



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 2022-23

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.	Birajdar Shrikrushna Ankushrao	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR114000 /-
2.	Chame Nilesh Shivaji	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR114000 /-
3.	Jadhav Deepak Ramesh	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR114000 /-
4.	Mashalkar Shivani Shivling	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR114000 /-
5.	Murudkar Rohan Ramakant	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR114000 /-
6.	Poul Nagesh Manchakrao	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR114000 /-
7.	Rawale Ravi Lalasaheb	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR114000 /-
8.	Sawant Akash Govardhan	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR114000 /-
9.	Swami Ravindra Sidhayya	B. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR114000 /-



10.	Syed Danish Sayed Zameer	B. Pharm	2022-23	IQVIA RDS (India) Private Limited, Omega Embassy Techsquire, Marathahalli-Sarjapur Outer Ring Road Kadubeesanahalli Bangalore 560103 (080) 37690000/0100	INR383088/-
11.	Awale Sumit Ramish	M. Pharm	2022-23	Tata Consultancy Services, Mumbai, 02267783000	INR 120000/-
12.	Bidri Swati Sanjay	M. Pharm	2022-23	Panchakshari Shivacharya Trust's, Chnannbasweshwar Pharmacy College (Degree), Latur (02382) 249192, channabaswehswar@gmail.com	INR 187200/-
13.	Humnabade Shital Nagnath	M. Pharm	2022-23	Panchakshari Shivacharya Trust's, Chnannbasweshwar Pharmacy College (Degree), Latur (02382) 249192, channabaswehswar@gmail.com	INR 187200/-
14.	Jadhav Pawan Prabhakar	M. Pharm	2022-23	Optum Heath & Technology (India) Pvt.Ltd., ITC, Green Center, Northeast Wing, 3 rd Floor, NO 18, Banaswadi Main Road, Maruthiseva Nagar BAnglore 56005- 804257300, incontact@optum.com	INR120000/-
15.	Jadhav Sagar Govind	M. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR 120000/-
16.	Malshette Rachita Bhimashankar	M. Pharm	2022-23	Panchakshari Shivacharya Trust's, Chnannbasweshwar Pharmacy College (Degree), Latur (02382) 249192, channabaswehswar@gmail.com	INR187200/-
17.	Nadiwade Niranjan Sidram	M. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR 120000/-
18.	Patil Shraddha Premraj	M. Pharm	2022-23	Tata Consultancy Services, Mumbai, 02267783000	Not Disclosed
19.	Piske Anand Umesh	M. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR 120000/-
20.	Zogade Asmita Bandu	M. Pharm	2022-23	Shivlingeshwar College Of Pharmacy, Almala Tq AUSA Dist Latur (02383)225455	INR187200/-
21.	Gaherwar Aishwarya Himmatsingh	M. Pharm	2022-23	MDA School of Pharmacy, Kolpa, 0282263700, mdaschoolofpharmacy@gmail.com	INR 300000/-

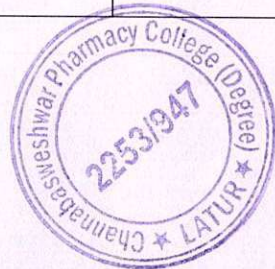


22.	Kadam Alok Arvind	M. Pharm	2022-23	Patlex Buisness Solutions, 93/93A, Sector 19, Near Sea Woods Rilway Station. Nerul (E), navi Mumbai-400706	INR 320000/-
23.	Muratkar Mukesh Haribhau	M. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR 120000/-
24.	Rathod Vishal Bhatu	M. Pharm	2022-23	Delight College of Pharmacy(6906) , Koregao Bhima, (02237)218065 delightcop@gmail.com	INR187200/-
25.	Sabne Anand Madhav	M. Pharm	2022-23	Aizant Drug Research Solutions Pvt.Ltd Medchal-malkhajgiri, Hyderabad-500100 (040)23792190	DENIED TO DISCLOSED BUT LETTER ATTACHED
26.	Sontakke Mahesh Prabhakar	M. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR 120000/-
27.	Tondare Sumit Satish	M. Pharm	2022-23	Fresenius Kabi India pvt limited, 2138671600,	INR192000/-
28.	Gandigude Pallavi Suryakant	M. Pharm	2022-23	Panchakshari shivacharya Trust	INR187200/-
29.	Hotkar Nandini Shivaji	M. Pharm	2022-23	SVS College of Pharmaceutical Education & Research, svspharmacy2022@gmail.com, 7066307777, 9850976143	INR187200/-
30.	Jadhav Sneha Umesh	M. Pharm	2022-23	VDF School of Pharmacy, Latur. 02382267737 / 38/39,	INR240000/-
31.	Kadu Samiksha Manoj	M. Pharm	2022-23	MDA Shool of Pharmacy, Kolpa 0282263700, mdaschoolofpharmacy@gmail.com	INR187000/-
32.	Kale Sangita Tukaram	M. Pharm	2022-23	MDA Shool of Pharmacy, Kolpa 0282263700, mdaschoolofpharmacy@gmail.com	INR187000/-
33.	Yadav Shekhar Tukaram	M. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR 120000/-
34.	Khare Unnati Rajesh	M. Pharm	2022-23	VDF School of Pharmacy, Latur-413531 (02382)267737 / 38/39,	INR264000/-
35.	Netragaonkar Aboli Abhimanyu	M. Pharm	2022-23	TATA Consultancy Survices Limited, Nariman Point, Mumbai. 400021 Girishv.Nandimath, (022)-67783000	INR 7,600,004/-
36.	Jadhav Krishna Baliram	M. Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR 120000/-



