

Criteria 5: Student Support and Progression

Key Indicator- 5.2 Student Progression

5.2.1: Percentage of placement of students

- Below is the list of students placed (PG category) since last 5 years. We are providing a separate list of PG students placed.
- For supporting documents, please click on [View Document](#) to check for the respective year (Few Sample copies of the offer letters are provided.)

List of Students Placed (AY 2017-18)			
Sr. No.	Name of the Student	Name of the Organization Placed	Supporting Document
1	Saddam Shaikh	Assistant Professor RSCP Buldana	<div style="border: 1px solid #0070C0; padding: 5px; display: inline-block;">View Document</div>
2	Fahim Memon	Assistant Professor RSCP Buldana	
3	Amol Ghodke	Assistant Professor RSCP Buldana	
4	Umesh Bochare	Assistant Professor RSCP Buldana	
5	Sunil Mundhe	Aleor (Research Associate,) Alembic Group of Company R and D centre Hyderabad	
6	Dhananjay Mundhe	Zim Laboratories, Ltd Nagpur	
7	Vaishali Lahase	IQVIA	
List of Students Placed (AY 2018-19)			
1	Amruta Khande	Shri. Sant Gajanan Maharaj College of Pharmacy, Buldana	<div style="border: 1px solid #0070C0; padding: 5px; display: inline-block;">View Document</div>
2	Dnyaneshwar Sanap	Concept Pharmaceutical Limited, Aurangabad	
List of Students Placed (AY 2019-20)			
1	Dipali Shegar	Laddhad College of Pharmacy, Yelgaon, Buldana	<div style="border: 1px solid #0070C0; padding: 5px; display: inline-block;">View Document</div>
2	Pooja Pravin Kochar	Rajarshi Shahu College of Pharmacy, Buldana	
3	Pranav Ganorkar	Own business	

List of Students Placed (AY 2020-21)		
1	Bansode Poonam	Anuradha College Of Pharmacy Chikhali
2	Bansode Siddhant	Anazeal Analytical Research Pvt Ltd, New Mumbai
3	Male Dnyaneshwar	Shri Dhaneshwari Manav Vikas Mandal, Aurangbad
4	Mukund Prem	Shri Krupa Medical General Store, Shegaon
5	Shaikh Wajed Shaikh	Vimta Labs Ltd, Hyderabad
6	Sirsat Sagar Anant	Raje Laxmansingh Bhosle College of Pharmacy, Akola
7	Sonawane Suryakant	Ajanta Pharma Ltd, Aurangabad
8	Chaure Poonam	Institute of Pharmacy Bambhori, Jalgaon
9	Chavhan Archana	Inst. of Pharmacy, Sakegaon
10	Jadhao Pavan Sanjay	Leben Lab Akola
11	Jadhao Swapnil	Korten Pharma
12	Kale Akshay Ratan	Mercury Lab, Ahmedabad
13	Nawarkhele Shubhangi	Gebbs Pharma Aurangabad
14	Waghmare Pallavi	Hightech Bioscience Pvt Ltd, Pune
15	Jaydatta Mitkar	Fdc Aurangvad
16	Vishal Murkute	Laddhad College Of Pharmacy Buldana
17	Ankush Mane	Zydus Laboratory, Ahmedabad
18	Budhwat Bhagyashri	Rajarshi Shahu College Of Pharmacy, Buldana
19	Dharaskar Pooja	Laddhad College Of Pharmacy Yelgaon ,Buldana
20	Gawade Vitthal	Jay Malhar Medical And General Store, Shegaon
21	Gite Mrinal Ramdas	Pristyn Research Solutions,Pune
22	Ingle Vijay Pralhad	Gebbs Healthcare Solution, Aurangbad
23	Khandekar Kalyani	Chembuddy Tox Consultancy, Bangalore
24	Lahane Nishikant	Episource India Pvt Ltd,Chennai
25	Lodhe Kanchan	Gebbs Aurangbad
26	Mole Mahesh	Swami Samarth Merdical Agencies,Nandura
27	More Akash Vijay	Kortan Pharmaceuticals, Palghar

View
Document

28	Pansari Achal Ramlal	Dr. R.N. Lahoti Institute of Pharmaceutical Education and Research Center Sultanpur	
29	Rathi Nikita Mohanlalji	Laddhad College Of Pharmacy, Yelgaon, Buldana	
30	Raut Pooja Sundarrao	Brill Pharma Pvt Ltd, Mumbai	
31	Sakla Safalata Shantilal	Own Business	
32	Sayyed Nuzhat Raffeq	Own Business	
33	Tandale Suraj Rangnath	Ciron Drugs and pharmaceutical ltd, Phalghar	
34	Mithun Sanap	Lactonova Nutripharm Pvt ltd,Hyderabad	
List of Students Placed (AY 2021-22)			
1	Chandrakant Mundphale	Corro Health, Hyderabad	View Document
2	Dipali Ingle	Cognizant, Pune	
3	Namrata Sawdatkar	Own Business	
4	Pratiksha Jaiswal	Wellness Forever, Jalgaon	
5	Priyanka Sable	Sant Gajanan Maharaj College of Pharmacy, Buldana	
6	Puja Ursal	Laddhad College Of Pharmacy, Buldana	
7	Sonali Belpatre	Cognizant Pune	
8	Swapnali Tanpure	Cognizant Pune	
9	Vaishali Wankhade	Corro Health, Hyderabad	
10	Vidya Gawali	Internship at medical store	
11	Mangesh Raut	SVP College of Pharmacy, Hatta, Hingoli	
12	Pavan Jagtap	Sant Gajanan Maharaj College of Pharmacy, Buldana	
13	Vishal Waghmare	College of Pharmacy, Pandharpur	
14	Akshay Bodkhe	Internship	
15	Ashish Parhad	Ratnatris Pharmaceuticals, Ahmedabad	
16	Geeta Kalyankar	Internship	
17	Harshada Kanadje	Usha Dwarkadas Patharikar College of Pharmacy, Phulambari	
18	Preeti More	Laddhad College of Pharmacy, Buldana	
19	Sima Charawande	Bench Chemist, FDA, Chh. Sambhajinagar	

20	Rushikesh Deshmukh	Sant Gajanan Maharaj College of Pharmacy, Buldana
20	Shivam Yenge	Sushen Medicamentos, Ahmedabad
21	Suyog Cheke	Encube Ethicals Pvt Ltd. Mumbai
22	Vaibhav Bidawe	Encube Ethicals Pvt Ltd. Mumbai
23	Amit Navkar	Anthea Pharma, Hyderabad
24	Dhiraj Kayande	Rajarshi Shahu College of Pharmacy, Buldana
25	Kalyan Haral	Anthea Pharma, Hyderabad
26	Kalyani Gawande	Leben Lifesciences Akola
27	Priya Singh	Syrimed Research Pvt Ltd, Vadodara
28	Rutuja Deshmukh	Cognizant Pune
29	Sonali Jadhav	Internship at medical store
30	Sushma Sanap	Syrimed Research Pvt Ltd , Vadodara
31	Rushikesh Wakankar	Laurus Labs Ltd
32	Sagar Tarapure	Gland Pharma, Hyderabad
33	Shailendra Rajput	Ajinkya Classes, Chh. Sambhajinagar
34	Shubham Phulmali	Aculife, Ahmedabad
35	Monali Wathore	Internship
36	Nital Ingle	Internship
37	Pooja Chatse	Internship
38	Dhanashri Kulkarni	Internship




Principal
Principal
 Rajarshi Shahu College of Pharmacy,
 Malvihir, Buldana.



Rajarshi Shahu
College of Pharmacy

Dwarka Bahuuddeshiya Gramin Vikas Foundation's
Reg. No. MAH/5275/99. Mumbai Public Trust, Regd. No. F-5333

Estd : 2006

Rajarshi Shahu College of Pharmacy

(Approved by AICTE & PCI, Affiliated to Sant Gadge Baba, Amravati University, Amravati)

Shri. Dhrupatraoji Sawale
President

Prof. Dr. Shirish P. Jain
Principal

Ref.No. RSCP/4276/A/2022-23

Date: 02/05/2020

Appointment Order

To,


Mr. Shaikh Saddam Sk. Chand,
Hajam Gali, Near Jama Masjid,
Buldana. Dist. Buldana. 443 001.

Subject :- Appointment to the Post of Assistant Professor in Rajarshi Shahu College Of Pharmacy, Buldana

In response to your personal interview and based on the recommendations of the duly constituted local management selection committee, I am directed to issue the following appointment order.

- 1.. That Mr. Sk. Saddam, is hereby appointed to the post of **Assistant Professor** in Rajarshi Shahu College Of Pharmacy, Buldana, on the pay scale of Rs. 15600-39100 and subject to the approval of SGBAU, Amravati.
- 2.. The appointee shall communicate the acceptance and submit consent letter within 7 days failing which appointment order shall be treated as cancelled.
- 3.. Your service for the next academic session shall be continued as per your academic performance.
- 4.. The appointee shall not engage private tuitions/coaching classes nor shall accept any part time job without the prior written permission from the competent authority.
- 5.. The appointee shall abide by the rules and regulations as laid down by the institute from time to time.
- 6.. You should submit the original as well as the true copies of passing certificates, mark sheets, experience certificate, relieving certificate, and proof of your age at the time of joining.
- 7.. In case you are found irregular and negligent in your duties, or you are involved in activities contradictory to law, your appointment may be terminated without any notice.
- 8.. You are not allow to left this institute in between the academic session, and if you want to resign your job, it is compulsory to informed the institute two month before.

Accepted


Principal
Rajarshi Shahu College of Pharmacy
Malvihir, Buldana.

At. Post. Malvihir, Botha Road, Buldana Maharashtra - 443 001

Email ID :- principalrscp@gmail.com

Tel No. : 7620764990 / 7620760919

Website : www.rscp.ac.in



Saddam.C.Shaikh

Assistant Professor

Faculty Id : FCFCRSC1825
Date Of Birth : 24-01-1993
Blood Group : B+
Contact No : 8237396291
Mail Id : saddamshaikh.bld@gmail.com
Address : Iqbal chowk buldhana



PRINCIPAL

www.rscp.ac.in



Dwarka Bahuuddeshiya Gramin Vikas Foundation's
Reg. No. MAH/5275/99. Mumbai Public Trust, Regd. No. F-5333

Estd : 2006

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Shri. Dhruatraoji Sawale
President

Prof. Dr. Shirish P. Jain
Principal

Ref.No. RSCP/4283/2022-23

Date: 02/05/2020

Appointment Order

To,


Mr. Amol Dilip Ghodke,
At. Po. Malvihir, Khamgaon Road,
Buldana. Dist. Buldana. 443 001.

Subject :- Appointment to the Post of Assistant Professor in Rajarshi Shahu College Of Pharmacy, Buldana

In response to your personal interview and based on the recommendations of the duly constituted local management selection committee, I am directed to issue the following appointment order.

- 1.. That Mr. A. D. Ghodki, is hereby appointed to the post of **Assistant Professor** in Rajarshi Shahu College Of Pharmacy, Buldana, on the pay scale of Rs. 15600-39100 and subject to the approval of SGBAU, Amravati.
- 2.. The appointee shall communicate the acceptance and submit consent letter within 7 days failing which appointment order shall be treated as cancelled.
- 3.. Your service for the next academic session shall be continued as per your academic performance.
- 4.. The appointee shall not engage private tuitions/coaching classes nor shall accept any part time job without the prior written permission from the competent authority.
- 5.. The appointee shall abide by the rules and regulations as laid down by the institute from time to time.
- 6.. You should submit the original as well as the true copies of passing certificates, mark sheets, experience certificate, relieving certificate, and proof of your age at the time of joining.
- 7.. In case you are found irregular and negligent in your duties, or you are involved in activities contradictory to law, your appointment may be terminated without any notice.
- 8.. You are not allow to left this institute in between the academic session, and if you want to resign your job, it is compulsory to informed the institute two month before.

Accepted


Principal
Rajarshi Shahu College of Pharmacy,
Malvihir, Buldana.

At. Post. Malvihir, Botha Road, Buldana Maharashtra - 443 001

Email ID :- principalrscp@gmail.com

Tel No. : 7620764990 / 7620760919
Website : www.rscp.ac.in



Rajarshi Shahu
College of Pharmacy

Journey Towards Academic Excellence



M. Amol D. Ghodke

Mob Mo. : 9552220196

D.O.B. : 22/06/1993 Blood Gr. : O+

Designation : Asst. Professor

Address : At Malvihr Near RSCP
Buldana, District: Buldana

PRINCIPAL

At Post Malvihr, Botha Road, Buldana MH



Dwarka Bahuuddeshiya Gramin Vikas Foundation's

Reg. No. MAH/5275/99. Mumbai Public Trust, Regd. No. F-5333

Estd : 2006

Rajarshi Shahu College of Pharmacy

[Approved by AICTE & PCI, Affiliated to Sant Gadge Baba, Amravti University, Amravati]

Shri. Dhruatraoji Sawale
President

Prof. Dr. Shirish P. Jain
Principal

Ref.No. RSCP 1,2026/2018

Date: 18/06/2018

Appointment Order

To,
Mr. Fahim Memon Salim Memon,
Iqbal Chauk, In Front Of Jama Masjid
Buldana. Dist. Buldana. 443 001.

Subject : Appointment to the Post of **Assistant Professor** in Rajarshi Shahu College of Pharmacy, Buldana.

In response to your personal interview and based on the recommendations of College Development Committee, I am directed to issue the following appointment order.

- 1.. That Mr. Fahim Memom is hereby appointed to the post of **Assistant Professor** in Rajarshi Shahu College of Pharmacy, Buldana on the pay scale of Rs. 15600-39100 and subject to the approval of Sant Gadge Baba Amravati University, Amravati.
- 2.. The appointee shall communicate the acceptance and submit consent letter within 7 days failing which appointment order shall be treated as cancelled.
- 3.. Your service for the next academic session shall be continued as per your academic performance.
- 4.. The appointee shall not be engage in private tuitions/coaching classes or accept any part time job without the prior written permission from the competent authority.
- 5.. The appointee shall abide by the rules and regulations as laid down by the institute from time to time.
- 6.. You should submit the original as well as the true copies of passing certificates, mark sheets, experience certificate, relieving certificate, and proof of your age at the time of joining for verification.
- 7.. In case you are found irregular and negligent in your duties, or you are involved in activities contradictory to law, your appointment may be terminated without any notice.
- 8.. You are not allow to leave this institute in between the academic session, in case of resignation it is compulsory to informed the institute before two month.


Principal
Rajarshi Shahu College of Pharmacy,
Malvihir, Buldana.

At. Post. Malvihir, Botha Road, Buldana Maharashtra - 443 001

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Rajarshi Shahu College of Pharmacy

(Approved by AICTE & PCI. Affiliated to Sant Gadge Baba, Amravati University, Amravati)

Shri. Dhruptaraoji Sawale
President

Prof. Dr. Shirish P. Jain
Principal

Ref.No. RSCP/4276/2022-23

Date: 02/05/2020

Appointment Order

To,

Mr. Umesh Jagannath Bochare,
At. Po. Kalegaon, Ta. Khamgaon,
Dist. Buldana.

Subject :- Appointment to the Post of Assistant Professor in Rajarshi Shahu College Of Pharmacy, Buldana

In response to your personal interview and based on the recommendations of the duly constituted local management selection committee, I am directed to issue the following appointment order.

- 1.. That Mr. U. J. Bochare, is hereby appointed to the post of **Assistant Professor** in Rajarshi Shahu College Of Pharmacy, Buldana, on the pay scale of Rs. 15600-39100 and subject to the approval of SGBAU, Amravati.
- 2.. The appointee shall communicate the acceptance and submit consent letter within 7 days failing which appointment order shall be treated as cancelled.
- 3.. Your service for the next academic session shall be continued as per your academic performance.
- 4.. The appointee shall not engage private tuitions/coaching classes nor shall accept any part time job without the prior written permission from the competent authority.
- 5.. The appointee shall abide by the rules and regulations as laid down by the institute from time to time.
- 6.. You should submit the original as well as the true copies of passing certificates, mark sheets, experience certificate, relieving certificate, and proof of your age at the time of joining.
- 7.. In case you are found irregular and negligent in your duties, or you are involved in activities contradictory to law, your appointment may be terminated without any notice.
- 8.. You are not allow to left this institute in between the academic session, and if you want to resign your job, it is compulsory to informed the institute two month before.

Accepted


Principal
Rajarshi Shahu College of Pharmacy,
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At. Post. Malvihir, Botha Road, Buldana Maharashtra - 443 001

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Dwarka Bahuddeshiya Gramin Vikas Foundation's
**SHRI SANT GAJANAN MAHARAJ COLLEGE OF
PHARMACY, BULDANA**

(AICTE Approved Vide Letter No. F. No. WESTERN/2019-20/1-4290336781, Date:- 30-April, 2019)
(Affiliated to Sant Gadge Baba Amravati University, Amravati)

Dhrupatrao B. Sawle
(Ex. MLA)
President

Dr. H. H. Gangurde
(M.Pharm Ph.D.)
Principal

No. SSGMCOPI ESTHAPY/19/110

Date - 01/10/2019

To,

Ms. Amruta S. Khande
Behind Radhakrishna Lawn, Vitthal Nagar, Malkapur-443101

Subject: - Appointment to the post of Assistant Professor.

