



DBUGVF's
Rajarshi Shahu College of Pharmacy, Buldana
(Approved by AICTE, PCI, New Delhi and affiliated to Sant Gadge Baba Amravati University, Amravati)

Details of Placement Data for the AY 2017-2018

Below is the list of students placed during AY 2017-18. For Supporting documents (Sample copies of offer letters of the students provided by the employer, please Click here [View Documents](#))

Sr. No	Name of student	Contact Details of the Student	Name of the employer	Pay package (INR)
1.	Ajay Tankar	7744083193	FDC limited	240000
2.	Bhaurao Vitthal Nemane	8380982346	Nemane Medical and General Store	350000
3.	Ganesh Ashok Gite	9923880634	IKS Health	580000
4.	Ku. Dipali M Suradkar	8380982346	Ajanta Pharma Paithan Aurngabad	240000
5.	Ku. Monali Nandkishor Pawar	9881262519	TCS Ltd	165000
6.	Ku. Priyanka Ganesh Rajebhosale	9156023671	Rupali Enterprises	180000
7.	Ku. Puja Prabhakar Deshmukh	9637300711	Elico Health care Services	198456
8.	Ku. Shubhangi Subhash Jadhao	7057343105	Elico Health care Services	201650
9.	M Mubashshir M Shabbir	7875321482	FDC limited	380000
10.	Pradip Ganesh Jangale	9689395756	GeBBS Health Care Solutions, Aurangabad	240000
11.	Purushottam Vishwanath Aswar	9168906225	Indoco Remedies Ltd Goa	180000
12.	Rahul Gajanan Sonawane	9096264344	Lupin Biotech Pune	108000
13.	Sachin Ganesh Tekale	9850386601	Unichem Laboratories	303274

14.	Sajid Husain Safdar Husain	9975313789	Sun Pharma Laboratories	240000
15.	Sandip Atmaram Udar	9561593677	Ajanta Pharma limited, Aurangabad	220000
16.	Satish Dhruva Wagh	9765123379	Harman Finochem limited	100000
17.	Shubham Rangnath Narwade	7768850931	Unichem Laboratories	330000
18.	Shubham S Padghan	7767907363	Ajanta Pharma Paithan Aurngabad	108000
19.	Sohel Khan Afsar Khan	8766839298	Omega Health Care	130800
20.	Sopan Vinayak Narote	7030488870	Lupin Ltd, Pune	400000
21.	Syed Rafey Tabish Syed Aslam	9503293236	Himalaya Drug Campany	133200
22.	Umesh Madhukar Lambe	9850066538	Lupin Aurngabad	240000
23.	Ku. Pooja Shivaji Patil	9929517631	Tanishq medical Buldana	220000
24.	Vaibhav Pralhad Surve	9030148742	Proprietor of Mauli Medical and General store	300000
25.	Yogesh Anil Mahure	8888771551	USV Private limited	350000




Principal
Rajarshi Shahu College of Pharmacy
Buldana.

Details of the students progressed to higher education for the AY 2017-2018

Below is the list of students placed progressed to higher education during AY 2017-18.

Sr. No	Name of the Students	Contact Details of the student	Name of the Institute	Course admitted
1	Ankush Anil Bhalerao	8600101004	Rajarshi Shahu College of Pharmacy, Buldhana	M.Pharm
2	Pavan Ravindra Hiwale	9665195759	Anuradha college of pharmacy, Chikhali	M.Pharm
3	Ku. Dipali Shankar Shegar	9673698428	Rajarshi Shahu College of Pharmacy, Buldhana	M.Pharm
4	Ku. Pooja Atmaram Tayde	8180963139	Anuradha college of pharmacy, Chikhali	M.Pharm
5	Santosh Ramesh Wagh	8806255932	MBA Pune	MBA



Principal
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Rajarshi Shahu College of Pharmacy
Buldana.