37.	Doke Manjusha Sudhakar	M. Pharm	2022-23	Dayanand Institute of Pharmacy Barshi Road, Latur-413531 (02382)295870	INR264000/-
38.	More Ajay Prataprao	B. Pharm	2022-23	MDA School of Pharmacy, Kolpa 0282263700, mdaschoolofpharmacy@gmail.com	INR114000/-
39.	Pawar Diksha Balasaheb	B. Pharm	2022-23	Logix Health Solution Pvt. Ltd. Embassy Golf link Buisness park Domlur Banglore Karnataka-560071	INR 353250/-
40.	More Tejswini Dayanand	B Pharm	2022-23	Synthink Research Solutions, S No 80, Near JSPM Shahu College, New Pune-Mumbai Bypass, Ththwade Pune-41103 9158051122	DENIED TO DISCLOSED BUT LETTER ATTACHED
41.	Vedpathak Vaishnavi Vasudev	B. Pharm	2022-23	Logix Health Solution Pvt. Ltd. Embassy Golf link Buisness park Domlur Banglore Karnataka-560071	353250/-
42.	Kokadwar Akansha Anilrao	B. Pharm	2022-23	Vee Healthtek Private Limited,71, Sana Towers, Millers Road, Banglore-560052 8041131526	DENIED TO DISCLOSED BUT LETTER ATTACHED
43.	Raut Suchita Sudam	M. Pharm	2022-23	GV Safety Assessment Platform Pvt. Ltd., S. NO120 (New), 4 th floor, Niharika Jublee One Road No 1, Jubilee Hills, Hyderabad Tlangana-500033 info@gvrp.in	DENIED TO DISCLOSED BUT LETTER ATTACHED
44.	Baddu Ganesh Sadashiv	B. Pharm	2022-23	Lesanto Laboratories,4-5-6, Om Sai Karan Palace, Eksar Road, Borivalli, Mumbai-400091 (022)-28957800	144000/-
45.	Gorgile Rushikesh Chandrakant	B Pharm	2022-23	MACLEODS Pharmaceutical Limited, 912266752800. custorcare@gmail.com	INR 120000/-
46.	Tonage Dipali Gajanan	B Pharm	2022-23	IQVIA RDS (India) Private Limited, Omega Embassy Techsqre, Marathahalli-Sarjapur Outer Ring Road Kadubeesanahalli Banglore 560103 (080) 37690000/0100	INR 356400/-

Butter
Training & Placement Officer
 (Placement Cell)
 Channabasweshwar Pharmacy
 College (Degree), LATUR



[Signature]
Principal
 Channabasweshwar Pharmacy College (Degree)
 Kava Road, LATUR

4013



Offer Letter for Apprenticeship

Name Mr./Ms. Shrikrushni A Bivajdar

Date: 19/04/2023

Dear, Shrikrushni

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

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

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

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

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

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

With best regards.

For Macleods Pharmaceuticals Ltd.

Authorized Signatory

Acceptance:

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

19/04/2023

Mr./Ms. Bivajdar Shrikrushni Ankush

Principal

MACLEODS PHARMACEUTICALS LIMITED

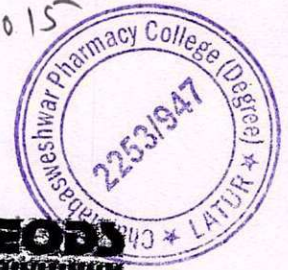
Regd. Office:
Atlanta Arcade, Church Road,
Near Beels Hotel, Anchar-Kurla Road,
Anchar (East), Mumbai-400-059, India.

Phone : 91 - 22 - 6675 8800
Fax : 91 - 22 - 2595 6599
Email : customerservice@macleodspharma.com
Website: www.macleodspharma.com
CN : 102239M-1998PHL052049

Workshop:
Hot. No. 100, Channabaseshwar Pharmacy College (Degree)
Sangam, Dist - Valsad,
State: Gujarat - 396135, India. 88



4015



Offer Letter for Apprenticeship

Name Mr./Ms. Nilesh Shivaji Chame

Date: 19/04/2023

Dear, Nilesh

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

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

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

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

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

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

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

With best regards,

For Macleods Pharmaceuticals Ltd.

Authorized Signatory

N. S. D.

Acceptance:

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

19-04-2023

Mr./Ms. Nilesh Shivaji Chame

Principal

MACLEODS PHARMACEUTICALS LIMITED

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

Phone : 91 - 22 - 6675 2800
Fax : 91 - 22 - 3925 6590
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
CN : 184939W11999RCA52049

Channabasweshwar Pharmacy College (Degree) Valsad
Plot No. 2209, Kumb Road, LATUR
Sangam, Dist - Valsad, State - Gujarat - 396155, India



Offer Letter for Apprenticeship

Name Mr./Ms. Deepak Ramesh Jadhav

Date: 19/04/2023

Dear, Deepak

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

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

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

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

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

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

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

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

With best regards.

For Macleods Pharmaceuticals Ltd.

Vijay
Authorized Signatory

Jadhav
Acceptance:

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

Mr./Ms. Deepak Jadhav
19/4/23
[Signature]
Principal

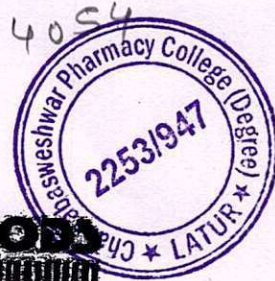
MACLEODS
PHARMACEUTICALS
LIMITED

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



Phone : 91 - 22 - 6675 2800
Fax : 91 - 22 - 6625 6599
Email : customercare@macleodspharma.com
Website : www.macleodspharma.com
CIN : U24339MH1999PLC052049

Works:
Plot No. 2209, GDC,
Sarigam Dist - Valsad,
State : Gujarat - 396155, India 3 of 88



MACLEODS
PHARMACEUTICALS

Offer Letter for Apprenticeship

Name Mr./Ms. Shivani Mashalkar

Date: 19/04/2023

Dear, Shivani

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

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

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

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

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

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

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

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

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

With best regards,

For Macleods Pharmaceuticals Ltd.

Authorized Signatory



Shivani

Acceptance:

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

Mashalkar Shivani Shivling

Mr./Ms.

[Signature]

Principal

Channabasweshwar Pharmacy College (Degree)

MACLEODS
PHARMACEUTICALS
LIMITED

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

Phone : 91 - 22 - 6575 2800
Fax : 91 - 22 - 6595 6599
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
CIN : U24239MH1989PLC059049

Works: Kava Road, LATUR
Plot No. 2209, GIDC,
Sangam, Dist - Valsad,
State: Gujarat - 395155, India

4059



Offer Letter for Apprenticeship

Name Mr./Ms. Rohan R. Mundkar

Date: 19/04/2023

Dear, Rohan

We are pleased to extend to you this offer of working as an Apprentice and your Education: B. Pharm

if you accept this offer, you will begin your Apprenticeship in Department Production

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

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

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

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

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



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

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

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

With best regards.