Sir,

This is to inform you that, you have been appointed as Assistant Professor on Adhoc basis in Pharmacy Department. On the basic pay Rs. 15600/- in the pay scale of 15600-39000+AGP 6000 & the admissible allowance subject to following terms and conditions.

- 1] Your service will be governed by the Maharashtra University act 2016. Statue Code of Conduct, Ordinance and rules & regulation laid down by the University of SGBAU, Amravati and state government from time to time.
 - 2] Your appointment will be purely on Adhoc basis with effect from the date of joining to the post.
 - 3] On fulfillment of general conditions of service, laid down by the Government of Maharashtra and All India Council for Technical Education, New Delhi.
 - 4] Subject to the condition that your services are likely to be discontinued on one months notice on either side if your performance is not satisfactory.
 - 5] It may please be noted that your resignation in the mid-session shall not be acceptable however, in the exceptional cases the same be accepted with a month's notice or one month's pay in lieu of notice.
 - 6] The appointee should always be disciplined and must keep good relations with the superiors, Colleagues and students.
 - 7] No leaves except Casual Leave (1day/month) will be admissible to the appointee serving on adhoc.
 - 8] You will carry out the examination work including supervision work assigned to you by the Institute as a mandatory requirement by S.G.B.A.U., Amravati.
 - 9] You will carry out such duties as assigned to you from time to time by the/Head of Department. You will strictly see that the lectures, practicals, orals, tutorials assigned to you are conducted properly and regularly.
 - 10] The appointment is on Adhoc basis upto 30th April, 2020.
- If you agree to the above terms & conditions, join the duty immediately, failing which this order is liable to be cancelled.

Copy to:-

- 1] Head of Department
- 2] Accountant
- 3] Personal file of concerned staff member




Principal

Shri Sant Gajanan Maharaj College of Pharmacy,
Sagwan, Buldana-443001 (M.S.)

Shahu Nagar, Sagwan Road, Buldana - 443 001 Ph. No. (07262) 9921638101, Fax No.:(07262) 242834
website: www.ssgmcop.ac.in, Email: principalcopbuldana@gmail.com



A-28/3, MIDC Indl. Area, Chikalthana,
Aurangabad- 431 006.
Tel.: (0240) 2484672, 2485071, 2485883
Fax : (0240) 2484240
E-mail :cpl_abd@conceptpharma.com

**Concept
Pharmaceuticals Limited**



Certificate Number : 18DQEK53
ISO 9001 : 2015 REGISTERED

CPL/HRD/APP/C21/2021.
October 1, 2021.

Mr. DNYANESHWAR BHIMRAO SANAP,
Shubh-Labh Appartments,
Kanchanwadi, Paithan Road
Aurangabad-431001.

Dear Mr.Sanap,

This has reference to your application for a suitable position in our organisation and subsequent interview you had with us, we are pleased to appoint you as **CHEMIST – QA (IN O-II GRADE)** at our factory with effect from **01/10/2021** on the following terms and conditions.

A| JOB SPECIFICATIONS

Your job responsibilities will be detailed to you by your seniors. The responsibilities assigned to you may be changed depending on exigency of work at any time and that such change will be similarly intimated to you by your seniors.

B| JOB PROSPECTS

We being very much a result oriented organization and with the expansion programme we have undertaken, you would have ample scope to prove your talents and grow along with the organization.

We are confident that with your enthusiasm, sincerity and hard work, you will give us ample opportunity to give you a rising status.

C| SALARY & BENEFITS

You will be paid consolidated salary of **Rs. 8080/-**(Rs. Eight Thousand & Eighty only) per month. Other benefits payable to you will be as per **Annexure-I**.

D| CONDITIONS OF APPOINTMENT

D1. You will be on permanent(confirmed)roll of the Company from 01.10.2021.

D2. On confirmation, it will be essential for either of us to give **ONE MONTHS** notice for the termination of appointment.



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E-mail :cpl_abd@conceptpharma.com



**Concept
Pharmaceuticals Limited**

D3. You are expected to complete your notice period by working for one month. As a surety from your side for completion of your notice period, a cheque of two months gross salary will taken as deposit. If you fail to complete notice period (physical working), deposited cheque will be presented in the Bank for realization. If cheque is dishonored then legal action will taken for recovery. On completion i.e. working during notice period, deposited cheque will be returned to you on last working day of your notice period.

E] OTHER TERMS AND CONDITIONS

Your employment will be governed not only by all the rules and regulations which are already in force at the time of your joining your duties but also by amendments or new rules and regulations made from time to time in future.

Some of such important service rules in vogue today are given in **Annexure-II**.

F] ACKNOWLEDGMENT

Please read carefully and after understanding all the terms and conditions of this letter thoroughly, return the duplicate copy of this letter duly signed by you as a token of your acceptance.

Thanking you

Yours sincerely
for **CONCEPT PHARMACEUTICALS LTD.**

AUTHORISED SIGNATORY

I have carefully read the above terms and conditions, Annexures I, II & III and they are acceptable to me in full.

Signature :

Date: 01/10/2021



Certificate Number : 18DQEK53
ISO 9001 : 2015 REGISTERED



A-28/3, MIDC Indl. Area, Chikalhana,
Aurangabad- 431 006.
Tel.: (0240) 2484672, 2485071, 2485883
Fax : (0240) 2484240
E-mail : cpl_abd@conceptpharma.com



**Concept
Pharmaceuticals Limited**

**ANNEXURE I TO APPOINTMENT LETTER DTD. 01.10.2021
IN RESPECT OF Mr. DNYANESHWAR BHIMRAO SANAP,**

MONTHLY

01.	Consolidated Salary	Rs.	8080.00
02.	House Rent Allowance	Rs.	2200.00
03.	Conveyance Allowance	Rs.	1900.00
04.	City Comp. Allowance	Rs.	1200.00
05.	Medical Allowance	Rs.	700.00
06.	Uniform Wash. Allowance (As per Annexure III)	Rs.	900.00

ANNUAL

01.	Leave Travel Assistance	Rs.	2400.00
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OTHERS

01.	Gratuity	}	
02.	PF/PNF	}	
03.	Bonus/Ex-gratia	}	

As per Rules

for **CONCEPT PHARMACEUTICALS LTD.**

AUTHORISED SIGNATORY



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A-28/3, MIDC Indl. Area, Chikalhana,
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**Concept
Pharmaceuticals Limited**

**ANNEXURE II TO APPOINTMENT LETTER DTD. 01.10.2021.
IN RESPECT OF Mr. DNYANESHWAR BHIMRAO SANAP,**

1. A. While you are in our employment, you are not permitted to engage yourself directly or indirectly or devote any time or attention to any other full time/ part time employment, trade, business or occupation with or without remuneration, other than that of our company. So also, you will not undertake either directly or indirectly any other activities which can bring you any monetary benefit.
 - B. You will also not engage in activities or be member of any body which in the opinion of the company are contrary to or inconsistent with your obligations to our company's interest.
 - C. The decision of the company shall be final in this connection. You shall, therefore, obtain permission, in writing, from company for undertaking any part time studies or before obtaining membership of any organization of whatsoever kind.
02. A. You are to keep and tender a faithful account of all properties of the company entrusted to you in the course of your employment.
 - B. Any invention, improvement, design conceived by you while in our employment (which within the existing or contemplated scope of the business of the company) shall become the company's exclusive property. For the purpose of this paragraph, the expression "The company", in addition to **M/S. CONCEPT PHARMACEUTICALS LTD.**, shall mean and include any other firm, person or company, subsidiary to or affiliated with our company.
 - C. All business secrets, drawing / documents, operating manuals and processes that you handle or may be exposed to during the course of your employment with us, will be the property of the company. You will maintain complete confidentiality and will not disclose any of these to any outsiders both during and after your employment with us.
03. We shall be the sole judge of the assessment to be made of your working efficiency, utility or loyalty to the company while taking a decision to give confirmation, promotion, increment etc.,

Santosh



Certificate Number : 18DQEK53
ISO 9001 : 2015 REGISTERED



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Aurangabad- 431 006.
Tel.: (0240) 2484672, 2485071, 2485883
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E-mail :cpl_abd@conceptpharma.com



Concept Pharmaceuticals Limited

::2::

04. Your services are liable to be transferred anywhere in India. You will be required to work in any of the departments of the company as required from time to time. Also, the company shall be entitled, at any time during the course of your employment with us, to transfer your services to any of our affiliates, subsidiaries of sister companies or any of their branches and you shall comply with all directions and instructions on their behalf. On such transfers, your annual remuneration will remain unaffected; however, you will not be entitled to any extra monetary benefits. Further, on transfer your employment will be governed by rules and regulations applicable to the establishment/plant to which you will be attached.
05. The normal working hours of the Establishment/plant to which you are attached will apply. However, there may be occasions when you will be required to work beyond these hours or work in shift duty.
06. You will inform the company of any change in your residential and/or permanent address so that communication with you is facilitated from time to time.
07. If you remain absent beyond the period of leave originally granted to you or subsequently extended, you shall be deemed to have left the services of the company.
08. a. Your appointment shall be subject to your being declared medically fit by registered medical practitioner appointed by the company.
b. You will be required to undergo medical examination during your tenures with the company. Your continuance in employment would depend on your remaining medically fit.
09. a. In doing acts which may be termed as breach of any of the service conditions contained herein this contract or revised from time to time, on your part.
b. Misrepresentation of any personal data about your qualifications, experience, past remuneration etc., while selection or during course of your employment will be termed as breach of service conditions.
c. The Company reserves the right to dispense with your service and terminate your employment for any act of in-discipline/misconduct at any time. Such acts of in-discipline/ misconduct are to be judged by your seniors/management and that no proof of justification would be necessary. Please note that decision of company in this regard would be final and binding but the same shall be done by following the due process of law.



Certificate Number : 18DQEK53
ISO 9001 : 2015 REGISTERED



A-28/3, MIDC Indl. Area, Chikalthana,
Aurangabad- 431 006.
Tel.: (0240) 2484672, 2485071, 2485883
Fax : (0240) 2484240
E-mail : cpl_abd@conceptpharma.com



**Concept
Pharmaceuticals Limited**

::3::

- d. On doing so, management further reserves the right to either ask you to proceed on compulsory leave or settle your account with immediate effect by adjusting notice period further, the management also reserves right to deduct any amount equivalent to the loss company may have sustained by way of your undesirable act.
- 10.a. From supervisory staff to Executive cadre, we could dissociate our association at any time but only after having given a notice in writing, at least one month in advance such notice to terminate this appointment may be from either side.
- b. From Asstt/Dy.Manager to Managerial staff or employee promoted as Asstt/Dy.Manager or Manager during our employment, we could dissociate our association at any time but only after having given a notice in writing, at least two month in advance. Such notice to terminate this appointment may be from either side.
11. You will retire from the Company's services on reaching the age of 58 years.
12. You will be governed by the Head office at Mumbai in Maharashtra and it will have ultimate control on all your activities. In case of any dispute arising between you and Company in connection with your appointment, only the courts of Mumbai (Maharashtra) will have the jurisdiction to try and entertain such matters.

for **CONCEPT PHARMACEUTICALS LTD.**

AUTHORISED SIGNATORY



Certificate Number : 18DQEK53
ISO 9001 : 2015 REGISTERED



A-28/3, MIDC Indl. Area, Chikalhana,
Aurangabad- 431 006.
Tel.: (0240) 2484672, 2485071, 2485883
Fax : (0240) 2484240
E-mail :cpl_abd@conceptpharma.com



**Concept
Pharmaceuticals Limited**

**ANNEXURE III TO APPOINTMENT LETTER DTD. 01.10.2021
IN RESPECT OF Mr. DNYANESHWAR BHIMRAO SANAP,**

UNIFORM WASHING ALLOWANCE

1. The objectives of introducing Uniform Washing Allowance are to encourage punctuality and to reward employees for sincere attendance without interruption.
2. The amount payable "Uniform Washing Allowance" will be as below:

GRADE	FULL AMOUNT PER MONTH	ABSENCE/LWP UP TO 1 DAY OR PART THEREOF	ABSENCE/LWP THEREOF EXCEEDING 1 DAY
O-II	900.00	4\50.00	NIL

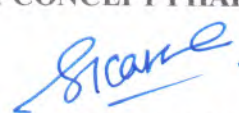
450/-

3. Sanctioned leave, compensatory off would not disqualify employees from receiving Uniform Washing Allowance.

Compensatory Off if taken without prior permission or any mutual adjustment of shift between two employees would be detrimental for Uniform Washing Allowance and amount payable will stand reduced as per d'etails above.

4. Employee on outdoor duty or tour will be considered as working for the purpose of said allowance.
5. Uniform Washing Allowance will be calculated and paid on monthly basis along-with salary.
6. The benefit herein will form part of total package payable to employees.

for **CONCEPT PHARMACEUTICALS LTD.**


AUTHORISED SIGNATORY



VISION BULDANA EDUCATIONAL & WELFARE SOCIETY'S

LADHDHAD COLLEGE OF PHARMACY

Yelgaon, Buldana -443002 (M.S.),INDIA

Approved By AICTE & PCI New Delhi.

Affiliated to Sant Gadge Baba Amravati University,Amravati

Dr. Deepak S. Laddhad
President

Dr. Purushottam R. Laddha
I/C Principal

No.LCPI/APP/2021-22/349(A)

Date-16/11/2021

Appointment Order

To,
Ms. Dipali Shankar Shegar
Near Saraswati College,
Congress Nagar, Chikhli Road,
Tq & Dist. Buldhana (M.S.) – 443001

Subject: - Appointment order for the post of Assistant Professor

With reference to your application, subsequent interview before selection committee duly constituted by society, conducted at Vision Buldana Educational & Welfare Society's Buldana. We are pleased to offer you this appointment order for the post of Assistant Professor in Laddhad College of Pharmacy Yelgaon, Buldana.

You are placed in the scale of 15600-39100 with AGP of Rs. 6000 along with other benefit as per the rules and regulations of PCI/University/DTE/Institute. Your service will be abide with the rules & regulations of Vision Buldana Education & Welfare Society's rules & regulations which may be enforce from time to time in the light of direction from affiliating university, Government of Maharashtra & PCI.

Please note that your appointment is subject to:

- 1) Your date of joining to the institute.
- 2) The acceptance of rule & regulations of Vision Buldana Educational & Welfare Society, Laddhad College of Pharmacy, Buldana from time to time.
- 3) Your behavior which should not cause any damage defame to the institute.
- 4) Approval from Sant Gadge Baba Amravati University, Amravati.
- 5) You are not allowed to leave the institute during the academic session; in case of resignation at the end of academic session it is compulsory to inform the institute before one month.

We wish your long association and involvement in the development of academic, research, and the institute as the whole.

Copy to:

- 1) Personal File of Ms. Dipali Shankar Shegar
- 2) Establishment Section.
- 3) Account Section

Principal
PRINCIPAL
Laddhad College of Pharmacy, Buldana



Cell: 9422180463, 9422926757, 8827884865

email: lcpbuldana@gmail.com

Web: www.lcpbuldana.ac.in

DWARKA BAHUUDDESHIYA GRAMIN VIKAS SANSTHA. BULDANA'S
(Regd. No. Mah/ 5275/99, Mumbai Public Trust Regd. No. F-5333)

Rajarshi Shahu College of Pharmacy (D.Pharm)

Malvihir, Botha Road, Buldana - 443 001 (M.S)

Approved by PCI, AICTE, DTE & Maharashtra State Government, M.S.B.T.E.
Mumbai Affiliated.

Mr. Dhruatrao B. Sawle
President

Dr. S. P. Jain
Principal

Ref. No. :- 3120/A/2018

Date :- 09/08/2018

Appointment Order

To,

Miss. Pooja Pravin Kochar,

Ayodhya Nagar,

Near Shri. Ram Temple,

Buldana. Dist. Buldana. 443 001.

Subject :- Appointment to the Post of **Assistant Professor** in Rajarshi Shahu College Of Pharmacy, Buldana for one academic session.

In response to your personal interview and based on the recommendations of the duly constituted Selection Committee, I am directed to issue the following appointment order.

