shall be entitled for Field Working Allowance in respect of the days for which you have worked in the Field as per approved Tour Program by your Managers / Head office. The Management may withhold or refuse to pay such Daily Allowance for any reason. You have to follow approved Tour Program and in case of deviation, you have to seek permission from your **Manager** and confirm through mail. The Management has right to recover excess amount in case of any discrepancy noticed in your monthly expense statement at any later date. Your Daily Field and Meeting / Training Allowances are annexed herewith under the **Annexure C**. Other Terms and Conditions of your employment are annexed herewith under the **Annexure A**.

**ANNEXURE A - Terms and Conditions**

01. You will be under training period for first **6 months** and your performance will be reviewed. After completion of six months training you will be placed under probationary period. After completion of one year of service in the organization, your performance will be reviewed again and you will be confirmed with increment. You will be entitled to receive incentives as per company norms which will be communicated through circulars.
02. Till your services are confirmed, you will be deemed to continue as an employee on probation after completion of trainee period. Management prefers to recognize your merits in cultivating excellent relationship with your colleagues, superiors and work hard for company's growth.
03. In case of leaving the company during the Training / Probation period, the company at its sole discretion shall recover an amount equivalent to One Month Gross salary. However during the Training / Probation period, the company can terminate your appointment without notice or without assigning any reasons thereof.

27-09-2022

**Shubham Vitthal Sawant****Deolai chowk Laxmi vihar colony plot no. 1/p Dist. Aurangabad 431003**

India

**Sub.: Offer Letter**  
-----**Dear Shubham Vitthal Sawant,**

This has reference to discussions you had with us on **16-09-2022**, we are now pleased to offer you the post of **Associate (Grade - S02-Staff)** for our **P03-OSD - Maan** on mutually agreed terms and conditions.

The detailed appointment letter will be issued on your joining the company.

You are expected to join us on or before **03-10-2022**, failing which this offer stands cancelled.

This offer letter is valid subject to you being declared medically fit on submission of medical fitness report as per company's medical policy.

We are looking forward to a mutually beneficial association.

Thanking you.

Yours truly,

**For Emcure Pharmaceuticals Ltd.**

Vinit Shukla

**Authorized Signatory**

**Annexure A**

<b>SALARY COMPUTATION</b>		
<b>Components</b>	<b>Per Annum</b>	<b>Per Month</b>
Basic	180000	15000
HRA	9000	750
Education Allow	4590	384
<b>Monthly Gross</b>	<b>193590</b>	<b>16133</b>
Provident Fund	21600	1800
Gratuity	8658	721
ESIC	6291	524
<b>Statutory Benefits</b>	<b>36549</b>	<b>3046</b>
Bonus	32861	2738
<b>Other Benefits</b>	<b>32861</b>	<b>2738</b>
<b>Fixed CTC</b>	<b>263000</b>	<b>21917</b>
<b>CTC</b>	<b>263000</b>	<b>21917</b>
<b>Total CTC</b>	<b>263000</b>	<b>21917</b>

**Important Note: The above CTC structure may be modified in compliance with government regulations that are in force from time to time.**



Through esign



## Intimation Letter

NO/LAT/Outward/1246968  
Office of the Assistant Commissioner,  
Food & Drugs Administration, LATUR Circle  
Central Building Second Floor  
Shivaji Chowk, Collector Office  
Latur  
Print Date: 03/11/2023

To,  
**SAHAR AGENCIES**  
GR.FL.SHOP NO.01,MALMATT A NO.(NEW)3-3/1717,(OLD)3-2/1689  
NEAR FIRE BRIDGE OFFICE,SHIV NAGAR,BIDAR ROAD,UDGIR  
TAL-UDGIR DIST.LATUR- 413517  
Taluka:UDGIR District: LATUR  
I/C Person: AKSHAY ASHOK SWAMI(Mobile: 9422072368)

Change Premises  
Firm Id : 93083



AKSHAY ASHOK SWAMI

**Subject : - Drugs & Cosmetics Act - 1940 & Rules there under**

Grant of License arising due to: Change Premises

Sir,

**Ref :- Your Inward Application vide Inw No:- BF:-1246968, Dated:- 21/10/2023, Inw ID:- 1246968**

With reference to your Inward application, we have to inform you that your said application is approved & below mentioned licences are granted / retained , whose retention Dates are mentioned below :-

Lic	License No.	Issue From	Retained From	Retained Upto	Old LIC No
20B	346246	03/11/2023	03/11/2023	02/11/2028	/3215
21B	346247	03/11/2023	03/11/2023	02/11/2028	/4213

Date	Revised Details / Previous Detail
17/03/2023 By: 2023	new mobile number 9922808739 / Old Mobile Number 9422072368
16/03/2023 By: 169	-1179807-new constitution is proprietary / -1179807-Old Constitution was Partnership
31/10/2022 By: 169	-1119311-new constitution is partnership / -1119311-Old Constitution was Proprietary
19/07/2014 By: 963	-133928-new constitution is proprietary / -133928-Old Constitution was Proprietary
01/05/2014 By: 963	c-p removal reason; resigned / Firm No. And Name-93083-Sahar Agencies-Name- Shaik Mohammad Akbar Shaik Imam

Open 24 Hrs: NO

Cold Storage: YES

This licence shall remain valid if licensee deposits a licence retention fee before the expiry of a period of every succeeding five years from the date of its issue unless it is suspended or cancelled by Licencing Authority.

The above mentioned licences are sent herewith.

Kindly acknowledge the receipt of this letter.

eSign  
Digitally Sign

e-Signed on 03/11/2023 12:58:27

TPAV # 31.86U11XU



*Rudramani Virbhadrappa Pongale*

**RUDRAMANI VIRBHADRAPPA  
PONGALE**  
Assistant Commissioner  
Food & Drugs Administration  
LATUR Circle

*This License/Certificate is eSIGNED. Physical Signature is NOT Required*

For online Third Party Approval Verification; Go to [fdamfg.maharashtra.gov.in](http://fdamfg.maharashtra.gov.in) & Click **TPAV** button. 03/11/23

**N I C**

REG. NO. OSM-36/78DT 30-6-1978/F-312L  
PRINCIPAL- 9823543696  
MSBTE CODE -1980



E-MAIL:- principal.nbspharmacy@gmail.com  
PH. NO. (022)803120216  
DTE CODE -2804

HINDUSTANI EDUCATION SOCIETY'S

## N.B.S. INSTITUTE OF PHARMACY AUSA

Ausa Nagar, Ausa Dist. Latur (Maharashtra) 431520  
APPROVED BY AICTE, PCI NEW DELHI/DTE-MUMBAI & AFFILIATED TO MSBTE, MUMBAI, DONTA/1980.

Ref.No. Nbs/Ph./ 250 /2021 - 2022.

Date- 01/07/2022

To,

Miss. Agwane Shanta Govind

Sub: - Appointment Order

Ref: - Your application dated - 16 /06/ 2022.



Sir / Madam.

With reference to the above cited subject, we are pleased to appoint you as a full Time **Lecturer** in the Hindustani Education Society's N.B.S. INSTITUTE OF PHARMACY. At. Ausa Dist. Latur in the scale of Rs. 15600-39400 with AGP Rs. 5000-.

### RULES AND REGULATION:

- 1) You will be appointed for one year on probation from the date of joining. On the completion of one year; your performance may be reviewed. If necessary the probation period may be extended as per the rules.
- 2) In case your performance is not found satisfactory during the probation period of one year, the management reserves the rights to discontinue your appointment without assigned any reason.
- 3) During the period of service you shall be abide by rules and regulation of the H.E.S.A. as well as D.T.E. And you are expected to observe the discipline of College.
- 4) You will perform duties as assigned by the Authorities from time to time.

Please note you're appointed as subjected the approval given by D.T.E.

5) Your service can be terminated either side by giving one month notice in writing or an amount equivalent to one month's salary in lieu.

6) While joining, you shall submit the Xerox of the following documents.

- |                           |                               |
|---------------------------|-------------------------------|
| 1. Complete Boi -Data     | 6. Age Certificate            |
| 2. Experience Certificate | 7. Caste Certificate          |
| 3. Approval Letter        | 8. Degree & Registration Cert |
| 4. Nationality            | 9. Education Certificates     |
| 5. Domicile Certificate   |                               |

7) Your Appointment is as per rules of Minority institution.

Principal

N.B.S. Institute of Pharmacy  
AUSA  
Principal  
Hindustani Education Society's  
N.B.S. Institute of Pharmacy

7006



**GeBBS Healthcare Solutions Pvt. Ltd.**  
First floor, Building No. 1, Golden IT Business Park, Plot No. E-26/27, MIDC,  
Chikalthana, Aurangabad 431210

**April 29, 2022**

**Employee ID** : 42548  
**Name** : Mohini Milind Karne  
**Grade** : 05  
**Designation** : Medical Coder  
**Department** : Coding  
**Subject** : Salary Re-structuring Letter

Dear Mohini,

We have reviewed overall compensation structure and with the view to align this in accordance to industry benchmark, the company is initiating a change in the way of Compensation and Benefits.

A detailed stack-up of your re-structured compensation is attached in the Annexure for your reference. This change is effective from **April 01, 2022**.

All other terms and conditions of your employment will remain unchanged.

With Regards,

For **GeBBS Healthcare Solutions Pvt. Ltd**

**Pooja Mehendale**  
**Sr. Vice President – HR**

7007  
19-20

APPOINTMENT LETTER

Date: February, 14, 2023

To: Pushkar Kulkarni

No : Anantkrupa Nivas Datta Nagar

Nilanga

Maharashtra

Pin code: 413521

Emp Id: ESPM2262

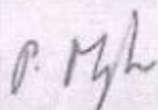
Dear Pushkar Kulkarni,

Sub: Appointment Letter with respect to the transfer of employment from Epi Source India Private Limited to Optum Health & Technology (India) Private Limited.

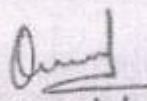
We, Epi Source India Private Limited ("Epi Source") and Optum Health & Technology (India) Private Limited ("Optum"), refer to the tripartite agreement dated January 13, 2023 ("TTA") executed between you, Epi Source and Optum. We are writing to inform you that the 'Effective Date' as mentioned under the TTA shall be deemed to be February, 14, 2023, and accordingly your appointment with Optum will commence at 1:30 PM Indian Standard Time on February, 14, 2023. The terms of your employment with Optum will be in accordance with your offer letter.

Epi Source takes this opportunity to thank you for the support and co-operation you have extended all along and wishes you continued success and prosperity with Optum.

Yours sincerely,



.....  
Manjula Palanisamy  
Vice President - Human Resources  
Epi Source India Private Limited



.....  
Orville D'souza  
Vice President - India Operations  
Optum Health & Technology (India)  
Private Limited





## Intimation Letter

To,  
**SHREE GAJANAN MEDICAL AND GENERAL STORES**  
SHOP NO.01, HOSUE NO.690/2,  
MAIN ROAD,  
PARA - 413507  
Taluka:WASHI District: USMANABAD  
I/C Person: **AMITKUMAR RAJENDRA MOHALKAR (Mobile: 8275306595)**

Fresh License  
Firm Id : 220837



AMITKUMAR RAJENDRA MOHALKAR

**Subject : - Drugs & Cosmetics Act - 1940 & Rules there under**

Grant of License arising due to: Fresh License

Sir,

**Ref :- Your Inward Application vide Inw No:- BF:-1072884, Dated:- 25/05/2022, Inw ID:- 1072884**

With reference to your Inward application, we have to inform you that your said application is approved & below mentioned licences are granted / retained , whose retention Dates are mentioned below :-

Lic	License No.	Issue From	Retained From	Retained Upto	Old LIC No
20	478131	27/05/2022		26/05/2027	-
21	478132	27/05/2022		26/05/2027	-

Open 24 Hrs: NO

Cold Storage: YES

This licence shall remain valid if licensee deposits a licence retention fee before the expiry of a period of every succeeding five years from the date of its issue unless it is suspended or cancelled by Licencing Authority.

The above mentioned licences are sent herewith.

**NOTE:** You are requested to provide new rent agreement after completion of its validity (Only applicable to those having rent agreement less then 5 years).

Kindly acknowledge the receipt of this letter.

eSign  
Digitally Sign

e-Signed on 27/05/2022 14:02:22

TPAV # Y9UG1TB9EV



*(Signature)*  
**GIRISH DINESH HUKARE**  
Assistant Commissioner  
Food & Drugs Administration  
USMANABAD Circle

This License/Certificate is eSIGNED. Physical Signature is NOT Required

For online Third Party Approval Verification; Go to [fdamfg.maharashtra.gov.in](http://fdamfg.maharashtra.gov.in) & Click TPAV button.

30/05/22

N I C

m pharman

7010  
M. Pharm

# Cipla

06/10/2020

Mr. Sagar S Pandole  
A/P: Dapegaon,  
Tal: Ausa, Dist: Latur,  
Maharashtra - 413520

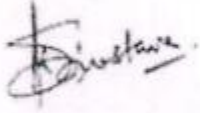
Dear Sagar,

Welcome to Cipla!

Over the last eight decades, Cipla has been built on the foundation of care. With our pioneering work in the Indian Pharmaceutical industry, we have become the preferred choice of doctors, patients and employees. We have a strong legacy and we are all set for a stronger future. We welcome you in our journey as we progressively transcend into an integrated, forward looking and agile organisation with "Caring for Life" at its core.

We look forward to working with you and wish you a rewarding career with us.

Warm regards,



Abhay Kumar Srivastava  
Chief Talent Officer

Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatro Kadam Marg, Lower Parel, Mumbai-400 013  
Phone +91 22 24826000 Fax +91 22 24826120 E-mail [contactus@cipla.com](mailto:contactus@cipla.com) Website [www.cipla.com](http://www.cipla.com)  
Corporate Identity Number L24239MH1935PLC002380





# Mauli College Of Pharmacy (B

At. Post. Tonder Tq. Udgir Dist. Latur Ph. 02385 - 23100

(Approved By AICTE Pharmacy Council Of India, New Delhi, Dte Mumbai & Affiliated To SRTM University Nanded

Ref. No. MCP / *order of Appointment / 2020-21 / 235*

Date. / / 20  
**01 NOV 2020**

## ORDER OF APPOINTMENT

To,  
Miss.Patil Pooja Yashwantrao,  
Near Mahadev Mandir At.Post.Handarguli,  
Tq.Udgir Dist.Latur,  
(M.S.)

Subject: Appointment for the post of **Assistant Professor.**

Dear Miss.Patil Pooja Yashwantrao,

I am pleased to inform you that the local selection committee has appointed you as **Assistant Professor in Pharmaceutics** none they said post in **Mauli Shikshan Prasarak Mandal's Mauli College of Pharmacy (B.Pharm), Tondar Tq. Udgir Dist. Latur.** To teach B.Pharm student. Your appointment is subject to the following terms and condition.

1. Your basic salary will be Rs.15600-39100/- plus dearness allowance and other allowance declared by state Govt. from time to time.
2. Your services will be governed by rules laid down by the management of Mauli Shikshan Prasarak Mandal's Aurangabad.
3. You will have to submit original as well as certified true copies of relevant Pharmacist registration certificate etc. at time of joining.
4. Your appointment is purely on temporary and adhoc basis, for one academic year only and you have to appear the selection panel of S.R.T.M. University, Nanded.
5. Your services will be continued in next academic session depending upon your performance after completion of one academic session. Otherwise one month before notice will be issued regarding discontinuation of your services in case of anti-college activities. If you want to resign the job then one month before intimation should be given to collage authority.
6. You will have to follow the rules and regulation farmed by collage authority.
7. You will have to assist in administrative work besides teaching and your contact hours will be 42 hours per week.
8. You will have to join the said post within 15 days, otherwise this appointment order stands cancelled.

Yours Faithfully



*Pooja Yashwantrao*  
**Principal,**  
Mauli College of Pharmacy (B.Pharm)  
Tondar Tq. Udgir Dist. Latur



Ref. No. SVSPM/HR/2020-21/119

Date : 21/01/2021

To,  
Mr. Avinash Basweshwar Swami,  
001 B Vrindavan Apartment,  
Sut Mill Road, Shiv Nagar,  
Latur-Maharashtra-413512.

Sub: Appointment to the post of Assistant Professor in B. Pharmacy.

Sir,

In response to our advertisement dated 03/01/2021, you had applied for the post of Assistant Professor in Pharmacy college and subsequent interview held on 09<sup>th</sup> Jan. 2021.

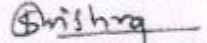
I am pleased to inform you that the management has been appointed you on the said post in Swami Vivekanand College of Pharmacy, Udgir.

Your appointment is subject to the following terms and conditions

1. Your appointment is purely on temporary basis for the academic year 2020-2021 only
2. You will submit the originals as well as certified true copies of relevant testimonials at the time of joining duties.
3. In case you accept the appointment you shall have to execute Deed of contract of service as prescribed format at the time of joining the duties.
4. You will be allowed to join the duties on production of -
  - a) Two Passport size photographs.
  - b) Discharge Certificate from previous employer (If any).
5. You will undergo medical examination by approved medical officer or by the civil surgeon at the place of your duty, within a month from the date of joining the duties.
6. You are required to give the correct mailing address as soon as you joined the duties and any change in the address given earlier should be communicated to the management. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD). On the address given shall be deemed to have been acknowledged and duly signed by you.

7. If you want to discontinue your job any time you to inform us one month before in advance.
8. You will not conduct or engage yourself if any private tuitions or private coaching classes and will not hold any office of profit.
9. You will not engage yourself in any other job paid full-time, part-time or otherwise during the continuance of your service.
10. You will have to open the Salary Bank Account as per the instructions issued by the Management.
11. If you are interested to open the PF account the management will contribute 50% share to your PF as per rule.
12. You will have to communicate your acceptance to the management within three days from the date of receipt of this order of Appointment, failing which your appointment is liable to be cancelled.
13. If your performance is found not satisfactory your will be terminated at any time without prior intimation.

Yours Faithfully,

  
(Krishna Gathade)

HR Manager

**H.R.Manager**

Swami Vivekanand Shikshan  
Prasarak Mandal Sy.No.184  
Julkot Road,UDGIR -413517

Copy to:- Hon.President, Swami Vivekanand Shikshan Prasarak Mandal,Udgir.  
Principal, Swami Vivekanad College of Pharmacy,Udgir

Ref No: 15620172

16-Nov-2022

Narsing Dnyanoba Kedar



8005  
QA  
19-20

Dear Narsing Dnyanoba,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Junior Data Analyst** with **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be **Pune**.

Your annual total compensation will be **INR 500,004**. This includes an annual incentive target of **INR 18,000**. This amount may vary depending on individual and company performance. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered 14 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **16-Nov-2022**.

Please note:

?This offer is subject to satisfactory professional reference checks

?This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing


?Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited** ("Cognizant"),



Shibu Balakrishnan  
AVP ?HR

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

### Compensation and Benefits

**Name:** Narsing Dnyanoba Kedar

**Designation:** Junior Data Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	14075	168,900
2	HRA*	8445	101,340
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	11797	141,564
	<b>Annual Gross Compensation</b>		<b>482,004</b>
	Incentive Indication (per annum)**		18,000
	<b>Annual Total Compensation</b>		<b>500,004</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>519,504</b>

As an associate you are entitled to the following additional benefits:

- ?Floating medical insurance coverage
- ?Round-the-clock group personal accident insurance coverage
- ?Group term life insurance coverage
- ?Employees' compensation insurance benefit as per the Employee's Compensation Act
- ?Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

?From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

#### Category of Leave

- ?Earned Leave ?18 days
- ?Sick Leave ?12 days
- ?Casual Leave ?6 days

?From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act

?In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

#### **Employee State Insurance (ESI):**

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April ? September and October ? March), if the associate contributes for at least one month in the contribution period.

#### **\* Flexible Benefit Plan:**

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

1. Choose from an array of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

**#\* Advance Statutory Bonus** is in line with the provisions of the Payment of Bonus Act

#### **\*\* Incentive target:**

Your incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

#### **Note:**

?Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same

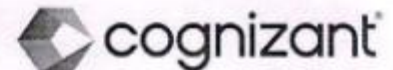
?Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

#### **Employment Agreement ?Cognizant Technology Solutions India Private Limited**

This Employment Agreement ("Agreement") is made effective as of 16-Nov-2022 between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the





Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant," which shall, unless counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Narsing Dnyanoba Kedar, \_\_\_\_\_(Age) \_\_\_\_\_, residing \_\_\_\_\_ at \_\_\_\_\_ (hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party."

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

### 1. Duties and Responsibilities

- a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

### 2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirements. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

### 3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of 244 of 329

employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

#### 4. Confidentiality

- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

#### 5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required

e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

## 6. Work Schedule

a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.

b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.

c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.

d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

## 7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference checks in line with Company policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to a satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, if your background verification report is found to be unfavorable or unsuccessful after you join the Company, the Company reserves the right to terminate your employment.