Date: February 26, 2019

Employee ID : 28342
Name : Pradip Ganesh Jangle
Grade : 05
Designation : Medical Coder Trainee
Department : Coding

Subject: Confirmation Letter

Dear Pradip,

Kindly refer to your appointment in our organization with effect from **July 19, 2018**, based on a review of your performance during the period of your probation; we are pleased to confirm your services as "**Medical Coder**" in our Company, with effect from **February 01, 2019**.

We appreciate your contribution to the organization and wish that you will continue to contribute to the company in future also.

Congratulations to you on your confirmation. We wish you all the best for a long and rewarding career.

For **GeBBS Healthcare Solutions Pvt. Ltd**



Devesh Gavand
Manager - HR

Registered Office

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

Tel: +91-22-39487300
www.gebbs.com



August 07, 2018

Mr. Syed Rafey Tabish Syed Aslam
Shambhu Nagar Road
Patel Apartment
Room No. 6
Opp. Hanuman Mandir
Aurangabad - 431 001
Maharashtra
Mob no. 9503293236
E-mail id: sayyedrafeytabish@gmail.com

Dear Sir,

With reference to your application and subsequent interview, we are pleased to select you as 'Trainee Medical Representative' for ZENITH, STRATEGIC BUSINESS UNIT of THE HIMALAYA DRUG COMPANY with effect from August 08, 2018 on the following terms and conditions:

1. You will commence your field work on 08/08/2018, and your Headquarter at present will be AURANGABAD.
2. You will be reporting to your Regional Manager Mr. Shaikh Mujahed.
3. During the training period you will be paid a stipend of Rs.11,100/- P.M. and other allowances with effect from 08/08/2018 are as under:
 - Rs.5,700/- per month - House Rent Allowance
 - Rs. 210/- per month - Medical Allowance
 - Rs.300/- per working day while at HQ
 - Rs.400/- per working day while at HQ for Metros (Only Chennai, Delhi, Kolkata and Mumbai)
 - Rs.330/- per working day while at Ex-HQ
 - Rs.500/- per working day while on tour
4. You will be bound by Service Rules of The Himalaya Drug Company for Medical Representatives.
5. In case you desire to leave the Company, you will give a month's notice to the Company. If you fail to do so, you will be liable to forfeit / pay one month salary.

...2/-



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.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



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Web: www.lcpbuldana.ac.in



PRIVATE & CONFIDENTIAL

Ganesh Ashok Gite

July 25, 2022

Dear Ganesh Ashok Gite

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Coding Expert** in Grade **11** in Department **Coding** with our organization commencing from **July 27, 2022**

Your annual compensation will be INR **580000** /-. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

IKS Health is defined by an efficient and reliable culture that sets us apart. Our DNA, while evolving through various transformations, has still constitutionally been driven by the same core values. **Customer first** has been one such belief that influences every employee at IKS Health. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **ownership**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength by **caring** for our customers and our people. Hence, **collaboration** at workforce goes hand-in-hand with greater accountability, thereby creating responsible members at our workplace. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **innovation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Continuous **learning** and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at IKS Health that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the IKS Health way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our **Mumbai - Unit 801** office on **July 27, 2022**. Please keep your recruiter informed, in case of advancement in the joining date. Pursuant to its business needs, IKS Health retains the right to revise the commencement date of your employment with IKS Health. Please endorse your acceptance, within the next two business days, by duly signing the duplicate copy of this letter on all sheets, including annexures, at the bottom on the right corner and return to the undersigned. Please refrain from soliciting other offers based on this letter as the same will be null and void if so used.

We wish you all the best.

Thanking you,
For Inventurus Knowledge Solutions Pvt. Ltd.
HR Team
I accept the above offer on the terms indicated.

Signature

Date

Ganesh Ashok Gite

Annexure I

	Annual	Monthly
Basic	290000	24167
HRA	145000	12083
Special Allowance	105946	8829
Provident Fund	21600	1800
Gratuity	13949	1162
Insurance	3505	292
Total CTC	580000	48333

Thanking you,

For Inventurus Knowledge Solutions Pvt. Ltd.
HR Team

I accept the above offer on the terms indicated.