- 1.. That Miss. P. P. Kochar, is hereby appointed to the post of **Assistant Professor** purely on adhoc basis in Rajarshi Shahu College Of Pharmacy, Buldana for one academic session, subject to the approval of Maharashtra State Board Of Technical Education, Mumbai.
- 2.. The appointee shall communicate the acceptance and submit consent letter within 7 days failing which appointment order shall be treated as cancelled.
- 3.. Your monthly salary as per our negotiation will be fixed of Rs. 14000/-
- 4.. Your service for the next academic session shall be continued as per your academic performance.
- 5.. The appointee shall not engage private tuitions/coaching classes nor shall accept any part time job without the prior written permission from the competent authority.
- 6.. The appointee shall abide by the rules and regulations as laid down by the institute from time to time.
- 7.. You should submit the original as well as the true copies of passing certificates, mark sheets, experience certificate, relieving certificate, and proof of your age at the time of joining.
- 8.. In case you are found irregular and negligent in your duties, or you are involved in activities contradictory to law, your appointment may be terminated without any notice.
- 9.. You are not allowed to left this institute in between the academic session, and if you want to resign your job, it is compulsory to informed the institute two month before.


Principal
Rajarshi Shahu College of Pharmacy,
Malvihir, Buldana.



**DR. R.N.LAHOTI INSTITUTE
OF PHARMACEUTICAL
EDUCATION & RESEARCH CENTER**

Sultanpur Tq. Lonar Dist. Buldana(M.S.)
drnrlpharmainstitute@gmail.com

Course : B.Pharm



Prof. Achal Ramlal Pansari

B. G.: B+ve

Post.: Assistant Professor

D.O.B.: 28/04/1995

Add. : Loni Bk.

Tq.: Risod Dist. Washim

Mob. : 7796370770

Principal

DR. R.N.LAHOTI INSTITUTE
OF PHARMACEUTICAL
EDUCATION & RESEARCH CENTER



Paramhansa Ramkrushna Maunibaba Shikshan Sanstha's

KARMAYOGI TATYASAHEB BONDRE INSTITUTE OF PHARMACY

Khamgaon Road, Near Panchmukhi Mahadev Mandir, CHIKHLI Dist. Buldana 443201

Siddhavinayak Bondre
Chairman

Rahul Bondre
Secretary

Dr. R. R. Pagore
Principal

Email - pharmacykarmayogi@gmail.com

Ph.: 07264-242680

BIOP/2020-21/179

DATE :

Date:- 23/08/2021

Appointment Order

To,

Ms. Poonam Rangnath Bansode,

Near bus stand Gandhi Nagar

Ward No. 05

Tq. Chikhli Dist. Buladna

Subject :- Appointment to the post of Assistant Professor for B.Pharm Course at Karmayogi

Tatyasaheb Bondre Institute of Pharmacy, Chikhli Dist. Buldana.

Dear Sir / Madam

With reference to your application and subsequent interview, I am pleased to appoint you to the post of Assistant Professor for B.Pharm Course at Karmayogi Tatyasaheb Bondre Institute of Pharmacy, Chikhli Dist. Buldana.

The terms and conditions of appointment will be as follows –

- 1) From the date of joining (23/08/2021)
- 2) The appointment will be purely on adhoc basis and subjected to the approval of Sant Gadge Baba Amravati University, Amravati.
- 3) On submission of physical fitness certificate and subject to satisfactory character and antecedents.
- 4) On fulfillment of all general conditions of service laid down by Government of Maharashtra, PCI, New Delhi & Sant Gadge Baba Amravati University, Amravati One Condition is either one month notice or one month salary from either side in the event of termination of service or leaving the service.



[Signature]

Principal

Principal

Karmayogi Tatyasaheb Bondre
Institute of Pharmacy
Chikhli Dist. Buldana (M.S.)

Rajarshi Shahu College of Pharmacy

(Approved by AICTE & PCI, & DTE, Affiliated to M. S. B. T. E. Mumbai)

Shri. Dhrupatraoji Sawale
President

Prof. Dr. Shirlsh P. Jain
Principal

Ref. No. RSCP / 3952/2021-22

Date: 15/11/2021


Appointment Order

To,
Ku. Bhagyashri S. Budhwat,
At. Po. Soygaon, Po. Warud,
Ta. Buldana Dist. Buldana.

Subject :- Appointment to the Post of **Assistant Professor** in Rajarshi Shahu College of Pharmacy, Buldana.

In response to your personal interview and based on the recommendations of College Development Committee, I am directed to issue the following appointment order.

- 1.. That Ku. B. S. Budhwat is hereby appointed to the post of **Assistant Professor** in Rajarshi Shahu College of Pharmacy, Buldana on the pay scale of Rs. 15600-39100 and subject to the approval of M.S.B.T.E., Mumbai.
- 2.. The appointee shall communicate the acceptance and submit consent letter within 7 days failing which appointment order shall be treated as cancelled.
- 3.. Your service for the next academic session shall be continued as per your academic performance.
- 4.. The appointee shall not be engage in private tuitions/coaching classes or accept any part time job without the prior written permission from the competent authority.
- 5.. The appointee shall abide by the rules and regulations as laid down by the institute from time to time.
- 6.. You should submit the original as well as the true copies of passing certificates, mark sheets, experience certificate, relieving certificate, and proof of your age at the time of joining for verification.
- 7.. In case you are found irregular and negligent in your duties, or you are involved in activities contradictory to law, your appointment may be terminated without any notice.
- 8.. You are not allow to leave this institute in between the academic session, in case of resignation it is compulsory to informed the institute before two month.


Principal
Rajarshi Shahu College of Pharmacy,
Malvihiir, Buldana.

At. Post Malvihiir, Botha Road, Buldana, Maharashtra - 443 001

Email ID:-principaldip@gmail.com

Tel No.:- 7620764990/7620760919

Website:www.rscp.ac.in





Chembuddy Tox Consultancy

204, Cox Town, Bangalore,

Karnataka, India – 560 005.

T +91 7588567843

Ref – S/Di/EXP-LTR/001

Date: May 06, 2022

EXPERIENCE LETTER

This is to certify that Ms. Kalyani Bharat Khandekar is employed with us since November 01, 2021, and is designated as a TOXICOLOGIST – INTERN.

Her current roles and responsibilities include evaluation of data to substantiate the safety of products globally by performing Hazard & risk assessments of chemicals. Evaluation, analysis, and interpretation of various toxicological endpoints such as geno-carc, systemic toxicity, reproductive and developmental toxicity, skin-sensitization, etc., and derivation of various hazard values such as Reference dose (RfD), Acceptable Daily Intake (ADI), NESIL, etc.

This Internship tenure is a fixed duration of 1-year with a stipend of 30000/month.

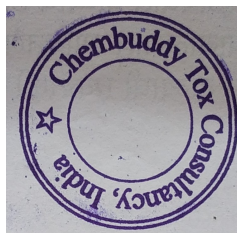
With warm regards,

For **Chembuddy Tox Consultancy**

A Tambare

Dr. Ashwini Tambare

Director, Chembuddy Tox Consultancy





Intimation Letter

NO/BUL/Outward/942764
Office of the Assistant Commissioner,
Food & Drugs Administration, BULDHANA Circle
Hall No.3A, Adm. Bld.
Opp. Bus Stop
BULDANA
Print Date: 28/07/2021

To,
SWAMI SAMARTH MEDICAL AND AGENCY
PROP NO 1802 , FIRST FLOOR , SHOP NO 8 , NAGALKAR
COMPLEX ,
NEAR TAHSIL OFFICE , MAIN ROAD ,
NANDURA - 443404
Taluka:NANDURA District: BULDANA
I/C Person: MAHESH MURALIDHAR MOLE (Mobile: 9096191537)

Fresh License
Firm Id : 198411



MAHESH MURALIDHAR MOLE

Subject : - Drugs & Cosmetics Act - 1940 & Rules there under

Grant of License arising due to: Fresh License

Sir,

Ref :- Your Inward Application vide Inw No:- BF:-942764, Dated:- 14/07/2021, Inw ID:- 942764

With reference to your Inward application, we have to inform you that your said application is approved & below mentioned licences are granted / retained , whose retention Dates are mentioned below :-

No	Name	Sex	Join Date	Regn No.	Inw-ID
1	R-P / MAHESH MURALIDHAR MOLE (PRO)	Male	14/07/2021	221518	942764
2	DIR / MAHESH MURALIDHAR MOLE (PRO)	Male	14/07/2021	PAN-*****015Q	942764

Lic	License No.	Issue From	Retained From	Retained Upto	Old LIC No
20	433082	28/07/2021		27/07/2026	-
20B	433084	28/07/2021		27/07/2026	-
21	433083	28/07/2021		27/07/2026	-
21B	433085	28/07/2021		27/07/2026	-

Open 24 Hrs: NO**Cold Storage: YES**

This licence shall remain valid if licensee deposits a licence retention fee before the expiry of a period of every succeeding five years from the date of its issue unless it is suspended or cancelled by Licencing Authority.

The above mentioned licences are sent herewith.

NOTE: You are requested to provide new rent agreement after completion of its validity (Only applicable to those having rent agreement less than 5 years).

Kindly acknowledge the receipt of this letter.



e-Signed on 28/07/2021 14:54:00

TPAV # L1V2LBRAF3

ASHOK TUKARAM BARDE
Assistant Commissioner
Food & Drugs Administration
BULDHANA Circle

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

ANNEXURE - 01

Name: Mr. Mithun Tejrao Sanap Employee No. : _____

Designation: Jr. officer Department: RA & Internal Marketing Total Experience: _____

Qualification: M. Pharmacy Date of Joining: 17/12/2021

Date	Section / Department	Dept. Head / Designee	Signature & Date
<u>17/12/2021</u>	HR: Introduction to company policy, General Rules & Regulations. General Information of Organization, Responsibilities and facilities. Company Health, Safety and Environment Policy. General HR Standard Operating procedures which includes Entry and Exit procedures, Fire safety procedures and Pest and rodent control procedure, General HK Procedures Roles and responsibilities of HR Department	<u>P. Saitish Reddy</u>	<u>P. Reddy</u> <u>17/12/21</u>
	Production Department - OSD: Steps involved in manufacturing, equipment involved in manufacturing, in-process controls and environmental controls, Entry and Exit procedures, General HK Procedures Roles and responsibilities of Production Department	<u>S. Anil</u>	<u>S. Anil</u> <u>17/12/21</u>
	Quality Assurance: Role of Quality Assurance, Quality policy, Standard Operating procedures (general or which required) and cGMP. cGMP includes; General Practices, Personal Hygiene, Entry-exit procedures, Cross-contamination and Document entries. Quality management system, Vendor management procedures Roles and responsibilities of QA Department	<u>B. Shrawan</u>	<u>B. Shrawan</u> <u>17/12/2021</u>
	QC & Micro:		

HR/SOP/038/F01-00

FOR RESTRICTED CIRCULATION ONLY


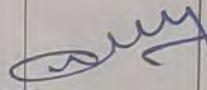
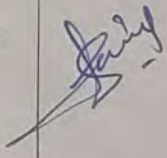
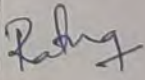
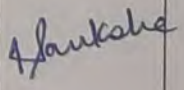
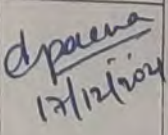
MASTER COPY

Shrawan
04/11/2021

CONTROLLED COPY

ISSUED BY QA
 Sign: S. Anil
 Date: 01/11/2021
 Page No. 1 of 3

ANNEXURE - 01

Date	Section / Department	Dept. Head / Designee	Signature & Date
	Introduction to department, QC Systems & procedures for sampling, analysis & release of Raw materials, Packing material In-process & Bulk finished products. Method validation and Specifications and Testing procedures Roles and responsibilities of QC Department	Manager Qe and ADL	
	Warehouse Department: General Storage Procedures, Indenting, receipt, storage of materials, Dispensing of materials, Dispatch of Finished goods, General HK Procedures Roles and responsibilities of WH Department	Asst. manager	
	Production Department -Gummies: Steps involved in manufacturing, equipment involved in manufacturing, in-process controls and environmental controls, Entry and Exit procedures, General HK Procedures Roles and responsibilities of Production Department	Gummies Production	
	Purchase Incorporation of vendors Procurement of RM/PM Roles and responsibilities of Purchase Department	Asst. Manager Ratna Kumari	
	RA department: Steps involved in dossier Preparation. Artwork development and approval procedure. Implementation of new guidelines. Roles and responsibilities of RA Department	RA (Executive) Akanksha	
	PPIC Department Inventory and Material Control Production Planning	PPIC Eprewhne	

HR/SOP/038/F01-00

FOR RESTRICTED CIRCULATION ONLY

MASTER COPY

Shruti
09/10/2021

CONTROLLED COPY



Pristyn Research Solutions

+91-9028839789 | 9028912522
info.pristynresearch.com



TENTATIVE OFFER LETTER.

Date: 04th September 2021

Dear Mrinal Ramdas Gite,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent to drive you had attended with our affiliate **Rajarshi Shahu College of Pharmacy, Buldana**. We are pleased to inform that it has been decided to make you a tentative offer for a career with **Pristyn Research Solutions** for /after appearing to the final physical round. As Medical scientific research writer!(where you will be engaged in multiple tasks handling research projects etc.) on the following terms & conditions.

1. DATE OF PHYSICAL APPEARANCE: September 8th or 9th, 2021. (Choose date as per your convince)

2. TIME OF REPORTING & ADDRESS:

Morning 10:00 am to 12:00 afternoon on the address mentioned in the footer of this letter i.e. Employee Training center-Aurangabad. For company address guidance please call on +91- 8999717656.

3. DOCUMENTS TO CARRY:

All original academics documents + Updated Resume + A print hard copy of this offer letter + Passport size Photos+ UID Photocopy.

4. MEDICAL FITNESS

This appointment is subject to your being, and remaining, medically fit.

5. FINAL SELECTION:

A very final selection will be based on the final round that you will be giving at our premises and after agree to company rules and policies. (Company has full rights to reject any candidates not finding suitable)

6. COVID GUIDELINE:

Candidate coming for physical interview should follow all Covid-19 guideline implemented by Government.

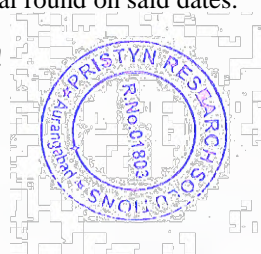
7.T.A & D.A:

No T.A and D.A will be provided for appearing in the final round on said dates.

Welcoming to Pristyn Research, we wish you all the best!
Yours truly

A. Khan,

H.R Department,-Pristyn Research Solutions.



Corporate Office: Parmar Trade Center, A-Wing, 105/106, Sadhu Vaswani Chowk, Pune- 411001

EMPLOYEE TRAINING CENTRE: T-21/4, BEHIND WOCKHARDT LTD, STPI, AURANGABAD-431006



Vision Buldana Educational & Welfare Society's

Laddhad College of Pharmacy

Chikhli Road, Yelgaon,
Buldana - 443002 (M.S.) India

IDENTITY CARD



Ms. Nikita M. Rathi
Asst Professor

Blood Group :- O-ve

DOB :- 25-04-1997

Contact No :- 9420699405

Address :- Ward No. 2, Behind

Kharedi Vikri, Nandura

Pin- 443404 Dist. Buldana MH

PRINCIPAL

Laddhad College of Pharmacy Buldana

07-03-2022
Employee ID: ESPM3198

Nishikant Lahane
H.No-320
Khandoba nagarAregaon road, Dongaon
Buldana
Maharashtra - 443303

Dear Nishikant Lahane,

Sub: Appointment Letter

A warm welcome to the Episource family.

Episource is an organization with Indian roots and a global vision. We are aware of the fact; we have a distinctive culture and would like to invite you to and enhance this culture. We are sure that you will contribute to the task ahead of us, in your own special way.

With reference to our Offer Letter dated 07-03-2022, We are pleased to appoint you as Trainee - MCC effective 07-03-2022.

Please note that the terms and conditions of your service contract as intimated here after, is to be treated as strictly confidential and you are not to divulge its content to any employee of the company/person connected with the company, who is not authorized by the management.

All information regarding your compensation, benefits and performance appraisal are to be treated as strictly confidential. Hence discussions or sharing of information with other employees either in public or private is strictly prohibited.

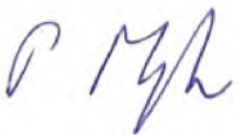
We congratulate you on this occasion and we hope you will render your good services with commitment and dedication.

You are advised to sign and return the duplicate of this letter as token of your acceptance.

We look forward to a long rewarding career with Episource.

With best Wishes,

For EpisourceIndia Pvt Ltd



Manjula Palanisamy

Vice President-HR

Nishikant Lahane

Page 1 of 9

07-03-2022

Employee ID: ESPM3198

Compensation details of: Nishikant Lahane

Designation: Trainee - MCC

Component	ANNUAL (INR)	MONTHLY (INR)
Basic	71,875	5,990
HRA	52,850	4,405
Statutory Bonus	7,000	583
Provident Fund	18,186	1,516
Gratuity	3,458	289
Mediclaime Insurance	4,644	383
ESIC	5,827	486
Other Allowances	47,558	3,964
CTC	2,11,397	17,616
Total CTC	2,11,397	

- All payments are subject to statutory deductions.
- Mediclaim Cover (Family floater - coverage includes employee, spouse, Children, Parents /Parents-in- laws. Restricted to members including employee) Sum Insured - INR 100000/- (INR One Lakh only)
- Life Insurance Cover - INR 200000/- (INR Two Lakhs Only)
- For detailed eligibility & benefits, employee is advised to refer to HR Handbook.