## 8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully. 246 of 329

8007



Radheya Charitable Trust`s

## Dinesh Bembade College of Pharmacy

Approved by PCI, AICTE, Govt of Maharashtra, DTE and Affiliated to DBATU Lonere  
Latur- Nanded Highway, Mahalangra Village, Tq. Chakur, Dist. Latur, Pin-413513

Ph. 9168268272

Mail. [1849principal@msbte.com](mailto:1849principal@msbte.com)

[www.dbgrouppharmacy.com](http://www.dbgrouppharmacy.com)

Ref: - RCT/DBCOP/Admin/Pharm./App./2022-2023/ 180

Date 29/8/2023

### Letter of Appointment

To,

**Mr. Mane Shantanu Rohidas,**  
Raje Shivaji Nagar, Barshi Road Latur, Maharashtra.

**Sub.: - Adhoc Appointment for the post of Assistant Professor- Pharmaceutical Quality Assurance**

Dear Mr. Mane Shantanu Rohidas,

With reference to your application and subsequent interview with us, the Management is pleased to offer you the position of **Assistant Professor- Pharmaceutical Quality Assurance** in **Dinesh Bembade College of Pharmacy, Mahalangra** on an ad-hoc basis with effect from **26<sup>th</sup> June 2022**. Your tenure of appointment will be till the **31<sup>st</sup> May 2023** or until a suitable candidate is selected for the above-mentioned post as per the PCI/ AICTE/ University guidelines, whichever is earlier.

**Your salary will be in the pay scale of Rs. 15600-39100/- with basic pay of Rs. 15600/- plus AGP Rs. 6000/- per month.** This will be subject to statutory deductions if any. All information pertaining to your payroll is strictly confidential and as such, you are advised not to disclose or discuss any information pertaining to your/others' salary or perquisites either with your colleagues or any other person directly or indirectly connected with the College/Management.

This appointment is subject to the following conditions:

1. You shall have to re-apply for the post and appear for an interview with the University Staff Selection Committee for the regularization of your appointment. This shall be subject to the fulfillment of the norms and conditions of the advertisement.
2. You shall be liable, with prior notice, to be re-designated, transferred from one function to another function or from one institute to another institute as required by the exigencies of the Management/Trust at their discretion and you shall do such work which will be assigned to you from time to time.
3. Your appointment is subject to the availability of a minimum number of students and the workload prescribed for the post.
4. At the time of joining, you would have to submit the originals as well as certified true copies of birth certificate, educational qualifications, experience certificate, discharge/relieving certificate, last pay certificate, caste certificate, change of name certificate (if any), along with two passport size photographs.
5. You would be required to submit the correct mailing address (along with due address proof) along with telephone and mobile numbers and E-mail address on your joining duties. Any change in the above should be communicated to the **Principal, Dinesh Bembade College of Pharmacy, Mahalangra.**
6. You shall exercise all duties as assigned by the College, Management and University as per the requirements.
7. During your tenure, the Management /Trust shall have the right to terminate your employment within 30 (thirty) days, which if you don't serve, the Management / Trust will,

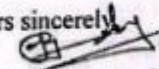
at its sole discretion, have the right to recover from you the amount payable to you, on a pro rata basis.

8. If at any time in the opinion of the Management/Trust, which is final in this matter, you are found to be a non-performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by the Management/Trust as deterrent to the interest of the Institute or of violation of one or more terms of this letter, your services may be terminated forthwith and on account of reason of any of the acts or omission the Management/Trust shall be entitled to recover damages from you.
9. Your continuous unauthorized absence from duty will lead to termination of your services, effective from the date from which you remain absent from your duties.
10. You will be allowed to resign from the service after completion of one academic year. In any case you wish to leave to institute, you must inform 02 months prior to institute in written notice else you will not be issued experience letter, relieving letter and salary for the said period and not relieved from PCI Institute login.
11. The appointee shall not engage in any private tuition nor shall involve in private classes nor shall accept any part time job without the prior written permission from a competent authority.
12. Your appointment is subject to the conditions, rules and regulations as prescribed by the Management from time to time.
13. Your appointment is subject to the conditions, rules and regulations as prescribed by the PCI, New Delhi, Govt of Maharashtra, DTE, Mumbai, DBATU Lonere from time to time.
14. If required by the Management/Trust, you will also be required to execute an employment agreement which will include provisions relating to confidentiality, vesting of intellectual property rights in the work product created by you during your employment, and other related issues.
15. While joining the duties, you have to give an undertaking that you agree to the conditions mentioned in the appointment order and that you will abide by the rules and regulations of the Trust, which are in force or which may be framed from time to time.

This Appointment Letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement resulting in your being offered this appointment, the Management/Trust may take such action as it deems fit in its sole discretion, including termination of your employment.

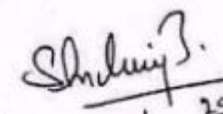
Please sign the attached copy of this letter as confirmation of your acceptance of this Appointment Letter and return the same to us.

Yours sincerely,

  
Principal  
Dinesh Bembade College of Pharmacy,  
Mahalanga, Latur, Maharashtra  
For and on behalf of  
Dinesh Bembade College of Pharmacy



Copy to,  
Secretary, Radheya Charitable Trust, Latur, Maharashtra  
The Administrative Officer, Dinesh Bembade College of Pharmacy, Mahalanga  
The Accountant, Dinesh Bembade College of Pharmacy, Mahalanga

  
29/03/2023  
Received  
Ms. Maues R.



DELONIX SOCIETY'S

19-20  
8008

# BARAMATI COLLEGE OF PHARMACY

Baramati-Patas Road, Barhanpur, Baramati, Dist - Pune.  
Approved by AICTE, PCI Govt. of Maharashtra & DTE  
Affiliated to Dr. BATU (B.Pharm), MSBTE (D.Pharm)

Ref No. : DS/BCOP/2023/1209(A)

Date : 31-12-2022

To,

**Mrs. Amrata Sanjay Mantri**  
A/P. Baramati, Tal- Baramati,  
Dist Pune 413102

## SUB: APPOINTMENT ORDER

Dear Madam,

With reference to your application for **Assistant Professor** and subsequent interview held on 25/12/2022, you have been appointed as an **Assistant Professor** for academic year 2022-23 only on adhoc basis with an effective date of 02/01/2023. In pay band 15600-39100; Grade pay 5400; level 10, you will receive an entry salary of Rs. 57,700.00 per month.

### **Terms & Conditions**

1. You are appointed as full time Assistant Professor for academic year 2022-23 only on adhoc basis from the date of joining. You shall have annual increment only after successful completion of probation period. If your performance is not found satisfactory, your service will be terminated by the management at any time without any notice. Your appointment and salary shall be subject by the University/ Secretary Maharashtra State Board of Technical Education, Mumbai.
2. Your appointment is subject to the minimum number of students and the work load prescribed for the post.
3. You shall submit the attested true copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate, discharge / reliving certificate, last pay your duty drawn certification, caste certificate, change of name certificate (if any) etc. before joining.
4. You will be paid salary as per Government of Maharashtra and All India Council of Technical Education (AICTE), New Delhi. You will also be entitled to allowances at the rates prescribed by the State Government and AICTE from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
5. You shall undergo medical examination by the approved medical officer or by the civil surgeon within three months from the date of joining duties. The appointment shall be provisional and conditional, till the submission of medical certificate stating that you are free from any contagious diseases and that you are physically fit for the employment as the staff of the college.

6. You have to produce-
  - a. Two passport size photographs.
  - b. Character certificate from two eminent persons.
7. You are required to give correct mailing address as soon as you joined the duty and address changed earlier should be communicated to the principal.
8. You will not carry on any business or enter for any part of your time, in any capacity service of or be employed by any other institute, company or person. You whole time and attention to your duties of the institute. You will not conduct or yourself in any private tuitions to private coaching classes.
9. You will be responsible for safe keeping and accounting of all properties/ assets/ etc of the institution which may be in your use, custody.
10. You will have to carry out the duties, work if any assigned by the principal from time to time.
11. You will not take a part of any anti-educational, anti-institutional and anti-national activities.
12. If you are found absent continuously for more than thirty days without permission service will stand terminated automatically.
13. If at any time in our opinion which is final in this matter, you are found guilty of dishonestly, disorderly, behavior, negligence, disobedience, indiscipline, absence from duty without prior permission or any conduct considered by us detrimental, your may be terminated without notice.
14. When on duty you will not leave the institute campus without prior permission of competent authority.
15. You will abide by the standing orders, staff rules, service conditions, rules and regulations etc as applicable.
16. You cannot leave your services from this institute in the middle of the term in any case.
17. After joining the service if you want to apply elsewhere, you have to send your application only through the head of the institute and not directly.
18. You should complete the entire probation period in the institute from where the approval is received. If you left the institute before completion of probation period, you will need to pay the salary of all the remaining months of probation period.
19. If you do not joined the duties within ten days after receiving the appointment letter appointment letter will automatically stand cancelled.
20. In case you are accepting this appointment please sign on the office copy and return before the joining the duties.



A handwritten signature in black ink, appearing to be "A. K. K." or similar.

**PRINCIPAL**  
Barhamati College of Pharmacy  
Barhamati, Barhamati  
Dist. Pune 413102



Shival Charitable Trust's  
College of Pharmacy

# SHIVAI CHARITABLE TRUST'S COLLEGE OF PHARMACY,

KOREGAONWADI, TQ. OMERGA, DIST. OSMANABAD (MH)

8009

19.20

DTE Code: 2598

SECRETARY

PRESIDENT

MSBTE Code: 1881 Dr. V. B. Bedadurge (M.D. Chest)

Shri. B. H. Bedadurge (M.com)

Website: www.sctcop.org

E-mail: shivaicharitabletrust@gmail.com

Contact: 9405069619

PRINCIPAL

Prof. Kadare Mahesh B. (M. Pharm)

8421159768

Ref No. SCTCOP/Appo/124/A

Date: 08/05/2021

## Appointment Order

To,

Marewad Mayur Rajeev

Latur, Tal. Latur: 413512

Dear Sir,

With reference to your application and subsequent interview the management is pleased to inform you that you are hereby appointed as full time Lecturer in Shival Charitable Trust's College Of Pharmacy, Koregaonwadi, Tq. Omerga, Dist. Osmanabad with effect from 08 May 2021 on the basis of following terms and conditions.

- Your appointment is subject to approval of MSBTE Mumbai
- Your appointment is on probation for one year
- If your work or behavior during period of probation is not found satisfactory the appointing authority may terminate your services at any time without assigning any reason by giving one month notice
- Your services will be governed by rules and regulations that are in force and that may be laid down by Shival charitable Trust, DTE, AICTE, PCI- New Delhi and MSBTE-Mumbai from time to time.

PRINCIPAL  
Shival Charitable Trust's  
College of Pharmacy  
Koregaonwadi, Tq. Omerga



Ref No: 13966608

13-Nov-2019

Snehal Bachute



Dear Snehal,

With reference to the discussions that we had with you, we are pleased to offer you the role of **Trainee - Junior Data Analyst** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Pune**.

Your Annual Total Compensation will be **Rs.205,002**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **0** months of your experience as relevant, which would be updated in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

We request you to join us on or before **20-Nov-2019**.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Suresh Bethavandu

**Global Head-Talent Acquisition**

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

## Annexure A

Name: Snehal Bachute

Designation: Trainee - Junior Data Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA @60% of basic*	2600	31,200
3	Company's contribution of PF #	1337.5	16,050
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	4213	50,556
6	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	433	5,196
	<b>Annual Gross Compensation</b>		<b>205,002</b>
	<b>Annual Total Compensation</b>		<b>205,002</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	<b>Annual Total Remuneration</b>		<b>221,002</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

**Provident Fund Wages**

- For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

**ESI**

- Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month which includes any recurring (or) adhoc special payouts during the month
- Contribution to ESI shall be continued till end of the contribution period, if the Associate contributes even for one month in a contribution period

\* Flexible Benefit Plan: Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965.

**Note:**

- Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.
- Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com> > Total Rewards App for more details.

4003

4003

Through esign



### Intimation Letter

NO/LAT/Outward/936145  
Office of the Assistant Commissioner,  
Food & Drugs Administration, LATUR Circle  
Central Building Second Floor  
Shivaji Chowk, Collector Office  
Latur  
Print Date: 07/07/2021

To,  
**MAITRI MEDICAL SHOPPE**  
SHOP NO.01,HOUSE NO.NEW(B-6/2005/3),OLD(R-9/761/26/14/1)  
KATPUR ROAD,KHUBBA NAGAR  
LATUR - 413512  
Taluka:LATURDistrict: LATUR  
I/C Person: VIKRANT UMAKANT BANATE(Mobile: 9834123795)

Fresh License  
Firm Id : 197813



VIKRANT UMAKANT BANATE

**Subject : - Drugs & Cosmetics Act - 1940 & Rules there under**

Grant of License arising due to: Fresh License

Sir,

Ref :- Your Inward Application vide Inw No:- BF:-936145, Dated:- 22/06/2021, Inw ID:- 936145

With reference to your Inward application, we have to inform you that your said application is approved & below mentioned licences are granted / retained , whose retention Dates are mentioned below :-

No	Name	Sex	Join Date	Regn No.	Inw-ID
1	R-P / VIKRANT UMAKANTRAO BANATE (PRO)	Male	21/06/2021	249068	936145
2	DIR / VIKRANT UMAKANT BANATE (PRO)	Male	21/06/2021	ADR-*****9487	936145

Lic	License No.	Issue From	Retained From	Retained Upto	Old LIC No
20	429686	07/07/2021		06/07/2026	-
20C	429688	07/07/2021		06/07/2026	-
21	429687	07/07/2021		06/07/2026	-

Open 24 Hrs: NO

Cold Storage: YES

This licence shall remain valid if licensee deposits a licence retention fee before the expiry of a period of every succeeding five years from the date of its issue unless it is suspended or cancelled by Licencing Authority.

The above mentioned licences are sent herewith.

**NOTE:** You are requested to provide new rent agreement after completion of its validity (Only applicable to those having rent agreement less then 5 years).

Kindly acknowledge the receipt of this letter.

eSign  
Digitally Sign

e-Signed on 07/07/2021 10:28:58

TPAV # 6Q8512T12D



**SACHIN SHIVDAS BUGAD**  
Assistant Commissioner  
Food & Drugs Administration  
LATUR Circle

*This License/Certificate is eSIGNED. Physical Signature is NOT Required*

For online Third Party Approval Verification; Go to [fdamfg.maharashtra.gov.in](http://fdamfg.maharashtra.gov.in) & Click TPAV button. 07/07/21



Dear Rohit Saryakant Bhosale,

What if you could turn your ambition to action? Let's work on that together at Wipro!

We are happy to offer you the job of Associate. For us at Wipro, success is the outcome of choice and expectations and we hope we have matched yours in the offer below. Let us know by clicking on "Accept" or "Decline" after you have read through the details.

You will join us at Pune, as part of the Function Sizers team in the AA

Your Annual gross salary will be Indian Rupee 600600 per annum, as follows:

Component	Value
Basic	1,60,000
HRA	80,000
Employee Engagement	52,000
Bonus	52,000
WBP	58,704
PF	21,600
Gratuity	7,696

Based on feedback received and the recruiting norms of Wipro, your relevant experience has been taken as 14 months.

Click here to accept or decline this offer, consent and commitment sheet, all are mandatory to be accepted before moving ahead in the process.

Please do let us know your decision within the next 48 hours. Your confirmation of this email is essential to issue a formal letter to you, with the detailed terms of employment. If you would like to discuss this further, do not hesitate to contact Ayesha HOSSAIN at [ayasha.hossain@wipro.com](mailto:ayasha.hossain@wipro.com)

Once you have accepted our offer, we will be in touch with next steps and all the other exciting little things that go into bringing you into our family.

Do note a few important things: We are sure you are excited as we are to get started, but we do need to inform you that this offer will unfortunately expire after 7 days if not accepted online. We will also need to complete the verification of the documents/ information mentioned above and at the time of your interviews. In addition, if your role requires a client interview, your Wipro recruiter would have explained to you that this offer is conditional until we complete that successfully.

But above all, we look forward to welcoming you on board and creating amazing things together.

For Wipro Limited,  
Ayesha HOSSAIN



To,  
**BHOSLE MEDICAL SHOPPE**  
G. F. SHOP NO.26 & F. F. SHOP NO.25 & 26  
KRUSHI UTPANA BAZAR SAMATI COMPLEX, OLD GUL  
MARKET, KAVA ROAD  
LATUR - 413512  
Taluka: LATUR District: LATUR  
I/C Person: ANKUSH GYANOBA BHOSLE (Mobile: 9422656656)

ADD/Remove in Regd. Pharmacist  
Firm ID : 157423



SHASHANK ANKUSHRAO BHOSALE

**Subject : - Drugs & Cosmetics Act - 1940 & Rules there under**

Updations arising due to Change in: ADD/Remove in Regd. Pharmacist

Sir,

Ref :- Your Inward Application vide Inw No:- BF:-937947, Dated:- 28/06/2021, Inw ID:- 937947

With reference to your Inward application, we have to inform you that your said application is approved & Changes have been affected according for all the below mentioned licences :-

No	Name	Sex	Join Date	Regn No.	Inw-ID
1	R-P / SHASHANK ANKUSHRAO BHOSALE (EMP)	Male	28/06/2021	269494	937947

Lic	License No.	Issue From	Retained From	Retained Upto	Old LIC No
20	322275			15/04/2024	-
20B	322277			15/04/2024	-
21	322276			15/04/2024	-
21B	322278			15/04/2024	-

No	Regn No.	Name / Address	Join Dt / Resign Dt	Inw ID
1	R-P / 19268	ankush gyanoba bhosle / bhosale medical stores	23/03/2019	727354
2	R-P / 269494	shashank ankushrao bhosale /	28/06/2021	937947

This licence shall remain valid if licensee deposits licence retention fee before the expiry of a period of every succeeding five years from the date of its issue unless it is suspended or cancelled by Licencing Authority.

The above mentioned licences are sent herewith.

Kindly acknowledge the receipt of this letter.

eSign  
Digitally Sign

e-Signed on 29/06/2021 15:39:28

TPAV # XUW9WX44WN



SACHIN SHIVDAS BUGAD  
Assistant Commissioner  
Food & Drugs Administration  
LATUR Circle

This License/Certificate is eSIGNED. Physical Signature is NOT Required

# Reliance SMSL Limited

Ref: HR/NOV/21/K2/60269640/1001069773

Date: 17.11.2021

kishor choudhari  
State: Maharashtra

## Offer cum Appointment Letter

Dear kishor choudhari,

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to appoint you as **Customer Sales Officer** in the employment of the company.

Your Employment shall be for a Fixed Term commencing from **24.11.2021** and shall automatically end on **24.11.2022**.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **Associate** in Grade **K2** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.

You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs.288000.00** /- **Two Lakh Eighty Eight Thousand Rupees** /- per annum as below:

	Rs. per month
Basic	14400
HRA	9600
Conveyance Allowance	0.00
<b>Monthly Gross</b>	<b>24000</b>
<b>Annual Gross</b>	<b>288000</b>

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

The tenure of your employment shall be subject to requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of project with the client. Upon your joining, the terms and conditions in this letter shall form your appointment letter and terms of appointment as mentioned in Annexure I.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)  
CIN: U74999MH2007PLC167704

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India. Phone: +91 22 67673800



महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८  
नमुना "ग"  
(नियम ९ पहा)

सूचना दिल्याबाबत पावती



अर्जदाराने नमूना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२१४१७००३१५७३९५३४								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०९०९१६४२१०३								
३.	आस्थापनेचे नाव	:	देशमुख मेडिकल & गेनारल स्टोर्स DESHMUKH MEDICAL & GENARAL STORES								
४.	कामगारांची एकूण संख्या	:	१								
			<table border="1"> <tr> <td>पुरुष</td> <td>स्त्री</td> <td>इतर</td> <td>एकूण</td> </tr> <tr> <td>१</td> <td>०</td> <td>०</td> <td>१</td> </tr> </table>	पुरुष	स्त्री	इतर	एकूण	१	०	०	१
पुरुष	स्त्री	इतर	एकूण								
१	०	०	१								
५.	अ) मालकाचे नाव	:	स्वप्नील अशोक देशमुख SWAPNIL ASHOK DESHMUKH								
	ब) आस्थापनेचा पत्ता	:	जाधव कॉम्प्लेक्स याकतपूर रोड, औसा, औसा, बालाजी मंदिर रोड, ५०००, , औसा, लातूर, ४१३५२०								
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमत्तेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य धरता येणार नाही.										
७.	व्यवसायाचे स्वरूप	:	मेडिकल आणि ड्रगिस्ट स्टोर्स / MEDICAL & DRUGGIST								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षात्कीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.

सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : १०-१०-२०२१

ठिकाण : Latur


कार्यालयाचा पत्ता : Office of the Assistant Commissioner of Labour, Latur, Address- Shashikant Sonawane Building, Tilak Nagar, Main Road, Latur

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
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# महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८ Form - 'F'

[See Rule 8]

## APPLICATION FOR INTIMATION

Application ID	109091642103			
Registration Certificate / Intimation Receipt No. नोंदणी क्रमांक / पावती क्रमांक	2141700315739534			
Division / विभाग	Aurangabad			
District / जिल्हा:	Latur			
Office Name	Office of the Assistant Commissioner of Labour ,Latur, Address- Shashikant Sonawane Building, Tilak Nagar, Main Road, Latur			
Name of the establishment / आस्थापनेचे नाव	DESHMUKH MEDICAL & GENARAL STORES देशमुख मेडिकल & गेनारल स्टोर्स			
Previous details of establishment / आस्थापनेची पूर्वीची सविस्तर माहिती	New Registration			
Postal address and situation of the Establishment / ( आस्थापनेचा पत्ता )	JADHAV COMPLEX YAKATPUR ROAD, AUSA, AUSA, BALAJI MANDIR ROAD, 5000, , AUSA, LATUR, 413520	जाधव कॉम्प्लेक्स याकतपूर रोड, औसा,औसा,बालाजी मंदिर रोड,5000,,औसा,लातूर,413520		
Mobile / भ्रमणधनी क्र.	8308072726			
Email-Id / ई - मेल आय डी	swapnilideshmukh3779@gmail.com			
Date of commencement of business / व्यवसाय सुरु केल्याचा दिनांक	01/03/2021			
Nature of Business / व्यवसायाचे स्वरूप	MEDICAL SHOP	मेडिकल शॉप		
Whether establishment falls under public or private sector / आस्थापना सार्वजनिक क्षेत्रात येते की खाजगी क्षेत्रात येते	Private			
Total No. of Employee	Men	Women	Transgender	Total
	1	0	0	1
Name of the Employer / मालकाचे नाव	SWAPNIL ASHOK DESHMUKH		स्वप्नील अशोक देशमुख	
Residential Address of the employer / मालकाच्या निवासस्थानाचा पत्ता	KAWATHA ROAD,RAJEGAON,NEAR WATER TANK,200,RAJEGAON,LOHARA,OSMANABAD,413606		कवठा रोड, राजेगाव, नियर वाटर टांक, 200, राजेगाव,लोहारा, उस्मानाबाद, 413606	
Resident Since / वास्तव्य	1993			
Status / Designation	OWNER			
Mobile No	8308072726			
E-mail ID	swapnilideshmukh3779@gmail.com			
Aadhar No	397590983779			
Name of Manager / व्यवस्थापकाचे नाव				
Residential address of Manager / व्यवस्थापकाच्या निवासस्थानाचा पत्ता				
Contact No				
Fax No				



वर्गवारी							
Category Of Establishment Type / आस्थापनेचे उपवर्गवारी	मेडिकल आणि ड्रगिस्ट स्टोर्स / MEDICAL & DRUGGIST						
Type of organisation / आस्थापनेचा प्रकार	Self Ownership (Proprietary)						
Name of the member of employer's family employed in the establishment / आस्थापनेत नोकरीत असलेल्या मालकांच्या कुटुंबातील इसमांची नावे	Satish Ashok Deshmukh(Brother) सतीश अशोक देशमुख (ब्रदर)						
	<table border="1"> <thead> <tr> <th>Men / पुरुष</th> <th>Women / स्त्रिया</th> <th>Transgender / इतर</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Men / पुरुष	Women / स्त्रिया	Transgender / इतर	1	0	0
Men / पुरुष	Women / स्त्रिया	Transgender / इतर					
1	0	0					

#### Self Declaration / स्वघोषणापत्र

I SWAPNIL ASHOK DESHMUKH, hereby solemnly affirm and state that the business which I SWAPNIL ASHOK DESHMUKH have started is not banned or prohibited by any Act, Rules, Law or Order of any Court of Law or any competent authority and the premises where I SWAPNIL ASHOK DESHMUKH, are conducting the said business is free from violation of any Act, Rules, Order of any Court of Law or any Competent Authority.

I SWAPNIL ASHOK DESHMUKH, hereby declare that the information provided above is true and correct to the best of my/our personal knowledge, information and belief. I SWAPNIL ASHOK DESHMUKH, am/are fully aware about the consequences of giving false information. If the information is found to be false, I SWAPNIL ASHOK DESHMUKH, shall be liable for prosecution and punishment under the Indian Penal Code (45 of 1860) and /or any other law applicable thereto.

I SWAPNIL ASHOK DESHMUKH, have obtained necessary licenses, permissions, permit for the conduct of this business and the place of business from the appropriate Authority.

I SWAPNIL ASHOK DESHMUKH, shall be responsible and liable for legal action if the business is conducted without proper licence, permission, permit from the appropriate Authority. I/We submit and declare that I SWAPNIL ASHOK DESHMUKH, will not undertake any illegal activity or any business prohibited in law in force in India.

I SWAPNIL ASHOK DESHMUKH, declare that the place of business is not located in any area wherein commencing / running of such business is prohibited by any law or order of any Competent Authority.

I SWAPNIL ASHOK DESHMUKH, hereby declare that the copies attested by me are true copies of original documents. I SWAPNIL ASHOK DESHMUKH, am/are well aware of the fact that if the copies are found false/forged, I/We shall be liable for prosecution and punishment under the Indian Penal Code (45 of 1860) and /or any other law applicable thereto.

I SWAPNIL ASHOK DESHMUKH, undertake to abide by the provisions of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017 (Mah. LXI of 2017) and the Rules and orders passed thereunder by any Authority.

मी स्वप्नील अशोक देशमुख, याद्वारे गांभीर्यपूर्वक दृढकथन करतो/ करते आणि असे नमूद करतो/ करते की, मी/ आम्ही सुरू केलेल्या व्यवसायावर कोणताही अधिनियम, नियम, कायदा किंवा कोणत्याही विधी न्यायालयाचा अथवा कोणत्याही सक्षम प्राधिकार्याचा आदेश याद्वारे बंदी घालण्यात आलेली नाही किंवा मनाई करण्यात आलेली नाही आणि मी स्वप्नील अशोक देशमुख ज्या जागेत उक्त व्यवसाय करीत आहे/ आहोत तेथे कोणताही अधिनियम, नियम, कोणत्याही न्यायालयाचा अथवा कोणत्याही सक्षम प्राधिकार्याचा आदेश यांचे उल्लंघन झालेले नाही.

मी स्वप्नील अशोक देशमुख, याद्वारे असे घोषित करतो/करते की, वर अर्जांमध्ये नमूद केलेली माहिती, माझ्या आमच्या वैयक्तिक ज्ञानानुसार, माहितीप्रमाणे व विश्वासानुसार खरी व बिनचूक आहे. चुकीची माहिती देण्याच्या परिणामाची मला/आम्हाला पूर्ण जाणीव आहे. दिलेली माहिती चुकीची आढळून आल्यास मी स्वप्नील अशोक देशमुख भारतीय दंड संहिता (1860 चा 45) अन्वये किंवा त्यासंबंधात लागू असलेल्या इतर कोणत्याही कायद्यान्वये खटला भरण्यासाठी व शिक्षेसाठी पात्र आहे/ आहोत.

मी स्वप्नील अशोक देशमुख, अर्जात नमूद केलेल्या जागेत व्यवसाय करण्यासाठी संबंधित समुचित प्राधिकार्याकडून आवश्यक ती अनुज्ञप्ती, परवानगी, परवाना प्राप्त केला आहे.

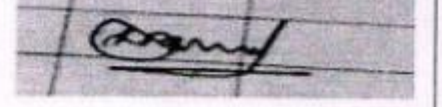
मी स्वप्नील अशोक देशमुख, अनुज्ञप्ती, परवानगी, परवाना न घेता व्यवसाय करीत असल्यास कायदेशीर कारवाईसाठी पात्र व जबाबदार राहू.

मी स्वप्नील अशोक देशमुख, असे घोषित करतो/करते की, भारतातील लागू असणाऱ्या कायद्यांतर्गत मनाई असलेले बेकायदेशीर कृत्य अथवा व्यवसाय करणार नाही.

मी स्वप्नील अशोक देशमुख, असे घोषित करतो/करते की, जेथे असा व्यवसाय सुरू करण्यास किंवा चालविण्यास कोणत्याही कायद्याद्वारे किंवा सक्षम प्राधिकार्याकडून मनाई केलेली आहे किंवा कोणत्याही सक्षम प्राधिकार्याकडून मनाई केलेली आहे, असे उल्लंघन झालेले नाही.

या प्रती असत्य किंवा बनावट असल्याचे आढळून आल्यास भारतीय दंड संहिता (1860 चा 45) आणि / किंवा त्यासंबंधात लागू असलेल्या कोणत्याही इतर कायद्यान्वये माझ्या/आमच्या विरुद्ध न्यायालयीन खटला भरण्यासाठी व शिक्षेसाठी मी स्वप्नील अशोक देशमुख पात्र आहे/ आहोत याची मला/आम्हाला पूर्ण जाणीव आहे.

मी स्वप्नील अशोक देशमुख, महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) अधिनियम, 2017 (2017 चा 61) व त्याअंतर्गत तयार केलेल्या नियमातील तरतुदींचे आणि सक्षम प्राधिकारी यांचेकडून निर्गमित करण्यात आलेले आदेश यांचे पूर्णतः पालन करण्याची हमी देतो/देते.



SWAPNIL ASHOK DESHMUKH  
Name and Signature of the Employer



GeBBS Healthcare Solutions Pvt. Ltd.  
First floor, Building No. 1, Golden IT Business Park, Plot No. E-26/27, MIDC,  
Chikalthana, Aurangabad 431 210  
Tel: +91 0240 2479600

**APPOINTMENT LETTER**

To  
Shital Asaram Dhoke (34321)  
Aurangabad.

Date: June 20, 2019

Dear Shital,

With reference to your application and the subsequent interviews you had with us we are pleased to appoint you as "Medical Coder Trainee" at GeBBS Healthcare Solutions Pvt. Ltd., Aurangabad on the following terms and conditions:

Your date of appointment is effective June 20, 2019.

1. You will be on probation for a period of six months. Thereafter subject to your work, conduct and performance being found satisfactory you will be confirmed in writing. If either your work conduct or performance is not found satisfactory, the probation period will stand automatically extended without any intimation to you till you get a communication from the Company confirming your services.
2. Your emolument by way of Annual Cost to the company is **INR 214,496/- per annum (INR Two Lakh Fourteen Thousand Four Hundred Ninety Six Only)**. Details of this annual cost are enclosed in the annexure.
3. The organization conducts screening and background verification for its prospective hires. Your appointment and continuation of your services is subject to a clear and clean background report.
4. Your shift timings are subject to change as per the requirement of the business.
5. Your employment is subject to your undertaking that,
  - You will clear the training and on the job evaluations that are pre-requisite
  - You will not directly or indirectly engage in any other work or assignment or take up part/full time training program without prior permission in writing of the Company.
  - You will not divulge, disclose or leak out any information regarding the affairs of the Company, which comes to your knowledge, including the design, patent process or trade of the Company or those of Company's collaborations (whether in India or abroad)
  - You will also execute a service and confidentiality documents as applicable to employees from time to time.
6. Your services are liable to be transferred to any of the branches of the Company or to any of its Group/Associate Company. The terms and conditions of this appointment will be binding on such transfers and your services will be treated as continuous services. Any subsequent change in roles, policies and regulations during the term of your services of the company shall be binding upon you in totality.
7. During the period of your service if you are found medically unfit for work, the management shall have the right to require you to get yourself examined by any medical authority specified by the Company and management as its sole discretion may terminate your services based on such medical reports.
8. Your performance will be evaluated at regular intervals for salary review or salary increments. Increment shall be based on your performance and in no case shall be automatic and / or can be claimed as a matter of right and shall be solely at the discretion of the Company.
9. Your services can be terminated without assigning any reasons as under
  - a) At any time without any prior notice during the period of probation.
  - b) With prior notice of minimum [1] One month or salary in lieu thereof, after confirmation.

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11/06/2020



## APPRENTICESHIP CONTRACT REGISTRATION FORM

## APPRENTICE INFORMATION

Name	Gender	Date of Birth	Age
GADIWAN MINAJ SHAFI	Female	21-Apr-1998	22
Father / Mother Name	Enrollment Number	Caste	PWD
PARVIN	WMHG037190600139	OTHERS	NO
Address for Communication	Mobile Number	Email Address	
Indira Nagar, Lohara Lohara, OSMANABAD MAHARASHTRA - 413608	9146597310	gadiwanminaj3@gmail.com	



## EDUCATIONAL QUALIFICATION

Name of the Institution / College / University	Univ. Regn. Number / DOTE / DTE Regn. Number / +2 Regn	Month & Year of passing	Educational Qualification
CHANNABASWESHWAR PHARMACY COLLEGE ( DEGREE), LATUR	34280	Jun-2019	Graduate in PHARMACEUTICAL SCIENC

## TRAINING DETAILS

Training start date	Period of Training	Stipend Rs per month	The apprentice would be undergoing training under section 22 (1)
12-Feb-2020	12 Months	10000.0	
Contract Regn. No.	Approved On	Approved By	
WMHGP19037000106	24-Mar-2020	mhgofficer2	

## NAME AND ADDRESS OF THE EMPLOYER

DMNI PROTECH DRUGS LIMITED - WMHPUP000265  
 C-4-1, FUNCTIONAL ELECTRONIC IND. ESTATE, MIDC, BHOSARI, MIDC, bhosari  
 PUNE, MAHARASHTRA - 411026

It is requested that the Registration Number may kindly be noted in your records and the claims for the reimbursement of Government share of stipend if any, may please be sent to this office once in a quarter along with Progress Report of the apprentices in the prescribed Form Apprenticeship\*-3.

## NOTE

This is system generated ACRF document. Agreeing to the terms and conditions in the workflow is as good as signing of physical contract form on mutual agreement between Student and Establishment. It has all legal binding as per the law if mutual trust is breached.

\* address of Establishment submitting this request: 14.96.122.204 IP address of student accepting this request: NA

# TERMS AND CONDITIONS OF THE CONTRACT OF APPRENTICESHIP FOR GRADUATE, TECHNICIAN AND TECHNICIAN (VOCATIONAL) APPRENTICES

1. The period of training shall be one year (In the case of Sandwich students the period of the training shall be as stipulated in curriculum)
  2. It shall be not be obligatory on the part of the employer to offer any employment to the apprentice on completion of period of apprenticeship training in his establishment nor shall it be obligatory on the part of the apprentice to accept an employment under employer
- NOTE: If, however, there is a condition in the contract of apprenticeship that the apprentice shall after the successful completion of training serve the employer, the employer shall, on such completion be bound to offer suitable employment to the apprentice and the apprentice shall be bound to serve the employer in that capacity for such period and for such remuneration as may be specified in the contract subject to the approval of the central Apprenticeship Adviser.
3. Every apprentice undergoing apprenticeship training in an establishment shall be a trainee and not a worker and as such the provisions of any law with respect to labor shall not apply to or in relation to such apprentice
  4. (i) The apprentice shall abide by the rules and regulations of the establishment in all matters of conduct and discipline and safety and carry all lawful order of the employer and superiors in the establishment
  - ii) The apprentice shall learn his subject field conscientiously and diligently and attend to practical and instructional classes regularly
  - iii) The apprentice shall maintain a record of his work during the period of apprenticeship training in a proforma approved by the apprenticeship advisor
  - iv) Where the contract of apprenticeship is terminated for failure on the part of the apprentice of carry out terms of contract, the apprentice shall refund to the employer as cost of training such as amount as may be determined by the apprenticeship adviser. In such event, the apprentice shall not be entitled to enter into another contract of apprenticeship under the act with any other employer
  - (v) The contract of apprentice can be terminated without compensation payable by the apprentice (a) If he/she secures gainful employment (on production of copy of the appointment order) and (b) If he/she is unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of civil surgeon)
  - (vi) For breach of contract by the employer, the employer shall pay compensation to the apprentice an amount equivalent to his three months last drawn stipend
  - (vii) Continuance of payment of stipend shall depend on the satisfactory performance of the apprentice during the period
5. (i) The employer shall make a suitable arrangement in his establishment for imparting a course of apprenticeship training to the apprentice in accordance with the provisions for the Act and Rules made there under and with the approval of the respective Regional Central Apprentice Adviser
  - (ii) Every employer is required to formulate a "Training Program" for the training of Graduate/Technicians/Technician (Vocational) apprentices and get it approved by respective Regional Central Apprentice Adviser
  - (iii) The employer will arrange for suitable person to be placed in charge of training of apprentices as laid down
6. (i) A Graduate, Technician and Technician (Vocational) Apprentice shall work according to the normal hours of work of the department in the establishment to which he/she is attached for training. They will be eligible for 12 days of Casual Leave and 15 days of Medical Leave with payment of stipend. Extra ordinary leave up to 10 days with or without payment of stipend may be granted at the discretion of the establishment
  - (ii) The stipend of a particular month shall be paid before the 10th of the following month
7. Please preserve copy of the ACRF and Certificate submitted by the candidate for future reference



A014

**Offer: BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20195162087/Mumbai/BPS/BTN**  
**Date: 05/07/2019**

**Mr. Mauli Bhagvat Gaikwad**  
Holkar Boys Hostel, Mataji Nagar, Kava Road, Latur Latur  
Kava Road  
Latur-413512  
Maharashtra  
Tel# 91-9503461751

Dear Mr. Mauli Bhagvat Gaikwad,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with Tata Consultancy Services Limited . You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,750/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

**TCSL Confidential**

**TATA CONSULTANCY SERVICES**

TCS House Raveline Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000, e-mail corporate.office@tcs.com, website www.tcs.com

Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021.



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the employment and this offer will be automatically withdrawn. Post acceptance of TCSL offer letter if you fail to join on the date provided in the TCSL joining letter, the offer will stand automatically terminated at the sole discretion of TCSL .

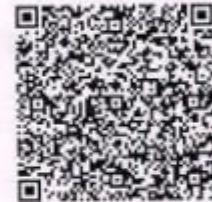
We look forward to having you in our global team.

Yours Sincerely,

For Tata Consultancy Services Limited

**Rustom Beheram Sigamoria**  
**Head Talent Acquisition, TCS Business Process Services**

Encl: Annexure 1: Acceptance



[Click Here](#) or use a QR code scanner from your mobile to validate the offer letter

**APPOINTMENT LETTER**

To  
**Gaykwad Suraj Hanmant (34054)**  
Aurangabad

Date: June 12, 2019

Dear Gaykwad,

With reference to your application and the subsequent interviews you had with us we are pleased to appoint you as "Medical Coder Trainee" at GeBBS Healthcare Solutions Pvt. Ltd., Aurangabad on the following terms and conditions:

Your date of appointment is effective **June 12, 2019**.

1. You will be on probation for a period of six months. Thereafter subject to your work, conduct and performance being found satisfactory you will be confirmed in writing. If either your work conduct or performance is not found satisfactory, the probation period will stand automatically extended without any intimation to you till you get a communication from the Company confirming your services.
2. Your emolument by way of Annual Cost to the company is **INR 214,496/- per annum (INR Two Lakh Fourteen Thousand Four Hundred Ninety Six Only)**. Details of this annual cost are enclosed in the annexure.
3. The organization conducts screening and background verification for its prospective hires. Your appointment and continuation of your services is subject to a clear and clean background report.
4. Your shift timings are subject to change as per the requirement of the business.
5. Your employment is subject to your undertaking that:
  - You will clear the training and on-the-job evaluations that are pre-requisite.
  - You will not directly or indirectly engage in any other work or assignment or take up part/full time training program without prior permission in writing of the Company.
  - You will not divulge, disclose or leak out any information regarding the affairs of the Company, which comes to your knowledge, including the design, patent process or trade of the Company or those of Company's collaborations [whether in India or abroad]
  - You will also execute a service and confidentiality documents as applicable to employees from time to time.
6. Your services are liable to be transferred to any of the branches of the Company or to any of its Group/Associate Company. The terms and conditions of this appointment will be binding on such transfers and your services will be treated as continuous services. Any subsequent change in rules, policies and regulations during the term of your services of the company shall be binding upon you in totality.
7. During the period of your service if you are found medically unfit for work, the management shall have the right to require you to get yourself examined by any medical authority specified by the Company and management as its sole discretion may terminate your services based on such medical reports.
8. Your performance will be evaluated at regular intervals for salary review or salary increments. Increment shall be based on your performance and in no case shall be automatic and / or can be claimed as a matter of right and shall be solely at the discretion of the Company.
9. Your services can be terminated without assigning any reasons as under:
  - a) At any time without any prior notice during the period of probation.
  - b) With prior notice of minimum [1] One month or salary in lieu thereof, after confirmation.