Signature

Ganesh Ashok Gite

.....
Date

Annexure II

Please note that you are required to carry the following original documents along with 2 photocopies of the same, on the day of joining

Sr. No.	Particulars	Documents
1	Education Certificates	SSC, HSC, Graduation and Post-Graduation
2	Work experience Certificate / Relieving Letters	Work experience/Relieving Letters of the Last two companies
3	Address Proof	Either one of the following: <ul style="list-style-type: none"> • Latest months Electricity Bill • Latest months Landline Bill • Rental Agreement of address provided • Ration Card • Passport Copy • Aadhar card
4	Photo ID Proof	Either one of the following: <ul style="list-style-type: none"> • Pan Card • Passport • Aadhar card
5	Salary Slips	Last 3 months Salary slips from previous employer
6	Photographs	4 copies
7	Name Change (if applicable)	Marriage Certificate or any other relevant document
8	Proof of resignation from previous employer	In case you are not able to submit the relieving letter of your last company on the day joining you need to submit the resignation acceptance mail or letter.



Annexure III

TERMS OF EMPLOYMENT

Your employment at IKS Health (also referred to herein as the "Company") will be governed by the IKS Health policies as modified from time to time. Some of the more significant terms and conditions that currently govern your potential employment, are detailed below.

1. Hours of Work

- I. A working day shall comprise of nine hours.
- II. You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year, subject to applicable laws. Your shift timings may change from time to time which you will be notified in advance.

2. Place of Employment

During your employment with IKS Health, you will be liable to be transferred or deputed to any of the offices and/or departments of IKS Health or its Associates, Subsidiaries or Group Companies, whether in India or overseas. In the event of transfer or deputation of your services your salary and other benefits will be determined in accordance with IKS Health policies prevalent at that time.

3. Salary and Benefits

- I. Your salary shall be reviewed on an annual basis depending on the date of joining and you shall be notified of the amount of your salary entitlement for the succeeding year, which shall depend upon your performance during the year. IKS Health reviews salaries at the end of every financial year, and employees who have joined the Company prior to 30th September of the applicable financial year are eligible for annual salary reviews in the respective cycle.
- II. Notwithstanding the provisions of Clause 3.i, you acknowledge that it is IKS Health policy to review the salary payable to its employees for successive financial years and such revised salary may be higher or lower than the salary received for the previous financial year depending upon the overall performance of the Company.
- III. In addition to salary, you may also be entitled to receive other benefits, such as annual performance pay up to a maximum of twenty percent of your CTC, as applicable under the relevant IKS Health policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you. Please note, there are no guarantees to any such benefits and performance payments and amounts could be NIL depending on your performance, company performance, industry environment, etc.

a. Relocation Expenses

You are eligible for relocation expenses reimbursement as per the Company policy, provided your offer letter explicitly provides for the same. In the event of your separation within 12 months of joining IKS Health, this amount will be recovered or set-off from or against your Full and Final Settlement.

b. Leave Entitlement Policy

All employees are eligible for an annual paid vacation. Please refer to the employee handbook or contact the HR department for further details regarding the Company's leave and vacation policy

c. Travel

You may be required to travel, whether in India or overseas, in connection with office work at short notice. All expenses associated with any such travel, within the prescribed limits, will be reimbursed by the Company as per the relevant IKS Health policy.

4. Training

Your continued employment with IKS Health is contingent upon you completing, to IKS Health's satisfaction, all required training modules and tollgates, by whatever name they are called and whenever they are conducted by the Company. IKS Health in its sole discretion shall determine which training modules need to be completed and tollgates cleared (including clearance cutoffs/percentages) for any given position.