Nishikant Lahane

Page 2 of 9

OTHER TERMS AND CONDITIONS

1. RULES AND REGULATIONS:

You are governed by the service rules and regulations which may be brought in force / amended from time to time, as applicable to all employees of the company.

Various rules and regulations of the company such as HR policies, procedures, compliance & security policies must be adhered by you. All these policies and procedures are mentioned in the Employee handbook and Episource for which you agree and you abide to follow the same, by accepting this offer.

2. SERVICE RULES:

Probation period for Trainees & Medical Coders will be 4-6 months, Executive coder to Team coach/QA and support functions will be 6 months, TL to AM will be 6-9 months from their date of joining. Managers & above, there is no mandatory probation period.

3. TERMINATION RULES:

Your service is liable to get terminated with or without notice and assigning any reasons, if the performance standards and competencies delivered are below the expected performance standards.

Your services gets terminated with immediate effect by a notice in writing (without salary in lieu of notice), in the event of an employee's act of misconduct including but not limited to fraudulent, dishonest or breach of integrity, embezzlement or misappropriation or misuse of company's property or irregularity in attendance or unauthorized absence from place of work for more than about 12 consecutive days.

Company believes in the principal of natural justice and adequate opportunity is provided to employee to represent and provide justification for his delinquent action. Failing which or on concluding that the justification is unsatisfactory, appropriate action is taken, that may also lead to termination of employment.

4. GENERAL:

During the course of your employment, you shall employ yourself efficiently, honestly, faithfully and do the best of your ability and shall devote your whole time and attention to promote the interest of the company and generally carry out duties and work assigned to you and shall obey and comply with all the lawful orders and directions given to you by the concerned superiors in the company.

Episource is in the business of delivering services 24x7 to its clients. Hence, it is imperative for you to recognize that there may be occasions when you may need to work in varied shifts including night shifts and/or during weekend & declared holidays to meet customer requirements. Failure to oblige to the above-mentioned terms may be dealt as per the company disciplinary policy, as appropriate.

07-03-2022

Nishikant Lahane

Page3 of 9

5.PLACE OF POSTING AND TRANSFER:

Your initial place of work will be **Pune**.

During employment, you may be posted or transfer/attached to any other company of Episource India Private Limited or to any of the offices/subsidiaries/units/associate offices of the company, at any town or city or overseas, at the sole discretion of the management. While working in another company on transfer/attachment you shall be governed by the principles and procedure laid down by the transfer/attached.

6.MORAL RESPONSIBILITY AND HONESTY:

You are expected to deal with the company's money, material and documents with utmost honesty and professional ethics. Your service may be dispensed with any time without any previous notice if you are found of gross indiscipline, fraud, misappropriation or acting against the interest of the company.

7.OTHER EMPLOYMENT:

During the period of your employment, you will not work directly or indirectly for any other person, firm, company or organisation whether with or without remuneration nor will you engage yourself or be interested or be interested directly or indirectly in any trade or business, either as employer or employee or partner or advisor or in any other capacity without the express permissions in writing from the Management.

8.EXAM COURSES:

In case you intend to appear in an examination or wish to attend classes while working with Episource, you are required to obtain written permission for the giving full details including time frame involved.

9. INVENTION & DISCOVERIES:

While in employment with Episource, you will promptly disclose to it and assigned to it your interest in any invention, improvement or discovery made or conceived by you either alone or jointly with others, which arises out of any proceedings relating to such invention, improvement or discovery and in obtaining domestic and foreign patent or other protection covering the same.

10. DRESS CODE:

Employees to be dressed in formals on Monday & Tuesdays, applicable as per the appearance of our country. All other days in a week can be dressed in business Casual.

07-03-2022

Nishikant Lahane

Page 4 of 9

11. SECRECY:

a. You will not give any one, by word of mouth, writing, facsimile, any devices or otherwise any particulars or details, which you acquire during course of your employment of our working systems, technical knowhow, security arrangements, administrative and/or organization matters of the company and its clients whether confidential, secret or otherwise, during your employment with company or afterwards.

b. Please note the terms and conditions of your service contract as stipulated here-to-fore or be intimated here after, or to be treated as strictly confidential and you are not to divulge its contract to any employee of the company/person connected with the company.

c. You will also be governed by the Information Security Roles & Responsibilities specific to your position. You are advised to refer to the same and comply in full.

12. RELIEVING PROCEDURE:

You will be relieved from the services of the company only after receiving a confirmation from your superiors that you have completed and handed over all project deliverables to any other staff, designated by your superiors / Management.

A Verbal and written intimation of your resignation is necessary for approval by Management. The notice period will be 60 days if you are a confirmed employee and 30 days in case you are on probation. The notice period will be computed from the date of written acceptance of your resignation letter.

13. PROJECT DELIVERABLE:

As a member of the project team, you will not leave the project assignment in between and you can do so only after completion of the project or bringing it to a logical completion, as approved / accepted by your supervisor / management.

14. ANTECEDENTS VERIFICATION:

This appointment letter is valid subject to satisfactory clearance of employment, education and address verifications, abiding by the HR policies and code of conduct. The joining stands cancelled at any point of employment, if this criterion is not met.

You are advised to read this letter carefully and if the terms and conditions are acceptable to you, please sign the duplicate copy as a token of your having understood and accepted the same.

07-03-2022**Nishikant Lahane****Page 5 of 9**

HIPAA EMPLOYEE CONFIDENTIALITY AGREEMENT

I understand that as an employee of Episource India Pvt Ltd., health care BPO, the use and disclosure of patient information is governed by the rules and regulations established under. The Health Insurance Portability and Accountability Act (HIPAA) of 1996, and related policies and procedures of Episource India Pvt Ltd. Therefore, regarding Protected Health Information (PHI), I commit to the following obligations:

A. I will use and disclose confidential health information solely in accordance with the federal (USA Laws on Health Care) and Episource India Pvt Ltd policies set forth above or elsewhere. I also agree to familiarize myself with any periodic updates or changes to such policies in a timely manner.

B. Employee and/or agents shall use appropriate safeguards to prevent the use and/or disclosure of all PHI relating to patients, patient's family members, clients employees, company's employees and other healthcare providers-made available by or obtained from patient, client or company.

C. I will take reasonable care to properly secure confidential health information on my computer and will take steps to ensure that others cannot view or access such information. When I am away from my workstation or when my tasks are completed, I will log off my computer or use a password-protected screensaver in order to prevent access by unauthorized users.

D. I will not disclose my personal password(s) to anyone without the written permission of my department head or record or post it in an accessible location and will refrain from performing any tasks using another's password.

E. Upon termination or resignation of employment, employee shall return all PHI that I maintain in any form and retain no copies of such PHI without the prior written approval of company and client.

I also understand and agree that my failure to fulfill any of the obligations set forth in this Agreement and/or my violation of any terms of this Agreement shall result in my being subject to appropriate disciplinary action, up to and including, termination of employment.

Employee Name: Nishikant Lahane

Employee ID: ESPM3198

Employee Department: Training

Witness Signature:

07-03-2022

Nishikant Lahane

Page 6 of 9

NON-DISCLOSURE AGREEMENT

This Non-Disclosure Agreement ("Agreement") is made at Chennai between and Episource(Company). The undersigned employee agrees to comply with the following terms and conditions.

The undersigned employee hereby agrees and acknowledges:

1. That during my employment, the Company may disclose to me certain Confidential Information of the Company; said Confidential Information consisting but not necessarily limited to tangible, intangible, visual, electronic, present, or future information:

a) Technical information: Methods, processes, formulae, compositions, systems, techniques, inventions, machines, computer programs, research projects and technical information including research, development, procedures, algorithms, data, designs, software code, application programs and know-how

b) Business information: Customer lists, Patient identifiable information, pricing data, sources of supply, financial data and marketing, training, production, or merchandising systems or plans and information acquired during any facilities tours.

2. I agree that I shall not during, or at any time after the termination of my employment with the Company, use for myself or others, or disclose or divulge to others including future employees/employers, any trade secrets, confidential information, or any other proprietary data of the Company in violation of this agreement.

3. That upon the termination of my employment from the Company that I shall return to the Company all documents and property of the Company, including but not necessarily limited to: Patient identifiable information, intellectual property, analytical data, financial, drawings, blueprints, Manuals, correspondence, customer lists, computer programs (Source code and Object code), Applications and all other materials and all copies thereof relating in any way to the Company's business, or in any way obtained by me during the course of employment. I further agree that I shall not retain copies, notes or abstracts of the foregoing.

4. I agree to use Confidential Information only during the term of my employment in the Company. I will take all reasonable degree of care to protect Confidential Information and to prevent any unauthorized use or disclosure of Confidential Information.

5. I also agree and acknowledge that all application, software (source code and object code), deliverables, technical data, specifications, intellectual property, documentation, products and inventions, as well as all papers, records and other materials, prepared or produced by me while working for the Company, including all modifications and additions thereto (collectively, the "Developments") shall be works made for hire and the Company shall own all copyright, patent, trade secret, trademark and any other intellectual property rights ("Intellectual Property Rights") in and to the Developments.

Nishikant Lahane

6. I hereby agree that I shall have no rights to receive any royalties, profits or right to use any confidential information that is considered proprietary, sensitive, or confidential by Episource, software and any application produced by me for the Company. The software, analysis, compilations, studies or options, written or oral or any other records or data of any nature if any developed or prepared by me during the course of employment with the Company shall be the absolute property of the Company and I shall have NO Ownership rights on the same.

7. I agree to execute, and causes the Company to execute, a written assignment of such rights in and to the Developments to the Company and any other documents necessary, as well as to provide any other lawful assistance reasonably required, for the Company to establish, preserve or enforce its Intellectual Property Rights in the Developments. I further hereby agree not to assert at any time, and otherwise waive, any "moral rights" that I may have in the Developments, and I hereby also assigns to the Company all moral rights therein. I further agree to provide to the Company complete copies of all Developments (regardless of the state of completion) as requested by the Company.

8. I further agree and acknowledge that a breach of my obligations under this Agreement could cause irreparable harm to the Company for which monetary damages may be difficult to ascertain or an inadequate remedy. I, therefore, agree that the Company will have the right, in addition to its other rights and remedies, to seek injunctive relief and damages for any violation of this Agreement.

9. I hereby agree that the rights and obligations hereunder, or pursuant to, this Agreement, shall be governed by and be subject to Indian law, and the Agreement shall be subject to the exclusive jurisdiction of the courts at Chennai.

For Episource: Compliance Department

Employee: **Nishikant Lahane**



Signature: Vengadaraghavan R

Signature:

Date:

Date:

Nishikant Lahane

Page 8 of 9

UNDERTAKING

1. Having accepted the offer of Episource India Private Limited, Chennai (Episource) I, **Nishikant Lahane** assure Episource that I will abide by its current and future policies and procedures in its entirety.
2. I have not signed any agreement, contract or bond that would disable, prohibit and restrain me to work for Episource or its clients.
3. I shall keep all the information that are passed to me or gathered by virtue of being an associate of Episource as strictly confidential and will not divulge the same to any person or in any media, at any point of time.
4. I am aware and agree that I am working for Episource directly and for its clients indirectly, for an adequate lawful consideration and that the Intellectual Property Rights of any thing that I may invent, discover, design or develop either alone or along with my colleagues will therefore be deemed to be work done for hire and that I shall have no claim / s over them.
5. I am aware and agree that all documents, correspondence, electronic communication sent or received by me using any facility of Episource will belong to Episource and that the organization has every Right to access them at any point of time.
6. I undertake not to misuse or abuse the facilities extended to me by Episource.
7. I undertake to sign the Confidentiality agreements, Non-disclosure agreements or the like when called upon by Episource at periodical interval, and / or when the Episource client or the representatives of the Episource clients so desire.
8. I undertake to submit myself to background security investigations about Premises.
9. I agree to for with indemnify and save harmless Episource from any loss, damages etc. ., that it may sustain including such that may be claimed by any person whomsoever on account of my breach of any conditions mentioned herein or otherwise, from and out of any amount I may be entitled to from Episource and in case the same is insufficient to meet such payment, I shall make good such difference immediately upon demand by Episource.
10. I am aware that my service with Episource is transferable either at my request or as warranted by the business exigencies to any of Episource branches, subsidiaries, holding companies etc., or upon deputation to the clients of Episource or such other Group Company, as the case may be. In addition to such other conditions as may be applicable to me, I shall bind myself to the conditions stipulated as per this undertaking.
11. I am aware that the management reserves the right to deduct from my salary / terminal benefits /final settlement for any damages that I would have incurred on the company's properties etc.,
12. I hereby agree to give two months notice period on my resignation from the company. I also undertake to pay the company on any shortfall in the notice period. I understand that the acceptance of payment of notice period lasts with the discretion of the Management.
13. I am also aware that the company reserves its right to terminate my services at any point of time based on my performance.
14. I state that I have signed this undertaking voluntarily after having first read, understood and accepted the contents hereof. I have also taken a copy of this undertaking for my records for the purpose of reference and compliance.

Nishikant Lahane

Page 9 of 9

EMPLOYEE CODE OF CONDUCT

1. Employees are expected to conduct themselves in a proper and dignified manner without disturbing/attracting the attention of other employees during working hours within the office premises.
2. Appearance, behavior, language, etc. must be appropriate and meet the code of conduct as per the HR policy. Use of abusive language, sexual harassment in any form, misuse of office property and other such forms of misconduct will be actionable which may lead to suspension / termination.
3. Usage of mobile phones is strictly prohibited in the office premises except for authorized representatives.
4. No employee is permitted to enter the office premises/report to work under the influence of alcohol, intoxicating drugs or any banned drugs.
5. The Management will not permit any employee to take any job or occupation, whether full-time, part- time or casual which relates to activities of the company. The Management is also very particular that the interests of the Company should not be divested.
6. No employee should deal with the Company's customers, suppliers, contractors or any person having business dealings or seeking to do business with the Company without taking prior consent of the appropriate authority
7. Episource is a professional organization and believes that the workforce should not be discriminated on the grounds of community, caste, creed, color, religion, gender, language etc.
8. Episource insists, all company employees to adhere to the security and privacy policies practiced within the company.
9. I have read and understood the above code of conduct and agree to abide as per rules mentioned above.

DECLARATION

I **Nishikant Lahane** with the Employee No: **ESPM3198** hereby acknowledge that I have read and understood the Code of Conduct thoroughly and agree to abide by the terms and conditions as stated.

07-03-2022

Signature:

Nishikant Lahane



VISION BULDANA EDUCATIONAL & WELFARE SOCIETY'S

LADDHAD COLLEGE OF PHARMACY

Yelgaon, Buldana -443002 (M.S.),INDIA

Approved By AICTE & PCI New Delhi.

Affiliated to Sant Gadge Baba Amravati University,Amravati

Dr. Deepak S. Laddhad
President

Dr. Purushottam R. Laddha
I/C Principal

No.LCP/ 2021-22/360

Date-01/12/2021

Appointment Order

To,
Ms. Pooja Ganesh Dharaskar
At Post – Pimpalgaon Kale
Ta. Jalgaon (Ja) Dist. Buldhana (M.S.) - 443403

Subject: - Appointment order for the post of Assistant Professor

With reference to your application, subsequent interview before selection committee duly constituted by society, conducted at Vision Buldana Educational & Welfare Society's Buldana. We are pleased to offer you this appointment order for the post of Assistant Professor in Laddhad College of Pharmacy Yelgaon, Buldana.

You are placed in the scale of 15600-39100 with AGP of Rs. 6000. along with other benefit as per the rules and regulations of PCI/University/DTE/Institute. Your service will be abide with the rules & regulations of Vision Buldana Education & Welfare Society's rules & regulations which may be enforce from time to time in the light of direction from affiliating university, Government of Maharashtra & PCI.

Please note that your appointment is subject to:

- 1) Your date of joining to the institute.
- 2) The acceptance of rule & regulations of Vision Buldana Educational & Welfare Society, Laddhad College of Pharmacy, Buldana from time to time.
- 3) Your behavior which should not cause any damage defame to the institute.
- 4) Approval from Sant Gadge Baba Amravati University, Amravati.
- 5) You are not allowed to leave the institute during the academic session; in case of resignation at the end of academic session it is compulsory to inform the institute before one month.

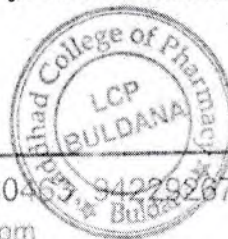
We wish your long association and involvement in the development of academic, research, and the institute as the whole.