For Macleods Pharmaceuticals Ltd.

Authorized Signatory



Acceptance:


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

19/04/2023

Mr./Ms. Rohan. Ranakar
Mundkar

Principal

MACLEODS
PHARMACEUTICALS
LIMITED

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

Phone : 91 - 22 - 6675 9800
Fax : 91 - 22 - 6625 6590
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
CN : U29339MH190001C852040

Channabashwar Pharmacy College (Degree)
Plot No. 2209, GDC
Sangam Dist. - LATUR 5 of 88
State : Gujarat - 396155, India

4077



MACLEODS
PHARMACEUTICALS LIMITED

Offer Letter for Apprenticeship

Name Mr./Ms. Nagesh Manchakeao Poul

Date: 19/04/2023

Dear, Nagesh

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

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

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

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

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

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

With best regards.

For Macleods Pharmaceuticals Ltd.

[Signature]
Authorized Signatory



[Signature]
Acceptance:

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

19/04/2023

Mr./Ms. Nagesh Manchakeao Poul.

[Signature]

Principal

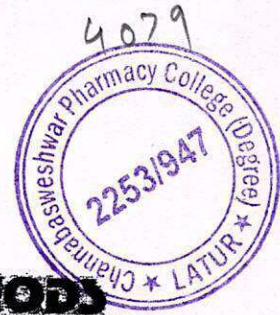
MACLEODS
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LIMITED

Regd. Office:
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Phone : 91 - 99 - 6799999
Fax : 91 - 22 - 2925 6599
Email : customercare@macleodspharma.com
Website : www.macleodspharma.com
CN : U24239MH1999PTC052049

Chhatraswami Pharmacy College (Degree)

PIC No. 2209, GDC,
Kavara Road, Latur, Dist - Valsad,
State - Gujarat - 396155, India



MACLEODS
PHARMACEUTICALS LIMITED

Offer Letter for Apprenticeship

Name Mr./Mx. Ravi Rawale

Date: 19/04/2023

Dear, Ravi

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

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

With best regards,

For Macleods Pharmaceuticals Ltd.

Vish
Authorized Signatory

Ravi
Acceptance:

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

19-04-2023

Mr./Mx. Ravilakshab Rawale

Principal
Principal

MACLEODS
PHARMACEUTICALS
LIMITED

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

Phone : 91 - 22 - 6675 2800
Fax : 91 - 22 - 2085 6599
Email : customercare@macleodspharma.com
Website : www.macleodspharma.com
CN : U22939M-HS2996-CB52049

Channabaseshwar Pharmacy College (Degree)
Plot No. 8209, SIDC
Sarigam, Bhatavde, LATUR
State: Gujarat - 386155, India

4083



MACLEODS
PHARMACEUTICALS LIMITED

Offer Letter for Apprenticeship

Name Mr./Ms. Akash G Sawant

Date: 19/04/2023

Dear, Akash

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

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

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

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

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

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

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

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

With best regards.

For Macleods Pharmaceuticals Ltd.

Authorized Signatory

Acceptance:

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

19-04-23

Mr./Ms. Sawant Akash Govardhan

Principal



MACLEODS
PHARMACEUTICALS
LIMITED

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

Phone : 91 - 22 - 6625 2800
Fax : 91 - 22 - 2925 6599
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
CN : U24933WV119299MCO52049

Chamabasweshwar Pharmacy College (Degree)
Work:
Plot No: 2209, GIDC Va Road, LATUR
Sriram, Dist - Valsad,
State : Gujarat - 396155, India



MACLEODS
PHARMACEUTICALS LIMITED

Offer Letter for Apprenticeship

Name Mr./Ms. Swami Ravindra Siddhaya

Date: 19/04/2023

Dear, Ravindra

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

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

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

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

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

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

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

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

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

With best regards.

For Macleods Pharmaceuticals Ltd.

M. Raj
Authorized Signatory



Ravindra

Acceptance:

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

19/4/2023

Mr./Ms. Swami Ravindra Siddhaya

Principal

MACLEODS
PHARMACEUTICALS
LIMITED

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

Phone : 91 - 22 - 6525 2800
Fax : 91 - 22 - 3925 6599
Email : customerscare@macleodspharma.com
Website : www.macleodspharma.com
CN : U24939MH1999RC052049

Channabasweshwar Pharmacy College (Deg)
Plot No. 2209, GIDC Kava Road, LATUR
Sangam Dist - Valsad,
State: Gujarat - 396155, India

4097.



26/12/2023

Syed Danish Syed Zameer
Dargha Road, Parbhani
Parbhani - 431401
India

Dear Syed Danish,

Welcome to IQVIA™

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

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

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

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

ANNUAL GROSS PAY (AGP) - ₹333,600.00

PROVIDENT FUND - 22800

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

ANNUAL INCENTIVE PAY TARGET* - 26688

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

ANNUAL INCENTIVE PAY TARGET*

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



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Kava Road, LATUR



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

Detailed break up of salary will be shared separately.

BENEFITS:

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

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

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

Sincerely,

Rashmi Avinash
Director, Talent Acquisition Team

For IQVIA RDS (India) Private Limited

Joining Date: 02-Jan-2024

sign here



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Kava Road, LATUR



Registered Office
IQVIA RDS (India) Private Limited
Omega,
Embassy TechSquare,
Kadubeesanahalli CIN: U74140KA2003PTC032950
Marathahalli-Sarjapur Outer Ring Road.
Bangalore-560103
www.iqviam.com

EXECUTIVE EMPLOYMENT AGREEMENT

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

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

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

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

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

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

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



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

3. COMPENSATION

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

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

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

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

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

4. TERM OF EMPLOYMENT

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

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



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"Extended Probation Period"); and

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

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

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

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

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

As used in this Agreement "Cause" shall mean:

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

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

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

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

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



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

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

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

5. COMPENSATION AND BENEFITS UPON TERMINATION

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

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

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

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



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

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

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

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

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES

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

6.2 Competitive Business Activities.

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




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

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

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

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

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

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

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

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

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

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

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

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

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

8. EMPLOYEE REPRESENTATIONS

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



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

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

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

- (i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.
- (ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.
- (iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

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

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



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

(e) Confidential Information of others may include:

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

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

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

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

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

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

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



Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



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

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

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

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

provided that:

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

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

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

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




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Kava Road, LATUR



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

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

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

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

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

sign here:

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

Ullas KS
Director, Talent Acquisition Team




Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20218603199/Mumbai/BPS/BSPA

Date:11/08/2023

Dear Mr. **Sumit Ramesh Awale,**

Sub: Letter of Provisional Offer and Terms of Employment.