GHS / GR / HRD / ADR

Release Date: 01/10/17  
Version No: 4.3



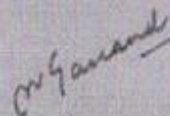
10. Your services can, however, be terminated, without any notice or compensation and without assigning any reason for loss of confidence, or for any act including dishonesty, disobedience, negligence, fraud, misappropriation of Company's money, property or any subversive act which is seriously detrimental to the interest of the company and warrants your termination forthwith.

11. You will have to give minimum [1] one month prior notice if you want to resign from the services of the Company at any time. If you fail to give [1] one month prior notice, you will have to pay to the Company [1] one month's salary in lieu thereof. Notice period waive off or Notice period buyout option will be subject to company's sole discretion and binding on you.
12. An absence from duty for a continuous period of 2 days during probation and 7 days after confirmation, including absence on leave though applied but not granted, would make you lose your lien on the services and the same will automatically come to an end without notice or even intimation. The Company shall have full authority to initiate absconding and recovery proceedings against you.
13. You will retire from the services of the Company on attaining 60 years of age and for this purpose the official record of your date of birth with the Company will be treated as final.
14. During the period of the service in the Company, you shall:
  - Perform, observe and conform to such orders and instructions as may from time to time be reasonably given or communicated to you by the Supervisor.
  - In all respects carry out the objects of the Company diligently and faithfully serve the Company, promote and protect its interest in all things to the best of your ability and judgment, and use your best endeavors to increase its business; and
  - Devote your whole time and attention to the business of the Company during the office hours of the Company, and shall not in any way be engaged in, concerned directly or indirectly with any other Company, business or trade without the prior written consent of the Company.
  - Agree to enter into a service contract with the Employer which will require the Employee to remain with the organization for a defined period post his/her return to India. This service contract will be liable only in the event that he/she is required to travel abroad to a client site for any business need.
15. The postal address shared by you shall be treated as the correct address for all communications to you. You undertake to promptly intimate the company in case of any change in the postal address. All communication addressed to you on the address shall be deemed to have been correctly served.
16. By accepting this letter of appointment, you acknowledge and agree that you will not, during the course of your service or thereafter, except with our consent, as required by law or in the performance of your duties, use or disclose confidential information relating to our business, including but not limited to business, client/s information, business methods and practices, software technology and tools and /or any such information we may assign time to time as being confidential.

If the terms and conditions stated above are accepted to you, please sign the duplicate copy of this letter as a token of your acceptance of our employment offer and return it to us for record.

Yours faithfully,  
GeBBS Healthcare Solutions Pvt. Ltd

Accepted

  
Devesh Gavand  
Sr. Manager - HR

Gaykwad Sura] Hanmant



## Indoco Remedies Ltd.

Indoco House, 166 CST Road, P. O. Box No. 9799, Santacruz (E), Mumbai - 400 098. (INDIA)  
Tel. : +91-22-3386 1250 • Website : www.indoco.com • CIN : LB5190M11947PLC005913 • GSTIN : 27AAAC0380C23

REF : ASK/ESTB-FS/02

January 8, 2020

FORM - A  
(See Rule 22 [1])  
LETTER OF APPOINTMENT

1. NAME OF ESTABLISHMENT : WARREN ACE  
A. DIVN. OF INDOCO REMEDIES LIMITED
2. ADDRESS : INDOCO HOUSE,  
166 C.S.T. ROAD,  
SANTACRUZ (EAST),  
MUMBAI - 400 098.
3. NAME OF THE EMPLOYER : WARREN ACE -  
A. DIVN. OF INDOCO REMEDIES LIMITED
4. NAME & ADDRESS OF THE SALES PROMOTION EMPLOYEE (TRAINEE FIELD SALES OFFICER) : MR. PREMKUMAR NAMDEORAO GAVHANE -  
MATAJI NAGAR,  
LATUR - 413512
5. **MR. PREMKUMAR NAMDEORAO GAVHANE** is appointed as a **TRAINEE FIELD SALES OFFICER** for our Division "WARREN ACE" with effect from **January 7, 2020**. His present H.Q. is **LATUR**. He will be governed by the office at Mumbai and the Mumbai office will have an ultimate control on all his activities. In case of dispute, only the courts in Mumbai will have the jurisdiction to try and entertain such matters.
6. The date of birth as recorded by the documentary evidence produced by him is **February 27, 1994**.
7. His appointment as TRAINEE is for a period of eight months.
8. His rate of increment in wages per year shall be Rs.25 00.
9. Your emoluments and benefits alongwith the field allowances as applicable to you are as mentioned below

Components	Per Month (Rs.)	Per Annum (Rs.)
BASIC	8700	104400
HRA	3800	45600
L.T.A	750	9000
MGMT ALLOW	100	1200
KIT ALLOW	500	6000
EDU ALLOW	200	2400
VMA	200	2400
<b>Gross</b>	<b>14250</b>	<b>171000</b>
BONUS		16800
P.F		12528
CTC		<b>200328</b>
H.Q. Allowance		215/- per day worked
Ex-HQ Allowance		225/- per day worked
Touring Allowance		415/- per day worked

He will be entitled to charge Rs.2.30 per km. for travelling ex-station and out-station areas, as specified in his Master Tour Programme. However, for a single journey above 300 kms, he will be eligible for reimbursement of III-Tier A.C. ticket fare provided he travels by that class & subject to submission of railway ticket.

10. Other terms of service : As per annexure

For WARREN ACE  
A. DIVN. OF INDOCO REMEDIES LTD.

*(Signature)*  
AJAY S. KARAJAGI  
EXECUTIVE VICE PRESIDENT - MARKETING

# AQuity Solutions

Aquity Solutions/Mumbai, India - Service Center -1/Medical Coding

November 10, 2023

Ms. Vishnukanta Nagnath Gore  
Address: Mu. Godhala  
Renapur,  
Latur, Maharashtra-413527

Subject: Offer Letter

Dear Vishnukanta Nagnath Gore,

Based on your interview with us, we are pleased to extend you an offer to join Aquity Solutions India Private Limited (hereinafter referred to as "the Company" or "Aquity Solutions") as **Medical Coding Analyst** at its office located at **Mumbai** in the state of Maharashtra.

We welcome you to Aquity Solutions, and we are confident that you will enjoy being a part of it, as much as we shall cherish our association with you. This Offer Letter confirms your total emoluments and other terms of your employment, which if accepted by you, will be as follows:

1. Your Annual Cost to the company (CTC) shall be Rs. 616560/- only (Rupees Six Lakh Sixteen Thousand Five Hundred Sixty only) and the same will be structured as per the attached Annexure I.
2. You shall join us on or before **20-Nov-2023** failing which the offer will be void.
3. This Offer Letter and your employment with Aquity Solutions shall be subject to satisfactory Background Verification Report as per the Company's process.
4. Your employment with Aquity Solutions will be governed by your Appointment Letter, which will be issued to you at the time of your joining.
5. Your services with the Company will be subject to a probation period of three (3) months from the date of your joining, during which period your performance would be monitored and evaluated prior to confirming your services with the Company.
6. The terms of this Offer Letter are valid for seven (7) days from the date of this letter. If we do not receive your acceptance of this offer, the terms of this letter and this offer will be deemed to have been rejected by you unless otherwise communicated to you by the Company in writing.
7. Please provide all the documentation as listed in Annexure II, on or before joining the Company.
8. To indicate your acceptance of this Offer Letter, please sign and return a duplicate copy of this letter.

We look forward to hear from you regarding your decision to join Aquity Solutions. You are expected to keep this offer strictly confidential. In case, you have anything you would like to discuss further, please feel free to get back to us on the same.

We wish you a successful career and look forward to your joining us.

Sincerely yours,  
For Aquity Solutions India Private Limited

*Prinde*

Authorised Signatory

I hereby acknowledge and accept the terms and conditions of this Offer Letter. I further confirm that I shall join the Company on or before \_\_\_\_\_

Accepted:

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

SYS/HR/F/1.3a Rev08/Date of issue-01-Jan-2020



Annexure I

Annual Cost to Company (CTC)		
Name of the Employee: Vishnukanta Nagnath Gore		
Designation / Division: Medical Coding Analyst / Medical Coding		
Particulars	Compensation Per Month Rs.	Compensation Per Annum Rs.
Basic	18800	225600
HRA	10340	124080
Medical	1250	15000
Food Coupons	2200	26400
Attire Allowance/Reimbursement	1500	19200
Education	200	2400
Leave Travel Allowance (LTA)	1410	16920
City Compensatory Allowance (CCA)	8560	102720
Interim Bonus (IB)	2640	31680
<b>Gross Earnings (Rs.) - 1. (Rs.)</b>	<b>47000</b>	<b>564000</b>
Performance Allowance	0	0
Hardship Allowance	0	0
<b>Total Earnings (Rs.) - 2. (Rs.)</b>	<b>47000</b>	<b>564000</b>
<b>Company's Contribution to</b>		
Provident Fund	2444	29328
Gratuity	904	10848
Mediclaime Insurance	412	4944
Subsidised Canteen facility	620	7440
ESI Employer Contribution	0	0
Monthly Bonus	0	0
<b>Company's Contribution (Rs.) -3.</b>	<b>4380</b>	<b>52560</b>
<b>Total Monthly CTC (Rs.) - 1+ 2 +3</b>	<b>51380</b>	<b>616560</b>
<b>Total Annual CTC (Rs.)</b>	<b>616560</b>	
<b>Comments:</b>		
PF is calculated as 13 % of Basic Salary		
Gratuity calculated as per the Gratuity Act 1972 (Payable on completion of five years of service)		
Mediclaime Insurance - Mediclaime Insurance as per the company policy		
Provision of Subsidised canteen facilities		
You will also be eligible to earn line incentive over and above your CTC, subject to meeting Productivity and Quality Parameters		

*Brink*

Annexure II

List of required documents and/or information to be provided on or prior to joining

1. 8 passport size copies of your recent photograph.
2. Self-attested copies of all educational and professional certificates.
3. Self-attested copy of document in support of your age (Birth Certificate/10<sup>th</sup> Mark Sheet/Passport Copy).
4. Self-attested copy of document in support of your address (Passport Copy/License Copy etc.).
5. Self-attested copy of your PAN Card.
6. Self-attested copy of your Aadhaar Card or the receipt of Aadhaar enrollment.
7. Self-attested copy of Relieving and Experience Letter issued by your previous employer.
8. Self-attested copy of your last three (3) months' Salary Slip or Salary Certificate and Form 16 or Tax Deduction certificate from your previous employer.
9. Your PF UAN (Universal Account Number) along with a self-attested photocopy of UAN Card (available on UAN Member Portal).
10. Your Provident Fund and Family Pension fund account numbers (details in case it is a private trust).
11. If you are eligible for ESIC as per your Compensation Plan, please provide a self-attested copy of your ESIC card or Form 1 Declaration.
12. Recent Medical Fitness Certificate from a recognized Medical Practitioner (not more than a week older on the date of joining).

*Brinda*



4023

**Offer: BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20195153688/Mumbai/BPS/BTN**  
**Date: 30/09/2019**

Ms. Aishwarya Prakash Irlapalle  
Krishna Niwas Ambajoagi Road  
Savarkar Nagar  
Latur-413512  
Maharashtra  
Tel# -

Dear Ms. Aishwarya Prakash Irlapalle,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with Tata Consultancy Services Limited . You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,750/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

**TCSL Confidential**

**TATA CONSULTANCY SERVICES**

TCS House Raveline Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000, e-mail corporate.office@tcs.com, website www.tcs.com

Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021.



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the employment and this offer will be automatically withdrawn. Post acceptance of TCSL offer letter if you fail to join on the date provided in the TCSL joining letter, the offer will stand automatically terminated at the sole discretion of TCSL .

We look forward to having you in our global team.

Yours Sincerely,

For Tata Consultancy Services Limited

**Rustom Beheram Sigamporia**  
**Head Talent Acquisition, TCS Business Process Services**



Encl: Annexure 1: Acceptance

**APPOINTMENT LETTER**

To  
**Anil Mahadev Jadhav (34049)**  
Aurangabad

Date: June 12, 2019

Dear Anil,

With reference to your application and the subsequent interviews you had with us we are pleased to appoint you as "Medical Coder Trainee" at GeBBS Healthcare Solutions Pvt. Ltd., Aurangabad on the following terms and conditions:

Your date of appointment is effective June 12, 2019.

1. You will be on probation for a period of six months. Thereafter subject to your work, conduct and performance being found satisfactory you will be confirmed in writing. If either your work conduct or performance is not found satisfactory, the probation period will stand automatically extended without any intimation to you till you get a communication from the Company confirming your services.
2. Your emolument by way of Annual Cost to the company is INR 214,496/- per annum (INR Two Lakh Fourteen Thousand Four Hundred Ninety Six Only). Details of this annual cost are enclosed in the annexure.
3. The organization conducts screening and background verification for its prospective hires. Your appointment and continuation of your services is subject to a clear and clean background report.
4. Your shift timings are subject to change as per the requirement of the business.
5. Your employment is subject to your undertaking that,
  - You will clear the training and on the job evaluations that are pre-requisite.
  - You will not directly or indirectly engage in any other work or assignment or take up part/full time training program without prior permission in writing of the Company.
  - You will not divulge, disclose or leak out any information regarding the affairs of the Company, which comes to your knowledge, including the design, patent process or trade of the Company or those of Company's collaborations [whether in India or abroad]
  - You will also execute a service and confidentiality documents as applicable to employees from time to time.
6. Your services are liable to be transferred to any of the branches of the Company or to any of its Group/Associate Company. The terms and conditions of this appointment will be binding on such transfers and your services will be treated as continuous services. Any subsequent change in rules, policies and regulations during the term of your services of the company shall be binding upon you in totality.
7. During the period of your service if you are found medically unfit for work, the management shall have the right to require you to get yourself examined by any medical authority specified by the Company and management as its sole discretion may terminate your services based on such medical reports.
8. Your performance will be evaluated at regular intervals for salary review or salary increments. Increment shall be based on your performance and in no case shall be automatic and / or can be claimed as a matter of right and shall be solely at the discretion of the Company.
9. Your services can be terminated without assigning any reasons as under:
  - a) At any time without any prior notice during the period of probation.
  - b) With prior notice of minimum [1] One month or salary in lieu thereof, after confirmation.

GHS / QR / HRD / 408

Release Date: 01/10/17  
Version No. 4.0

**Registered Office**  
"MindSpace", Building No.3, 1<sup>st</sup> Office Level, Thane - Belapur Road,  
Airoli, Navi Mumbai 400 708

Tel: +91-22-39487300  
www.gebbs.com

Scanned by CamScanner



10. Your services can, however, be terminated, without any notice or compensation and without assigning any reason for loss of confidence, or for any act including dishonesty, disobedience, negligence, fraud, misappropriation of Company's money, property or any subversive act which is seriously detrimental to the interest of the company and warrants your termination forthwith.
11. You will have to give minimum [1] one month prior notice if you want to resign from the services of the Company at any time. If you fail to give [1] one month prior notice, you will have to pay to the Company [1] one month's salary in lieu thereof. Notice period waive off or Notice period buyout option will be subject to company's sole discretion and binding on you.
  12. An absence from duty for a continuous period of 2 days during probation and 7 days after confirmation, including absence on leave though applied but not granted, would make you lose your lien on the services and the same will automatically come to an end without notice or even intimation. The Company shall have full authority to initiate absconding and recovery proceedings against you.
  13. You will retire from the services of the Company on attaining 60 years of age and for this purpose the official record of your date of birth with the Company will be treated as final.
  14. During the period of the service in the Company, you shall:
    - Perform, observe and conform to such orders and instructions as may from time to time be reasonably given or communicated to you by the Supervisor;
    - In all respects carry out the objects of the Company diligently and faithfully serve the Company, promote and protect its interest in all things to the best of your ability and judgment, and use your best endeavors to increase its business; and
    - Devote your whole time and attention to the business of the Company during the office hours of the Company, and shall not in any way be engaged in, concerned directly or indirectly with any other Company, business or trade without the prior written consent of the Company.
    - Agree to enter into a service contract with the Employer which will require the Employee to remain with the organization for a defined period post his/her return to India. This service contract will be liable only in the event that he/she is required to travel abroad to a client site for any business need.
  15. The postal address shared by you shall be treated as the correct address for all communications to you. You undertake to promptly intimate the company in case of any change in the postal address. All communication addressed to you on the address shall be deemed to have been correctly served.
  16. By accepting this letter of appointment, you acknowledge and agree that you will not, during the course of your service or thereafter, except with our consent, as required by law or in the performance of your duties, use or disclose confidential information relating to our business, including but not limited to business, client/s information, business methods and practices, software technology and tools and /or any such information we may assign time to time as being confidential.

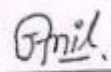
If the terms and conditions stated above are accepted to you, please sign the duplicate copy of this letter as a token of your acceptance of our employment offer and return it to us for record.

Yours faithfully,  
for GeBBS Healthcare Solutions Pvt. Ltd

  
Devesh Gavand  
Sr. Manager - HR

GHS / QR / HRD / 408

Accepted

  
Anil Mahadev Jadhav

Release Date: 01/10/17  
Version No. 4.0



## FDC Limited

MANUFACTURERS & EXPORTERS OF FOODS, DRUGS & CHEMICALS

4025

16<sup>th</sup> March 2023

**Mr. Ganesh Baliram Jadhav**

Bajajnagar, Waluj MIDC,  
Aurangabad-431136.

Dear Mr. Jadhav,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "Trainee Officer - Quality Assurance" at Waluj plant in our Organization, on the salary and terms & conditions offered by us and agreed by you in the interview.

You have agreed to join us on or before **18<sup>th</sup> March 2023**.

The appointment letter is subject to the information provided by you in your bio-data and interview, are correct and valid. The appointment will also be subject to your being medically fit, certified by registered medical practitioner.

Please bring following documents at the time of joining: -

1. Original and one set of photocopies of all your certificates, testimonials and experience certificate/s.
2. Relieving letter / certificate from the last employer.
3. Proof of last drawn salary.
4. Two passports and two I/Card size photographs and Blood Group.
5. Carry original PAN Card & Aadhar card along with two copies for opening Bank accounts.
6. Copy of previous employer PF Number, PF UAN Number & ESIC Number if applicable.
7. Bank details (Cancelled cheque) for KYC update.
8. Previous employer Income Proof if any.

Your formal appointment letter will be issued to you on receipt of above and at the time of joining.

Please sign and return the duplicate copy of this letter, as a token of your acceptance of the above.

We welcome you to our Organization and look forward to a pleasant and fruitful association with you.

Yours truly,  
For FDC LIMITED,

**ZAFRULLAH KHAN**  
**SENIOR VICE PRESIDENT**  
**HUMAN RESOURCES**

CORPORATE OFFICE : 142-48, S. V. Road, Jogeshwari (W), Mumbai - 400 102, INDIA  
Tel.: +91-22-6291 7900 / 950 / 2678 0652 / 2653 / 2656 • Fax : +91-22-2677 3462  
E-mail : fdc@fdcindia.com • Website : www.fdcindia.com

REGISTERED OFFICE : B-8, M.I.D.C. Industrial Area, Waluj - 431 136, Dist. Aurangabad, INDIA  
Tel.: 0240-255 4407 / 255 4299 / 255 4967 • Fax : 0240-255 4299  
E-mail : waluj@fdcindia.com • CIN : L24239MH1940PLC003176

APPOINTMENT LETTER

To  
Ramji Dattatraya Kamale (34478)  
Aurangabad

Date: June 26, 2019

Dear Ramji,

With reference to your application and the subsequent interviews you had with us we are pleased to appoint you as "Medical Coder Trainee" at GeBBS Healthcare Solutions Pvt. Ltd., Aurangabad on the following terms and conditions:

Your date of appointment is effective June 26, 2019.

1. You will be on probation for a period of six months. Thereafter subject to your work, conduct and performance being found satisfactory you will be confirmed in writing. If either your work conduct or performance is not found satisfactory, the probation period will stand automatically extended without any intimation to you till you get a communication from the Company confirming your services.
2. Your emolument by way of Annual Cost to the company is **INR 214,496/- per annum (INR Two Lakh Fourteen Thousand Four Hundred Ninety Six Only)**. Details of this annual cost are enclosed in the annexure.
3. The organization conducts screening and background verification for its prospective hires. Your appointment and continuation of your services is subject to a clear and clean background report.
4. Your shift timings are subject to change as per the requirement of the business.
5. Your employment is subject to your undertaking that,
  - You will clear the training and on the job evaluations that are pre-requisite.
  - You will not directly or indirectly engage in any other work or assignment or take up part/full time training program without prior permission in writing of the Company.
  - You will not divulge, disclose or leak out any information regarding the affairs of the Company, which comes to your knowledge, including the design, patent process or trade of the Company or those of Company's collaborations [whether in India or abroad]
  - You will also execute a service and confidentiality documents as applicable to employees from time to time.
6. Your services are liable to be transferred to any of the branches of the Company or to any of its Group/Associate Company. The terms and conditions of this appointment will be binding on such transfers and your services will be treated as continuous services. Any subsequent change in rules, policies and regulations during the term of your services of the company shall be binding upon you in totality.
7. During the period of your service if you are found medically unfit for work, the management shall have the right to require you to get yourself examined by any medical authority specified by the Company and management as its sole discretion may terminate your services based on such medical reports.
8. Your performance will be evaluated at regular intervals for salary review or salary increments. Increment shall be based on your performance and in no case shall be automatic and / or can be claimed as a matter of right and shall be solely at the discretion of the Company.
9. Your services can be terminated without assigning any reasons as under:
  - a) At any time without any prior notice during the period of probation.
  - b) With prior notice of minimum [1] One month or salary in lieu thereof, after confirmation.