Copy to:

- 1) Personal File of Ms. Pooja Ganesh Dharaskar
- 2) Establishment Section.
- 3) Account Section

Principal
PRINCIPAL

Laddhad College of Pharmacy, Buldana



Cell: 9422180463, 9422926757, 8827884865

email: lcpbuldana@gmail.com

Web. www.lcpbuldana.ac.in

Date: 21st March 2022

To,
Pooja Sundarrao Raut
Lakeshore Green, Palava
Phase II, Dombivli,
Mumbai - 421204

Dear **Ms. Raut**,

It gives me immense pleasure to inform that you have been appointed at Brill Pharma Pvt. Ltd. with effect from 7th March 2022. You will be designated as "Junior Officer – Regulatory Affairs", based at our **Mumbai** head office at 103, Hyde Park, Saki Vihar Road, Andheri (E), Maharashtra, India, at a Total Cost to Company CTC of **Rs. 3,00,000/- p.a.** (Rupees **Three Lakhs** per annum only).

A detailed break-up of your salary and reimbursements is provided in (**Annexure 'A'**).

Other details and employment conditions are outlined below:

1. You will be based at our '**Mumbai**' Office and report to the respective Department Head or any other official designated for the purpose.
2. Your principle role and responsibility will be as directed by the management.
3. You will be entitled to allowances and reimbursements as per company policy.
4. You will be required to submit the following documents for maintaining a personal file

Documents required

- Acceptance copy of appointment letter
 - Resume
 - Educational Qualifications
 - Identity Proof – photo copy of - passport/ration card/election card/pan card
 - Address proof – current residential address. Change in your residential address must be notified in writing
 - One passport size photograph
 - Copy of birth certificate / school leaving certificate
 - Pan Card Copy
5. The company timings will be intimated to you as per the company policy. You will be expected to attend office – except while traveling on business – as assigned to you by your supervisors.
 6. You will initially be on probation for a period of Six Months during which time we would assess your capability and suitability to our Company's needs and functions. Whilst in probation we may ask you to leave if your services are found un-satisfactory without having to substantiate any reasons by giving notice of 7 days or in case of resignation a notice period of 7 days needs to be served.
 7. After the probation period you will be confirmed and we shall issue an addendum employment letter which inter-alia would mention that you are confirmed and other terms and conditions contained in this letter would continue to apply to your employment with the Company.

ASHOK TEXTILES

C-1002 GROUND FLOOR SURAT TEXTILE MARKET RING ROADS SURAT - 395002
 Ph. 0261-2325757 9825677611, 9427135933 Email :

GSTIN : 24ABEPP6677M1Z0

STATE : 24

PAN NO: ABEPP6677M

Bill to : STATE : 27 Shipped to : Invoice
 SANTOSH COLLECTION SAME AS BILL TO Invoice No : 7
 MAIN ROAD, AT DEULGAON MAHI Date : 02/04/2022
 BULDHANA-443206 (MAHARASHTRA) INDIA Challan No : 7
 Ph. Order No :

GSTIN : 27ADWPS6502J1ZV

Transport : SHREE YOGI LOGISTICS

L.R. No : 532107

Self No : 7 X 1

Tran ID : 27ACKFS8000Q1ZJ

EWAYBILL NO : 671403788503

Dist : 439

Date: ... Freight : 0.00

Weight : 0.00 Book City : JALNA EXP TO DEVALGOANMAHI

Broker : TRIVENI TEXTILE AGENCY

Haste :

No	Description	HSN Code	Qty	Cut	Mts	Rate	Per	Amount (Rs.)
1	BANARASI BUTTA	5407	16	8.50	136.00	730.0000	P	11680.00
2	TULSI BUTA BORDER	5407	16	8.25	132.00	500.0000	P	8000.00
3	SAJNI BORDER	5407	25	8.50	212.50	460.0000	P	11500.00
4	ZIL MIL BUTTA	5407	16	8.60	137.60	650.0000	P	10400.00
5	PANETAR BORDER BUTTA	5407	8	8.60	68.80	800.0000	P	6400.00
6	MEENAKARI SILK BORDER BUTA	5407	4	8.50	34.00	850.0000	P	3400.00
7	TAMMANA SILK BORDER	5407	8	8.50	68.00	650.0000	P	5200.00
Total :			93		788.90			56580.00

Mob. 097250 20761, 098790 40724
 TRIVENI TEXTILE AGENCY
 5, Sundram Appt. Behind Surya Nagar,
 Soc., Sahara Darwaja, SURAT



CITY UNION BANK
 A/C :- 100109000024621
 IFSC :- CIUB0000100

Taxable Value : 56580.00
 IGST @ 5.00% : 2829.00

59409.00

FIFTY NINE THOUSAND FOUR HUNDRED NINE ONLY

Remarks : LOOOOSE PACKING B

Payment Within 0 Days

Due Date : 02/04/2022

Terms & Conditions

1. Goods once sold will not be taken back. (2). Our responsibility ceases as soon as the goods leave our premises. (3). Neither Company nor its parent company can accept liability for any direct or indirect or consequential loss or damage resulting from the use of the goods delivered under this invoice. (4) Interest @ 24 % will be charged on the amount remaining unpaid 15 days after delivery. (5) Subject to Surat Jurisdiction.

For ASHOK TEXTILES

Authorised Signature

Receiver's Signature



Ciron Drugs
& Pharmaceuticals Pvt. Ltd.



CORPORATE OFFICE : C-1101 / 1102, Lotus Corporate Park, Graham Firth Steel Compound, Jay Coach Junction, Western Express Highway, Goregaon (East), Mumbai - 400 063.
Tel.: +91-22-62748000 | Email: mail@cironpharma.com | www.cironpharma.com
(UNIT1) N-118, N-119, N-113, N-119/1 & N-119/2 M.I.D.C., Tarapur, Boisar, Dist. Palghar-401 506. Maharashtra, INDIA.
(UNIT2) 35-37, 43-45, CFC-B, Dewan Udyog Nagar, Aliyali, Palghar, Dist. Palghar - 401 404. Maharashtra, INDIA.

Offer Letter

CIN-U24246MH1990PTC056735

4th January, 2022

Mr. Suraj Rangnath Tandale
At. DG% Sheetal Deep Apt.,
Nalasopara (W), Phalghar - 401203.

Dear Suraj Tandale,

We are pleased to offer you the position of "Trainee" in "R&D" department in our organization to be at Ciron Drugs & Pharmaceutical Pvt. Ltd. R&D Center, W-198, 2nd Floor, TTT Industrial Area, Koparkhairne, Navi Mumbai-400709

Your stipend amount will be Rs. 12,000/- .

Your date of Joining shall be 4th January, 2022

On the date of joining, you shall be provided with the Appointment letter and a Service Agreement containing the terms and conditions with respect to the first two years of employment.
Please carry copies along-with the following original documents / testimonials for verification, on the date of joining

Sr. No	Documents / Testimonials
1	Latest Passport size photograph - 3 Nos.
2	Relieving letter and Salary slip /certificate from your present employer.
3	Birth Certificate / School Leaving Certificate showing date of birth
4	Educational Qualification Certificates
5	Permanent address proof
6	Past PF & Account Details
7	Aadhar Card & Pan Card

Please note that the offer stands valid subject to joining on or before 4th January, 2022. The offer shall stand withdrawn on default automatically.

We would like to take this opportunity to wish you a successful career with us.

Thanking you.

For Ciron Drugs & Pharmaceuticals Pvt. Ltd.

Samir R. Shah

Authorized Signatory



Accepted by,

Name: Suraj Rangnath Tandale

Signature & Date: Tandale
12/01/2022

APPOINTMENT LETTER

To,
Vijay Pralhad Ingle (54685)
Aurangabad

Date: May 22, 2022

Dear Vijay,

With reference to your application and the subsequent interviews you had with us we are pleased to appoint you as "**Medical Coder Trainee**" at GeBBS Healthcare Solutions Pvt. Ltd., Aurangabad on the following terms and conditions:

Your date of appointment is effective **May 22, 2022**.

1. You will be on probation for a period of six months. Thereafter subject to your work, conduct and performance being found satisfactory you will be confirmed in writing. If either your work conduct or performance is not found satisfactory, the probation period will stand automatically extended without any intimation to you till you get a communication from the Company confirming your services.
2. Your emolument by way of Annual Cost to the company is **INR 2,14,502/- per annum (INR Two Lacs Fourteen Thousand Five Hundred Two Only)**. Details of this annual cost are enclosed in the annexure.
3. The Organization conducts screening and background verification for its prospective hires. Your appointment and continuation of your services is subject to a clear and clean background report.
4. Your shift timings are subject to change as per the requirement of the business.
5. Your employment is subject to your undertaking that,
 - You will clear the training and on-the job evaluations that are pre-requisite.
 - You will not directly or indirectly engage in any other work or assignment or take up part/full time training program without prior permission in writing of the Company.
 - You will not divulge, disclose or leak out any information regarding the affairs of the Company, which comes to your knowledge, including the design, patent process or trade of Company or of Company's collaborations [whether in India or abroad]
 - You will also execute a service and confidentiality documents as applicable to employees from time to time.
6. Your services are liable to be transferred to any of the branches of the Company or to any of its Group/Associate Company. The terms and conditions of this appointment will be binding on such transfers and your services will be treated as continuous services. Any subsequent change in rules, policies and regulations during the term of your services of the Company shall be binding upon you in totality.
7. During the period of your service if you are found medically unfit for work, the management shall have the right to require you to get yourself examined by any medical authority specified by the Company and management as its sole discretion may terminate your services based on such medical reports.
8. Your performance will be evaluated at regular intervals for salary review or salary increments. Increment shall be based on your performance and in no case shall be automatic and / or can be claimed as a matter of right and shall be solely at the discretion of the Company.
9. Your services can be terminated without assigning any reasons as under:
 - a) At any time without any prior notice during the period of probation.
 - b) With prior notice of minimum [1] One month or salary in lieu thereof, after confirmation.

10. Your services can, however, be terminated, without any notice or compensation and without assigning any reason for loss of confidence, or for any act including dishonesty, disobedience, negligence, fraud, misappropriation of Company's money, property or any subversive act which is seriously detrimental to the interest of the company and warrants your termination forthwith.
11. You will have to give minimum [1] one month prior notice if you want to resign from the services of the Company at any time. If you fail to give [1] one month prior notice, you will have to pay to the Company [1] one month salary in lieu thereof. Notice period waive off or Notice period buyout option will be subject to Company's sole discretion and binding on you.
12. An absence from duty for a continuous period of 2 days during probation and 7 days after confirmation, including absence on leave though applied but not granted, would make you lose your lien on the services and the same will automatically come to an end without notice or even intimation. The Company shall have full authority to initiate absconding and recovery proceedings against you.
13. You will retire from the services of the Company on attaining 60 years of age and for this purpose the official record of your date of birth with the Company will be treated as final.
14. During the period of the service in the Company, you shall:
 - Perform, observe and conform to such orders and instructions as may from time to time be reasonably given or communicated to you by the Supervisor;
 - In all respects carry out the objects of the Company diligently and faithfully serve the Company, promote and protect its interest in all things to the best of your ability and judgment, and use your best endeavors to increase its business; and
 - Devote your whole time and attention to the business of the Company during the office hours of the Company, and shall not in any way be engaged in, concerned directly or indirectly with any other Company, business or trade without the prior written consent of the Company.
 - Agree to enter into a service contract with the Employer which will require the Employee to remain with the organization for a defined period post his/her return to India. This service contract will be liable only in the event that he/she is required to travel abroad to a client site for any business need.
15. The postal address shared by you shall be treated as the correct address for all communications to you. You undertake to promptly intimate the company in case of any change in the postal address. All communication addressed to you on the address shall be deemed to have been correctly served.
16. By accepting this letter of appointment, you acknowledge and agree that you will not, during the course of your service or thereafter, except with our consent, as required by law or in the performance of your duties, use or disclose confidential information relating to our business, including but not limited to business, client/s information, business methods and practices, software technology and tools and /or any such information we may assign time to time as being confidential.

If the terms and conditions stated above are accepted to you, please sign the duplicate copy of this letter as a token of your acceptance of our employment offer and return it to us for record.

Yours faithfully,

For **GeBBS Healthcare Solutions Pvt. Ltd**

Accepted


Devesh Gavand
Sr. Manager – HR


Vijay Pralhad Ingle



Intimation Letter

NO/BUL/Outward/949635
Office of the Assistant Commissioner,
Food & Drugs Administration, BULDHANA Circle
Hall No.3A, Adm. Bld.
Opp. Bus Stop
BULDANA
Print Date: 10/08/2021

To,
JAY MALHAR MEDICAL AND GENERAL STORES
PROP NO 804 , GROUND FLOOR , SHOP NO 1 ,
NEAR RENUKA MATA MANDIR , MAIN ROAD
SHELGAON ATOL (CHIKHLI)- 443201
Taluka:CHIKHLI District: BULDANA
I/C Person: VITTHAL RAMDAS GAWADE(Mobile: 9075287785)

Fresh License
Firm Id : 200422



VITTHAL RAMDAS GAWADE

Subject : - Drugs & Cosmetics Act - 1940 & Rules there under

Grant of License arising due to: Fresh License

Sir,

Ref :- Your Inward Application vide Inw No:- BF:-949635, Dated:- 08/08/2021, Inw ID:- 949635

With reference to your Inward application, we have to inform you that your said application is approved & below mentioned licences are granted / retained , whose retention Dates are mentioned below :-

No	Name	Sex	Join Date	Regn No.	Inw-ID
1	R-P / VITTHAL RAMDAS GAWADE (PRO)	Male	06/08/2021	253568	949635
2	DIR / VITTHAL RAMDAS GAWADE (PRO)	Male	06/08/2021	ADR~*****8523	949635

Lic	License No.	Issue From	Retained From	Retained Upto	Old LIC No
20	435485	09/08/2021		08/08/2026	-
21	435486	09/08/2021		08/08/2026	-

Open 24 Hrs: NO

Cold Storage: YES

This licence shall remain valid if licensee deposits a licence retention fee before the expiry of a period of every succeeding five years from the date of its issue unless it is suspended or cancelled by Licencing Authority.

The above mentioned licences are sent herewith.

NOTE: You are requested to provide new rent agreement after completion of its validity (Only applicable to those having rent agreement less than 5 years).

Kindly acknowledge the receipt of this letter.

eSign
Digitally Sign

e-Signed on 09/08/2021 17:35:36

TPAV # 3CSJYV7V7F



ASHOK TUKARAM BARDE
Assistant Commissioner
Food & Drugs Administration
BULDHANA Circle

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

SHRI DHANESHWARI MANAV VIKAS MANDAL

Reg.F-2918, Mah./ 677 / 95 / O'bad / Date 20/06/95

Head Office :

B-101 Tulsi Arcade

Canough, Aurangabad

CIDCO, Aurangabad

☎ : 40-2480451 (Fax)

House :

'Shantai' 138 N-3 Cidco,

Aurangabad-431003 (MH.)

☎ : 0240-2485063 (R.)

Dr. Pratapsinh V. Patil

SECRETARY

Ref. No. S.D.M.V.S. Office/2021-22/186

Date: 30/09/2021

ORDER OF APPOINTMENT

To,

Mr. Male D.N.

At Post Basmath

Tq.Basmath Dist.Hingoli

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

Sir/Madam,

In response to our advertisement, you had applied for the post of **Assistant Professor**, Shri. Dhaneshwari Manav Vikas Mandal's S.V.P.College of Pharmacy (D. Pharm/B.Pharm), Hatta, Tq.Basmath Dist.Hingoli. Interviewed you on **29/09/2021** for the post of **Assistant Professor** by the Local Selection Committee Constituted.

I am pleased to inform you that the Management has appointed you on the said post and your appointment is subject to the following terms and conditions.

1. Your salary will be Rs. **15600-37776/- with AGP 6000/-** dearness allowance and other allowances as declared by State Govt. time to time.
2. Your service will be governed by rules laid down by the management of **Shree Dhaneshwari Manav Vikas Mandal**
3. You will have to submit the Originals as well as certified true copies of relevant testimonials such as Mark sheets and Certificate of Degree, Experience, Caste etc. at the time of joining.
4. You will have to join the said post after the final approval from PCI, DTE and Government of Maharashtra.