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

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

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

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

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

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

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

Private and Confidential

TCSL/DT20218603199

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

Corporate Identification No. (CIN): L22210MH1995PLC084781

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Principal

Channabasweshwar Pharmacy College (Degree)

Kava R. 'ATIIR 23 of 88

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Reg.No.A-2650(Osmanabad)

Est :- 1973



PANCHAKSHRI SHIVACHARYA TRUST

C/o Channabasweshwar Pharmacy Polytechnic

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

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

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

Date:- 23.07.2023

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



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

Sir/Madam,

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

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

Your appointment is subject to the following terms and conditions:

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

..02..

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

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Reg.No.A-2059(USMANABADU)

Est :- 1973



PANCHAKSHRI SHIVACHARYA TRUST

C/o Channabasweshwar Pharmacy Polytechnic

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

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

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

Date: 22/07/2023

To,

Ms. Humnabade Shital Nagnath

At.Post.Deoni,

Tq.Deoni,

Dist.Latur 413 519.



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


Sir/Madam,

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

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

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

..02..


Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, Latur

..02..



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

..03..

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



..03..

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

Yours faithfully,

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

Copy to:-

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

F.N. OPC/ PST Fold./Appointment letter.03

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

7005



Optum Health & Technology (India) Pvt. Ltd.

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

optum.com



06-11-2023

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

Dear Pawan Jadhav Pawan,

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

EMPLOYMENT

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

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

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

PROBATION

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

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

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

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

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

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

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, Latur



MACLEOD'S
PHARMACEUTICALS LIMITED

Offer Letter for Apprenticeship

Name Mr./Ms. Sagar Govind Jadhav

Date 19/04/2023

Dear, Sagar

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

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

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

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

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

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

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

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

With best regards.

For Macleods Pharmaceuticals Ltd.

Authorized Signatory



Jadhav

Acceptance:

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

19/04/2023

Mr./Ms. Sagar Govindras Jadhav

[Signature]

Principal

MACLEOD'S
PHARMACEUTICALS
LIMITED

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

Phone : 91 - 22 - 6672 2800
Fax : 91 - 22 - 6625 6500
Email : customers@macleodspharma.com
Website : www.macleodspharma.com
CN : 1203391H-1203391C-050042

Channabasweshwar Pharmacy College (Degree)
VGS:
Plot No. 2209, GDC
Sangam Dist - Velad
State : Gujarat - 396155, India

7006

MACLEODS

MAC/APPOINTMENT/DIR/2023
27/11/2023

To,
Mr SAGAR JADHAV
ASSOCIATE
AMD
R & D CENTER
H032920

Dear Mr SAGAR JADHAV

Further to our offer letter dated 16/11/2023, we are pleased to appoint you to the position of ASSOCIATE - AMD - R & D CENTER in our organisation, w.e.f. 27/11/2023 on the following term and conditions.

1. You will be paid salary as per the annexure:
2. You will be on probation for a period of 9 months from the date of joining. This period may be extended at the discretion of the company to enable you to achieve the expected standard of your performance. At the end of probation period, you will be either (a) confirmed in the services of the company or (b) if your performance is not up to the expected standard, terminated from such services.
3. During the period of probation, your services are liable to be terminated without giving any notice from either side.
4. On confirmation, your services will be liable to be terminated after giving three month's notice or three month's notice pay in lieu of notice period from either side.
5. You shall be retired from the services of the company on attaining the age of 58 years and shall not have any claim to be continued in service thereafter.
6. You will be governed by the " Standing Orders" applicable to the establishment and rules regulations in force in which you work and Rules and Regulations framed, amended, altered or modified from time to time and applicable to the employees of that establishment.
7. Increments and Promotions are on the basis of merit and will be at the sole discretion of the company.
8. Apart from your usual duties, your activities will also extend over any other kind of work as may be required by the circumstances.
9. Your usual working hours will be 48 hours per week. However, you may be required to stay beyond these hours whenever required and called upon by the management due to emergencies of work.

Saidutta Nanda

Signature valid

Digitally signed by SAIDUTTA NARSINGHA NATH NANDA
 Date: 2023.11.28 14:21:37 +05:30

MACLEODS
PHARMACEUTICALS
LIMITED

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

Phone : 91 - 22 - 6676 2800
 Fax : 91 - 22 - 2925 6599
 Email : customercare@madeodspharma.com
 Website : www.madeodspharma.com
 CIN : U24239MH1989PLC052049

Works :
 G-2, Mahakali Caves Road,
 Shanti Nagar, Andheri (East),
 Mumbai 400 093, INDIA
 Phone: +91 22 61132900

Saidutta Nanda

Principal

Channabasweshwar Pharmacy College (Degree)
 K. I. LATUR



PANCHAKSHRI SHIVACHARYA TRUST

C/o Channabasweshwar Pharmacy Polytechnic

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

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



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

Date: 23/07/2023

To,

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

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

Sir/Madam,

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

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

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

..02..

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



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

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



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

Yours faithfully,

(B. J. Devnikar)

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

Copy to:-

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

F.N. OPC/ PST Fold/ Appointment letter 03

**Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUP**



Offer Letter for Apprenticeship

Name Mr./Ms. Niranjana S. Nadiwade

Date: 19/04/2023

Dear, Niranjana

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

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

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

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

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

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

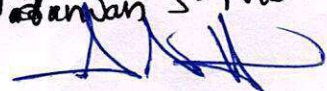
With best regards,

For Macleods Pharmaceuticals Ltd.

Authorized Signatory 


Acceptance:

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

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


Principal

MACLEODS
PHARMACEUTICALS
LIMITED

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

Phone : 91 - 22 - 6676 2800
Fax : 91 - 22 - 6625 6599
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
CN : LR4932WH1999PC059049

Channabeswar Pharmacy College (Degree)
Plot No. 2289, GDC
Sangam, Gandhinagar
State : Gujarat - 396135, India



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20218604754/Mumbai/BPS/BTN

Dear Ms. **Shraddha Premraj Patil**,

Sub: Letter of Provisional Offer and Terms of Employment.