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**CARE SOLUTIONS**

10. Your services can, however, be terminated, without any notice or compensation and without assigning any reason for loss of confidence, or for any act including dishonesty, disobedience, negligence, fraud, misappropriation of Company's money, property or any subversive act which is seriously detrimental to the interest of the company and warrants your termination forthwith.

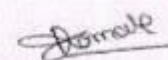
11. You will have to give minimum [1] one month prior notice if you want to resign from the services of the Company at any time. If you fail to give [1] one month prior notice, you will have to pay to the Company [1] one month's salary in lieu thereof. Notice period waive off or Notice period buyout option will be subject to company's sole discretion and binding on you.
12. An absence from duty for a continuous period of 2 days during probation and 7 days after confirmation, including absence on leave though applied but not granted, would make you lose your lien on the services and the same will automatically come to an end without notice or even intimation. The Company shall have full authority to initiate absconding and recovery proceedings against you.
13. You will retire from the services of the Company on attaining 60 years of age and for this purpose the official record of your date of birth with the Company will be treated as final.
14. During the period of the service in the Company, you shall:
  - Perform, observe and conform to such orders and instructions as may from time to time be reasonably given or communicated to you by the Supervisor;
  - In all respects carry out the objects of the Company diligently and faithfully serve the Company, promote and protect its interest in all things to the best of your ability and judgment, and use your best endeavors to increase its business; and
  - Devote your whole time and attention to the business of the Company during the office hours of the Company, and shall not in any way be engaged in, concerned directly or indirectly with any other Company, business or trade without the prior written consent of the Company.
  - Agree to enter into a service contract with the Employer which will require the Employee to remain with the organization for a defined period post his/her return to India. This service contract will be liable only in the event that he/she is required to travel abroad to a client site for any business need.
15. The postal address shared by you shall be treated as the correct address for all communications to you. You undertake to promptly intimate the company in case of any change in the postal address. All communication addressed to you on the address shall be deemed to have been correctly served.
16. By accepting this letter of appointment, you acknowledge and agree that you will not, during the course of your service or thereafter, except with our consent, as required by law or in the performance of your duties, use or disclose confidential information relating to our business, including but not limited to business, client/s information, business methods and practices, software technology and tools and /or any such information we may assign time to time as being confidential.

If the terms and conditions stated above are accepted to you, please sign the duplicate copy of this letter as a token of your acceptance of our employment offer and return it to us for record.

Yours faithfully,  
For GeBBS Healthcare Solutions Pvt. Ltd

Accepted

  
Devesh Gavand  
Sr. Manager - HR

  
Ramji Dattatraya Kamale

GHS / QR / HRD / 408

Release Date: 01/10/17  
Version No. 4.0

17-Aug-21

To

Mr. Ramji Dattatraya Kamale

H No : Holkar Nagar, Shirur Tajband, Latur, Maharashtra - 413514,

Dear Mr. Ramji Dattatraya Kamale,

**Sub: Letter of Appointment**

We are pleased to offer you an appointment in our organization on the following terms and conditions:

- 1 Your date of commencement of service is: **8/17/2021**. Employee ID, Designation: **VRCMHYD3703** , **Sr Executive - Coding services**. File No , Place of posting: **# 3548, Hyderabad**
- 2 You will be entitled to a **CTC of Rs. 40500 (Rupees Forty Thousand Five Hundred Only)** per month till the confirmation, which would be subject to revision periodically on the basis of your performance. **Ref – Annexure A**
- 3 You will be eligible to other benefits in accordance with the company's rules and statutory benefits, if any, applicable to you from time to time. You will also be entitled to leave, ESIC, PF and Gratuity and as per Act. Your Performance Review will be done on yearly basis. Remuneration paid to you shall be subject to Tax Deduction at Source as per the rules applicable at the time of disbursement.
- 4 **Compulsory Employment Period:** You will serve the Company for the number of years and months mentioned in your service agreement from the date of signing 'Service Agreement.' You can officially resign only post completion of your compulsory employment period. If you terminate your employment with Company before the Compulsory employment period, you agree to pay the Company the compensatory amount as mentioned in your service agreement or three months gross salary whichever is higher, in all circumstances the below notice period has to be executed. Confirmed associates below AVP level have to serve Two months' notice while resigning from services. All the confirmed associates have to serve notice period according to their designation or they need to pay three/two (based on their designation) month's gross salary in lieu of notice while resigning from services. However the decision to accept gross salary in lieu of their notice period solely lies with your functional head based on the responsibilities they were handling and the availability of replacement for the position.

Jozaka


**Accepted By - Mr. Ramji Dattatraya Kamale****Visionary RCM Infotech (India) Private Limited**

Regd. Office: 35/16, Giri Road, T.Nagar, Chennai – 600 017. Tel: +91 -44 -28345163

CIN – U72300TN2006PTC060301

SEZ Office : Sy.No 107(P) Laxmi infobahn, Tower 2, 12<sup>th</sup> Floor, Kokapet Village, Gandipet Mandal, Ranga Reddy Dt, Hyderabad Telangana – 500075, E-mail: [info@visionaryrcm.com](mailto:info@visionaryrcm.com) URL : [www.visionaryrcm.com](http://www.visionaryrcm.com)

**Annexure -A**

**Pay & Allowances Structure Summary**

#	Pay & Allowance	Monthly CTC	Annual CTC
1	Basic Pay	20250	243000
2	House Rent Allowance	10125	121500
3	Special Allowance	6262	75144
4	<b>Gross Pay (1+2+3)</b>	<b>36637</b>	<b>439644</b>
5	Company's Contribution to PF	1950	23400
6	Company Contribution to ESIC @ 3.25%		0
7	Annual Bonus @ one month's basic pay- Paid annually	1688	20256
8	Insurance	225	2700
9	<b>Total Cost to Company (4+5+6+7+8)</b>	<b>40500</b>	<b>486000</b>
<b>Approximate Statutory Deductions</b>			
10	Employee's Contribution to PF **	1800	21600
11	Employee's Contribution to ESIC @ 0.75% **	0	0
12	Professional Tax	200	2400
13	Income tax **	0	0
14	<b>Approximate Take Home***</b>	<b>34637</b>	<b>415644</b>

**Note:**

\*\* Subject to vary based on earned pay

\*\*\* Approximate Take home value is subject to vary based on actual earnings of the month

With best wishes,

For Visionary RCM Infotech (India) Private Limited

*Sasi Rekha K*



Sasi Rekha K  
AVP - HR

*Ramji Dattatraya Kamale*

**Accepted By - Mr. Ramji Dattatraya Kamale**

**Visionary RCM Infotech (India) Private Limited**

Regd. Office: 35/16, Giri Road, T.Nagar, Chennai – 600 017. Tel: +91 -44 -28345163

CIN – U72300TN2006PTC060301

SEZ Office : Sy.No 107(P) Laxmi infobahn, Tower 2, 12<sup>th</sup> Floor, Kokapet Village, Gandipet Mandal, Ranga Reddy Dt, Hyderabad Telangana – 500075, E-mail: [info@visionaryrcm.com](mailto:info@visionaryrcm.com) URL : [www.visionaryrcm.com](http://www.visionaryrcm.com)

- 5 **Employee's unauthorized absence:** Employee's unauthorized absence for a period of three consecutive days will make the employee loose his / her lien and his services with the company. The company will send a formal letter to the employee asking for explanation on the unauthorized absence and will request the employee to come back to work within 2 working days from the receipt of the letter. Not responding for the formal HR letter will attract a legal letter from the company asking for explanation and compensation for absconding from work and the employee's service with the company will automatically come to end without company's notice or intimation.
- 6 At all times, you will abide and / or governed by the rules and regulations of the Company as amended or framed from time to time. Your hours of attendance will be regularized to suit the duties entrusted to you. Your whole time and attention shall be devoted to the interest of the Company and you shall not engage yourself in any capacity at any other enterprise or business part time or full time. You shall not engage in any studies or professional course without notifying the company.
- 7 You shall conduct yourself in such a manner, as to justify the trust and confidence reposed in you and act at all times in consistence with the position of responsibility you occupy. You may be required to work for any associate or subsidiary Company on transfer, either full time or part time, and to work for the Company or any associate or subsidiary Company in any part of India or abroad as directed by the management. Upon all such transfers the rules and regulations and also the terms and conditions of service applicable at such place of transfer shall automatically become applicable to you.
- 8 You will not disclose to any person, firm or corporate body, without approval from appropriate authority of the Company, such technical or managerial information and knowledge about its business, trade secrets, manufacturing process etc. as you may acquire in the course of this appointment. You will retire from the services of the Company at the end of the month in which you attain the age of 58 years or have completed 35 years of full time service in the company whichever is earlier .
- 9 Any communication sent by prepaid registered post at your address as intimated by you in writing to the Company from time to time shall be deemed under all circumstances to have been received by you within three days of the dispatch irrespective of whether the communication is received or not. Your address for the purpose of this clause has been noted in the records of the Company as per this letter. You must furnish any change in the said address in writing. In case any declaration or information furnished by you in your application for employment or otherwise, is found to be wrong or incorrect or it is found that you have willfully suppressed any material information, your services will be liable for termination without any notice.

*Kamale*



*Kamale*

**Accepted By - Mr. Ramji Dattatraya Kamale**

**Visionary RCM Infotech (India) Private Limited**

Regd. Office: 35/16, Giri Road, T.Nagar, Chennai – 600 017. Tel: +91 -44 -28345163

CIN – U72300TN2006PTC060301

SEZ Office : Sy.No 107(P) Laxmi infobahn, Tower 2, 12<sup>th</sup> Floor, Kokapet Village, Gandipet Mandal, Ranga Reddy Dt, Hyderabad Telangana – 500075, E-mail: [info@visionaryrcm.com](mailto:info@visionaryrcm.com) URL : [www.visionaryrcm.com](http://www.visionaryrcm.com)

VISIONARY RCM

- 10 Upon your ceasing to be employed by the Company, you shall forthwith return to the Company all the property belonging to the Company or any subsidiary or associate Company of the Company including all documents and memoranda (including records in hard and in soft copy thereof and extracts there from) compiled from the records of the Company or any of its subsidiary or associate Companies or prepared or taken in the course of employment.
- 11 You shall comply with the provisions of the Company's Industrial Relation Procedures. Any involvement in any illegal industrial action, acts of intimidation or incitement or acts, which may lead to disharmony of labour relations, will be considered as breach of this Employment Agreement and may lead to the Employee's dismissal. All disputes will be under the jurisdiction of Madras High Court at Chennai and for other matters at all other Courts and Authorities in other than writ jurisdiction.
- 12 Variable Compensation: If there is a variable component mentioned in your pay structure in the annexure-A, it will be contingent on the Company's overall performance and your personal goals being met. Specific individual goals shall be developed by your functional head. The company reserves the right to amend or withdraw the variable pay, at its absolute discretion.
- 13 Background verification: As per your assigned client's requirement, the Company might verify your background on previous employment history, education, residing address, police records, etc. to check on the authenticity of your provided information. Failure on any parameter here might lead to termination of your service or rejection of your appointment either at the initial stage or at any point of your service with the Company.
- 14 **Work from Home:** Due to the pandemic situation you may be given an opportunity to work from home for few months. Please understand that this option is a temporary and interim solution. This temporary solution will be terminated by VRCM once the pandemic threat is mitigated or it is determined that business needs are not being met. In case of not meeting business goals team member will be asked to report back to office in 5 business days. The respective manager will notify the team members and team members need to report back to office within 5 days from the date of notification. Failing to return to office in such a circumstance without any valid reason, will attract severe disciplinary action which includes separation of services without any further notice.

Please sign and return the duplicate copy of this letter as confirmation of your having accepted the terms and conditions for our records.

Yours faithfully,

For Visionary RCM Infotech (India) Private Limited



*Sasi Rekha K*

Sasi Rekha K  
AVP - HR

*Ramji Dattatraya Kamale*

**Accepted By - Mr. Ramji Dattatraya Kamale**

**Visionary RCM Infotech (India) Private Limited**

Regd. Office: 35/16, Giri Road, T.Nagar, Chennai - 600 017. Tel: +91 -44 -28345163

CIN - U72300TN2006PTC060301

SEZ Office : Sy.No 107(P) Laxmi infobahn, Tower 2, 12<sup>th</sup> Floor, Kokapet Village, Gandipet Mandal, Ranga Reddy Dt, Hyderabad Telangana - 500075, E-mail: [info@visionaryrcm.com](mailto:info@visionaryrcm.com) URL : [www.visionaryrcm.com](http://www.visionaryrcm.com)



4031



**LUPIN**

Date: 23.06.2023

Stellar / Puro

Name: **Vishvanath Eknath Katke**

Emp. Code: 40002515

Through: Functional Head/ Departmental Head

Dear Vishvanath,

**Sub: Performance Rating and Revision in Compensation and Benefits**

At the outset, we would like to thank you for your valuable contributions in the growth and progress of Lupin.

These are challenging times and at Lupin, we continue to focus on building a "fit for purpose" organization. Our Rewards Philosophy is built on a strong commitment towards our employees and rewarding them based on their stellar performance.

In line with this, we are pleased to announce the successful closure of the annual Performance Appraisal review for FY 2022-23.

As discussed during your Performance conversation with your Reporting Manager, based on your Performance Assessment for FY 2022-23, you have been awarded a Performance rating of "Performance Above Plan (PAP)".

Your Compensation & Benefit plan has been revised with effect from April 01, 2023. The revised structure is attached for your reference.

All the other terms, conditions and benefits related to your employment as per your grade will continue to be effective as per the Company policies. The Company reserves the right to amend, modify and make changes to these policies from time to time with or without prior communication.

Congratulations to you and we look forward to your continued and enriched contributions to the Company's success in the coming years.

For Lupin Limited,

Yash Mahadik

President – Global Human Resources

Encl.: C&B Sheet



**REVISED COMPENSATION & BENEFITS PLAN**  
**EFFECTIVE April 01,2023**

Name : Vishvanath Eknath Katke


Code : 40002515

Grade Components	Current Grade		New Grade	
	SE1		SE1	
	P.M	P.A	P.M	P.A
Basic Salary	21,230	254,760	24,752	297,024
HRA	4,888	58,656	5,699	68,388
Adhoc Allowance	452	5,424	527	6,324
<b>Monthly Salary</b>	<b>26,570</b>	<b>318,840</b>	<b>30,978</b>	<b>371,736</b>
Provident Fund (12% of Basic)		30,571		35,643
Gratuity (4.81% of Basic)		12,254		14,287
<b>Total Retirals</b>		<b>42,825</b>		<b>49,930</b>
<b>Total Fixed CTC</b>		<b>361,665</b>		<b>421,666</b>
*Bonus / Exgratia		30,375		30,375
<b>Total CTC</b>		<b>392,040</b>		<b>452,041</b>

1. In-addition to the above, you will be covered under the Employee Insurance Policy (GMC,GPA & GTL) applicable as per grade

2. All payments are subject to the provisions of Income Tax Act.

For Lupin Limited,

  
Yash Mahadik  
President - Global Human Resources

4034

**APPOINTMENT LETTER**

To  
**Kumbhar Bapurao Dattatray (34060)**  
Aurangabad

Date: June 12, 2019

Dear Kumbhar Bapurao Dattatray,

With reference to your application and the subsequent interviews you had with us we are pleased to appoint you as "Medical Coder Trainee" at GeBBS Healthcare Solutions Pvt. Ltd., Aurangabad on the following terms and conditions.

Your date of appointment is effective **June 12, 2019**.

1. You will be on probation for a period of six months. Thereafter subject to your work, conduct and performance being found satisfactory you will be confirmed in writing. If either your work conduct or performance is not found satisfactory, the probation period will stand automatically extended without any intimation to you till you get a communication from the Company confirming your services.
2. Your emolument by way of Annual Cost to the company is **INR 214,496/- per annum (INR Two Lakh Fourteen Thousand Four Hundred Ninety Six Only)**. Details of this annual cost are enclosed in the annexure.
3. The organization conducts screening and background verification for its prospective hires. Your appointment and continuation of your services is subject to a clear and clean background report.
4. Your shift timings are subject to change as per the requirement of the business.
5. Your employment is subject to your undertaking that,
  - You will clear the training and on the job evaluations that are pre-requisite.
  - You will not directly or indirectly engage in any other work or assignment or take up part/full time training program without prior permission in writing of the Company.
  - You will not divulge, disclose or leak out any information regarding the affairs of the Company, which comes to your knowledge, including the design, patent process or trade of the Company or those of Company's collaborations [whether in India or abroad]
  - You will also execute a service and confidentiality documents as applicable to employees from time to time.
6. Your services are liable to be transferred to any of the branches of the Company or to any of its Group/Associate Company. The terms and conditions of this appointment will be binding on such transfers and your services will be treated as continuous services. Any subsequent change in rules, policies and regulations during the term of your services of the company shall be binding upon you in totality.
7. During the period of your service if you are found medically unfit for work, the management shall have the right to require you to get yourself examined by any medical authority specified by the Company and management as its sole discretion may terminate your services based on such medical reports.
8. Your performance will be evaluated at regular intervals for salary review or salary increments. Increment shall be based on your performance and in no case shall be automatic and / or can be claimed as a matter of right and shall be solely at the discretion of the Company.
9. Your services can be terminated without assigning any reasons as under:
  - a) At any time without any prior notice during the period of probation.
  - b) With prior notice of minimum [1] One month or salary in lieu thereof, after confirmation.

GHS / QR / HRD / 408

Release Date: 01/10/17  
Version No: 4.0

**Registered Office**

"MindSpace", Building No.3, 1<sup>st</sup> Office Level, Thane - Belapur Road,  
Airoli, Navi Mumbai 400 708

Tel: +91-22-39487300

www.gebbs.com

- 10 Your services can, however, be terminated, without any notice or compensation and without assigning any reason for loss of confidence, or for any act including dishonesty, disobedience, negligence, fraud, misappropriation of Company's money, property or any subversive act which is seriously detrimental to the interest of the company and warrants your termination forthwith.
11. You will have to give minimum [1] one month prior notice if you want to resign from the services of the Company at any time. If you fail to give [1] one month prior notice, you will have to pay to the Company [1] one month's salary in lieu thereof. Notice period waive off or Notice period buyout option will be subject to company's sole discretion and binding on you.
12. An absence from duty for a continuous period of 2 days during probation and 7 days after confirmation, including absence on leave though applied but not granted, would make you lose your lien on the services and the same will automatically come to an end without notice or even intimation. The Company shall have full authority to initiate absconding and recovery proceedings against you.
13. You will retire from the services of the Company on attaining 60 years of age and for this purpose the official record of your date of birth with the Company will be treated as final.
14. During the period of the service in the Company, you shall:
- Perform, observe and conform to such orders and instructions as may from time to time be reasonably given or communicated to you by the Supervisor;
  - In all respects carry out the objects of the Company diligently and faithfully serve the Company, promote and protect its interest in all things to the best of your ability and judgment, and use your best endeavors to increase its business; and
  - Devote your whole time and attention to the business of the Company during the office hours of the Company, and shall not in any way be engaged in, concerned directly or indirectly with any other Company, business or trade without the prior written consent of the Company
  - Agree to enter into a service contract with the Employer which will require the Employee to remain with the organization for a defined period post his/her return to India. This service contract will be liable only in the event that he/she is required to travel abroad to a client site for any business need.
15. The postal address shared by you shall be treated as the correct address for all communications to you. You undertake to promptly intimate the company in case of any change in the postal address. All communication addressed to you on the address shall be deemed to have been correctly served.
16. By accepting this letter of appointment, you acknowledge and agree that you will not, during the course of your service or thereafter, except with our consent, as required by law or in the performance of your duties, use or disclose confidential information relating to our business, including but not limited to business, client/s information, business methods and practices, software technology and tools and /or any such information we may assign time to time as being confidential.

If the terms and conditions stated above are accepted to you, please sign the duplicate copy of this letter as a token of your acceptance of our employment offer and return it to us for record.