[Signature]
SECRETARY

Shri Dhaneshwari Manav Vikas Mand
Reg.No.F-2918, MAHA/677/95

Through esign



License Retention Letter

NO/BUL/Outward/
Office of the Assistant Commissioner,
Food & Drugs Administration, BULDHANA Circle
Hall No.3A, Adm. Bld.
Opp. Bus Stop
BULDANA
Print Date: 02/11/2021

License RETENTION
Firm Id : 45852

To,
SHRIKRUPA MEDICAL & GENERAL STORES (Proprietary)
H.NO. 264
JAWALA BK TQ. SHEGAON
JALWALA BK-
Taluka: SHEGAON District: BULDANA
I/C Person: VISHNU AJABRAO MUKUND (Mobile: 9011007837)



VISHNU AJABRAO MUKUND-PRO

Subject :- Drugs & Cosmetics Act - 1940 & Rules There under

Sir,

Ref:- Your Inward Application vide Inw No:- BF:-995045, Dated:- 30/10/2021, Inw ID:- 995045

With reference to your Inward application, we have to inform you that your said application is approved & below mentioned licences are RETAINED, whose VALIDITY Dates are mentioned below :-

No	Name	Sex	Join Date	Regn No.	Inw-ID
1	R-P / VISHNU AJABRAO MUKUND (PRO)	Male	27/10/1998	25809	
2	DIR / VISHNU AJABRAO MUKUND (PRO)	Male			

Lic	License No.	Issue From	Retention Date	Retained Upto	Old LIC No
20	176144	01/01/2022	01/01/2022	31/12/2026	/BLD-235
21	176146	FDA MAHARASHTRA	01/01/2022	31/12/2026	/BLD-235

VISHNU AJABRAO MUKUND-(R-P)

Cold Storage: YES

Open 24 Hrs: NO

This licence shall remain valid if licensee deposits a licence retention fee before the expiry of a period of every succeeding five years from the date of its issue unless it is suspended or cancelled by Licencing Authority.

The above mentioned licences need NOT be Sent by the Dept.

Kindly acknowledge the receipt of this letter.

Subject to NO-CHANGE in PREVIOUS Constitution (Proprietary), AND Already approved PREMISES and VALIDITY of Regd. Pharmacist Registration in Pharmacy Council

The Licensee shall not claim any equities or rights in the property under reference on strength of this Retention Letter.

Retention Fees Detail: ##### Pay ID:370404 - Amt:3250 - Pay Dt:25/10/2021 - GRN No:MH007952384202122U - Cert by:Auto-29/10/2021 - Vrf Dtls:0010929224202122-29/10/2021-Auto - Deface Dtls:Dept. to Defaced Manually-29/10/2021-Auto

eSign
Digitally Sign

e-Signed on 01/11/2021 23:47:50

TPAV # J934K51EJ7

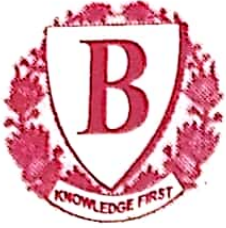


ASHOK TUKARAM BARDE
Assistant Commissioner
Food & Drugs Administration
BULDHANA Circle

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

For online Third Party Approval Verification: Go to Fdamfg.maharashtra.gov.in & Click 02/11/21
TPAVbutton

N I C



Bhonsla's Education Trust

RAJE LAXMANSINGH BHONSLE COLLEGE OF PHARMACY

Survey No. 65, Mauja Hingna Barlinga, Akola-Washim Highway Road, Akola-01

Ref. RLBCP/AKL/2019-20/209C

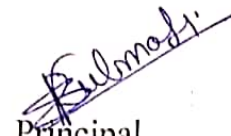
Date 17/10/2020

APPOINTMENT ORDER

Subject:- Appointment order for the post of Lecturer in Bhonsla's Educational trust College, "Raje Laxmansingh Bhonsle College of Pharmacy" at Hingna-Barlinga road, Akola Washim Highway Akola.

This offer is in response to the advertisement regarding appointment, Personal interview held, and based on the recommendation of duly constituted selection committee it is subjected to the following terms & conditions given below.

1. Mr.Sagar Anant Sirsat is hereby appointed for the post of Lecturer in Raje Laxmansingh Bhonsle College of Pharmacy Hingna-Barlinga, Akola Washim road, Akola.
2. The appointee shall be on Regular Full time Subject to approval of D.T.E. and M.S.B.T.E Mumbai.
3. The appointee shall communicate the acceptance and submit consent letter within seven days (07) and shall join the duties with immediate effect.
4. The appointee shall draw a salary as per A.I.C.T.E. Norms.
5. In case the appointee desires to resign, he will have to serve one month notice or will have to pay one month salary in lieu thereof.
6. The appointee shall abide by all the rules and regulations laid down by the Society from time to time.
7. The services of the appointee shall liable to be transferred to any other Institution/ College run by Society.


Principal
PRINCIPAL,
RAJE LAXMANSINGH BHONSLE
COLLEGE OF PHARMACY, AKOLA

25th August 2021

Mr. Shaikh Wajeed Shaik Sharfoddin,
Near Magar Hospital,
Siddharth Nagar,
Parbhani- 431401.

OFFER OF APPOINTMENT

Dear Mr. Shaikh Wajeed,

Further to the interview and discussion you had with us, we are pleased to offer you the position of **Trainee Analyst at Level 9 for Analytical Services** of our organization.

Your annual CTC will be **INR 2,24,256/- Per Annum (Indian Rupees Two Lakh Twenty-Four Thousand Two Hundred and Fifty-Six Only Per Annum)**. A Detailed CTC breakup is given in Annexure-I

You are required to execute a Service Bond for **THREE** Years with Surety at the time of Joining. The Draft details are enclosed accordingly.

Your initial place of posting will be at **Hyderabad**. However, the organization reserves the right to transfer you to any other department/division/ branch / location of the organization that is in existence or may come into existence at a future date.

You are requested to join the organization on or before **01st September, 2021** (or on any other mutually agreed date in writing) failing which, the offer of appointment stands withdrawn. Kindly note that this offer is confidential. A detailed letter of appointment will be given to you on the day of joining.


Please note that your employment will be subject to:

1. Receipt of satisfactory character references by the organization.
2. Receipt of attested copies of all the educational qualifications certificates.
3. Receipt of copy of your relieving letter & service certificate from current/most recent employer.
4. Submission of all the following documents at the time of joining.
 - a. Last 3 months pay slips and Form-16, if applicable
 - b. 8 copies of your passport size photographs
 - c. PAN Card, Aadhar Card, Voter Identify card or any other identity proof.

If you have any queries regarding this offer, please contact **Dr Srinivas Puppala at +91-40-67404040**. Other than the terms mentioned in this letter, you shall be obliged to follow and abide by the work processes, policies, management systems, protocols and general instructions issued thereof, and service rules of the Company as in force and/or amended from time to time.

Please sign below and return a copy of this letter as a token of your acceptance.

Yours sincerely,
For Vimta Labs Ltd.,



Srinivas B Puppala
Vice President - Human Resources

I, Name: _____ have read the offer letter and accept the same.

Signature _____ Date _____

Vimta Labs Limited

Registered Office: 142, IDA Phase II, Cherlapally, Hyderabad – 500051, India. **T :** +91 40 2726 4141
Life Sciences Campus: #5, MN Science & Technology Park, Genome Valley, Shamirpet, Hyderabad -500101, India
T : +91 40 6740 4040 **URL :** www.vimta.com

Salary Structure Annexure-I		
Name : Mr Shaikh Wajeed		
Designation : Trainee Analyst		
Division / BU : Analytical Services		
Department / SBU : NA		
Pay Components	Per Month (In INR)	Per Annum (In INR)
Basic salary	7,000	84,000
HRA	2,800	33,600
Special allowance	5,200	62,400
Total A - (Gross)	15,000	180,000
Retirals Benefits, Subject to Fulfilment of Service Conditions & Applicable Statutory		
Employer Contribution of Provident Fund	1,464	17,568
Employer Contribution of ESI	488	5,850
* Statutory Bonus	1,400	16,800
** Gratuity	337	4,038
Total B	3,688	44,256
Total Cost to Company (CTC)	18,688	224,256
<p>Information contained in this Annexure- I is highly confidential and not to be shared with any one.</p> <p>Company reserves the right to alter/re-group the pay and allowances without reduction in annual compensation.</p> <p>Necessary Income Taxes deductions are applicable as per Income tax Act.</p> <p>*Statutory Bonus will be paid Annually.</p> <p>**The employee is entitled to the benefit of Gratuity, only on completion of five years continuous services with the organization, as per the Payment of Gratuity' Act, 1972.</p>		

Vimta Labs Limited

Registered Office: 142, IDA Phase II, Cherlapally, Hyderabad – 500051, India. T : +91 40 2726 414
Life Sciences Campus: #5, MN Science & Technology Park, Genome Valley, Shamirpet, Hyderabad -500101, India
T : +91 40 6740 4040 URL : www.vimta.com

CIN : U73200MH2002PTC135993
Reg. No.: 135993



AnaZeal Analyticals & Research Pvt. Ltd.

UNIT II : D-334, TTC INDUSTRIAL AREA, MIDC TURBHE, NAVI MUMBAI 400 705.
• Tel.: 2761 0059 / 60 / 61 • Email : cro@anazeal.com

Date: 02nd September, 2021

OFFER LETTER

To,
Mr. Bansode Siddhant Sahebrao

Dear **Mr. Bansode Siddhant Sahebrao**

This is with reference to the interview you had with us. We are pleased to offer you Join AnaZeal Analytical & Research Pvt. Ltd. As **Trainee CRA**. You will join on or before 15/09/2021. Your annual CTC will be 01.62 Lakhs (One Lakhs Sixty Two Thousand only) p.a. as already been explained to you.

You will get an elaborate appointment letter with normal terms and conditions on your joining.

We wish you the best and look forward for a healthy, fruitful and long association.

Thanking you,

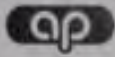
Yours faithfully,

For AnaZeal Analyticals & Research Pvt. Ltd.


Authorized Signatory



H.O./ Regd. Office : C-404, TTC Industrial Area, Opp JISL, MIDC, Pawane, Navi Mumbai - 400 705.
• Tel.: 2763 3040 / 41 / 42 / 43 • Email : info@anazeal.com



ajanta pharma limited

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

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

APL/PTN/HR/2021-22/1048

Mar 23, 2022

Mr. Suryakant Dilip Sonwane
At - Fatulabad, Tal - Gangapur
Dist - Aurangabad
Pin - 423 702
M - 08459650876

Subject: Provisional Letter of Offer

Dear Mr. Sonwane,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you the position of **Apprentice - Quality Assurance** on the terms and conditions agreed. You will be joining us on or before **Mar 27, 2022**. You will be posted at **Paithan**.

You will be on training period of one year from the date of your joining.

You will be paid stipend of **Rs. 13,000/- (Rs. Thirteen thousand only)** per month.

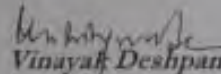
You need to bring the original Marks Sheets and Certificates on the day of your joining for the purpose of verification.

Please sign the duplicate copy of this letter in token of your acceptance to the terms and conditions.

We welcome you to our company and wish you a successful career with us.

Thanking you

Yours Sincerely,


Vinayak Deshpande
Vice President - Works

Corporate Identity Number - L24230MH1979PLC022059

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

Ref No: CHL/MFG/CONF/HRSS/21/124885
Date : 27/09/21

Mr. Mane Ankush Tulsidas
Officer – Quality Assurance Plant - III
Employee No. 124885.

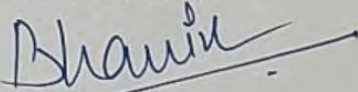
Dear **Mr. Mane**,

We are pleased to inform you that your services as an **Officer - Quality Assurance Plant - III** are hereby confirmed with effect from **01/09/21**.

The other terms and conditions of your appointment remain unaltered.

With Best Wishes.

Yours in Healthcare,


Bhavin Vahia
Senior General Manager - Human Resource



pallavi waghmore

Emergency Contact No. : *7588151294*

A handwritten signature in blue ink, appearing to read 'Pallavi Waghmore'.

Authorised Signatory



Hi Tech BioSciences India Ltd. Group

Corporate Office : C-2 / 102 - 103, Survey No. 101/1, Saudamini Complex,
Bhusari Colony, Paud Road, Kothrud, Pune - 411 038 Maharashtra India.

Tel. (O) : (+91 20) 25285026. Tel. (F) : (+91 20) 67903000

SSBT'S INSTITUTE OF PHARMACY BAMBORI, JALGAON.

Post Box No.94, - 425001. (M. S.)

Ref.No.: - IP/EST/2021 /10/245 - A

Date:- 12.10.2021

To,
Ms. Poonam Harish Chaure,
Shakuntala Nagar,
Jalna.

APPOINTMENT ORDER

I have pleasure to inform you, on behalf of Shrama Sadhana Bombay Trust, that you have been appointed as a Assistant Professor in the SSBT'S Institute of Pharmacy (Degree) on Contractual basis for a specific period from 08/11/2021 to till end of Academic year 2021-22. You will be paid Consolidated Salary of Rs. 15600/- (Rs. Fifteen Thousand Six Hundred only) per month.

Your Appointment is on the following terms and conditions.

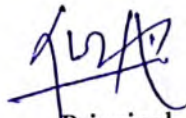
- 1) Your appointment will be on contractual basis for a period of one academic year.
- 2) Your service will be governed by the College rules, and State Govt. from time to time. Further, you will be bound by the Office orders in force and framed by the College from time to time to your service conditions which will form part of your terms of employment.
- 3) Your appointment is subject to the minimum number of students and the workload prescribed for the post.
- 4) That you will not be entitled to any other allowances, or other privileges / benefits which are available to regular employees during this period.
- 5) That you will join your duties immediately.
- 6) That you will have to produce originals of all the documents for verification and submit attested copies of the same along with your Aadhar Card and PAN Card.
- 7) Your pharmacist registration should not be engaged in any business.

- 8) That the appointment is a full time one and that you will not be permitted to engage yourself in any outside business, consultation, private tuition or any other type of outside professional work either with or without remuneration; without permission of the institution. You shall not be engaged in any kind of association Union/Federation or any other organizations directly or indirectly, without prior permission of the Principal and Management.
- 9) You may have to take extra classes for the students' benefit if need be and shall willingly undertake any other responsibility or assignment(s) given by the Principal/Director.
- 10) That you shall not accept any contribution or otherwise associate yourself with the raising of any funds or make any other collections, whether in cash or in kind, in pursuance of any object, whatsoever, or accept or demand from any member of the College or staff or the student or their parents or enter into monetary transactions with them.
- 11) That you will put your grievances to the Management through Principal/Director only. Also you will not approach the Management without prior permission of the Principal.
- 12) In addition to your regular duties, you will have to carry out the duties assigned by the Management or any other activities / responsibilities that may be entrusted to you.
- 13) You will discharge all Curricular, Co-curricular and Administrative Duties as per Norms, Rules and of Service Conditions prescribed by the Directorate of Technical Education, Maharashtra State, Mumbai; PCI, AICTE, New Delhi, University and the Management of this college.
- 14) You shall not divulge in writing or by verbal communication any information pertaining to the Management of the Institution specially of a confidential nature and financial transaction either during the service period or thereafter.
- 15) That you will have to produce Medical fitness certificate from Govt. Medical Officer, Civil Hospital or Doctor appointed by the College at the time of joining.

16) The appointment can be terminated by giving one month notice or the total salary of one month, on either side. However, if it becomes necessary to terminate your services on the basis of indiscipline, or as a punishment, then your services could be terminated. In such cases, the decision of the Principal / Director / Management shall be final.

17) In case, the above terms and conditions are acceptable to you then please return the duplicate copy of this appointment order after affixing your signature on the same in token of your acceptance.




Principal
PRINCIPAL
SSBT's Institute of Pharmacy
Bambhori, Jalgaon-425001(M.S.)

I accept the above terms and conditions

Signature Toonam

Name Poonam Harish Chauhan

Mobil No. 7038115890

Email ID Pc060496@gmail.com

Recieved
Toonam

Copy to: - 1) The Chairman, Staff Selection Committee

2) Salary Clerk

3) O.S./ Senior Clerk

4) Est. Section / Personal File

5) Principal Pharmacy (Degree)

APPOINTMENT LETTER

To,
Shubhangi Prakash Nawarkhele (50933)
Aurangabad

Date: February 16, 2022

Dear **Shubhangi**,

With reference to your application and the subsequent interviews you had with us we are pleased to appoint you as "**Medical Coder Trainee**" at GeBBS Healthcare Solutions Pvt. Ltd., Aurangabad on the following terms and conditions:

Your date of appointment is effective **February 16, 2022**.

1. You will be on probation for a period of six months. Thereafter subject to your work, conduct and performance being found satisfactory you will be confirmed in writing. If either your work conduct or performance is not found satisfactory, the probation period will stand automatically extended without any intimation to you till you get a communication from the Company confirming your services.
2. Your emolument by way of Annual Cost to the company is **INR 2,14,502/- per annum (INR Two Lacs Fourteen Thousand Five Hundred Two Only)**. Details of this annual cost are enclosed in the annexure.
3. The Organization conducts screening and background verification for its prospective hires. Your appointment and continuation of your services is subject to a clear and clean background report.
4. Your shift timings are subject to change as per the requirement of the business.
5. Your employment is subject to your undertaking that,
 - You will clear the training and on the job evaluations that are pre-requisite.
 - You will not directly or indirectly engage in any other work or assignment or take up part/full time training program without prior permission in writing of the Company.
 - You will not divulge, disclose or leak out any information regarding the affairs of the Company, which comes to your knowledge, including the design, patent process or trade of Company or of Company's collaborations [whether in India or abroad]
 - You will also execute a service and confidentiality documents as applicable to employees from time to time.
6. Your services are liable to be transferred to any of the branches of the Company or to any of its Group/Associate Company. The terms and conditions of this appointment will be binding on such transfers and your services will be treated as continuous services. Any subsequent change in rules, policies and regulations during the term of your services of the Company shall be binding upon you in totality.
7. During the period of your service if you are found medically unfit for work, the management shall have the right to require you to get yourself examined by any medical authority specified by the Company and management as its sole discretion may terminate your services based on such medical reports.
8. Your performance will be evaluated at regular intervals for salary review or salary increments. Increment shall be based on your performance and in no case shall be automatic and / or can be claimed as a matter of right and shall be solely at the discretion of the Company.
9. Your services can be terminated without assigning any reasons as under:
 - a) At any time without any prior notice during the period of probation.
 - b) With prior notice of minimum [1] One month or salary in lieu thereof, after confirmation.