5. Termination

Your employment with IKS Health is "at will" and is subject to termination on:

- For IKS Margin/IKS Care/IKS Enabling in Grade 11 to 13 – For the 1st 90 days, 7 days of prior notice by either side is applicable. From the 91st day onwards, 1 month of prior notice by either side is applicable.
- For IKS Coding in Grade 11 to 13 – For the 1st 90 days, 7 days of prior notice by either side is applicable. From the 91st day onwards, 2 months of prior notice by either side is applicable.
- IKS Practice in Grade 11 to 13- Two months prior notice by either side
- Grade 8 to 10 – Two months prior notice by either side for IKS Margin/IKS Care/IKS Coding/IKS Enabling/IKS Practice
- Grade 2 to 7 – Three months prior notice by either side for IKS Margin/IKS Care/IKS Coding/IKS Enabling/IKS Practice

IKS Health reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with IKS Health, and that your termination/resignation letter (by whatever name it is called) will be accepted by IKS Health only on your satisfying the mandatory notice period as stated in IKS Health's HR handbook. Further, till such time as IKS Health accepts your resignation letter, you will be deemed to be an employee of IKS Health and the terms and conditions of your employment will continue to bind you. IKS Health shall have the right to



terminate your employment immediately without notice or payment in lieu of notice if:

- a. You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with IKS Health policies and code of conduct
- b. You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc.) or commit any act which in the opinion of IKS Health is likely to bring IKS Health into disrepute whether or not such act is directly related to the affairs of IKS Health;
- c. You commit any breach of any of your duties or obligations under this agreement or the policies of IKS Health; or
- d. There is a discrepancy in the copies of the documents/certificates given by you as proof in support of the information provided by you.

In the event of termination under Clause 7, you shall not be entitled to any benefits whatsoever.

6. Retirement

Your age of retirement from the service will be on completion of sixty years. However, you may opt for voluntary retirement at any age before sixty years during your services in the Company if you are unable to continue in service satisfactorily. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.

7. Mode of Communication

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the Company thereafter.

8. Confidentiality

- a. You agree at all times during the term of your employment and thereafter:
 - i. To hold Confidential Information, as defined below, in strictest confidence, and not to use or attempt to use the same, except for the benefit of IKS Health and
 - ii. Not to disclose or divulge Confidential Information to any person or entity without written authorization of IKS Health.
- b. You agree to return to IKS Health all proprietary information, including copies on paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment with IKS Health. You further agree to return all IKS Health electronic devices, such as laptops, computers, mobile phones, wireless electronic mail devices, hard drives and any other equipment issued to you, with all information stored on such devices at the time of issuance and/or created by you thereafter, as part of your employment, intact.
For the purposes of this Clause, "Confidential Information" means any of IKS Health's proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or written or in electronic format, tangible or intangible and whether marked confidential or not), including but not limited to, research, business plans, products, product improvements, business / knowledge processes and process documents, services, projects, proposals, all work produced or performed by you during your engagement with IKS Health, whether during normal working hours or not, computer programs, documentation, customer lists and customers (including, but not limited to, customers of IKS Health with whom you become acquainted), customers data, software, improvements and developments, inventions, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by IKS Health in any country or jurisdiction (until the same is generally available to the public), and any other business information of IKS Health including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you. Confidential Information however shall not include knowledge, skills or information which is common to the business of IKS Health or which is generally known outside IKS Health. You understand that retaining the confidential nature of Confidential Information is of utmost importance to the business of IKS Health and in addition to the terms stipulated in this agreement herein you agree to execute and deliver a Non-Disclosure Agreement with IKS Health.

9. Intellectual Property

- a. Except as otherwise may be agreed by IKS Health in writing, in consideration of your employment and free of any additional obligations of IKS Health to make additional payments to you, You hereby agree and irrevocably assign to IKS Health any and all right, title and interest, both in equity and law, in any/all inventions, software, manuscripts, documentation, improvements or such other intellectual property, whether or not protectable by any national or state laws relating to the protection of intellectual property, relating to the present or future business of IKS Health that may be developed by you prior to the termination or cessation of your employment with IKS Health or within 12 months from the last working day with IKS Health, either alone or jointly with others, and whether or not developed during normal business hours or arising in the scope of your duties of employment with IKS Health.
- b. You hereby declare and undertake that all such inventions, software, manuscripts, documentation, improvement or other intellectual property shall be and remain the sole and exclusive property of IKS Health. You further undertake and agree to execute such further documentation and/or declaration, as IKS Health may consider appropriate to vest and/or perfect any/all right, title and interest of IKS Health.
- c. This provision does not apply to an invention for which no equipment, supplies, facility, trade secret, or confidential information of IKS Health was used and which was developed entirely on your own time, unless the invention relates (i) directly to the business of IKS Health, or (ii) to IKS Health's actual or demonstrably anticipated research or development or the invention results from any work performed by you for IKS Health
- d. You agree that all services performed by you for IKS Health shall be original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest without the express written consent of IKS Health