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

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

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

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

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

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

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

Private and Confidential

TCSL/DT20218604754

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

Corporate Identification No. (CIN): L22210MH1995PLC084781

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



MACLEODS
PHARMACEUTICALS LIMITED

Offer Letter for Apprenticeship

Name Mr./Ms. Anand Umesh Piske

Date: 19/04/2023

Dear, Anand

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

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

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

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

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

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

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

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

With best regards.

For Macleods Pharmaceuticals Ltd.

Authorized Signatory

Acceptance:

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

19/03/2023

Mr./Ms. Anand Umesh Piske

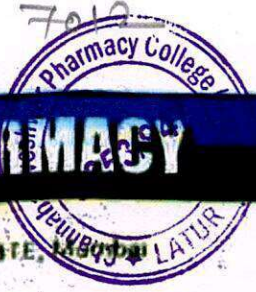
MACLEODS
PHARMACEUTICALS
LIMITED

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

Phone : 91 - 92 - 6676 9800
Fax : 91 - 92 - 3925 6599
Email : customercare@macleodsoharma.com
Website: www.macleodsoharma.com
CN : 124939M-H-0897UC852049

Works:
Plot No. 2209, GDC,
Sangam Road, Latur,
State : Gujarat - 396155, India

Principal
Maharashtra Pharmacy College (Degree)
Sangam Road, Latur
36 of 88



SHIVLINGESHWAR COLLEGE OF PHARMACY

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

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

Date: 17 JUL 2023

APPOINTMENT ORDER



To
Ms. Zodage Asmita Bandu,
Latur.

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

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

Copy to: -

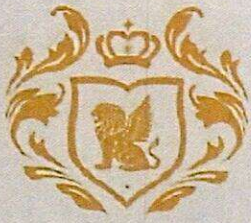
1. Account section, Shivlingeshwar College of Pharmacy, Almala, Tq.Ausa, Dist. Latur.
2. The Applicant.
3. Personal file.



Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

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



DTE Code :- 2597

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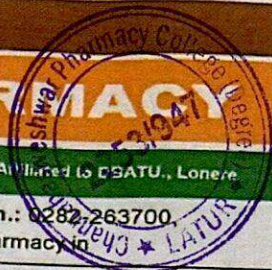
MSBTE Code :- 1875

MDA FOUNDATION'S

MDA SCHOOL OF PHARMACY

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

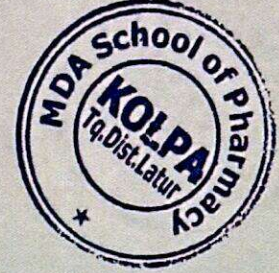
MDA Educational Campus, Latur-Nanded NH-316, At Kolpa, Latur- 413512, Ph.: 0282-263700,
Email: mdaschoolofpharmacy@gmail.com, Website: www.mdaschoolofpharmacy.in



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

Date: 31/07/2023

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



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

Respected Sir/Madam,

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

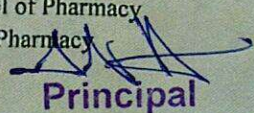
Your appointment is subject to the following terms and conditions:

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

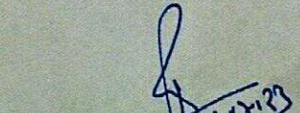
Copy To

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




Principal

Shannabasweshwar Pharmacy College (Degree)
Kava Road, LATUR


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



EMPLOYMENT OFFER LETTER

Date: 25/07/2023

Dear,

Alok Arvind Kadam

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

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

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

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

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

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

With best regards,

Vijaykumar Shivpuje
Director, Patlex Business Solutions

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

Patlex Business Solutions

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

400706

Email- pharma@patlex.in

8004



MACLEODS
PHARMACEUTICALS LIMITED

Offer Letter for Apprenticeship

Name Mr. Mukesh Haribhahu Muratkar Date 19/04/2023

Dear, Mukesh

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

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

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

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

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

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

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

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

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

With best regards,

For Macleods Pharmaceuticals Ltd.

Mol
Authorized Signatory

Acceptance:

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

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

Principal

**MACLEODS
PHARMACEUTICALS
LIMITED**

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

Phone : 91 - 22 - 5672-2800
Fax : 91 - 22 - 2625-0590
Email : customers@macleodspharma.com
Website: www.macleodspharma.com
CN : 120235MI-120235MI-052019

Works:
Plot No. 288, 289, 290,
Sangam Dist - Velsad,
State : Gujarat - 395155, India
Channabhasweshwar Pharmacy College (Degree)
Kava Road, LATUR

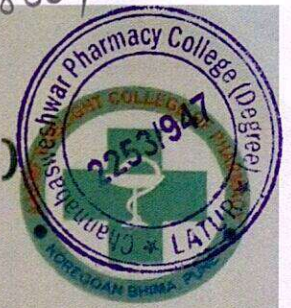
8007.



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

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

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



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

Appointment Order

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

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

Sir/Madam,

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

Your appointment is subject to the following terms and conditions:

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

Principal

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

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

8008



31st Jul 23



AIZ/HR/OFF/JUL/23/32

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

Dear Sabne Anand,

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

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

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

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

Yours Sincerely,

For **Aizant Drug Research Solutions Pvt. Ltd.**

B Vasanthi
Director – Human Resources

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

Aizant Drug Research Solutions Private Limited

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

Tel : 91 40 23792190/91/92, Fax : +91 40 23792223, Web : www.aizant.com

CIN : U24239TG2005PTC048133 E-mail : info@aizant.com

4092



MACLEODS
PHARMACEUTICALS LIMITED

Offer Letter for Apprenticeship

Name Mr. Ms. Mahesh Prabhakar Sandakke
Dear, Mahesh

Date: 19/04/2023

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

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

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

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

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

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

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

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

With best regards.

For Macleods Pharmaceuticals Ltd.

