



Panchakshri Shivacharya Trust's
CHANNABASWESHWAR PHARMACY COLLEGE (DEGREE)

Kava Road, Basweshwar Chowk, Latur-413512 (Maharashtra) Tel./Fax :- (02382) 243855

DTE Code :- 2253, University Code :- 947, MSBTE Code :- 2041

Email:- channabasweshwar@gmail.com / principalcbpc@gmail.com Website:- www.channabasweshwar.org

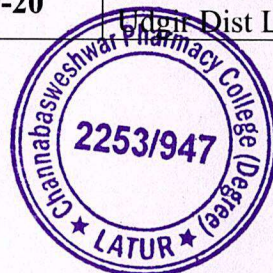
Approved by:- Govt. of Maharashtra, PCI, New Delhi, Affiliated to:- S.R.T.M. University, Nanded, MSBTE, Mumbai.

Yearwise **List of Students placed** along with Placement Details for
Academic Year **2019-20**

Sr. No.	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)
1.	Chandanshive Sunil Sambhaji	B. Pharm	2019-20	Wellness Forever Medicare Pvt. Ltd, Warje, Pune	INR 253428/-
2.	Dodke Revati Rajabhau	B. Pharm	2019-20	Cognizant Technology Solutions India Private Limited, 5/535, Okkiam Thoraipakkam, old Mahabalipuram, Chennai-600096	INR 249996
3.	Jatale Shubham Hariram	B. Pharm	2019-20	Glenmark Pharmaceutical Ltd. B D Swant Marg, Andheri Mumbai-400099	INR 380000/-
4.	Jeure Ashish Shrishah	B. Pharm	2019-20	Hospital Pharmacists, District Civil Hospital Solpur (0217) 2310745	INR 290000
5.	Joshi Shradha Dattatraya	B. Pharm	2019-20	SIRO CLINPHARM PVT LTD	INR 550000/-
6.	Kadam Omprakash Motiram	B. Pharm	2019-20	Episource > Optum Health & Technology (India) Private Limited Que Spaces, 2 nd Floor, Seasons Mall, Magarpatta, Hadapsar, Pune-Maharashtra-411013	DENIED TO DISCLOSED BUT LETTER ATTACHED
7.	Patharkar Rohit Ramesh Rao	B. Pharm	2019-20	WISSEN Infotech Pvt Ltd, Hi Tech City Hyderabad	INR 3,55,224/-
8.	Pawar Vinayak Arjun	B. Pharm	2019-20	Source HOV INDIA PVT LTD, 106-109, Mount Road, County Chennai-600032 (044)33584011	INR 263000/-



9.	Rathode Sumeet Suresh	B. Pharm	2019-20	Glenmark Pharmaceutical Pvt Ltd, Colvale Industrial Estate, Bardez,Goa-403513 8326652222	DENIED TO DISCLOSED BUT LETTER ATTACHED
10.	Ashutosh Bhujangrao Shewale	B. Pharm	2019-20	MICRO LAB LIMITED Sakinaka Mumbai-400072 (022) 68106100	DENIED TO DISCLOSED BUT LETTER ATTACHED
11.	Phad Ajay Giridhari	B. Pharm	2019-20	MD INDIA Health Insurance TPA Private Limited	DENIED TO DISCLOSED BUT LETTER ATTACHED
12.	Sawant Shubham Vitthal	B. Pharm	2019-20	Emcure Pharmaceutical Ltd Emcure House,T-184, MIDC, Bhosari Pune-411026 (020) 30610111	INR 263000/-
13.	Swami Akshay Ashok	B. Pharm	2019-20	Sahar Agencies Udgir Dist Latur-413517 (9422072368)	DENIED TO DISCLOSED BUT LETTER ATTACHED
14.	Agwane Shantabai Govind	M. Pharm	2019-20	N.B.S. Institute Of Pharmacy, Afsar Nagar, Ausa Dist Latur 41520. (9823543686)	INR 217000
15.	Karne Mohini Milind	M. Pharm	2019-20	GeBBS Healthcare Solutions Thane Mumbai 400708 (022) 39487300	DENIED TO DISCLOSED BUT LETTER ATTACHED
16.	Kulkarni Pushkar Dipakrao	M. Pharm	2019-20	2, 2 Prince Infocity, 141, Rajiv Gandhi Salai, Kandhanchavadi, Chennai, Tamil Nadu 600096	DENIED TO DISCLOSED BUT LETTER ATTACHED
17.	Mohalkar Amitkumar Rajendra	M. Pharm	2019-20	Shree Gajanan Medical & General Stores, PARA, Washi-413507 (8275306595)	INR 217000
18.	Pandole Sagar Sunil	M. Pharm	2019-20	Cipla Ltd Cipla House, Kadam Marg, Lower Parel, Mumbai-400013 (022)24826000	DENIED TO DISCLOSED BUT LETTER ATTACHED
19.	Patil Pooja Yeshwantrao	M. Pharm	2019-20	Mauli College Of Pharmacy (B. Pharm), Udgir Dist Latur 413517. (02385)231061	INR 217000
20.	Swami Avinash Basweshwar	M. Pharm	2019-20	Swami Vivekanand Shikshan Prasarak Mandal Udgir Dist Latur 413517 (02385) 253970	INR 217000