10. Data Privacy Compliance Policy

You consent to the terms and conditions of the Data Privacy Compliance Policy as stated below:

- a. The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Data Privacy Compliance Policy;
- b. Worldwide transfer of personal data held by IKS Health about you, including to other employees and offices of IKS Health's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.
- c. The reference to information "about you" includes reference to information about third parties associated with you, such as your spouse and children (if any), whose consent is provided to IKS Health by you on their behalf. The reference to "sensitive personal data" may be understood to include reference to the various categories of personal data identified by the United States, European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.
- d. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Data Privacy Compliance Policy and other IKS Health policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.



11. Restrictive Covenants

You will not, during your employment and for a period of two (02) years from the date of termination or cessation of your employment for any reason:

- a. Directly or indirectly engage in a business in India or the United States that develops integrated solutions or that otherwise provides products or services that are the same or similar to those provided by IKS Health.
- b. Directly or indirectly solicit any customer, vendor or contractor of IKS Health with regard to any products or services comparable or competitive to those provided by IKS Health.
- c. Directly or indirectly solicit any person, corporation or entity that during the 12 month period prior to your termination or cessation of your employment conducted business with IKS Health or had been solicited for business by IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health.
- d. Directly or indirectly solicit any person, corporation or entity who does business with IKS Health and with which you had contact or obtained pricing, contract or other confidential information at any time during your employment with IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health.
- e. Directly or indirectly solicit any employee of IKS Health to interfere with Company's business or to exit employment with IKS Health.
- f. Directly or indirectly solicit any employee of any information technology or other contractor engaged in product or service design, development, production, or deployment for IKS Health to interfere with Company's business or to exit their engagement.

You further acknowledge that:

- a. The foregoing restrictions are reasonable in light of the market dynamics, environment and nature of the products and services that IKS Health provides.
- b. IKS Health has legitimate business reasons for requiring such restrictive covenants.
- c. You understand the restrictions and have had an opportunity to fully discuss these restrictions with IKS Health and accepts these restrictions and
- d. In the event your employment with IKS Health terminates for any reason, you will be able to earn a livelihood without violating the foregoing restrictions and that your ability to earn a livelihood without violating such restrictions is one of the material conditions of your employment with IKS Health.

12. Representation and Warranty

You represent and warrant that your joining IKS Health will not violate any agreement to which you are or have been a party to. You represent and warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with IKS Health. You represent and warrant that you will comply with all IKS Health's applicable policies and standards and shall perform your services in a manner consistent with ethical and professional standards of IKS Health. You represent and warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully perform the services.

13. Indemnification

You agree to defend, indemnify and hold harmless IKS Health and all of its officers, directors, employees, successors and assigns from and against any and all third-party claims, demands, actions, suits, losses, liabilities, (including taxes), and all related costs and expenses, including without limitation reasonable attorneys' fees (collectively "Losses") due to, arising from or relating to your breach of any of your obligations contained in this Terms of Employment.

I HAVE READ & UNDERSTOOD THE ABOVE ACKNOWLEDGEMENT AND AGREE TO BE BOUND BY ITS TERMS

Signature of Employee

Approved and Released by
The Talent Acquisition Team*
For Inventurus Knowledge Solutions Private Limited
(*This is an electronically generated document and hence not signed)



Annexure IV

Information Declaration Form

To Whom It May Concern:

I Ganesh Ashok Gite

I hereby authorize **Inventurus Knowledge Solutions Pvt. Ltd.** and/or or their authorized representatives and contractors to verify information presented on my employment application/resume and to procure an investigative report or consumer report for that purpose.