Yours faithfully,  
For GeBBS Healthcare Solutions Pvt. Ltd

Accepted

*Devesh Gavand*  
Devesh Gavand  
Sr. Manager - HR

*Kumbhar Bapurao Dattatray*  
Kumbhar Bapurao Dattatray

Employee Code : 34060  
Employee Name : Kumbhar Bapurao Dattatray  
Designation : Medical Coder Trainee  
Department : Coding  
Grade : 05

## Salary Annexure:

Sr. No.	Component	Per Month (INR)	Per Annum (INR)
<b>Section A</b>			
1	Basic	5,800	69,600
2	HRA	472	5,664
3	Advance Statutory Bonus	787	9,444
4	Special Allowance	3,645	43,740
	<b>Section A- Total</b>	<b>10,704</b>	<b>128,448</b>
<b>Section B</b>			
5	Minimum Variable Incentives	-	-
6	Maximum Variable Incentives (up to)	5,000	60,000
	<b>Section B-Total</b>	<b>5,000</b>	<b>60,000</b>
	<b>Minimum Earning Potential (Section A Total)</b>	<b>10,704</b>	<b>128,448</b>
	<b>Maximum Earning potential (Total Section (A+B) )</b>	<b>15,704</b>	<b>188,448</b>
<b>Section C</b>			
<b>Retirals &amp; Non - Monetary Benefits</b>			
7	Employer's Provident Fund		13,601
8	Gratuity		3,346
9	Insurance		3000
10	ESIC		6,101
	<b>Section C- Total</b>		<b>26,048</b>
	<b>Total (Section A+B+C)</b>		<b>214,496</b>

*CVG Forward*

The above compensation package is subject to Income Tax regulations and other laws applicable from time to time.  
Gratuity will be paid out to the employee as per the payment of Gratuity Act, 1972.  
GeBBS Reimbursement Flexi Plan applicable as per existing policy.  
GPA / GMC / GTL Insurance are prevalent as per policy.  
The Employee will be paid monthly / quarterly variable amount only if s/he remains in the service of the Company at the end of that period.  
Maximum Variable Incentive will be based on employees current Department and Role.

**CLINOVI RESEARCH PVT LTD**

Sr. no – 81/7+8, Mumbai Bangalore Highway,  
Burger King Building Tathawade, Pune, MH- 411033

CIN NO- 73200PN2021PTC199123

GST NO- 27AAJCC3283H1ZI

MOBILE NO-81792 44927, 97658 00495

Date 26 Jun 2022

**Ladda Diksha Bhagwandas,**  
Nilanga, Latur,

**OFFER LETTER**

Dear Diksha,

Congratulations!!

We are pleased to offer you an Employment with **M/s CLINOVI RESEARCH PVT LTD** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **Jr Executive- QA** and will be based at our Pune Centre.
2. Your date of commencement of Employment will be from **26 Jun 2022**
3. You will be entitled to receive compensation and benefits **CTC of Rs 1,51,000 PA** as per the enclosed Annexure.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
5. You will be on probation for a period of Six months from the date of joining.
6. Please bring along the below listed documents / details on your day of joining.
  - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C) (Two Copies)
  - b) Original Academic Certificates (all from 10<sup>th</sup> to Highest)
  - c) Original Resignation Letter with acknowledgement
  - d) Relieving letter from previous employer (Original)
  - e) Proof of compensation last drawn (3 Months - Original)
  - f) Bank Salary Account Statement for the Last Six Months from the Last Salary Drawn Date.
  - g) Six passport size photographs (Recent)
7. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,



---

**HEAD – HUMAN RESOURCES****CLINOVI RESEARCH PVT LTD,**

**CLINOVI RESEARCH PVT LTD**

Sr. no – 81/7+8, Mumbai Bangalore Highway,

Burger King Building Tathawade, Pune, MH- 411033

CIN NO- 73200PN2021PTC199123

GST NO- 27AAJCC3283H1Z1

MOBILE NO-81792 44927, 97658 00495

**SALARY COMPONENTS BREAKDOWN**

EMPLOYEE NAME

Ladda Diksha Bhagwandas

DESIGNATION

Jr Executive

DEPARTMENT

QA

ITEM	SALARY COMPONENTS	MONTH(INR)	ANU(INR)	CALCULATION CRITERIA	
C O S T T O C O M P A N Y ( C T C )	BASIC	7550	90600		
	HOUSE RENT ALLOWANCES	3020	36240		
	TRANSPORT ALLOWANCES	667	8000		
	1	GROSS SALARY	11237	134840	TOTAL
		PROVIDENT FUND	906	10872	12% on BASIC
		PROFESSIONAL TAX	200	2500	As Per Law
		ESIC	84	1011	0.75% on GROSS SALARY
		TOTAL DEDUCTIONS	1199	14383	
	2	EMPLOYER CONTRIBUTION			
		PROVIDENT FUND	982	11778	12% on BASIC + 1. EDLI Charges
		ESIC	365	4382	3.75% ON GROSS SALARY
					As Per Law
		INCOME TAX			As Per Law
	3	EMPLOYER CONTRIBUTION	1347	16160	
		TOTAL CTC		151000	
		NET SALARY	10038		
	GRAND CTC		151000		



Through sign

(e-Letter)

NO/LAT/Outward/

Office of the Assistant Commissioner,  
Food & Drugs Administration, LATUR Circle  
Central Building Second Floor  
Shivaji Chowk, Collector Office  
Latur

Print Date: 04/01/2021



## Intimation Letter

Fresh License  
Firm Id : 186340

To,  
LAKHANE MEDICAL AND GENERAL STORES  
SHOP NO.12, HOUSE NO.B-1/641  
LAGASKAR BUILDING, OLD AUSA ROAD  
LATUR - 413512  
Taluka: LATUR District: LATUR  
I/C Person: AKSHAY DHARMPRAKASH LAKHANE (Mobile: 8329383410)



AKSHAY DHARMPRAKASH LAKHANE

**Subject :- Drugs & Cosmetic Act - 1940 & rules there under**

Grant of License arising due to: Fresh License

Sir,

Ref :- Your Inward Application vide Inw No:- BF:-887783, Dated:- 22/12/2020, Inw ID:- 887783  
With reference to your Inward application, we have to inform you that your said application is approved & below mentioned licences are granted / renewed, whose VALIDITY Dates are mentioned below :-

No	Name	Sex	Join Date	Regn No.	Inw-ID
1	R.P / AKSHAY DHARMPRAKASH LAKHANE (PRO)	Male	22/12/2020	23076R	887783
2	DIR / AKSHAY DHARMPRAKASH LAKHANE (PRO)	Male	22/12/2020	ADR-*****0999	887783

Lic	License No.	Issue From	Renew From	Valid Upto	Old LIC No
20	403756	04/01/2021		03/01/2026	-
20C	403758	04/01/2021		03/01/2026	-
21	403757	04/01/2021		03/01/2026	-

Open 24 Hrs: NO

Cold Storage: YES

You are requested to apply for the renewal of the above licences 3 months before their VALIDITY expires. The above mentioned licences are sent herewith.

NOTE: You are requested to provide new rent agreement after completion of its validity (Only applicable to those having rent agreement for 5 years).

Kindly acknowledge the receipt of this letter.

eSign  
Digitally Sign

e-Signed on 04/01/2021 11:59:46

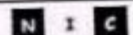
TPAV # 6G6A4JAC3L



*Sachin Shivdas Bugad*  
SACHIN SHIVDAS BUGAD  
Assistant Commissioner  
Food & Drugs Administration  
LATUR Circle

This License/Certificate is eSIGNED. Physical Signature is NOT Required

For online Third Party Approval Verification; Go to [fdamfg.maharashtra.gov.in](http://fdamfg.maharashtra.gov.in) & Click 04/01/21





4039

Dnyan Ganga Trust's

# SRI SHAHU MAHARAJ COLLEGE OF PHARMACY

( Recognised by Govt. of Karnataka, Approved by PCI New - Delhi )  
Affiliated to RGUHS Bangalore | Affiliated to BEA Bangalore



Aliyabad Road, Naubad BIDAR - 585 402 (Karnataka)

Ref. No : DGT/SSMCOP/233/2022-23

Date : 31/01/2023

To,

**Mr. MAHAJAN SANTOSH**

LECTURER

KAMALNAGAR DIST BIDAR



## Relieving letter

It is certified that Mr. MAHAJAN SANTOSH working as a lecturer in this Institution from 01/JAN/21 to 31/JAN/ 2023. With reference to your resignation letter you have been relived from your service on 31.JAN 2023.

We wish him all the best in his future endeavour.

PRINCIPAL

SRI SHAHU MAHARAJ  
COLLEGE OF PHARMACY  
NAUBAD, BIDAR-585402

0) : 08482-295886 | Cell : 9035381020 - Email : srishahumcop@gmail.com



**Offer: BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20195153065/Mumbai/BPS/BTN**  
**Date: 05/12/2019**

Mr. Laxmikant Kishanrao Manchewar  
Pandurang Nivas Kava Road  
Basaweshwar Chowk  
Latur-413512  
Maharashtra  
Tel# -9146283282

Dear Mr. Laxmikant Kishanrao Manchewar,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with Tata Consultancy Services Limited . You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,750/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the employment and this offer will be automatically withdrawn. Post acceptance of TCSL offer letter if you fail to join on the date provided in the TCSL joining letter, the offer will stand automatically terminated at the sole discretion of TCSL .

We look forward to having you in our global team.

Yours Sincerely,

For Tata Consultancy Services Limited

**Rustom Beheram Sigamporia**  
**Head Talent Acquisition, TCS Business Process Services**

Encl: Annexure 1: Acceptance





SHRI VISHWESHWAR SHIKSHAN PRASARAK MANDAL'S  
**DAGADOJIRAO DESHMUKH D. PHARMACY COLLEGE**

4041

ALMALA, TQ. AUSA, DIST. LATUR, MAHARASHTRA 413556

PHONE NO.: +912383225522

FAX NO.: 02383225522

EMAIL: dddp.almala@gmail.com

WEBSITE: www.dddpalmala.com

APPROVED BY AICTE AND PCI, NEW DELHI. AFFILIATED TO MSBTE, MUMBAI.

Reference no. DDDP/APPPOINTMENT/2019-20/2/40/AL Date **6 JUL 2019**

**APPOINTMENT ORDER**

To  
Miss Mane Neha Hiralal,  
Nilanga, Latur

Sub: - Regarding Appointment as Lecturer

With reference to your application dated 25-06-2019 for the post of Lecturer I am pleased to inform you that you are appointed to the post of Lecturer in Pharmacy at Dagadojirao Deshmukh D. Pharmacy College, Almala, Tq. Ausa, Dist. Latur. You will be paid the basic pay Rs. 15600-39100 with AGP 5000, as per the AICTE norms with effect from 9<sup>th</sup> July, 2019.

1. Your service shall be governed by the state govt. & S.V.S.P.M. Society rules in force time to time.
  2. Your service will be on contract basis up to the date 31<sup>st</sup> May, 2019. Your appointment is subjected to approval from Directorate of Technical Education Mumbai.
  3. You should discharge your duties as per the instructions of the head of the institute & Society.
- Kindly make it convenient to report for duty at college office on 9<sup>th</sup> July, 2019 at office hours.

Copy to: -

1. Account section, Dagadojirao Deshmukh D. Pharmacy College, Almala, Tq. Ausa, Dist. Latur.
2. The Applicant.

stela

*for*  
*Principal*  
Principal  
Dagadojirao Deshmukh D. Pharmacy College  
Almala, Tq. Ausa, Dist. Latur



## License Retention Letter

4044  
NO/LAT/Outward/1115216  
Office of the Assistant Commissioner,  
Food & Drugs Administration, LATUR Circle  
Central Building Second Floor  
Shivaji Chowk, Collector Office  
Latur  
Print Date: 07/10/2022

License RETENTION  
Firm Id : 111721



MAHADEV SHANKARAO MULE-PRO

To,  
H M V AGENCIES (Proprietary)  
H. NO.2/145/1, MITRA NAGAR  
MAIN ROAD  
LATUR - 413512  
Taluka: LATUR District: LATUR  
I/C Person: MAHADEV SHANKARAO MULE (Mobile: 7276293455)

**Subject : - Drugs & Cosmetics Act - 1940 & Rules There under**

Sir,

**Ref :- Your Inward Application vide Inw No:- BF:-1115216, Dated:- 05/10/2022, Inw ID:- 1115216**

With reference to your Inward application, we have to inform you that your said application is approved & below mentioned licences are RETAINED , whose VALIDITY Dates are mentioned below :-

No	Name	Sex	Join Date	Regn No.	Inw-ID
1	R-P / KIRAN MAHADEV MULE (EMP)	Male	06/08/2020	249018	830509
2	DIR / MAHADEV SHANKARAO MULE (PRO)	Male	03/06/1993		
3	C-P / MAHADEV SHANKARAO MULE (PRO)	Male	03/06/1993		

Lic	License No.	Issue From	Retention Date	Retained Upto	Old LIC No
20B	235186	01/01/2023	01/01/2023	31/12/2027	/3064
21B	235187	01/01/2023	01/01/2023	31/12/2027	/4064

KIRAN MAHADEV MULE-(R-P)

**Cold Storage: YES**

**Open 24 Hrs: NO**

This licence shall remain valid if licensee deposits a licence retention fee before the expiry of a period of every succeeding five years from the date of its issue unless it is suspended or cancelled by Licencing Authority.

The above mentioned licences need NOT be Sent by the Dept.

Kindly acknowledge the receipt of this letter.

**Subject to NO-CHANGE in PREVIOUS Constitution (Proprietary). AND Already approved PREMISES and VALIDITY of Regd. Pharmacist Registration in Pharmacy Council**

**The Licensee shall not claim any equities or rights in the property under reference on strength of this Retention Letter.**

**Retention Fees Detail: ##### Pay ID:426357 - Amt:3000 - Pay Dt:05/10/2022 - GRN**

No:MH008818399202223E - Cert by:Auto~07/10/2022 - Vrf Dtls:0014012060202223~07/10/2022~Auto - Deface Dtls:0004376912202223~07/10/2022~Auto

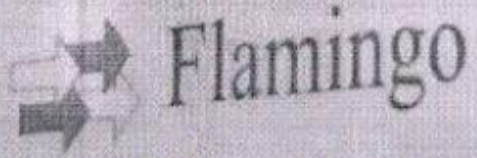
eSign  
Digitally Sign

e-Signed on 07/10/2022 12:23:38

TPAV # 98MA2N2IDH



*Rudramani Virbhadrappa Pongale*  
RUDERAMANI VIRBHADRAPPA  
PONGALE  
Assistant Commissioner  
Food & Drugs Administration  
LATUR Circle



Ref:-HR/2022/822

Date:-1<sup>st</sup> August 2022

Ms.Ankita Padre,  
Nanded.

Dear Ms.Ankita Padre,

Re: Revision Letter

The management is please to revise your remuneration with effect from 1<sup>st</sup> June 2022, as per the attached Annexure.

Your services will be generally governed by rules & regulations framed by the company from time to time and code of conduct suitable to the post held by you in the company.

All other terms & conditions remain the same.

Kindly return the copy of this letter duly signed by you to convey your agreement to the above.

Thanking you,

Yours faithfully,  
For FLAMINGO PHARMACEUTICALS LIMITED

AUTHORISED SIGNATORY

I agree to the above terms and conditions

Signature: -----  
(Ankita Padre)

Flamingo Pharmaceuticals Ltd.

IN - 17 905011985PLE08872

Corporate Office : 71, Corporate Park, Sion-Trendy Road,  
District No. : 22257, Chembur, Mumbai-400 071 INDIA

E-mail : [info@flamingopharma.com](mailto:info@flamingopharma.com)  
Website : [www.flamingopharma.com](http://www.flamingopharma.com)

Phone : 91 - 22 - 3310 754  
Fax : 91 - 22 - 2225 766



4050

**Offer: BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20195153444/Mumbai/BPS/BTN**  
**Date: 20/06/2019**

Mr. Dattatray Sainath Parsewar  
Tirumala Nivas Mangalwar Peth  
Ambajogai  
Ambajogai-431517  
Maharashtra  
Tel# -

Dear Mr. Dattatray Sainath Parsewar,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with Tata Consultancy Services Limited . You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,750/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

**TCSL Confidential**

**TATA CONSULTANCY SERVICES**

TCS House Raveline Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000, e-mail corporate.office@tcs.com, website www.tcs.com

Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021.

1

298 of 329



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the employment and this offer will be automatically withdrawn. Post acceptance of TCSL offer letter if you fail to join on the date provided in the TCSL joining letter, the offer will stand automatically terminated at the sole discretion of TCSL .

We look forward to having you in our global team.

Yours Sincerely,

For Tata Consultancy Services Limited

**Rustom Beheram Sigamporia**  
Head Talent Acquisition, TCS Business Process Services



Encl: Annexure 1: Acceptance



1 of 13



Ref ID: 1686808131455-06-2023

15-Jun-2023

To,

Rathod Sachin Narayan

A/P. Kelgaon

Tal: Nilnaga

Dist. Latur

Dear Rathod Sachin Narayan,

**Letter of Appointment**

Congratulations! We welcome you to the global family of Dr.Reddy's Laboratories Ltd and are pleased to appoint you as Territory Manager in our Division GG India - Zenura based at Pune, Maharashtra, India.

4059

Website : www.mcpbpharm.org Mauli Shikshan Prarak Mandal's E-Mail id : mcpbpharm@gmail.com



# Mauli College Of Pharmacy (B. Pharm.)

At. Post. Tonder Tq. Udgir Dist. Latur Ph. 02385 - 231061

Ref. No. MCP/Appointment Order/2021-22/534.

Date: 15/02/2022

## ORDER OF APPOINTMENT

To,  
Miss. Shiral Shetke,  
A1, Hanuman Road, Ambulga (BK)  
Tq. Latur Dist. Latur.

Subject: Appointment for the post of Assistant Professor.

Dear Sir,

Your application dated 15/02/2022 for the post of Assistant Professor in Quality Assurance as per the Selection Committee constituted for the Selection / Appointment for the post of Assistant Professor for B.Pharm Course and the Selection Committee has selected you for the said post. The management of Mauli Shikshan Prarak Mandal has decided to appoint you as Assistant Professor for B.Pharm Course at Mauli Shikshan Prarak Mandal's Mauli College Of Pharmacy Tonder, Udgir, on the pay scale of Rs. 15600-39100 with AGP 8000/- per month.

Your appointment is subjected to the following terms and condition:

1. Your services will be governed by rules and regulation laid down by the management of Mauli Shikshan Prarak Mandal.
2. Your appointment is subject to the terms & conditions of Government of Maharashtra, PCL, DTE, MSBTE, & RTMII Nanded.
3. Your appointment is on probation for a period of one year, after successful completion of the probation, the governing body of the society may decide the confirmation of the said post.
4. If you are found to be involved in any kind of defaming work related to your job & this institute, You will be terminated from your services immediately.
5. You will have to submit the photocopies of relevant testimonials such as mark sheets and certificates of degree, Experience, Cards, etc. at the time of joining duties.
6. Your service is transferable to any other colleges run by the management.
7. You will have to join within ten days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be canceled.

*Shiraj*  
Principal

Mauli College of Pharmacy B.Pharm  
Tonder, Tq. Udgir, Dist. Latur

Date: March 17, 2020

Employee ID : 34797  
Name : Akshay Navnathrao Sontakke  
Grade : 05  
Designation : Medical Coder Trainee  
Department : Coding

Subject: Confirmation Letter

Dear Akshay,

Kindly refer to your appointment in our organization with effect from **July 09, 2019**, based on a review of your performance during the period of your probation; we are pleased to confirm your services as "Medical Coder" in our Company, with effect from **March 01, 2020**.

We appreciate your contribution to the organization and wish that you will continue to contribute to the company in future also.

Congratulations to you on your confirmation. We wish you all the best for a long and rewarding career.

For GeBBS Healthcare Solutions Pvt. Ltd

*Devesh Gavand*  
Devesh Gavand  
Sr. Manager - HR

**Registered Office**

"MindSpace", Building No. 3, 1st Office Level, Thane - Belapur Road,  
Airoli, Navi Mumbai 400 708

Tel: +91-22-39487300  
www.gebbs.com

# accesshealthcare

Date: June 17, 2021

Dear Akshay Navnath Sontakke

## Sub: Offer of Appointment

Further to our discussion we are pleased to offer you the position of **Senior Client Partner** at **Access Healthcare Services Private Limited**, located at **Access Healthcare , 4th Floor, Wing A, Mississippi Block, Embassy Techzone, Rajiv Gandhi InfoTech Park - Phase II, Hinjewadi, Pune - 411057**, on the following terms and conditions:

a) Compensation: You will be paid a salary of **Rs.508000 /- per annum**. Salary is computed on a Cost to Company basis and the same is outlined in the attached annexure.

Appointment letter will be issued to you on the date of joining (**17-Jun-2021**).