21.	Kedar Narsing Dnyanoba	M. Pharm	2019-20	Cognizant Technology Solutions India Private Limited, 5/535, Okkiam Thoraipakkam, old Mahabalipuram, Chennai-600096	INR 519500/-
22.	Mane Shantanu Rohidas	M. Pharm	2019-20	MDA School of Pharmacy, Kolpa, 0282263700, mdaschoolofpharmacy@gmail.com	INR 217000
23.	Mantri Amrata Sanjay	M. Pharm	2019-20	Baramati College Of Pharmacy, Baramati Dist Pune-413102 (0212)297070	INR 692400
24.	Marewad Mayur Rajeev	M. Pharm	2019-20	Shivai Charitable Trust's College Of Pharmacy, Koregaonwadi, Dist Osmanabad (8421159768)	INR 217000
25.	Kadam Manohar Ganapatrao	B. Pharm	2019-20	Shri Dhaneshwari Manav Vikas Mandal's SVP Vollege of Pharmacy Hatta Tq Basmat Dist. Hingoli	DENIED TO DISCLOSED BUT LETTER ATTACHED
26.	Kendre Mangesh Govind	B. Pharm	2019-20	Lupin Limited B/15, Phase 1A, Verna Industrial Estate, Salcette, Verna-403722	INR 263810/-
27.	Sayyad Wasim Shamshoddin	B. Pharm	2019-20	Maven Marketing PVT. Ltd. New No 33, Old No 14, Canal Road, Thiruvanniyur, Chennai-600041 (9168445566)	INR 145344

M. K. A.
Training & Placement Officer
 (Placement Cell)
 Channabasweshwar Pharmacy
 College (Degree), LATUR



M. K. A.
Principal
 Channabasweshwar Pharmacy College (Degree)
 Kava Road, LATUR

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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. **01st 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

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Ref No: 16671513
05-Jun-2021

Revati Rajabhau Dodke



4017



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:

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Cognizant

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
Annual Gross Compensation			249,996
Annual Total Compensation			249,996
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			269,496

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 56 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.

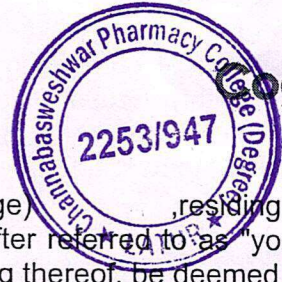
Employment Agreement – Cognizant Technology Solutions India Private Limited

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

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Kava Road, LATUR



Cognizant

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 adverse 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.

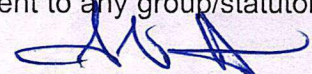
4. Confidentiality

- 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.



Principal



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, sub-contract 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.

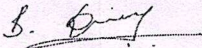
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, 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

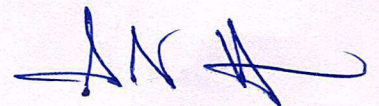


Suresh Bethavandu
Global Head-Talent Acquisition

I have read, understood and accept the above-mentioned terms.

Signature:

Date:



Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



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

A. Victor

Abhijeet Victor
General Manager - Human Resources

[Signature]

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

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

Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai 400 026 E: 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
Total Allowances	1,96,556
Total Salary	3,10,556
Retirement Benefits	
Provident Fund	21,600
Gratuity	5,483
Total Retirement Benefits	27,083
Annual Allowances	
Leave Travel Allowance	9,500
Annual Bonus	32,861
Total Annual Allowances	42,361
Gross Salary	3,80,000

- 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

Registered office: B/2, Mahalaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai 400 026 E: complianceofficer@glenmarkpharma.com

जिल्हा शल्यचिकित्सक, जिल्हा शल्यचिकित्सक कार्यालय, सोलापूर.
जि. सोलापूर महाराष्ट्र राज्य

cssolapur@gmail.com

दुरध्वनी क्र. (०२१७) २३१०७४५

जा.क्र.जि.शचि/जि.शचि.कार्या/को-१९ पदभरती

दिनांक :- १/१०/२०२०.