Registered Office

"MindSpace", Building No.3, 1st Office Level, Thane - Belapur Road,
Airoli, Navi Mumbai 400 708

Tel: +91-22-39487300

www.gebbs.com

10. Your services can, however, be terminated, without any notice or compensation and without assigning any reason for loss of confidence, or for any act including dishonesty, disobedience, negligence, fraud, misappropriation of Company's money, property or any subversive act which is seriously detrimental to the interest of the company and warrants your termination forthwith.
11. You will have to give minimum [1] one month prior notice if you want to resign from the services of the Company at any time. If you fail to give [1] one month prior notice, you will have to pay to the Company [1] one month salary in lieu thereof. Notice period waive off or Notice period buyout option will be subject to Company's sole discretion and binding on you.
12. An absence from duty for a continuous period of 2 days during probation and 7 days after confirmation, including absence on leave though applied but not granted, would make you lose your lien on the services and the same will automatically come to an end without notice or even intimation. The Company shall have full authority to initiate absconding and recovery proceedings against you.
13. You will retire from the services of the Company on attaining 60 years of age and for this purpose the official record of your date of birth with the Company will be treated as final.
14. During the period of the service in the Company, you shall:
 - Perform, observe and conform to such orders and instructions as may from time to time be reasonably given or communicated to you by the Supervisor;
 - In all respects carry out the objects of the Company diligently and faithfully serve the Company, promote and protect its interest in all things to the best of your ability and judgment, and use your best endeavors to increase its business; and
 - Devote your whole time and attention to the business of the Company during the office hours of the Company, and shall not in any way be engaged in, concerned directly or indirectly with any other Company, business or trade without the prior written consent of the Company.
 - Agree to enter into a service contract with the Employer which will require the Employee to remain with the organization for a defined period post his/her return to India. This service contract will be liable only in the event that he/she is required to travel abroad to a client site for any business need.
15. The postal address shared by you shall be treated as the correct address for all communications to you. You undertake to promptly intimate the company in case of any change in the postal address. All communication addressed to you on the address shall be deemed to have been correctly served.
16. By accepting this letter of appointment, you acknowledge and agree that you will not, during the course of your service or thereafter, except with our consent, as required by law or in the performance of your duties, use or disclose confidential information relating to our business, including but not limited to business, client/s information, business methods and practices, software technology and tools and /or any such information we may assign time to time as being confidential.

If the terms and conditions stated above are accepted to you, please sign the duplicate copy of this letter as a token of your acceptance of our employment offer and return it to us for record.

Yours faithfully,
For **GeBBS Healthcare Solutions Pvt. Ltd**

Accepted

Devesh Gavand

Devesh Gavand
Sr. Manager – HR

Shubhangi

Shubhangi Prakash Nawarkhele

KORTEN® **KORTEN PHARMACEUTICALS PVT.LTD.**

"Shanti-Sthal" At & Po. Shirgaon, Tal. & Dist- Palghar- 401405.
Tel. No. 9607034677 / 88/ 99



Name : **Mr. Swapnil R. Jadhao**
Emp.No : **S0405**
Department : **Q.A.**
Blood Group : **"B" Positive**
Contact No. : **9623732852**

Authorised Signatory

Ref No: 23508928
28-Dec-2022



Dipali Vinod Ingle

Dear **Dipali Vinod**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Trainee - Junior Data Analyst** with **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"). Your place of posting will be **Pune**.

Your annual total compensation will be **INR 249,996**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **10-Jan-2023**.

Please note:

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

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

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



Shibu Balakrishnan

AVP – HR

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

Signature:

Date:

Compensation and Benefits

Name: Dipali Vinod Ingle **Designation:** Trainee - Junior Data Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	7300	87,600
2	HRA*	2920	35,040
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	4227	50,724
8	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	536	6,432
	Annual Gross Compensation		249,996
	Annual Total Compensation		249,996
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		269,496

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance (ESI):

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

* Flexible Benefit Plan:

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

1. Choose from an array of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

#* Advance Statutory Bonus is in line with the provisions of the Payment of Bonus Act

Note:

- Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same
- Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 28-Dec-2022 between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant," which shall, unless counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Dipali Vinod Ingle, ____ (Age) ,residing at _____
(hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party."

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirements. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or

averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory

bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.

b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.

c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.

d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference checks in line with Company policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to a satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, if your background verification report is found to be unfavorable or unsuccessful after you join the Company, the Company reserves the right to terminate your employment.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules,

processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;
- c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class

services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of three (3) days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's assets/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct regarded by the Company as prejudicial to its own interests or to the interests of its client

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation/International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the Company's prior written consent, and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof. You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Dipali Vinod Ingle



Shibu Balakrishnan

AVP – HR

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

Signature:

Date:



Shri Dhaneshwari Manav Vikas Mandal's

SVP College of Pharmacy (D.Pharm, B.Pharm)

At Hatta, Zero Phata, Tq. Basmat,

Dist.Hingoli (M.S)-431705. Fax: 02454 - 244257



Mr. Mangesh Dagdu Raut

Designation : Assistant Professor

D.O.B. : 25/02/1998

Address : Audit Nagar, Old

Pedgaon Road, Parbhani

Adhar No. : 493262149570

Mob. No. : 8830137235

Blood Gr. :

Dagdu

Principal

SVP College of Pharmacy
Hatta, Tq.Basmat Dist. Hingol



Vision Buldana Educational & Welfare Society's

Laddhad College of Pharmacy

Chikhli Road, Yelgaon,
Buldana - 443002 (M.S.) India

IDENTITY CARD



Miss. Puja G. Ursal
Lecturer

Blood Group :- O+ve

DOB :- 19-08-1998

Contact No :- 9922814467

Address :- Raily Jin Gate, Chikhli,

Dist.- Buldana

PRINCIPAL

Laddhad College of Pharmacy, Buldana

Ref No: 23509475
16-Dec-2022



Sonali Anant Belpatre

Dear **Sonali Anant**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Trainee - Junior Data Analyst** with **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"). Your place of posting will be **Pune**.

Your annual total compensation will be **INR 249,996**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **02-Jan-2023**.

Please note:

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

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

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



Shibu Balakrishnan

AVP – HR

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

Signature:

Date:

Compensation and Benefits

Name: Sonali Anant Belpatre **Designation:** Trainee - Junior Data Analyst

Sl. No.	Description	Monthly	Yearly
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Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

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Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

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2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

#* Advance Statutory Bonus is in line with the provisions of the Payment of Bonus Act

Note:

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- Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 16-Dec-2022 between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant," which shall, unless counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Sonali Anant Belpatre, _____(Age) _____, residing _____ at _____ (hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party."

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirements. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or

averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory

bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.

b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.

c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.

d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference checks in line with Company policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to a satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, if your background verification report is found to be unfavorable or unsuccessful after you join the Company, the Company reserves the right to terminate your employment.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules,

processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;
- c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class

services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of three (3) days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's assets/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct regarded by the Company as prejudicial to its own interests or to the interests of its client

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation/International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the Company's prior written consent, and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof. You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Sonali Anant Belpatre



Shibu Balakrishnan

AVP – HR

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

Signature:

Date:

Ref No: 23509506
23-Dec-2022



Swapnali Sandeep Tanpure

Dear **Swapnali**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Trainee - Junior Data Analyst** with **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"). Your place of posting will be **Pune**.

Your annual total compensation will be **INR 249,996**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **02-Jan-2023**.

Please note:

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

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

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



Shibu Balakrishnan

AVP – HR

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

Signature:

Date:

Compensation and Benefits

Name: Swapnali Sandeep Tanpure **Designation:** Trainee - Junior Data Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	7300	87,600
2	HRA*	2920	35,040
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	4227	50,724
8	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	536	6,432
	Annual Gross Compensation		249,996
	Annual Total Compensation		249,996
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		269,496

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance (ESI):

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

* Flexible Benefit Plan:

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

1. Choose from an array of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

#* Advance Statutory Bonus is in line with the provisions of the Payment of Bonus Act

Note:

- Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same
- Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 23-Dec-2022 between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant," which shall, unless counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Swapnali Sandeep Tanpure, _____(Age) _____, residing _____ at _____ (hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party."

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirements. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or

averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

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By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory

bodies/authorities as required under applicable law/requirements.

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a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.

b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.

c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.

d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference checks in line with Company policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to a satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, if your background verification report is found to be unfavorable or unsuccessful after you join the Company, the Company reserves the right to terminate your employment.

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- ii. Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules,

processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;
- c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class

services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of three (3) days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's assets/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct regarded by the Company as prejudicial to its own interests or to the interests of its client

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation/International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the Company's prior written consent, and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof. You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Swapnali Sandeep Tanpure



Shibu Balakrishnan

AVP – HR

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

Signature:

Date:



CorroHealth
www.corrohealth.com



Vaishali Himmat Wankhade

Emp Code: VRCMHYD5834

Issuing Authority

RETAINERSHIP AGREEMENT

This retainership agreement is made and entered into at Hyderabad on this 04th April, 2022 by and between:

Mr. Amit Subhashrao Navkar, PAN NO: BRMPN0877J, an Indian citizen residing at S/o Subhashrao Navkar, Shahu Nagar Sailu, Parbhani, Maharashtra-431503, India hereinafter referred to as the "**Retainer**", which expression, unless repugnant to the context hereof, shall mean and include its successors and permitted assigns) of the first part;

AND

Anthea Pharma Private Limited, a private limited company incorporated under the laws of India and having its registered office at Plot No. 64, Nagarjuna Hills, Panjagutta, Hyderabad 500 082, India (hereinafter referred to as "**Company**" which expression shall unless it be repugnant to the context or meaning thereof be deemed to mean and include its successors and assigns) of the second part;

Each of the Retainer and the Company are hereinafter collectively referred to as "**Parties**" and individually as "**Party**".

WHEREAS the Company is in the business of research, development and manufacture of pharmaceutical formulations (injectables).

WHEREAS the Retainer is a qualified professional in the field of research and development of pharmaceuticals.

AND WHEREAS the Company and the Retainer wish to enter into a mutually beneficial agreement and the Company has agreed to employ the services of the Retainer, in accordance with the terms of this Agreement.

NOW THEREFORE, both Parties bind themselves and agree as follows:

1. Services

- 1.1 During the term of this Agreement, the Retainer hereby agrees to provide its services to the Company in relation to the research and development of pharmaceutical formulations as identified by the Company (the "**Services**").
- 1.2 The Retainer confirms that the execution of this Agreement or providing the Services as laid down in this Agreement is not in violation of any applicable law or binding contracts entered into by the Retainer.
- 1.3 The Retainer undertakes to provide its Services with reasonable skill, care and diligence and in line with industry standards. The Service Provide understands and acknowledges that time is of the essence for the Services rendered under this Agreement.
- 1.4 The Retainer shall comply with the code of conduct of the Company and shall maintain peace and decorum within the premises of the Company.

- 1.5 The Retainer shall make himself/herself available at the premises of R&D unit of the Company on all working days (as intimated by the Company) from 9.00 am to 6.00pm. With the prior written consent of the Company, the Retainer may absent himself/herself from complying with this clause. The Company may, at its sole discretion, accept or reject such request. In the event the Retainer fails to comply with this clause, the Company shall have the right to reduce the Retainer Fee payable on a pro rata basis for such number of days that the Retainer has absent himself/herself without prior consent of the Company.
- 1.6 The Retainer shall undertake all tasks in relation to the Service as identified by the representatives of the Company from time to time. The Retainer shall provide updates in relation to such tasks assigned as and when requested by the representatives of the Company.
- 1.7 The Company shall provide the Retainer a laptop that he/she may use solely towards the Services. It is clarified that the laptop shall continue to remain the property of the Company and all rights therein shall continue to vest with the Company. The Company may at anytime ask the Retainer to return the laptop and the Retainer shall be obligated to comply to such request immediately. The Retainer shall take reasonable care of the laptop and shall return the laptop to the Company upon termination of this Agreement or earlier (at the request of the Company) in the same condition that it was given to the Retainer.

2. Payment Terms

- 2.1 In consideration for the Services rendered, the Company shall pay an aggregate retainer fee of **Rs. 20,000/- (Rupees Twenty thousand only)** inclusive of applicable taxes, at the end of every month during the Term of this Agreement ("**Retainer Fee**").
- 2.2 The Retainer shall raise an invoice at the end of every month and the Company shall complete the payment within 7 days from the date of receipt of the invoice.
- 2.3 The Company shall deduct TDS from the Retainer Fee, at applicable rates, and shall pay the remaining sum as Retainer Fee under this Agreement to the Retainer.

3. Intellectual Property

All concepts, ideas, manufacturing process, drawings, technologies, techniques, documents, modifications, enhancements and specifications shared by the Company or prepared by the Retainer during the course of the Service, as the case may be, and all copyrights and other proprietary rights applicable thereto remain at all times the property of the Company. All documents prepared, manufacturing process developed or inventions/discoveries made by the Retainer as part of the Services rendered in accordance with this Agreement shall be deemed to be the intellectual property of the Company and the Retainer hereby transfers all its intellectual property rights and claims thereof on such content to the Company. The Retainer also hereby agrees to indemnify the Company from all losses, claims, expenses, fees, damages, penalty and costs (including attorney fees) incurred by the Company due to any third party's claim of violation of their intellectual property rights or such other rights in relation to any content prepared by the Retainer under this Agreement.

4. Confidentiality

K. N. N. N.

Each Party shall keep all information shared between the parties including without limitation all information in relation to the Company and the Services and all concepts, ideas, drawings, manufacturing processes, technologies, techniques, documents, specifications, quotations, financial information, forecasts, product pipeline, manufacturing equipment details, govt. approvals/applications and such other information that basis its nature is deemed to be confidential shared between the Parties in relation to this Agreement, or as part of the Service or subject matter thereof, as strictly confidential ("**Confidential Information**") and shall not, without the prior written consent of the other Party, divulge such confidential information to any other person. All Confidential Information shall be kept as strictly confidential during the Term of this Agreement and in perpetuity thereafter.

5. Terms and Termination

5.1 This Agreement will be effective as of and will remain in effect for a period of six months from the date of signing this Agreement, unless terminated earlier in accordance with Clause 5 of this Agreement (the "**Term**").

5.2 The Company may terminate this Agreement without any reason by giving 30 days' prior written notice to the Retainer after clearing off all pending payments.

5.3 The Retainer may terminate this Agreement by providing 30 day's prior written notice to the Company in case of material breach of this Agreement by the Company.

5.4 The Company may terminate this Agreement immediately, without notice to the Retainer, in case of gross negligence, misrepresentation, fraud or breach of this Agreement by the Retainer while providing the Services.

5.5 It is hereby clarified that the termination of this Agreement shall not affect any of the rights or obligations that have accrued prior to the date of termination and all amounts due or liable to be refunded as on the date of termination shall be settled by both parties no later than 45 days from the date of termination.

6. Indemnity

The Retainer shall indemnify, defend and hold harmless, the Company (including each of the respective directors, officers and employees, affiliates, personnel, assigns and successors in interest, as the case may be), from and against any and all losses or claims, damages, liabilities (whether criminal or civil, including loss of profits, loss of business, depletion of goodwill and similar losses, In all fairness), expenses and disbursements (including the fees, expenses and disbursements of attorney and / or other professional fees and costs) suffered and / or incurred by the Company which shall arise out of or as a result of (i) any breach of representations, warranties, obligations and covenants or any other terms of this Agreement by the Retainer; or (ii) a breach or negligent performance or failure in performance of this Agreement by the Retainer.

7. Miscellaneous

7.1 **Waiver.** If either Party fails to exercise a right or remedy that it has or which arises in relation to an incident in connection with this arrangement either immediately or at all, such failure shall not prevent that party from exercising that right or remedy subsequently in respect of that or any other incident.

7.2 **Relationship between the Parties.** The Parties are independent contractors. Nothing in this Agreement or in any document referred to in it shall (i) confer on any Party any power to bind or impose any obligation on the other Party as an agent or otherwise; or (ii) create or authorize either Party to act in the name, or on behalf of the other, except to the limited extent as expressly permitted under the terms of this Agreement; or (ii) create a joint venture of any kind between the Parties.