You may be required to work from home, based on Company's instructions from time to time for any reasons whatsoever. Accordingly, you shall ensure that you have in place necessary facilities including, but not limited to, broadband internet connection, network coverage, adequate workspace etc., at all times throughout your employment association with the Company.

b) You will be eligible for the benefits of leave, Provident Fund, Gratuity, etc., as per the rules of the Company.

c) You will be required to execute Standard Terms and Conditions of your employment and other related Agreements, upon you joining the Company.

d) The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer extended by the Company shall stand automatically withdrawn.

e) This Offer is valid until **17-Jun-2021** or for a period extended solely at the discretion of the Management, which would be communicated to you in writing through e-mail. If you do not join the Company within the dates specified above, then the offer shall stand cancelled.

f) This offer letter and/or subsequent employment relationship between the Company and You, can be revoked/terminated by the Company forthwith, at any time, due to any reasons whatsoever, so long as the reason for such revocation/termination is not statutorily prohibited, unreasonable or otherwise unlawful".

**Kindly confirm your acceptance of the offer and the joining date by responding back to this e-mail before 11 am tomorrow.**

We welcome you and we are confident that you will contribute in building Access Healthcare Services Private Limited into a world-class organization.

Sincerely,

**For Access Healthcare Services Private Limited**

\_\_\_\_\_  
Authorised Signatory

**I accept this offer and the terms and conditions attached.**

.....  
Signature of the Candidate

Encl.:

1. Remuneration Details and other benefits.
2. List of Documents to be submitted.

Ref No: 15625907  
12-Apr-2021



Anjalee Chandrakant Tattapure

Dear **Anjalee Chandrakant**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Trainee - Junior Data Analyst** with **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be **Mumbai**.

Your annual total compensation will be **INR 249,996**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **15-Apr-2021**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited** ("Cognizant").

Suresh Bethavandu  
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

## Compensation and Benefits

**Name:** Anjalee Chandrakant Tattapure

**Designation:** Trainee - Junior Data Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	7300	87,600
2	HRA*	2920	35,040
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	4227	50,724
8	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	536	6,432
<b>Annual Gross Compensation</b>			<b>249,996</b>
<b>Annual Total Compensation</b>			<b>249,996</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>269,496</b>

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act, 2010
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act, 1972

### Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

### Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days


- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act, 2017

- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८ 4067  
Form - 'F'

[See Rule 8]

APPLICATION FOR INTIMATION

Application ID	100668652103			
Registration Certificate / Intimation Receipt No. नोंदणी क्रमांक / पावती क्रमांक	2141700314912159			
Division / विभाग	Aurangabad			
District / जिल्हा:	Latur			
Office Name	Office of the Assistant Commissioner of Labour ,Latur, Address-Shashikant Sonawane Building, Tilak Nagar, Main Road, Latur			
Name of the establishment / आस्थापनेचे नाव	SEHAT MEDICAL AND GENERAL STORES सेहत मेडिकल अँड जनरल स्टोअर्स			
Previous details of establishment / आस्थापनेची पूर्वीची सविस्तर माहिती	New Registration			
Postal address and situation of the Establishment / ( आस्थापनेचा पत्ता )	SHOP NO.01 MALMATTA NO.W5/Z2/MR/000036, MAULANA ABUL KALAM AZAD CHOWK, RURAL HOSPITAL SAMOR, AUSA (M CL) , AUSA, LATUR, 413520		शॉप नं.01 मालमता नं.इबल्यू5/झेड2/म/000036,मौलाना अबुल कलाम आजाद चौक,रुरल हॉस्पिटल समोर,औसा एम क्ल,औसा,लातूर,413520	
Mobile / संपर्कधनी क्र.	9175120000			
Email-id / ई - मेल आय डी	shop12@gmail.com			
Date of commencement of business / व्यवसाय सुरु केल्याचा दिनांक	15/01/2021			
Nature of Business / व्यवसायाचे स्वरूप	MEDICAL STORES		मेडिकल स्टोर्स	
Whether establishment falls under public or private sector / आस्थापना सार्वजनिक क्षेत्रात येते की खाजगी क्षेत्रात येते	Public			
Total No. of Employee	Men	Women	Transgender	Total
	2	0	0	2
Name of the Employer / मालकाचे नाव	JAFAR GAUSPASHA TATTAPURE		जाफर गौसपाशा ततापुरे	
Residential Address of the employer / मालकाच्या निवासस्थानाचा पत्ता	MOLLANA ABUL KALAM AZAD CHOWK,AUSA,LATUR,AUSA (M CL),AUSA,LATUR,413520		मौलाना अबुल कलाम आजाद चौक, औसा, लातूर, औसा एम क्ल,औसा, लातूर, 413520	
Resident Since / वास्तव्य	1950			
Status / Designation	PROPRITER			
Mobile No	9175120000			
E-mail ID	shop12@gmail.com			
Aadhar No	533243520320			
Name of Manager / व्यवस्थापकाचे नाव				
Residential address of Manager / व्यवस्थापकाच्या निवासस्थानाचा पत्ता				
Contact No				

वर्गवारी							
Category Of Establishment Type / आस्थापनेचे उपवर्गवारी	मेडिकल आणि ड्रुगिस्ट स्टोर्स / MEDICAL & DRUGGIST						
Type of organisation / आस्थापनेचा प्रकार	Self Ownership (Proprietary)						
Name of the member of employer's family employed in the establishment / आस्थापनेत नोकरीत असलेल्या मातृकांच्या कुटुंबातील इतरांची नावे	- -						
	<table border="1"> <thead> <tr> <th>Men / पुरुष</th> <th>Women / स्त्रिया</th> <th>Transgender / इतर</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Men / पुरुष	Women / स्त्रिया	Transgender / इतर	0	0	0
Men / पुरुष	Women / स्त्रिया	Transgender / इतर					
0	0	0					

#### Self Declaration / स्वघोषणापत्र

I SHOP OPERATOR, hereby solemnly affirm and state that the business which I SHOP OPERATOR have started is not banned or prohibited by any Act, Rules, Law or Order of any Court of Law or any competent authority and the premises where I SHOP OPERATOR, are conducting the said business is free from violation of any Act, Rules, Order of any Court of Law or any Competent Authority.

I SHOP OPERATOR, hereby declare that the information provided above is true and correct to the best of my/our personal knowledge, information and belief. I SHOP OPERATOR, am/are fully aware about the consequences of giving false information. If the information is found to be false, I SHOP OPERATOR, shall be liable for prosecution and punishment under the Indian Penal Code (45 of 1860) and /or any other law applicable thereto.

I SHOP OPERATOR, have obtained necessary licenses, permissions, permit for the conduct of this business and the place of business from the appropriate Authority.

I SHOP OPERATOR, shall be responsible and liable for legal action if the business is conducted without proper licence, permission, permit from the appropriate Authority. I/We submit and declare that I SHOP OPERATOR, will not undertake any illegal activity or any business prohibited in law in force in India.

I SHOP OPERATOR, declare that the place of business is not located in any area wherein commencing / running of such business is prohibited by any law or order of any Competent Authority.

I SHOP OPERATOR, hereby declare that the copies attested by me are true copies of original documents. I SHOP OPERATOR, am/are well aware of the fact that if the copies are found false/forged, I/We shall be liable for prosecution and punishment under the Indian Penal Code (45 of 1860) and /or any other law applicable thereto.

I SHOP OPERATOR, undertake to abide by the provisions of the Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017 (Mah. LXI of 2017) and the Rules and orders passed thereunder by any Authority.

मी शॉप ऑपरेटर, याद्वारे गांधीयपूर्वक दृढकथन करतो/ करते आणि असे नमूद करतो/ करते की, मी/ आम्ही सुरू केलेल्या व्यवसायावर कोणत्याही अधिनियम, नियम, कायदा किंवा कोणत्याही विधी न्यायालयाचा अथवा कोणत्याही सक्षम प्राधिकार्याचा आदेश याद्वारे बंदी घालण्यात आलेली नाही किंवा मनाई करण्यात आलेली नाही आणि मी शॉप ऑपरेटर ज्या जागेत उक्त व्यवसाय करित आहे/ आहेत तेथे कोणत्याही अधिनियम, नियम, कोणत्याही न्यायालयाचा अथवा कोणत्याही सक्षम प्राधिकार्याचा आदेश यांचे उल्लंघन झालेले नाही.

मी शॉप ऑपरेटर, याद्वारे असे घोषित करतो/करते की, वर अर्जांमध्ये नमूद केलेली माहिती, माझ्या आमच्या वैयक्तिक ज्ञानानुसार, माहितीप्रमाणे व विश्वासानुसार खरी व बिनचूक आहे. चुकीची माहिती देण्याच्या परिणामाची मला/आम्हाला पूर्ण जाणीव आहे. दिलेली माहिती चुकीची आढळून आल्यास मी शॉप ऑपरेटर भारतीय दंड संहिता (1860 चा 45) अन्वये किंवा त्यासंबंधित लागू असलेल्या इतर कोणत्याही कायद्यान्वये खटला भरण्यासाठी व शिक्षेसाठी पात्र आहे/ आहेत.

मी शॉप ऑपरेटर, अर्जात नमूद केलेल्या जागेत व्यवसाय करण्यासाठी संबंधित समुचित प्राधिकार्याकडून आवश्यक ती अनुज्ञप्ती, परवानगी, परवाना प्राप्त केला आहे.

मी शॉप ऑपरेटर, अनुज्ञप्ती, परवानगी, परवाना न घेता व्यवसाय करित असल्यास कायदेशीर कारवाईसाठी पात्र व जबाबदार राहू.

मी शॉप ऑपरेटर, असे घोषित करतो/करते की, भारतातील लागू असणाऱ्या कायद्यांतर्गत मनाई असलेले वेकायदेशीर कृत्य अथवा व्यवसाय करणार नाही.

मी शॉप ऑपरेटर, असे घोषित करतो/करते की, जेथे असा व्यवसाय सुरू करण्यास किंवा चालविण्यास कोणत्याही कायद्याद्वारे किंवा कोणत्याही सक्षम प्राधिकार्याचा आदेशाद्वारे मनाई केलेली आहे त्या कोणत्याही क्षेत्रामध्ये माझे/ आमचे व्यवसायाचे ठिकाण स्थित नाही.





Offer: Business Process Services  
Ref : TCS /2020-21/BPS-BPO1/1742766  
Date: 02-Jul-2020

Mr. Vishal Tekale  
Mumbai

**Sub: Letter of Offer and Terms of Employment**

Dear Vishal Tekale,

We are pleased to inform you that upon your successful completion of the traineeship, in terms of clause 1 under the heading "Terms of Traineeship" in our "Offer of Traineeship", you are absorbed in the regular employment of the company at the position of Process Associate in Grade BPO1 with effective from 01-Jul-2020 at TCSL, Mumbai on the following terms and conditions.

**Your gross salary including all benefits will be Rs. 2,36,490/- per annum. Annexure I provides a break-up of the compensation package.**

Kindly note that the above details are specific to India and may be subject to change in case of long term deputation on international assignments, if any.

Kindly confirm your acceptance of this offer by signing Annexure I. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of TCSL. You may hand over your acceptance letter to the HR Officer.

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India  
Tel 91 22 6778 9999 Fax 91 22 6778 0000 website www.tcs.com  
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021



Offer: Business Process Services  
Ref : TCS /2020-21/BPS-BPO1/1742766  
Date: 02-Jul-2020

Mr. Vishal Tekale  
Mumbai

**Sub: Letter of Offer and Terms of Employment**

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**Your gross salary including all benefits will be Rs. 2,36,490/- per annum. Annexure I provides a break-up of the compensation package.**

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

TCS House, Raveline Street, Fort, Mumbai-400 001, Maharashtra, India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

Date: May 15, 2022

Dear Shubham Dattatray Telang

**Congratulations!** We take great pleasure in inviting you to be an integral part of Omega Healthcare Management Services Private Limited.

We are pleased to make you an offer of employment as **TRAINEE CODER** full time and your place of posting will be **Bengaluru-I** with an Annual CTC Compensation of **Rs. 254,496.00 (Rupees Two Lakh Fifty Four Thousand Four Hundred Ninety Six Only)**. Your date of joining will be on or before **16 May 2022**, beyond which this offer stands revoked.

We are an international organization with people capabilities across India, Philippines, and the USA. You will discover with us 'passion, energy and commitment' to be the best in class and take pride in doing things differently. As we refine and continuously improve on our people process, we count on your support in making Omega Healthcare one of the Best Place to Work.

Combining the largest medical coding staff in the world, with proprietary technology, analytics and automation capabilities, Omega Healthcare helps thousands of providers eliminate administrative burdens, accelerate cash flow and reduce health management costs. The company streamlines medical billing, coding and collections processes, and offers telephone and message-triage services to provide the most comprehensive and scalable outsourced revenue cycle management solutions in the industry.

Most of us here are ordinary people, but constantly seeking to do extraordinary things. We are not perfect, but we are open to feedback, learning and change. While we have our own individuality, we also share a common vision and complement each working as a team.

What differentiates us from other places to work is our passion and commitment towards superior customer service. You will find strong core values and brand promise that we live up that is hallmark amongst all our Service offerings.

We firmly believe in employee engagement and our evolving people processes. We assure you enrichment, growth and fulfillment at the end of each working day. Discover Camaraderie, Harmony and Accomplishment with us.

We look forward to a long and fruitful association with you and confident of making Omega Healthcare a truly world class and an aspirational MNC to work for.

By accepting this offer, you agree to abide by this clause that this offer of employment entails **Working from Office (WFO) effective 15th April 2022**.

With this arrangement we look forward in extending our Best Welcome, Induction and Training in making you successful and experience our culture and team spirit.

In the event of work assignment that stipulates remote working, you agree to have access to Broad-band Internet connection for effective discharge of your duties and the same would be reimbursed to the tune of Rs.800/month.

Your offer and subsequent appointment will be governed by the terms and conditions of employment presented in the enclosed Annexure A. You will also be governed by rules and regulations in vogue that may change from time to time.

At the time of your joining, the following documents need to be submitted:

- Signed Copy of the Offer/Appointment Letter
- Photocopy of your educational HSC/Degree/Diploma valid certificates and marks cards in support of your educational qualifications.
- Reliving letter/Service certificate/ Resignation acceptance letter from your previous employer
- Photocopy of your Birth Certificate/ DOB Proof
- Copy of PAN Card /Acknowledgement copy of PAN Application
- Copy of AADHAR Card / Acknowledgement copy of AADHAR

- Self ID Proof - 2 Copies (Passport/ Driving License/Voter's ID/ Ration Card/ PAN Card/ Aadhaar/College ID)
- 2 References for professional / character reference checks
- Last 3 months pay slips or latest copy of Form 16(applicable to experienced candidates)
- Residence Proof - 2 copies Permanent & Temporary (Passport /Driving License/ Voter's ID / Ration Card/ Aadhaar / Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- Passport size photographs - 6 Nos.
- Post card Size photographs - 2 Nos. (for ESI Employees)
- Parents DOB details. (Documents not required. Only date is required to fill in nominee forms)
- Physical standard (Blood Group, Height, Weight - details only required for filling the application form. Proof not required)

While at Office, we attire Formally on Mondays and Smart Business Casuals on the Rest of the Days.

Please do not hesitate to contact us, should you need any assistance or information regarding your onboarding. You are required to sign the duplicate of this Offer Letter and the Annexure as your acceptance and submit the same to us.

We look forward having you as a vibrant family member of Omega Healthcare!

Sincerely,

For Omega Healthcare Management Services Pvt. Limited.

Vikram Kumar N

Talent Acquisition

Encl. ANNEXURE

Shri Bhairavnath Nisarg Mandal's

**College of D.Pharmacy (D.Pharm)**

HATTA., Tq. Basmat Dist. Hingoli.

(Regd. No. MAHA / 67 / 99 / BEED Dt. 21/01/1999)

Approved by AJCTE/DTE Aff/ Laated by MSBTE Mumbai.

Institute Code - 0841

Ref.No. SBNSM/D.Pharm/Hatta

Date: 31/3/2021

**Relieving Letter**

To,  
**Miss. Vyavhare S.P.**  
At. Mahagaon, Post. Chondiamba,  
Tq. Basmath, Dist. Hingoli.

Subject: Relieving from the post of Lecturer

Madam,

With reference to your resignation letter dated 25/3/2021 From the post of lecturer, the management is pleased to inform you that you are being relieved from the said post from 31/3/2021 in forenoon.

Date: 31/3/2021

Place: Hatta

*Atatv*  
PRINCIPAL  
Shri Bhairavnath Nisarg Mandal's  
College of Pharmacy (D.Pharm)  
Hatta Tq. Basmat Dist. Hingoli

2018-19

MIPH

M. Pharm.

7003



Shri Vishweshwar Shikshan Prasarak Mandal's  
**SHIVLINGESHWAR COLLEGE OF PHARMACY**

Almalā, Tq-Ausa, Dist. Latur (MH) - 413520

Ph.No. (02383)225455

Email- Scop.pharmacy@gmail.com

Website: www.scopalmala.com

Approved by PCI AICTE, New Delhi, DTE, Mumbai &amp; Affiliated to SRTMU, Nanded (M.S.)

Ref.No. Scop / Appointment order (2018-20) 5030

Date: / / 20

8 JUL 2019

**APPOINTMENT ORDER**


To,  
Ms. Chandrawanshi Mayuri Jayprakash,  
Latur

With reference to your application dated 17-06-2019 for the post of Assistant Professor. I am glad to inform you that you have been appointed as an Assistant Professor at Shivlingeshwar College of Pharmacy, Almalā, Tq. AUSA, Dist. Latur. for the academic year 2019-20 on pay scale 15600-39100, AGP 6000. You will be paid all the admissible allowances as per PCI/ Govt. rule. This appointment is purely on temporary basis and is subjected to the approval of the S.R.T.M.U. Nanded.

You are expected to join your duties on or before 08-07-2019. If fail to do so your appointment will be treated as cancelled.

Copy to: -

1. Account section, Shivlingeshwar College of Pharmacy, Almalā, Tq.AUSA, Dist. Latur.
2. The Applicant.

  
Principal  
Shivlingeshwar College of Pharmacy  
Almalā Tq AUSA Dist Latur



Shrimati Latatai Baburao Patil,  
Institute of Pharmacy

7007

MPY 18-19.

Approved by AICTE DELHI PCI DELHI & GOVT OF MAHARASHTRA  
Narsi-Mukhed Highway at post Khandgaon (Bendri) Tq. Nalgalon (Kh.) Dist. Nanded.

■ President ■

Mr. Baburao Patil Shinde (Mob. 9860907146)

■ Secretary ■

Mr. R. B. Shinde (Mob. 9881044675)

SLB/201/0.02/169

Date 02/02/2021

**APPOINTMENT ORDER**



To,  
Ms. Pattewar Sharadha Gangadhar  
At. Post. Nanded Tq. Dist. Nanded  
Pin code 431605.

Dear Mam,

With reference to your application, your subsequent interview, recommendation from the local selection committee and upon due approval from governing body; I am hereby pleased to appoint you as the **Asst. Professor** at Shrimati Latatai Baburao Patil Institute of Pharmacy, Khandgaon (Bendri) Tq. Naigaon Dist. Nanded from the Date 02/02/2021 with the following terms and conditions.

1. You will get the pay scale as 15600-39000 with Annual Grade Pay of Rs. 6000
2. You are required to get selected through MSBTE selection committee as per MSBTE Norms else your order is liable to be cancelled at any point of time.
3. You have no claim whatsoever on the post regular lecturer, seniority, or any other benefits.
4. During the tenure of appointment your services are likely to be discontinued by issuing One month notice if your performance is not up to the mark.
5. You are requested to communicate your acceptance for the above of appointment within 7 days from the date of receipt of this letter.
6. As this is a full time appointment, you are not permitted to engage yourself if any business. Consultancy, tutorial, private tuition or such other works with or without remuneration without prior permission of the undersigned.
7. It is obligatory for you to do other work assigned by the management of the institute that pertains to and has a bearing on smooth running and improvement as a whole of the institute.
8. You are eligible to get all the allowance as par the rules of Institute.
9. You shall not involve in any activities within and outside the premises that shall be detrimental to the Institute.
10. You are required to submit the undersigned authentic proof regarding your date of birth, Educational qualification and experience.
11. If you wish to resign within the period of appointment, you will have to give one month prior notice for 1 month pay in lieu of the notice.
12. The Management reserves the right to amend, modify or alter the terms and conditions of this appointment which will be binding on you.
13. Your confirmation for this post will be done as and when you get selected through MSBTE, Mumbai selection process.

Thanking You.