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 जाहिरात.

संदर्भ क्र १ अन्वये, सोलापूर जिल्ह्यांतर्गत कोविड १९ अंतर्गत आवश्यक असलेल्या सर्वगीतांवर रिक्त पदांची पदभरती प्रक्रिया राबविणेकामी 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 असेपर्यन्त, जे आधी घडेल ते, या कालावधीकरिता पदस्थापना देण्यात येत आहे.

उमेदवारांचे नाव	पदाचे नाव	केंद्र	केंद्रांचे नाव
जि.के. आशिष शिर्का	औषध निर्माता	CCC LDCHC DCH	डि.के. फुलमंडी

अटी व शर्ती :-

- १) राज्य आरोग्य सोसायटी, 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 स्वरुपात तसेच पूर्णपणे कंत्राटी स्वरुपाची 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 वैक्षणिक अगर तत्सम कागदपत्रे खोटी असल्याचे निदर्शनास आल्यास आपली नेमणूक तात्काळ व पुर्वसूचना न देता संपुष्टात येईल.
- ५) आपली सदरची नेमणूक ही पोलिम खान्याकडील पूर्वचरित्र व वर्तणूक 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) स्वरुपाची असल्याने आपणास कोणत्याही प्रकारची दिर्घकालीन रजा किंवा तत्सम शासकीय सबलती अनुज्ञेय नाहीत. तसेच दुसरा व चौथा शनिवार आणि मृट्टीच्या 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.

Principal

Channabasweshwar Pharmacy College (Degree)
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- २) आपणांस जर नोकरीचा रोजगार मिळत नाही असेल तेव्हा मा. जिल्हा शल्यचिकित्सक तथा सदस्य सचिव जिल्हा एकात्मिक आरोग्य व कुटुंबकल्याण सोसायटी, सोलापूर यांच्या कार्यालयास एक महिन्याची ड्राफ्ट जिल्हा एकात्मिक आरोग्य व कुटुंबकल्याण सोसायटी, सोलापूर यांचे नावे द्यावा लागेल. अन्यथा आपणांस 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 नमूद 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 सर्वधित 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 निवडणूकीमध्ये भाग घेता येणार नाही. तसे आढळून आल्यास आपली नियुक्ती संपुष्टात आणण्यात येईल.
- १५) आपणांस जिल्हा एकात्मिक आरोग्य व कुटुंबकल्याण सोसायटी, जिल्हा परिषद, सोलापूर या 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 पदांस मंजूरी प्राप्त न झाल्यास अथवा आपले पद कार्यरत न राहिल्यास, आपणांस कोणतीही 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 अधिक्षक, उ.जि.रु/ग्र/रु. कर्मठा
- ३) तालुका आरोग्य अधिकारी, पं.स. कर्मठा

२/- उपरोक्त तक्तातील कर्मचाऱ्यास बरील तक्तातील नमूद केंद्रांमध्ये सर्वधित पदावर रुजू करून घेण्यात येऊन, पुढील योग्य ती कार्यवाही पार पाडण्यात यावी.

4024

SIRO

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.

Principal

Channabasweshwar Pharmacy College (Degree)
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Conduct

- You shall at times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- You shall, honor and comply with all Rules and Regulations of the Company and statutory requirements, in letter and spirit.

Confidentiality

- 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.
- 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.
- 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.
- 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
- 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.
- 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

- 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

- 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.
- 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



Principal

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Kava Road, LATUR 16 of 56

Annexure – B
SALARY STRUCTURE



Pay Component	Monthly Amount	Annual Amount
CTC		
Fixed Cash (Gross)	35600	427200
Basic	17800	213600
HRA	8900	106800
Special Allowance	7120	85440
Advanced Statutory Bonus	1780	21360
Benefit	3299	39597
PF	2136	25632
Medical Insurance Premium	208	2496
Group Term Life Insurance	100	1200
Gratuity	855	10269
Total CTC	38899	466797
Total CTC	38899	466797

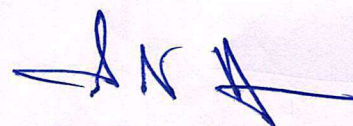
*Variable Pay - You will also be eligible for performance based variable pay of Rs. 0.00/- per annum (i.e. Rs. 0.00/per month) which is payable as per company policy on achievement of agreed upon targets.