Ms. Sandakke
Authorized Signatory

Acceptance:

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

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

MACLEODS
PHARMACEUTICALS
LIMITED

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

Phone : 91 - 22 - 6675 2800
Fax : 91 - 22 - 3025 6599
Email : customercare@macleodspharma.com
Website : www.macleodspharma.com
CN : U28139MH1929NCT052049

Works:
Plot No. 2209, GDC,
Savitribai Phule Mahila
State : Gujarat - 388153, India
Principal
Mahesh Prabhakar Pharmacy College (Degree)
Kava Road, LATUR
43 of 88

STRICTLY CONFIDENTIAL

FKIPL/PUNE/HR/2023

October 05, 2023

Sumit Satish Tondare

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

SUBJECT: APPOINTMENT AS AN "APPRENTICE (TRAINEE)"

Dear Sumit Satish Tondare,

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

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

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



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



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

Best regards,

For Fresenius Kabi India Private Limited,

Prepared by,

DATTATRAY
BALAJIRAO
NYALAMWAR

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

Site Head-Human Resources

Reviewed by,

TARKESH
GUPTA

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

CHRO-South Asia

Approved by,

PRAKASH
SAHEBRAO PATIL

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

Head-Manufacturing Operations

Accepted by :

Sumit Satish Tondare

Date :

Attached: Annexure - Compensation Structure

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



STRICTLY CONFIDENTIAL

Date: October 05, 2023

Sumit Satish Tondare

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

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

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

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

Prepared by,

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

Site Head-Human
Resources

Reviewed by

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

CHRO-South
Asia

Approved by,

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

Head-Manufacturing
Operations

Accepted with thanks,

Principal

Sumit Satish Tondare

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

Reg.No.A-2650(Osmanabad)



PANCHAKSHRI SHIVACHARYA TRUST

C/o Channabasweshwar Pharmacy Polytechnic

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

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



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

Date: 28/07/2023

To,

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

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

Sir/Madam,

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

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

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

..02..

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



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

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



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

Yours faithfully,

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

Copy to:-

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

F.N. OPC/ PST Fold./Appointment letter.03

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



Rajmata Ahilyadevi Charitable Foundation,

SVS College of Pharmaceutical Education and Research,

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

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

Email Id: svspharmacy2022@gmail.com



Ref No 40(4)/2023

Date: - 15/08/2023

Assistant Professor Ms. Nandini Hotkar

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

Subject: Appointment for the post of Assistant Professor.

Dear Asst. Prof. Ms. Nandini Hotkar,

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

1. Commencement of employment

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

2. Job title

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

3. Salary

Your salary and other benefits will be UGC, Norms.

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

5. Company property

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

6. Borrowing/accepting gifts

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

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

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, Solapur

51 of 88



Rajmata Ahilyadevi Charitable Foundation,

SVS College of Pharmaceutical Education and Research,

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

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

Email Id: svspharmacy2022@gmail.com



7. Termination

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

8. Confidential Information

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

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

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road. Solapur 413211



Rajmata Ahilyadevi Charitable Foundation,

SVS College of Pharmaceutical Education and Research,

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

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

Email Id: svspharmacy2022@gmail.com



9. Notices

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

10. Acceptance of our offer


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

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

Yours Sincerely,

K.D. Dhekale

Principal


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



Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

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

17005



Rajmata Ahilyadevi Charitable Foundation,

SVS College of Pharmaceutical Education and Research,

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

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

Email Id: svspharmacy2022@gmail.com

Letter for Joining

Date: 20/08/2023

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

Subject - Joining Report for the Post of Assistant Professor.

Respected Sir,

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

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

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

Nandini
Yours Faithfully,

Ms. Nandini Hotkar

Enclosures:

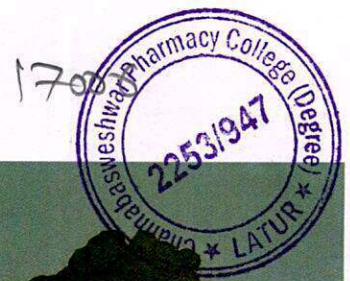
- 1) Adhar card
- 2) Bank Details
- 3) Pan card

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

Nandini
Principal

Channabasweshwar Pharmacy College, Latur

54 of 88



Vilasrao Deshmukh Foundation
VDF SCHOOL OF PHARMACY

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

Date: 10 August 2023

Letter of Appointment

To,

Ms. Jadhav Sneha Umesh
Latur

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

Dear Ms. Jadhav,

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

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

This appointment is subject to the following conditions:

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

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, Latur

EMAIL-INFO.PHARMACY@VDF.IN

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



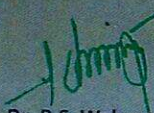
-2-

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

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

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

Yours sincerely,


10-08
2023

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



For and on behalf of
Vilasrao Deshmukh Foundation

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



Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



MDA FOUNDATION'S

MDA SCHOOL OF PHARMACY

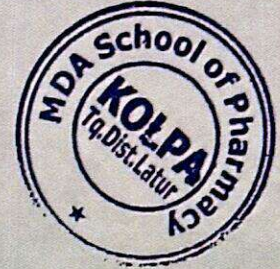
Approved by:- Govt. of Maharashtra, PCI & AICTE New Delhi, Affiliated to M.S.B.T.E., Mumbai, Affiliated to DBATU., Lonere.

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

Ref:MDAPharmcay/Eshta/2023-24/128

Date: 31/07/2023

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



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

Respected Sir/Madam,

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

Your appointment is subject to the following terms and conditions:

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

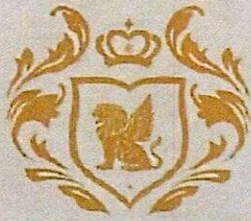
Copy To:

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

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

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



MDA FOUNDATION'S

MDA SCHOOL OF PHARMACY

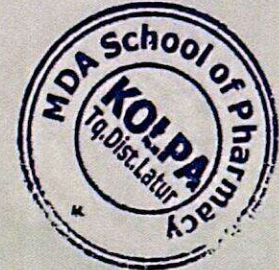
Approved by:- Govt. of Maharashtra, PCI & AICTE New Delhi, Affiliated to M.S.B.T.E., Mumbai, Affiliated to DBATU., Lonere.

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

Ref:MDA Pharmcay/Eshta/2023-24/ 190

Date: 31/07/2023

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



Subject: - Appointment order for the post of Lecturer.

Respected Sir/Madam,

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

Your appointment is subject to the following terms and conditions:

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

Copy To:

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

Principal

Channabasweshwar Pharmacy College (Degree)

Kava Road, LATUR

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

17010



Offer Letter for Apprenticeship

Name Mr./Ms. Shekhar Tukaram Yadav

Date: 19/04/2023

Dear, Shekhar

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

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

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

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

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

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

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

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

With best regards.