**Principal**  
Shrimati Latatai Baburao Patil  
Institute of Pharmacy  
Khandgaon (Bendri)

**Shri Govindprabhu Gramin & Shahari Vikas Sevabhavi Sanstha**

Office Add. : Latur - Nanded Highway, Kolpa Tq. Dist. Latur - 413 531

President

Shri. Rameshwar Ramesh Kevalram  
Mob. 7720004381

Secretary

Shri. Ramesh Vishwanath Kevalram  
Mob. 7720004382

Ref. No /SGGSV/Astha/2019-20/387-2

Date 14/08/2019

To,  
Mr. Sarukh Vikram Sadasiv,  
At- Jola Post -Devgaon Tq- Kajj,  
Dist- Beed.

Sub. : Appointment for the Post of Assistant Professor in **Pharmaceutics**.

Sir/Madam,

With reference to your application dated 16/06/2019 subsequent interview held for the above-mentioned post, we are pleased to inform you that the Local Management Selection Committee has appointed you on the said post in the scale of Rs. 15600-6000-39100 with effect from 19/08/2019, at Godavari Institute of Pharmacy, Kolpa. Tq & Dist Latur.

Your appointment is subject to the following terms and conditions:

1. Your service will be governed by the Maharashtra Universities Act, 1994 Status, Code of Conduct, Ordinance and Rules and Regulations laid down by Dr. Babasaheb Ambedkar Technological University, Lonere, AICTE, PCI New Delhi and State Government from time to time.
2. You are appointed as full time/ Part time basis on probation for a period of two years from the date of joining.
3. You will be paid basic pay of Rs. 15,600/- per month in the scale indicated above and Dearness Allowance, House Rent Allowance and CLA.
4. Your appointment and salary shall be given/ made subject to verification and approval given by Higher Authorities.
5. You have to submit the original as well as certified true copies of relevant testimonials such as Mark Sheets, Birth Date, Experience, Discharge relieving last pay, Cast Certificates, Two Color Photographs, Discharge/ Relieving & Experience Certificate from previous employer (if any) at the time of Joining Duties.
6. You are required to undergo medical examination and submit physical fitness certificate from the registered Medical officer or by Civil Surgeon. You have undergo medical examination by the approval Medical Officer or by the Civil Surgeon.
7. You will be restricted to engage yourself in any other employment paid, full-time, part time services or otherwise, during the period of your service, without the permission of the competent authority /Management
8. You have to communicate your acceptance to the Management / College/Institution within seven days from the date of receipt of this Letter of Appointment, failing which your appointment stands cancelled.
9. In case of resignation, you will have to give one month notice of resignation or have to pay one month basic pay
10. If you are found absent continuously for more than thirty days without permission your service will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Management as provided for in the statutes.
11. If your performance in teaching / Result / behavior is not satisfactory, your services will be terminated with one month prior notice.

President

Shri Govindprabhu Gramin &  
Shahari Vikas Sevabhavi Sanstha,  
Kolpa, Tq. & Dist. Latur

Copy to:

- 1 Establishment Section, Godavari Institute of Pharmacy Kolpa
- 2 Account Section, Godavari Institute of Pharmacy Kolpa



**DAYANAND INSTITUTE OF PHARMACY**

Barshi Road, Latur - 413531, (Maharashtra) Tel.: 02382-224500 Fax : 224500

e-mail : dayanandiop@gmail.com Website : www.dayanandiop.org

(Approved by AICTE : New Delhi, Govt. of Maharashtra, PCI New Delhi, DTE Mumbai &amp; Affiliated to MSBTE Mumbai)

DTE CODE : PH2577

MSBTE CODE : 1840

**Laxmiramanji Lahoti**  
President**Rameshji Blyani**  
Secretary**Dr. Shrinivas Bumrela**  
M.Pharm, Ph.D., DBM, PDCR  
Principal

Ref. No.

Date :

## LETTER OF APPOINTMENT

Ref. No.: DIOP/2019-20/322(e)

Date: 31/07/2019

To,  
**Ms Shaikh Atiya Layakh Ali**  
A/p- Nath Nagar, Tal-Latur, Dist-Latur

Sub: Appointment for the post of Lecturer in Pharmacy

Sir/Madam

In response to advertisement dated 25<sup>th</sup> May 2019 you had applied for the post of Lecturer. You were interviewed for the above post by the Selection Committee constituted by the Management.

I am pleased to inform you that the Management has appointed you for the post of Lecturer in Dayanand Education Society's, Dayanand Institute of Pharmacy, Latur in the pay band of 15600-39100 with effect from 1<sup>st</sup> Aug 2019.

Your appointment is subject to the following terms and conditions.

- 1) Your services will be governed by the Maharashtra Universities Act, 1994/ Maharashtra Public Universities Act 2016, Statute, Code of Conduct, Ordinances and Rules and Regulations laid down by MSBTE Mumbai, AICTE, PCI, DTE, Mumbai and the State Government from time to time.
- 2) You are appointed as full time/ Part time basis on probation for a period of two years from the date of joining.
- 3) You will be paid a basic pay per month in the pay band as indicated above. You will also be entitled to D A, CLA etc as the rates prescribed by the State Government from time to time.
- 4) Your appointment and salary shall be given/ made subject to verification and approval given by Higher Authorities.
- 5) You shall submit the originals as well as certified true copies of relevant testimonials such as Birth Certificate, Mark sheets, Experience Certificate, Discharge/Relieving Certificate, Last Pay Certificate, Caste Certificate, Change of Name Certificate, etc. before joining your duties.

Cont.on Page No. 2...

7010



SHRI VISHWESHWAR SHIKSHAN PRASARAK MANDAL'S  
**DAGADOJIRAO DESHMUKH D. PHARMACY COLLEGE**

ALMALA, TQ. AUSA, DIST. LATUR, MAHARASHTRA 413520

APPROVED BY AICTE AND PCI, NEW DELHI. AFFILIATED TO MSBTE, MUMBAI.

Ref. DDDP/office letter/2019-20/2130

Date 12.0 JUN 20

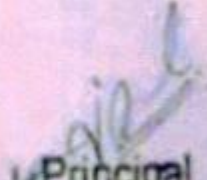
OFFER LETTER

To,  
Ms. Shaikh Neha Mustafa,  
Latur.

I am pleased to inform you, That you have been selected in the interview conducted on  
17<sup>th</sup> June, 2019 for the post Assistant Professor.

Kindly report to the college within 10 days.

Thank You.

  
Principal  
Dagadojirao Deshmukh D. Pharmacy College  
Almala, Tq. Ausa, Dist. Latur



# PANCHAKSHRI SHIVACHARYA TRUST

C/o Channabasweshwar Pharmacy Polytechnic

Kava Road, Basweshwar Chowk, Latur-413512 (Maharashtra)

Phone No. (02382) 240192, Fax-(02382) 243855 Email- channabasweshwar@gmail.com Website- www.cdphi.org

Ref. No. PSTA / Appo. Order./B.Pharm./2022-23 /A/528

Date: 27 JAN 2023

To,  
Miss. Jagtap, Sneha Ravikiran  
At. Po - Bhatagali  
Dist - Osmanabad

Subject: - Appointment to the post of Assistant Professor at trust's Channabasweshwar Pharmacy college (Degree) Latur (UG) for Quality Assurance (Subject)

/Madam,

In response to our advertisement dated ..... you had applied for the post of Assistant Professor at trust's Channabasweshwar Pharmacy college (Degree) Latur (UG) for Quality Assurance (Subject). You were interviewed for the above post by the **Local Selection Committee** constituted by the Management under statute.

I am pleased to inform you that the Management has appointed you on the said Channabasweshwar Pharmacy college (degree), Basweshwar chowk, Kava Road, at Latur in the scale of 15,600 - 39,100 AGP 6000 with effect from 01/02/2023. Your appointment is subject to the following terms and conditions:

01. Your services will be governed by the Maharashtra Universities Act, 1994, statutes, Code of Ordinances and rules and regulations laid down by the SRTM University from time to time and Panchakashari Shivacharya Trust, Aloor from time to time.
02. (a) You are appointed in clear vacancy on full-time/Part-time basis on probation for a period from the date of joining.
- (b) Your appointment is purely temporary for one year period From 01/02/2023 to 31/01/2024.

- ..02..
- (c) Your appointment is on leave/lien vacancy for the period from ..... to .....
- (d) The post is reserved for ..... Since you belong to the said category, you are appointed on full-time basis on probation for a period of twenty-four months from the date of joining the duties. Since you do not belong to the reserved category, you are appointed full-time on temporary basis against the reserved post for a period of ..... You shall not have any claim on the said post in future.
- (e) The post is reserved for ..... Since you do not belong to the reserved category, you are appointed full-time on temporary basis against the reserved post for a period of ..... You shall not have any claim on the said post in future.
- (f) This is temporary vacancy caused by ..... Hence you are appointed on a purely temporary basis for a period of .....
- (g) Your appointment is on part-time/clock hour basis only.
03. (i) You will be paid basic pay of Rs. 15,600/- per month in the scale indicated above. You will be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the Government, from time to time. Your salary will be paid through Nationalised/Scheduled Banks.
- (ii) You will be paid remuneration at the rate of Rs. .... per lecture / per hour.
- (iii) Your appointment and salary shall be subject to approval by the University.
04. (a) You will have to pass the NET or the SET or similar test as the case may be as laid down in the University Regulations.
- (b) You will have to acquire the qualification ..... (SET/NET) as prescribed by the University. Within the ..... period.
05. You will submit the originals as well as certified true copies of relevant testimonials such as birth certificate, birth date, experience, discharge/relieving, last pay, caste etc.
06. In case you accept the appointment you shall have to execute deed of contract of Service as per the statute at the time of joining the duties.
07. You will be allowed to join the duties on production of –
- (i) Two passport size Photographs.
- (ii) Discharge Certificate from previous employer (If Any).
08. You will undergo medical examination by the approved Medical Officer or by the Government Medical Officer at the place of your duty, within three months from the date of joining the duties.

- 09. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any communication sent by Registered post Acknowledgement due (RPAD) on the address given, shall be deemed to have been acknowledged and duly signed by you.
- 10. You will not conduct or engage yourself in any private tuitions or private coaching classes and shall not hold any office of profit.
- 11. You will not engage yourself in any other job paid full-time, part-time or otherwise during the continuance of your service.
- 12. Your services are transferable to any other colleges or Recognized Institutions run by the Management as per the Statutes.
- 13. You will have to communicate your acceptance to the Management/College/Institution within 15 days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully,

**(B. J. Devnika)**  
 Secretary  
 Panchakashari Shivachary  
 (Aloor), Latur

Copy to:-

The Principal, Channabasweshwar Pharmacy College (Degree), Basweshwar Chouk, Kava Road, Latur  
 for necessary action.

OPC/ PST Fold / Appointment letter 125

8005



**Glenmark**  
A new way for a new world

Ref: Glenmark/Goa/HR/Feb/21/43  
09 February, 2021

**Mr. Imran Nijam Mujewar**  
Kumar Swamin Nagar,  
Shirur Anantpal,  
Latur,  
Maharashtra - 413544

Dear Mr. Mujewar,

Subsequent to the meetings that we had, we believe there is an excellent match between your skills and the career opportunities available with us for you as a member of our Organization. It gives us great pleasure to extend to you an offer to join our Organization as "Senior Officer - Quality Assurance" in the Grade of SM2 at Goa. You are required to join as early as possible, but not later than **01 March, 2021**.

As mutually agreed your compensation is given in Annexure A.

You are required to provide the following documents at the time of joining:

1. Certified photocopies of educational certificates (2 Sets)
2. Proof of date of birth
3. Employment relieving letter from previous employer
4. Certificate for last drawn salary
5. Four photographs (passport size)
6. PAN number (mandatory)

Please note, your employment with Glenmark is subject to your being found medically fit subsequent to the pre-employment medical check up, satisfactory completion of background check which will be conducted by the Company / or its authorized agents at any time prior to or after your effective start date. In case the information / documentation furnished by you is found to be false, inadequate, erroneous and / or incorrect, then the Company has the sole right to terminate the employment contract by issuing a letter of termination without notice and without any liability on the Company whatsoever.

Please note that all costs incurred by the Company towards your Joining Bonus, Notice Pay and Relocation costs will be recovered from you in case you voluntarily leave the services of the Company within 24 months from your date of joining.

This letter is being issued to you in duplicate. You are requested to return one copy of this letter duly signed by you towards the acceptance of our offer.

Yours sincerely

For **Glenmark Pharmaceuticals Limited**

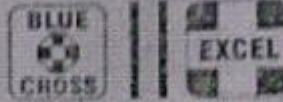
**Rohit Kumar Gupta**  
Deputy General Manager- Human Resources

Accepted

**Mr. Imran Nijam Mujewar**

**Glenmark Pharmaceuticals Ltd.**

Plot No. S-7, Colvale Industrial Estate, Colvale, Bardez, Goa 403 513, India  
T: 91 832 6652 222 CIN No: L24299MH1977PLC019982 W: www.glenmarkpharma.com

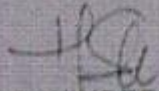



## LETTER OF APPOINTMENT

- 1 Name of the Establishment / Employer **BLUE CROSS LABORATORIES PVT LTD.**
- 2 Address **PENINSULA CHAMBERS  
LOWER PAREL, MUMBAI-400 013**
- 3 Name and address of Sales Executive (PROBATION) **MR MOHAN RESHMAJI MUNDE  
RANKHAMB NIWAS, BORWATI,  
AMBEJOGAI ROAD,  
TAL :-LATUR, DIST.-LATUR  
LATUR-413527**
- 4 **MR.MOHAN RESHMAJI MUNDE** is appointed as Sales Executive (PROBATION) with Base Work Station at **LATUR-EXL** in this establishment-with effect from **17.01.2019**.
- 5 His appointment is as PROBATION for SIX MONTHS subject to further extension as explained in annexure hitherto.
- 6 His scale of wages/rate of increment in wage per **N.A.** shall be **N.A.**
- 7 He will draw total wages of Rupees 18000/- (Rupees Eighteen Thousand Only) consolidated as per month during Probation period composed of the following namely. :

(a) Basic Pay	Rs. 5000/-
(b) House Rent Allowance	Rs. 2000/-
(c) Education Allowance	Rs. 1800/-
(d) Academic Allowance	Rs. 1800/-
(e) Medical Allowance	Rs. 800/-
(f) Transport Allowance	Rs. 1600/-
(g) Customer Rel. Allowance	Rs. 1600/-
(h) Kit Allowance	Rs. 1600/-
(i) Leave Travel Allowance	Rs. 800/-
(j) Vehicle Maint. Allowance	Rs. 1000/-
(k) Other Allowances	As per annexure A to this letter

- 8 Other conditions of service : As per annexure A & B to this letter.

  
**HARSHINDER SHARMA**  
DY. DIRECTOR HR & ADMIN.

  
**ASHISH SHIRSAT**  
SR. EXECUTIVE DIRECTOR

DATE : 23.02.2019

**BLUE CROSS LABORATORIES PVT LTD.**

Corporate & Registered Office

Peninsula Chambers, Peninsula Corporate Park, G.K. Marg, Lower Parel, Mumbai - 400 013  
Ph: 6663 8000 Fax: 6663 8121 / 8122 www.bcl.co.in PTC022626

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8007



Shri Vishweshwar Shikshan Prasarak Mandal's

# SHIVLINGESHWAR COLLEGE OF PHARMACY

Almala, Tq-Ausa, Dist. Latur (MH) - 413520

Ph.No. (02383)225455

Email- Scop.pharmacy@gmail.com

Website: www.scopalimala.com

Approved by PCI AICTE, New Delhi, DTE, Mumbai & Affiliated to SRTMU, Nanded (M.S.)

Ref.No. Scop / Appointment order / 2019-20 / 5031

Date: / / 20

8 JUL 20

## APPOINTMENT ORDER

To,  
Ms. Neman Shradha Tukaram,  
Latur

With reference to your application dated 17-06-2019 for the post of Assistant Professor. I am glad to inform you that you have been appointed as an Assistant Professor at Shivlingeshwar College of Pharmacy, Almala, Tq. AUSA, Dist. Latur. for the academic year 2019-20 on pay scale 15600-39100, AGP 6000. You will be paid all the admissible allowances as per PCI/ Govt. rule. This appointment is purely on temporary basis and is subjected to the approval of the S.R.T.M.U. Nanded.

You are expected to join your duties on or before 08-07-2019. If fail to do so your appointment will be treated as cancelled.

Copy to: -

1. Account section, Shivlingeshwar College of Pharmacy, Almala, Tq.Ausa, Dist. Latur.
2. The Applicant.

Principal  
Shivlingeshwar College of Pharmacy  
Almala Tq AUSA Dist Latur



**Perrigo**  
India

23<sup>rd</sup> April 2019

To,

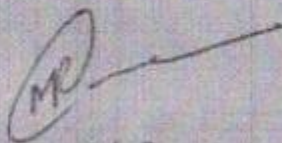
Shivraj Suryawanshi  
Latur.

With reference to your application for engagement as Apprentice, we are happy to inform you that you have been shortlisted as Apprentice for our CHC R&D – Analytical Function at Perrigo Laboratories India Pvt Ltd under Board of Apprentice Training Scheme under the Apprenticeship Act 1961(amended in 1973 & 1986).

You are medically fit to be engaged as Apprentice based on medical reports received. Your engagement will be from 23<sup>rd</sup> April 2019 to 22<sup>nd</sup> April 2020 i.e. for period of one year.

You will be eligible for receiving monthly stipend of Rs. 13,300/- (Thirteen Thousand Three hundred only). Please sign duplicate copy of this letter in token of your acceptance of the same.

For Perrigo laboratories India Pvt. Ltd.



Manish Rane  
Head - HR

Ref No: 13165079

11-Apr-2019

Omkar Tambave

Dear Omkar,

In continuation to our discussions, we are pleased to offer you the role of **Trainee - Junior Data Analyst in Cognizant Technology Solutions India Private Limited.**

You are entitled to an Annual Gross Compensation (AGC) of **Rs.189,996**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered 0 months of your experience as relevant, which would be updated in our records. Your place of posting will be **Pune**.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

We request you to join us on or before **24-Apr-2019**.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Suresh Bathavandu

**Global Head-Talent Acquisition**

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

## Annexure A

**Name:** Omkar Tambave      **Designation:** Trainee - Junior Data Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	8725	104,700
2	Company's contribution of PF #	1047	12,564
3	Advance Statutory Bonus***	2000	24,000
4	Special Allowance*	3481	41,772
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	580	6,960
	<b>Annual Gross Compensation</b>		<b>189,996</b>
	<b>Annual Total Compensation</b>		<b>189,996</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	<b>Annual Total Remuneration</b>		<b>205,996</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 1923
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act, 1972
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit Act, 1961

# PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA

\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

### Note:

- Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.
- Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details.

2018-19 18-19 8012  
M2A



**Biocon Biologics India Limited**  
Biocon House, Tower - 3,  
Semicon Park, Electronic city,  
Phase-II, Hosur Road,  
BANGALORE 560100,  
India

[www.biocon.com](http://www.biocon.com)

**BBIL/HRD/CERT/P003004**

**Date : 03/04/2020**

## CERTIFICATE

This is to certify that, Ms. **UPASE AMAR UMAKANT** has successfully completed his Internship at our DP COMPLIANCE department from 08/10/2019 to 03/04/2020 in BioconBiologics India Ltd.

We wish him every success in all his endeavors.

\_\_\_\_\_

Human Resources Department  
BioconBiologics India Ltd

2018-19 M00

8013



Radheya Charitable Trust's  
**Dinesh Bembade College of Pharmacy**

Latur- Nanded Highway, Mahalangra Village, Tq. Chakur, Dist. Latur, Pin-413513  
Ph. 9168268272 Mail. 1849principal@msbte.com www.dbgrouppharmacy.com

Ref: RCT/Esta./DBCOP/Pharm/2022-23/C6 Date: 11/10/2022

**WORK EXPERIENCE CUM RELIEVING CERTIFICATE**

This is to certify that **Ms. Wattamwar Pragati Balaji** was working with our institute since 22<sup>nd</sup> November 2021 to 09<sup>th</sup> September 2022 as a "Assistant Professor" for Dinesh Bembade College of Pharmacy, Mahalangra. During the academic year, his work performance was excellent. Her understanding of teaching methodologies and processes for coordinating official activities and providing academic services are commendable.

During this period we found her sincere, hardworking and committed to her work. She is diligent in her work and as per our knowledge holds good character. All dues payable to her have been settled and she has having no dues with institute as of now. Further, it is certified that no disciplinary and or vigilance case has ever been held or contemplated or is pending against her. She is relieved from her duties after working hours of 09<sup>th</sup> September 2022.

This certificate is issued as per the application received from her.

*David Kumbh*  
Principal

Dinesh Bembade College of Pharmacy



4048



MDA

School of Pharmacy



**Mrs. Narwane Shital Maheshwar**

Designation : Lecturer

D.O.B. : 01.06.1996

Mob. No. : 7666542049

Blood Group : A+ve

Address : Bastapure Nagar, Lalit