Authorized by

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

Guruvayurappan P V
Chief Human Resource Officer

Omega 
Healthcare



Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

Mr. Rohit Patharkar
Sutur Galli, Patoda,
Beed (Dist)
Maharashtra- 414204



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.

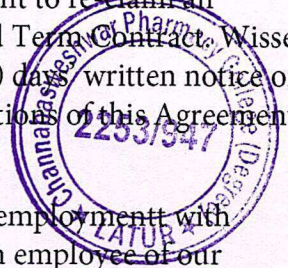
The following are the terms and conditions of your employment with us:

1. The employment will be effective from 30th 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
Gross Pay(Payslip)	₹ 26,601.00
Deductions	
Provident Fund	₹ 1,800.00
Gratuity	₹ 601.00
Health & Life Insurance	₹ 600.45
CTC	₹ 29,602.45



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

M. Shilpa

Silpa Moola
Manager - Talent Acquisition

The above terms of employment are agreeable to me.

Full Name: _____

Signature: _____

Date: _____

4040

SourceHOV

<SHOV/PP/LTR/09/2022>

Date: 28th 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 **31st 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 3rd Floor Vashi Navi Mumbai – 40705**. 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.I.No: U72300TN1993PTC088604

Regd. Off.: 105-109, Mount Road, Coimbatore, Chennai - 600 032.

Phone: +91 44 3355 4801.

Head. Off.: Bowrain Towers, 5th & 8th to 11th Floors, No. 69, 61 & 63, Teylore Road

Kilpauk, Chennai - 600 010.

Phone: +91 44 3989 3000 / 3989 3120 Fax: +91 44 4265 8529

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

4044

Ref: Glenmark/Goa/HR/Dec/20/120
24 December, 2020


Glenmark
A new way to Pharmacy world

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.

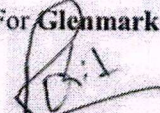
Please note that all costs incurred by the Company towards your Joining Bonus, Notice Pay and Relocation costs will be recovered from you in case you voluntarily leave the services of the Company within 24 months from your date of joining.

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

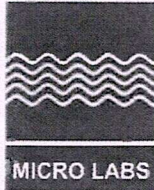
Glenmark Pharmaceuticals Ltd.

Plot No. S-7, Colvale Industrial Estate, Colvale, Bardex, Goa 403 513, India

T: 91 832 6652 222 CIN No: L24299MH1977PLCD19982 W: www.glenmarkpharma.com

Registered office: B/2, Mahaxmi Chambers, 22 Bhulabhai Desai Road, Mumbai 400 026 E: complianceofficer@glenmarkpharma.com

Principal
Channabasweshwar Pharmacy College (56)
Kava Road, LATUR



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

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

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



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

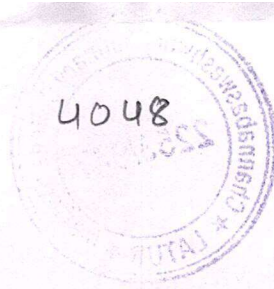
(Formerly Known as MDIndia Healthcare Services (TPA) Pvt. Ltd.)

General & Claim Enquiry Helpline

Head Office :

Cashless Enquiry Helpline

Principal
24 of 56
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



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.

Vinod Shukla

Authorized Signatory

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

Name	Mr.Shubham Sawant	Employee No.	10020205	Location	P03-EOU Maan
Grade & Designation	S02 / Pharmacist	Group Joining	03.10.2022	Cost Center	1460_2
Bank A/C. No.	36075261551 STATE BANK OF INDIA	ESI No.	3314432600	PAN No.	NFOPS0823D
PF No.	PUPUN002177200A1014223	PF UAN	101676190024	Aadhar No.	550328881708

Attendance Details		Earnings	Salary Rate	Salary Paid	Deductions
LOP	1.00	BASIC SALARY	15,000.00	13,548.00	EE ESI CONTRIBUTION 110.00
PREV.LOP		HOUSE RENT ALLOWANCE	750.00	677.00	EE PF CONTRIBUTION 1,626.00
SUSP		EDUCATION ALLOWANCE	384.00	347.00	PROF TAX 200.00
PREV.SUSP		SHIFT ALLOWANCE 1		24.00	CANTEEN DEDUCTION 350.00
PAID DAYS	28.00	TOTAL-1	16,134.00	14,596.00	
OT HOURS					
SHIFT I	2.00				
SHIFT II					
SHIFT III					
Grand Total(PM)			16134.00	14596.00	Total Deduction 2286.00