For Macleods Pharmaceuticals Ltd.

Authorized Signatory



Shekhar
Acceptance:

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

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

MACLEODS
PHARMACEUTICALS
LIMITED

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

Phone : 91 - 22 - 6625 2800
Fax : 91 - 22 - 2925 6599
Email : customersare@macleodspharma.com
Website: www.macleodspharma.com
CIN : L24339MH1999PLC052049

Works:
Plot No. 2209, GIDC,
Sanjam Dist - Valsad
State: Gujarat - 396155, India

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

18007



Vilasrao Deshmukh Foundation

VDF SCHOOL OF PHARMACY

Date: 12 September 2023

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

Letter of Appointment

To,

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



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

Dear Ms. ~~Khare~~

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

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

This appointment is subject to the following conditions:

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

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

EMAIL:INFO.PHARMACY@VDF.IN

Principal

Channabasweshwar Pharmacy College (D. Pharmacy)



-2-

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

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

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

Yours sincerely,

12.09
2023.

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



For and on behalf of
Vilasrao Deshmukh Foundation

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

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



Offer : BUSINESS PROCESS SERVICES

SPADate : 06-Apr-2023

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

Dear Ms. Netragaonkar Aboli Abhimanyu,

Sub: Letter of Offer and Terms of Employment

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

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

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

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

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

Principal

**Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR**

Private and Confidential
TCSL/2072216

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079
Ph.: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

1



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

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

Name: Ms. Netragaonkar Aboli Abhimanyu
Address:

Signature:
Date:

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

Private and Confidential
TCSL/2072216

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079
Ph: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

4



1. Compliance to all clauses

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

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

Private and Confidential
TCSL/2072216

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079
Ph.: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

2



Withdrawal of Offer

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

We look forward to having you in our global team.

Yours Sincerely,

For Tata Consultancy Services Ltd..

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

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

Private and Confidential
TCSL/2072216

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079
Ph.: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: <http://www.tcs.com>
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781



Dayanand Education Society's
DAYANAND INSTITUTE OF PHARMACY

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

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

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

DTE CODE: PH2577

Shri. Laxmireman Lahoti

President

Shri. Ramesh Biyani

Secretary

Dr. Wajid Chaus

Principal

M. Pharm, Ph.D.

Ref. No.

Date :

LETTER OF APPOINTMENT

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



To,

Ms. Doke Manjusha Sudhakar,
Hadga Rasta, Shivaji Nagar,
Nilanga,
Tq. Nilanga, Dist. Latur.

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

Sir/Madam

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

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

Your appointment is subject to the following terms and conditions.


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


Cont.on Page No. 2...

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

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


Principal
Dayanand Education Society's
Dayanand Institute of Pharma.
Barshi Road, Latur


Principal
Chandraswamy Pharmacy College (Degree)
Kas Road, Latur

4055



Offer Letter for Apprenticeship

Name Mr./Ms. Ajay Pratapsao Mode

Date: 19/04/2023

Dear, Ajay

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

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

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

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

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

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

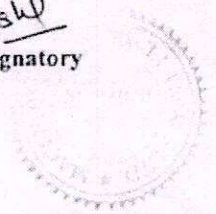
By accepting this offer, you agree that throughout your Apprenticeship, you will observe all Rules and policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending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

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

With best regards.

For Macleods Pharmaceuticals Ltd.

Visu
Authorized Signatory



Acceptance:

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

Ajay

Mr./Ms.

Mode AJAY pratapsao

19/04/2023

MACLEODS
PHARMACEUTICALS
LIMITED

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

Phone : 91 - 22 - 6676 2800
Fax : 91 - 22 - 2925 6599
Email : customercare@macleodspharma.com
Website : www.macleodspharma.com
CIN : U24239MH1989PLC052049

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

[Signature]

Principal

Channabasweshwar Pharmacy College (Degree)

Kava Road, LATUR

4073



Dear **Diksha Pawar**,

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

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

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

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

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

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

Contact person:

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

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

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

4 Passport size photograph with white background

Pan card

Address Proof - Passport / Driving License / Voter ID

E-Aadhar Card

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

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

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

21st Aug 2023

Appointment Letter



To,

Ms. Tejeshwari Dayanand More,

Pune,

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

Dear Tejeshwari,

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

1. DESIGNATION :

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

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

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

3. PROBATION / CONFIRMATION:

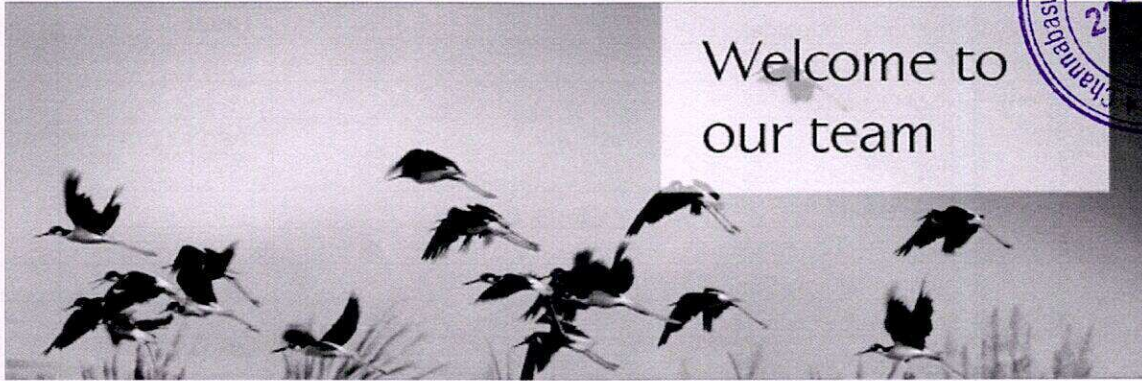
- a. You will be on Probation period for 1 year. Based on your performance your services will be confirmed with the company in written after 1 year. It may extend based on your performance.
- b. During probation period you will not get any leave except medical reasons. You will eligible for the benefits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

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

Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

4103



Dear **Vaishnavi vedpathak,**

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

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

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

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

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

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

Contact person:

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

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

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

4 Passport size photograph with white background

Pan card

Address Proof - Passport / Driving License / Voter ID

E-Aadhar Card

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

Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR



Vee Healthtek Private Limited

The only Global Services company backed by its own university.