K. N. N. N.

7.3. Survival. The agreements, covenants and undertakings set forth in the Agreement that are intended to survive the termination shall survive after the termination of this Agreement, including, without limitation, covenants, agreements and undertakings set forth in Clause 3 (Intellectual Property), Clause 4 (Confidentiality), Clause 6 (Indemnity) and Clause 7 (Miscellaneous) will survive the termination of this Agreement.

7.4. Severability. In the event that any one or more of the provisions (or parts thereof) contained in this Agreement are invalid, illegal or unenforceable in any respect whatsoever then the validity, legality and enforceability of the remaining provisions (or parts thereof) shall not in any way be affected or impaired thereby. The Parties shall nevertheless be bound to negotiate an alternate provision that is as close to the original intent of the Parties and is nevertheless valid and enforceable.

7.5. Entire Agreement. As on the Effective Date, the terms of this Agreement are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between the Parties.

7.6. Assignment. The Retainer shall not assign any of the rights or obligations under this Agreement without obtaining prior written consent of the Company, except in relation to assignments expressly permitted.


7.7. Governing Law and Jurisdiction. This Agreement shall be governed by and construed in accordance with the laws of India. The courts in Hyderabad shall have exclusive jurisdiction on the matters arising from or in connection with this Agreement.

7.9. Notices. Any notice or request given or made hereunder shall be served either personally, by e-mail, post, facsimile, courier or registered post to the registered office address of the Parties as mentioned in the Recitals. Any communication/notice/letter(s)/document(s) sent by one party to the other shall be in English and delivered at the address stated herein above or at such other address notified in writing to the other party. Any change in the address shall be duly notified in writing to the other party within 7 (seven) days of such change. In the event a Party refuses delivery or acceptance of a notice under this Agreement, it shall be deemed that the notice was given upon proof of the refused delivery, provided the same was sent in the manner specified in this Agreement.

7.10. Public Announcements. Both Parties shall obtain the other Party's prior written approval before issuing any external communications concerning this Agreement, any of the activities contemplated by this Agreement or the relationship between the Parties.

7.11. Counterparts. This Agreement may be signed in counterparts, each of which shall be an original, with the same effect as if the signatures thereto and hereto were upon the same instrument. The Parties hereto confirm that any facsimile copy of another party's executed counterpart of this Agreement (or its signature page thereof) will be deemed to be an executed original thereof.

IN WITNESS WHEREOF the parties have hereunto executed this agreement the day and the year first herein above written.

<p>For ASTHEA PHARMA PRIVATE LIMITED</p>  <p>_____ Dr. Abhinav G Chief Executive Officer</p>	<p>SIGNED AND DELIVERED by</p> <p>_____ Mr. Amit Subhashrao Navkar</p>
--	--

K. Navkar



Date: 11/11/2022

Letter of Intent

To,
Ms. Kalyani Vikas Gawande

This is in reference, to your interview held on 07/10/2022, at **Leben Life Sciences Pvt. Ltd.**

We are glad, to inform you that, we are intending to appointing you, as a Trainee and hence issuing you, this "Letter of Intent", subject to the following terms and conditions.

1. We, propose to appoint you, as a **Trainee in Research & Development (FDL) Department**, of M/S **Leben Life Sciences Pvt. Ltd.**, effective 15/11/2022.
2. Your, tenure of Trainee, shall be for **6 months**. After completion of the same, your performance will be reviewed, and further course of action will be taken accordingly.
3. You, shall be expected to learn the trade practices, in the department, you have been appointed and shall, learn from the designated Head of Department and employees designated by him, for that purpose.
4. You, agree to learn and practice, all the trade practices and shall not be selective, in the learning of trade practices.
5. You, shall attend work on 6 days of a week and 9 hours a day (as per your shift), including lunch / tea time, with Sunday being a weekly holiday (unless communicated separately)

LL/HR/Off/MRF 494(02)/R&D/Nov'2022/1225

November 10, 2022

**Mr. Rushikesh Vishnu Wakankar,
S/o Mr. Vishnu Wakankar,
H.No: 152, Kakde Nagar,
Gangakhed Road, Parbhani,
Maharashtra - 431401.**

Dear Mr. Rushikesh,

Sub: Letter of Offer

This has reference to your application and the discussions we had with you. We are pleased to offer you the position of '**Trainee**' in "**Formulation Development Department**" at our **R & D** Center, IKP Knowledge Park, Genome Valley, Turkapally, Hyderabad on the following terms and conditions:

1. Your gross remuneration will be **₹ 2,30,000/- (Rupees Two Lakhs Thirty Thousand only)** per annum Cost to Company (inclusive of all annual and statutory benefits).
2. You will be under Training for a period of One Year.
3. A formal letter of appointment shall be issued to you at the time of joining.
4. You will be governed by the Rules & Regulations of the company that are in force at present and the changes that take place from time to time.
5. You are required to sign a separate Confidentiality Agreement with the company, which will form part of the appointment letter.
6. You are required to undergo a pre-employment medical check-up, which shall be arranged by the company. This Offer of Appointment is subject to your Physical fitness.
7. You are requested to bring following documents in original at the time of reporting for duty.
 - a) Proof of date of birth SSC certificates
 - b) Original Certificates of your educational qualifications along with marks sheets and two sets of photocopies of the same
 - c) Five passport size photographs
 - d) Two reference letters from acquaintances other than relatives
 - e) Photo copies of Passport, Aadhar card, Driving licence and PAN card
 - f) Two Group Photograph of your family (Self, Parents, Spouse & Children) for converge under ESI & Aadhar Cards of dependents
 - g) Two passport size photographs of dependents (self, parents, spouse & children) for Group Mediclaim Policy.

We request you to join the organization on or before **01st December 2022**. Please sign the duplicate copy of this offer as an acceptance.

We look forward to having you in our team.

Yours sincerely,
For **Laurus Labs Limited**,



Dr. C Satyanarayana
Chief Executive Officer

I accept to the above terms and conditions.

Signature:
Name:
Date:



MICRO LABS LIMITED

CTS NO. 73, SAKI ESTATE, OFF. CHANDIVALI ROAD, SAKI NAKA, KURLA (W), MUMBAI - 400 072. TEL. NO. : 022 - 68106100
REGD. & CORPORATE OFFICE : #31, RACE COURSE ROAD, BANGLORE - 560 001, INDIA.
Tel. : +91-80-2237 0451-57 Fax : +91-80-237 0463 Visit Us : <http://www.microlabsltd.com>
CIN : U24232KA1973PLC002401 Email address : info@microlabs.in

07th May 2022

Ms. Priya Shantaram Gadakh
Maygaon Devi, Kopargaon
Maharashtra, 423607

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

Dear Ms. Priya Shantaram Gadakh,

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

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

You are requested to join us on **or before 07th June, 2022** failing which this Offer of employment stands withdrawn. Kindly confirm the same.

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

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

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

Yours cordially,

For MICRO LABS LIMITED,

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

25 October 2022

To,
Ms. Priya Singh
Achalpur, Dist. :- Amravati
Maharashtra – 444806.

Sub: Job Offer Letter

We are pleased to offer you the position of a **Trainee Research Associate** with **SYRI Research Pvt. Ltd.** We are all excited about the potential that you will bring to our organisation.

As we discussed during your interviews, you will be functionally reporting to **Dr. Girish Achliya, Head – R&D** at **Syri Research Pvt. Ltd. Vadodara.**

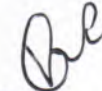
Your initial compensation as a monthly gross salary will be **INR 17,500/- only.**

You are required to join us latest by **14 November 2022**, beyond which this offer stands cancelled unless otherwise either party communicates the said delay beforehand.

We look forward to your arrival as an employee of our organisation and also confident that you will play a key role in our company's expansion into national and international markets. Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please sign a copy of this letter and return it to us by **26 October 2022.**

Yours truly,

For **SYRI Research Pvt. Ltd.,**



Director

I accept the above mentioned employment offer and acknowledge receiving a copy of the same.

Signature _____

Name _____

Date _____

LL/HR/Off/MRF 494(02)/R&D/Nov'2022/1225

November 10, 2022

**Mr. Rushikesh Vishnu Wakankar,
S/o Mr. Vishnu Wakankar,
H.No: 152, Kakde Nagar,
Gangakhed Road, Parbhani,
Maharashtra - 431401.**

Dear Mr. Rushikesh,

Sub: Letter of Offer

This has reference to your application and the discussions we had with you. We are pleased to offer you the position of '**Trainee**' in "**Formulation Development Department**" at our **R & D** Center, IKP Knowledge Park, Genome Valley, Turkapally, Hyderabad on the following terms and conditions:

1. Your gross remuneration will be **₹ 2,30,000/- (Rupees Two Lakhs Thirty Thousand only)** per annum Cost to Company (inclusive of all annual and statutory benefits).
2. You will be under Training for a period of One Year.
3. A formal letter of appointment shall be issued to you at the time of joining.
4. You will be governed by the Rules & Regulations of the company that are in force at present and the changes that take place from time to time.
5. You are required to sign a separate Confidentiality Agreement with the company, which will form part of the appointment letter.
6. You are required to undergo a pre-employment medical check-up, which shall be arranged by the company. This Offer of Appointment is subject to your Physical fitness.
7. You are requested to bring following documents in original at the time of reporting for duty.
 - a) Proof of date of birth SSC certificates
 - b) Original Certificates of your educational qualifications along with marks sheets and two sets of photocopies of the same
 - c) Five passport size photographs
 - d) Two reference letters from acquaintances other than relatives
 - e) Photo copies of Passport, Aadhar card, Driving licence and PAN card
 - f) Two Group Photograph of your family (Self, Parents, Spouse & Children) for converge under ESI & Aadhar Cards of dependents
 - g) Two passport size photographs of dependents (self, parents, spouse & children) for Group Mediclaim Policy.

We request you to join the organization on or before **01st December 2022**. Please sign the duplicate copy of this offer as an acceptance.

We look forward to having you in our team.

Yours sincerely,
For **Laurus Labs Limited**,



Dr. C Satyanarayana
Chief Executive Officer

I accept to the above terms and conditions.

Signature:

Name:

Date:

Ref No: 22735022
13-Dec-2022



Rutuja Vilasrao Deshmukh

Dear **Rutuja**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Trainee - Junior Data Analyst** with **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"). Your place of posting will be **Pune**.

Your annual total compensation will be **INR 249,996**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **26-Dec-2022**.

Please note:

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

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

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



Shibu Balakrishnan

AVP – HR

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

Signature:

Date:

Compensation and Benefits

Name: Rutuja Vilasrao Deshmukh **Designation:** Trainee - Junior Data Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	7300	87,600
2	HRA*	2920	35,040
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	4227	50,724
8	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	536	6,432
	Annual Gross Compensation		249,996
	Annual Total Compensation		249,996
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		269,496

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance (ESI):

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

* Flexible Benefit Plan:

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

1. Choose from an array of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

#* Advance Statutory Bonus is in line with the provisions of the Payment of Bonus Act

Note:

- Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same
- Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 13-Dec-2022 between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant," which shall, unless counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Rutuja Vilasrao Deshmukh, _____(Age) _____, residing _____ at _____ (hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party."

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirements. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or

averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory

bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.

b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.

c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.

d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference checks in line with Company policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to a satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, if your background verification report is found to be unfavorable or unsuccessful after you join the Company, the Company reserves the right to terminate your employment.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules,

processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;
- c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class

services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of three (3) days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's assets/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct regarded by the Company as prejudicial to its own interests or to the interests of its client

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation/International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the Company's prior written consent, and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof. You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Rutuja Vilasrao Deshmukh



Shibu Balakrishnan

AVP – HR

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

Signature:

Date:

25 October 2022

To,
Ms. Sushma Sanap
At Post, Lonar, Tal. Lonar,
Dist.:- Buldana.
Maharashtra.

Sub: Job Offer Letter

We are pleased to offer you the position of a **Trainee Research Associate** with **SYRI Research Pvt. Ltd.** We are all excited about the potential that you will bring to our organisation.

As we discussed during your interviews, you will be functionally reporting to **Dr. Girish Achliya, Head – R&D** at **Syri Research Pvt. Ltd. Vadodara.**

Your initial compensation as a monthly gross salary will be **INR 17,500/- only.**

You are required to join us latest by **14 November 2022**, beyond which this offer stands cancelled unless otherwise either party communicates the said delay beforehand.

We look forward to your arrival as an employee of our organisation and also confident that you will play a key role in our company's expansion into national and international markets. Your detailed appointment letter will be issued to you at the time of your joining. If this employment offer is acceptable to you, please sign a copy of this letter and return it to us by **26 October 2022.**

Yours truly,

For **SYRI Research Pvt. Ltd.,**


Director

I accept the above mentioned employment offer and acknowledge receiving a copy of the same.

Signature _____

Name _____

Date _____



Vision Buldana Educational & Welfare Society's
Laddhad College of Pharmacy

Chikhli Road, Yelgaon,
Buldana - 443002 (M.S.) India

IDENTITY CARD



Miss. Preeti R. More
Lecturer

Blood Group :- O+ve

DOB :- 17-01-1997

Contact No :- 9145673001

Address :- At-Post- Sawaladbara,

Tal- Soegaon, Dist.- Aurangabad

PRINCIPAL

Laddhad College of Pharmacy Buldana



GLAND PHARMA LTD.



**SAGAR PRADIP TARAPURE
RESEARCH & DEVELOPMENT**

EMP. ID: 016805

Location: Dundigal

A handwritten signature in blue ink, appearing to read 'Sagar', is written over a horizontal line.

Issuing Authority

D.P. Pally, Survey No - 143 to 148, 150 151, Near

Gandimaisamma 'X' Road, Dundigal Post., Qutbullapur Mandal,

Medchal Malkajgiri Dist. - 500 043. Ph: 040 - 30510999 ; Fax : 30510800

3rd June, 2022

**To,
Mr. Suyog Cheke
Buldhana**

Dear Suyog,

With reference to your application for employment and the discussions we had with you in connection thereof, we are pleased to offer you the position of **“Research Associate-I” in Analytical Services Department** in our Organization subject to the agreed terms & conditions.

The CTC compensation offered to you would be **INR. 3,00,000/- annum.**

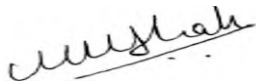
We would like you to join service on/ before, **7th June, 2022.** Kindly communicate the acceptance of the offer letter within two days, failing which the offer will be treated as withdrawn.

Kindly note this offer stands valid subject to authenticity & verification of documents or information provided by you for employment process and reference check.

Our best wishes for a long and mutually rewarding career with us.

Yours Faithfully,

For **ENCUBE ETHICALS PVT. LTD.**



Mansi Shah
Head – Human Resources

I, Suyog Cheke, confirm having read the above terms & conditions of employment and accept the same.

Date: _____

Signature: _____

Encube Ethicals Pvt. Ltd.

Registered Office : 803, B Wing, HDIL Kaledonia, Sahar Road, Andheri (E), Mumbai – 400069-INDIA

P : +91-22-6228-8000

Factory : Plot No. C-1, Madkaim Industrial Estate, Madkaim, Post:Mardol, Ponda, Goa - 403 404-INDIA

P : +91-0832-2392223 / 2392314

F : +91-0832-2392225

W : www.encubeethicals.com

CIN No.: U24230MH1995PTC092485

8th August, 2022

**To,
Mr. Vaibhav Bidawe
Buldhana**

Dear Vaibhav,

With reference to your application for employment and the discussions we had with you in connection thereof, we are pleased to offer you the position of **“Research Associate I – IVRT”** in **Analytical Services Department** in our Organization subject to the agreed terms & conditions.

The CTC compensation offered to you would be **INR. 3,00,000/- annum.**

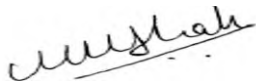
We would like you to join service on/ before **16th August, 2022.** Kindly communicate the acceptance of the offer letter within two days, failing which the offer will be treated as withdrawn.

Kindly note this offer stands valid subject to authenticity & verification of documents or information provided by you for employment process and reference check.

Our best wishes for a long and mutually rewarding career with us.

Yours Faithfully,

For **ENCUBE ETHICALS PVT. LTD.**



Mansi Shah
Head – Human Resources

I, Vaibhav Bidawe, confirm having read the above terms & conditions of employment and accept the same.

Date: _____

Signature: _____

Shri Vitthal Education & Research Institute's

College of Pharmacy,

Pandharpur



P.B. No. 54, Gopalpur-Ranjani Road, Gopalpur,
Pandharpur-413304, Dist. Solapur (Maharashtra)

Tel.: 9518984182 E-mail: cobp@sveri.ac.in

Website: www.sveri.ac.in

Employee I-Card



Dept.: Pharmacology

Designation: Assistant
Professor

Blood Group: AB+

Date of Birth: 08-Feb-1997

Name: Mr. Waghmare Vishal
Laxman

Permanent Address : At/p-Gursale Tal- Pandharpur
Dist-Solapur

Mobile No.: 7720073939

Principal