Net Salary	12310.00 (TWELVE THOUSAND THREE HUNDRED TEN RUPEES PAYABLE)
YOUR INCOME TAX IS CALCULATED AS PER OLD TAX REGIME	
Perks/Other Income/Exemptions/Rebates	

Summary Form 16	
GROSS SALARY	87,456.00
BALANCE	87,456.00
AGGRG DEDUCTION	51,200.00
INCM UNDER HD SALARY	36,256.00
GROSS TOT INCOME	36,256.00
AGG OF CHAPTER VI	10,317.00
TOTAL INCOME	25,940.00


Principal
 Channabasweshwar Pharmacy College (Degree)
 Kava Road, LATUR 26 of 56

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,MALMATTA 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 SWAM

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 # 3L86UIHXU



RUDERAMANI VIRBHADRAPPA
PONGALE
Assistant Commissioner
Food & Drugs Administration
LATUR Circle

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

This License/Certificate is eSIGNED. Physical Signature is NOT Required

For online Third Party Approval Verification; Go to fdamfg.maharashtra.gov.in & Click 03/11/23
TPAV button.

N I C

REG. NO OSM-36/78DT-30-9-1978/F-312L
PRINCIPAL- 9823543696
MSBTE CODE -1980



E-MAIL - principal.nbspharmacy@gmail.com
PH. NO. 023361 222276
DTE CODE -2804

HINDUSTANI EDUCATION SOCIETY'S

N.B.S. INSTITUTE OF PHARMACY AUSA

Ausa Nagar, Ausa Dist. Latur (Maharashtra) 413529
APPROVED BY AICTE, PCI NEW DELHI, DTE MUMBAI & AFFILIATED TO MSBTE MUMBAI, DIST. LATUR.

Ref.No. Nbs/Ph./ 250 /2021 - 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

Principal

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

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, Latur

APPOINTMENT LETTER

Date: February, 14, 2023



To: Pushkar Kulkarni
No: Anantkrupa Nivas Datta Nagar
Nhanaga
Maharashtra
Pin code: 413521
Emp Id: ESPM1262
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 bipartite 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 our 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

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

7007
19-20



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: 8275306599)

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



GIRISH DINESH HUKARE
Assistant Commissioner
Food & Drugs Administration
USMANABAD Circle

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

This License/Certificate is eSIGNED. Physical Signature is NOT Required

m.pharm

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 Website www.cipla.com
Corporate Identity Number L24239MH1935PLC002380



Page 1 of 8

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

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Mauli College Of Pharmacy (B. Pharm.)

At. Post. Tonder Tq. Udgir Dist. Latur Ph. 02385 - 231061

(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

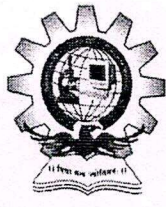


Principal

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Mauli College of Pharmacy (B. Pharm.)
Tondar Tq. Udgir Dist. Latur

स्वामी विवेकानंद
शिक्षण प्रसारक
मंडळ, उदगीर जि. लातूर.



Swami Vivekanand
Shikshan Prasarak
Mandal, Udgir Dist. Latur

7013

PG

(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/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 09th 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.

Swami Vivekanand Campus, Survey. No. 184, Bodhan Nagar, Jalkot Road, Udgir-413517 Dist. Latur, Maharashtra
Website : www.svspm.edu.in. E-mail: society@svspm.in. Phone & Fax No. (02385) 253970

Principal

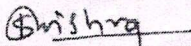
Channabasweshwar Pharmacy College (Degree)
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7. If you want to discontinue your job any time you to inform us one month before in advance.
8. You will not conduct or engage yourself if any private tuitions or private coaching classes and will not hold 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
Jalkot Road,UDGIR -413517

Copy to:- Hon.President, Swami Vivekanand Shikshan Prasarak Mandal,Udgir.
Principal, Swami Vivekanad College of Pharmacy,Udgir

Page 2 of 2

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:

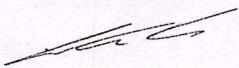
- ?This offer is subject to satisfactory professional reference checks
- ?This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- ?Prior to beginning work with Cognizant, you must provide evidence 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,

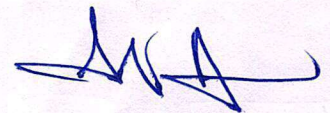
For **Cognizant Technology Solutions India Private Limited** ("Cognizant"),


Shibu Balakrishnan
AVP ?HR

I have read the offer, understood and accept the above mentioned terms and conditions.