Date: 17-Oct-2023

Ms. Aakanksha Kokadwar

At post.Jintur Dist. Parbhani. Maharashtra
431509.

Sub: Offer Letter

Dear Ms. Aakanksha Kokadwar,

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

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

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

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

for Vee Healthtek Private Limited.,

Gokulakannan S,
Senior Manager - Human Resources.



Principal

Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

Registered Office: #71, Sona Towers, Millers Road, Bangalore - 560 052, India.
Phone: +91 80 4113 1526, +91 80 2226 6677
CIN: U29309KA2019PTC127013

RR Naagar: #483, 5th Floor, Seetha Complex, 16th Cross, 8th Main Road, RR Nagar, Bangalore - 560 098. 72 of 88

Date: 2nd November 2023

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



Dear Suchita,

OFFER OF EMPLOYMENT

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

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

You shall provide your services exclusively to the Company.

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

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

For GV Safety Assessment Platform Private Limited

Suchita Sudam

Authorized Signatory

Signature


Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

Registered office: at Sy. No. 120 (New), 4th Floor, Niharika Jubilee One, Road No.1, Jubilee Hills, Hyderabad, Telangana –

500033. Research Facility: Touchstone, Synergy Square II, Genome Valley, Shameerpet, Hyderabad – 500078. E. info@gvrp.in



Date- 16.10.2023

To,

MR. GANESH SADASHIV BADDU

At & Post - Shiradhon,

Tal - Kandhar,

Dist - Nanded

Pin Code - 431707,

Mobile No- 9922662390



Subject: Offer Letter

Dear Mr. Ganesh Baddu,

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

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

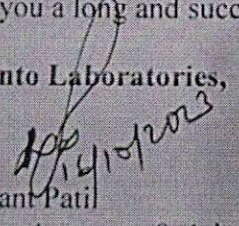
If you are found working in contract in any other organization or running your own business during your tenure with us, your service will be seized without any notice or compensation. You will be required to give 60days notice period to company in writing during your resignation. If your service with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

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

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

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

For Lesanto Laboratories,


Mr. Hemant Patil

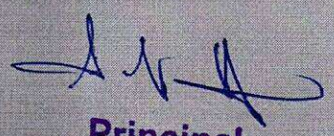
[Manager – Accounts & Administration]

I Agree and will join on 16.10.2023

Signature : 
18/10/2023

Name : Mr. Ganesh Baddu

Encl. Terms & Conditions of Employment.


Principal
Channabasweshwar Pharmacy College (Degree)
Kava Road, LATUR

4027.



Offer Letter for Apprenticeship

Name Mr./Ms. Rushikesh C. Gorgile

Date: 19/04/2023

Dear, Rushikesh,

We are pleased to extend to you this offer of working as an Apprentice and your Education: B.Pharm

if you accept this offer, you will begin your Apprenticeship in Department Production

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

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

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

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

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


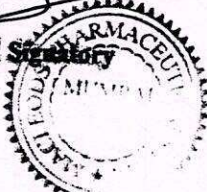
During your Apprenticeship, you may have access to trade secrets and confidential business information belonging to the company. By accepting this offer of Apprenticeship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purpose or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

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

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

With best regards,

For Macleods Pharmaceuticals Ltd.


Authorized Signatory


Rush
Acceptance:

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

19.4.23

Mr./Ms. Gorgile Rushikesh Chandrak



**MACLEODS
PHARMACEUTICALS
LIMITED**

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

Phone : 91 - 22 - 6675 2800
Fax : 91 - 22 - 6625 6599
Email : customercare@macleodspharma.com
Website: www.macleodspharma.com
CN : U29339M-1128991-052019

Words: **Principal**
Dist No: 2200 GDC
State: Gujarat - 395155, India
75 OF 88



26/12/2023

Dipali Gajanan Tonage
Sai Shreya Apartment, Behind Pradnya Niketan School
Vishal Nagar More Chowk, Nanded
Maharashtra - 431605
India

Dear Dipali,

Welcome to IQVIA™

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

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

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

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

ANNUAL GROSS PAY (AGP) - ₹333,600.00

PROVIDENT FUND - 22800

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

ANNUAL INCENTIVE PAY TARGET* - 26688

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

ANNUAL INCENTIVE PAY TARGET*

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later

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date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

BENEFITS:

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

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

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

Sincerely,

Rashmi Avinash
Director, Talent Acquisition Team

For IQVIA RDS (India) Private Limited

Joining Date: 02-Jan-2024

signHere1

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Registered Office
IQVIA RDS (India) Private Limited
Omega,
Embassy TechSquare,
Kadubeesanahalli CIN: U74140KA2003PTC032950
Marathahalli-Sarjapur Outer Ring Road.
Bangalore-560103
www.iqvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 02-Jan-2024 is made and entered by {IQVIA RDS (India) Private Limited} (hereinafter "IQVIA" and Dipali Gajanan Tonage, AGED ({23} (DOB: {13-May-2000})), [S-D]/o {Gajanan Govindrao Tonage} having Aadhar No. {8042 4595 3564} (hereinafter the "Executive").

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

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

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

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

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

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

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

3. COMPENSATION

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

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

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

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

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

4. TERM OF EMPLOYMENT

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

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

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"Extended Probation Period"); and

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

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

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

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

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

As used in this Agreement "Cause" shall mean:

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

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

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

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

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

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

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

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

5. COMPENSATION AND BENEFITS UPON TERMINATION

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

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

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

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

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

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

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

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

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES

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

6.2 Competitive Business Activities.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

8. EMPLOYEE REPRESENTATIONS

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

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

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

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

- (i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.
- (ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.
- (iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment. Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

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

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

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

(e) Confidential Information of others may include:

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

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

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

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

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

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

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

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

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

If to the Executive, to: Executive's Residential Address
Dipali Gajanan Tonage
Sai Shreya Apartment, Behind Pradnya Niketan School
Vishal Nagar More Chowk, Nanded
Maharashtra - 431605
India

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

provided that:

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

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

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

11. **ENTIRE AGREEMENT** Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other

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

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

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

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

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

signHere1

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

Ullas KS
Director, Talent Acquisition Team

Principal
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