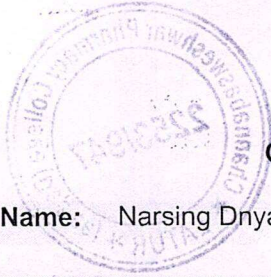
Signature:

Date:



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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
Annual Gross Compensation			482,004
Incentive Indication (per annum)**			18,000
Annual Total Compensation			500,004
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			519,504

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.

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

**** 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:

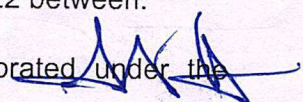
?Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same

?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


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Channabasweshwar Pharmacy College (Degree)
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Kavay Road, LATUR



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

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.

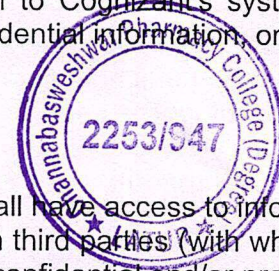
4. Confidentiality

- 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



Principal



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

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,

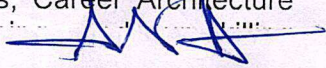
- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed 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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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

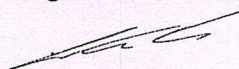
This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate 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

Narsing Dnyanoba Kedar


Shibu Balakrishnan
AVP ?HR

I have read, understood and accept the above-mentioned terms.

Signature:

Date:


Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

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

www.dbgrouppharmacy.com



Ref: - RCT/DBCOP/Admin/ Pharm./App./2022-2023/ 180

Date 29/5/2023

Letter of Appointment

To,

Mr. Mane Shantanu Rohidas,
Rajc 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 **26th June 2022**. Your tenure of appointment will be till the **31st 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,

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road; LATUR



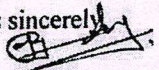
at its sole discretion, have the right to recover from you the amount payable to you, on a pro rata basis.

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.

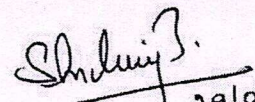
Please sign the attached copy of this letter as confirmation of your acceptance of this Appointment Letter and return the same to us.

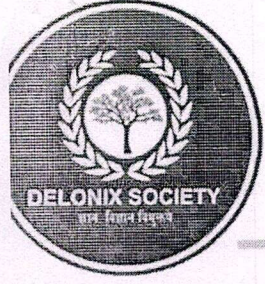
Yours sincerely,


Dinesh Bembade, College of Pharmacy,
 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
 Mrs. Manes. R.



19-20
8008
DELOX SOCIETY'S

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. : DSI BCOF / 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.

Principal

Channabasweshwar Pharmacy College (Degree)

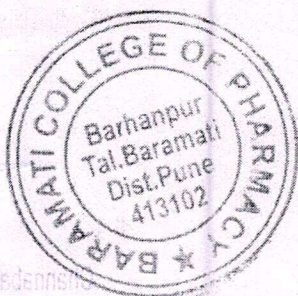
Kava Road, LATUR 47 of 56

Telephone : 02112 297070

Website : www.delonixsociety.org.in Mail : info.delonixsociety@gmail.com



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.



[Handwritten Signature]

PRINCIPAL
Baramati College of Pharmacy
Barhamati, Baramati
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,

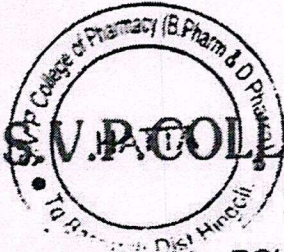
With reference to your application and subsequent interview the management is pleased to inform you that you are hereby appointed as full time Lecturer in Shival Charitable Trust's College Of Pharmacy, Koregaonwadi, Tq. Omerga, Dist. Osmanabad with effect from 08 May 2021 on the basis of following terms 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

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

PRINCIPAL
Shival Charitable Trust's
College of Pharmacy
Koregaonwadi, Tq. Omerga



Shree Dhaneshwari Manav Vikas Mandal's

S.V.P. COLLEGE OF PHARMACY (D.PHARM/B.PHARM)
HATTA., Tq. Basmat Dist. Hingoli.

Approved by PCI/AICTE/DTE/Maharashtra/Affiliated by MSBTE Mumbai./SRTMU Nanded.

Regd. No.F-2918 MAHA/677/95.O'bad/Date : 20-06-95

DTE Code - 2564

MSBTE Code - 1841

SRTMUN Code -530

www.svp-pharmacyhatta.org

svpbpharmacy@gmail.com

Ref.No. SDMVMS/ SVP/ RPharm/ Hatta/ 2020-21/ 58

Date : 01/09/2020

ORDER OF APPOINTMENT

To,
Mr. Kadam M.G.
At. Sonna Post. Kawalgaon
Tq. Purna Dist. Parbhani.



Subject:- Appointment for the post of lecturer.

Sir,

In response to our advertisement, you had applied for the post of lecturer, Shri. Dhaneshwari Manav Vikas Mandal's S.V.P. College of Pharmacy (D. Pharm/B.Pharm), Hatta, Tq. Basmath Dist. Hingoli. Interviewed you on 25/08/2020 for the post of lecturer by the Local Selection Committee Constituted.

I am pleased to inform you that the Management has appointed you on the said post Shri. Dhaneshwari Manav Vikas Mandal's S.V.P.College of Pharmacy (D. Pharm/B.Pharm), Hatta, Tq.Basmath Dist.Hingoli.Your appointment is subject to the following terms & conditions.

1. Your service will be governed by rules laid down by the management of Shri. Dhaneshwari Manav Vikas Mandal.
2. You will have to submit the originals as well as certified true copies of relevant testimonials such as Mark sheets & Certificate of Degree, Experience, Caste etc. at the time of joining.
3. You will have to join the said post within the ten days from the date of this Order of Appointment failing which your appointment is liable to be cancelled.

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

Principal 25/8/2020
PRINCIPAL
S.V.P.College of Pharmacy (D-Pharm)
Hatta Tq. Basmath Dist Hingoli

LUPIN LIMITED
B-15, Phase 1A, Verna Industrial Area
Verna, Salcette, Goa - 403 722
Tel: +91-832-6682222



LUPIN

OFFER OF APPOINTMENT

Mr. Mangesh Govind Kendre,
Javal, Umrai, Lokhandi, Sawargaon, Bid, Maharashtra - 431517

Dear **Mr. Mangesh Govind Kendre,**

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 but not later than **08/02/2021**. 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 **Trainee Officer – Production** 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 Days 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**

Cosima Costa

Officer – 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: _____

Registered Office: 3rd Floor, Kalpataru Inspire, Off W. E. Highway, Santacruz (East) Mumbai - 400 055 India. Tel : (91-22) 6640 2323.
Corporate Identity Number: L24100MH1983PLC029442 www.lupin.com

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



Compensation and Benefit Sheet



AON



BESTEMPLOYERS
INDIA | 2014

Name :- Mangesh Govind Kendre
 Tr. :-
 Designation :- Trainee Officer
 Department :- Production

Sl. Nos.	Grade	Lupin Limited	
		PM	PA
A - Monthly	Basic	13,890	166,680
	HRA	2,906	34,872
	Subtotal	16,796	201,552
B - Retirals	Provident Fund (12% of Basic)		20,002
	ESIC (3.25%)		6,551
	Gratuity (4.81% of Basic)		8,018
	Subtotal		34,571
	Bonus/ Exgratia		27,687
A+B	Grand Total		263,810

Pt a.) Over and above this, you shall also be entitled to:

- 1 Mediclaim 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.

Cosima

Cosima Costa
 Officer - Human Resource

Received and Accepted
 Mangesh Govind Kendre

May 05, 2021

Vasim Shamshoddin Sayyad

Sambhaji nagar At post panchincholi

Latur, Maharashtra, 413531

Mobile No: 9168445566

Subject: Letter of Appointment



Dear Mr. Vasim Shamshoddin Sayyad,

APPOINTMENT AS: Sales Supervisor

We are pleased to appoint you as **Sales Supervisor** at **Latur** in our organization, effective **February 15, 2021** on the following terms and conditions.

1. Posting

For the present, you will be located at **Latur**. However, your services are liable to be transferred, at the sole discretion of Management, in same or such other capacity as the company may decide, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

2. Probation

You will be on probation for a period of six months. The period of probation can be extended at the sole discretion of the Management and you will be kept informed in writing. You will continue to be on probation till such time you are confirmed in writing to that effect. Any leave taken during the probation and/or extended probation period shall be considered as leave without pay and salary equivalent to number of days absence/leave shall be deducted from your salary. During probationary period, your employment with the Company may be terminated at any time, without notice or assigning any reason thereof at the sole discretion of the Company.

3. Terms of Employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the MD of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management in writing.

4. Responsibilities and Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. Since Maven is working with leading MNCs as service provider and is contractually bound by their stringent global compliances. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

Maven Marketing Private Limited

New No.: 33, Old No.: 14, Canal Road , Thiruvannamiyur, Chennai-600 041.

T - +91 44 4301 6500E - info@mavenmr.com CIN : U51109TN2013PTC093638



Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

5. Compliance

Apart from the maven code of conduct you are expected to adhere to the various global compliances of the client organization too. Maven in addition has a separate cell; in which the employees are expected to report/register the compliances either through the mail or telephone as given in your welcome kit.

6. Compensation

The details of your annual compensation package including Basic salary, allowances, benefits, perquisites, reimbursements and other statutory payments (the "Compensation Package") are detailed in **Annexure "A"**. Your compensation will be taxable as per the applicable rules.

7. Leave

You will be entitled for leaves as per Company's leave policy.

8. Retirement

The retirement age is 58 years. You will retire from the employment of the Company at the end of the month in which you attain 58 years of age.

9. Termination of employment

During the probationary period and any extension thereof, your services may be determined by either side without any prior notice. After confirmation, your services can be determined and/or terminated by either side by giving one month (30 days) notice or basic salary in lieu thereof.

Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, books, documents, electronic gadgets (provided by the company), or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon termination of employment, you will also return all company property, which may be in your possession.

10. Confidentiality

You will be governed by the company's confidentiality policy and have to sign NDA (Non Disclosure Agreement) as per the attached Annexure B.

11. Declaration

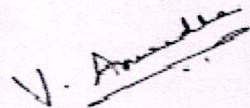
If any declaration given, or information furnished by you, to the company proves to be untrue, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to be terminated from the services of the company without any notice.

In case of any change in personal details/address, you are required to inform the same to the HR department immediately.

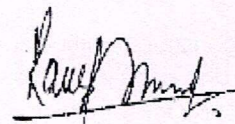
Please confirm your acceptance of the appointment by signing and returning a copy of this letter.

Regards,

For Maven Marketing Private Limited



Manager - HR



**Ravisankar K
Chief Executive Officer**

I have read the terms and conditions of the letter of appointment and confirm my acceptance of the same.

(Signature and Date)



Table 2



Working Allowances	Amount (in Rs)
Head Quarter	Rs.125/- per day
Ex-Head Quarter	Rs.125/- per day
Out Station	Rs.400/- per day (This allowance is applicable in case of over-night stay, for the next day field-work as specified in the STP)
Travel Allowance	i) Rs.1.75/- per km.for any travel<=75 km. (one way) ii) Rs.1.75/- per km. for any travel>75 km. upto 125 km, (one way). (on submission of proof of travel) iii) Any travel above 125 km. (one way), would be by Sleeper Class (Train) /Equivalent state transport fare (on submission of bills)
Mode Of Travel	If the destination is beyond 75 km. (one way), you will be eligible to travel by either sleeper class (train) or Equivalent State Transport (whichever is convenient to you).
Cyber Allowance	Rs.300/- per month (on submission of bills)
Mobile Allowance	Maximum limit of Rs.250/- per month (on submission of bills)
Printing/Courier/Fax	At actuals (on submission of bills), upto maximum of Rs.100/- per month

Note: Allowances are governed by the company policy.

*Outstation is a place where you stay overnight and work in the same place or adjoining areas the next day and this outstation is approved by your Manager and a part of SFC

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR 55 of 56



Annexure A

Table 1

Vasim Shamshoddin Sayyad		
Sales Supervisor		
	Monthly	Annualized
Pay Components:		
Basic	10500	126000
Gross <i>(Sum of Pay Components)</i>	10500	126000
Deduction:		
ESI Employee-0.75%	79	948
PF Employee-12%	1260	15120
PT	171	2052
Total Deduction	1510	18120
Net Salary <i>(Gross - Total Deduction)</i>	8990	107880
Company Contribution:		
ESI Employer-3.25%	342	4104
PF Employer -12%	1260	15120
GPA	10	120
Total Company Contributions	1612	19344
CTC <i>(Gross + Total Company Contribution)</i>	12112	145344

Taxes will be deducted as per the applicable law

Principal
Channabeswari Pharmacy
Kava Road, Latur