I hereby grant authority for the bearer of this letter to access or be provided with full details

- § Of my previous employment record held by any company or business for whom I previously worked. This information should include the dates of employment; the nature of the position held, [details of my salary upon departure] and an appraisal of my performance, capabilities and character. In addition, please provide any other pertinent information requested by the individual presenting this authority. I hereby release from liability all persons or entities requesting or supplying such information.
- § of my qualification/degree (copy of my certificates attached)
- § information in respect to my character from the records maintained by local authorities
- § Of any other pertinent information requested by the Authorized Party, including but not limited to my Permanent Account Number (PAN), ADHAR Card Number and the associated documentation

Signature
Ganesh Ashok Gite

Date



PRIVATE & CONFIDENTIAL

Ganesh Ashok Gite

July 25, 2022

Dear Ganesh Ashok Gite

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Coding Expert** in Grade **11** in Department **Coding** with our organization commencing from **July 27, 2022**

Your annual compensation will be INR **580000** /-. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

IKS Health is defined by an efficient and reliable culture that sets us apart. Our DNA, while evolving through various transformations, has still constitutionally been driven by the same core values. **Customer first** has been one such belief that influences every employee at IKS Health. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **ownership**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength by **caring** for our customers and our people. Hence, **collaboration** at workforce goes hand-in-hand with greater accountability, thereby creating responsible members at our workplace. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **innovation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Continuous **learning** and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at IKS Health that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the IKS Health way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our **Mumbai - Unit 801** office on **July 27, 2022**. Please keep your recruiter informed, in case of advancement in the joining date. Pursuant to its business needs, IKS Health retains the right to revise the commencement date of your employment with IKS Health. Please endorse your acceptance, within the next two business days, by duly signing the duplicate copy of this letter on all sheets, including annexures, at the bottom on the right corner and return to the undersigned. Please refrain from soliciting other offers based on this letter as the same will be null and void if so used.

We wish you all the best.

Thanking you,
For Inventurus Knowledge Solutions Pvt. Ltd.
HR Team
I accept the above offer on the terms indicated.

Signature

Date

Ganesh Ashok Gite

Annexure I

	Annual	Monthly
Basic	290000	24167
HRA	145000	12083
Special Allowance	105946	8829
Provident Fund	21600	1800
Gratuity	13949	1162
Insurance	3505	292
Total CTC	580000	48333

Thanking you,

For Inventurus Knowledge Solutions Pvt. Ltd.
HR Team

I accept the above offer on the terms indicated.

Signature

Ganesh Ashok Gite

.....
Date

Annexure II

Please note that you are required to carry the following original documents along with 2 photocopies of the same, on the day of joining

Sr. No.	Particulars	Documents
1	Education Certificates	SSC, HSC, Graduation and Post-Graduation
2	Work experience Certificate / Relieving Letters	Work experience/Relieving Letters of the Last two companies
3	Address Proof	Either one of the following: <ul style="list-style-type: none"> • Latest months Electricity Bill • Latest months Landline Bill • Rental Agreement of address provided • Ration Card • Passport Copy • Aadhar card
4	Photo ID Proof	Either one of the following: <ul style="list-style-type: none"> • Pan Card • Passport • Aadhar card
5	Salary Slips	Last 3 months Salary slips from previous employer
6	Photographs	4 copies
7	Name Change (if applicable)	Marriage Certificate or any other relevant document
8	Proof of resignation from previous employer	In case you are not able to submit the relieving letter of your last company on the day joining you need to submit the resignation acceptance mail or letter.



Annexure III

TERMS OF EMPLOYMENT

Your employment at IKS Health (also referred to herein as the "Company") will be governed by the IKS Health policies as modified from time to time. Some of the more significant terms and conditions that currently govern your potential employment, are detailed below.

1. Hours of Work

- I. A working day shall comprise of nine hours.
- II. You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year, subject to applicable laws. Your shift timings may change from time to time which you will be notified in advance.

2. Place of Employment

During your employment with IKS Health, you will be liable to be transferred or deputed to any of the offices and/or departments of IKS Health or its Associates, Subsidiaries or Group Companies, whether in India or overseas. In the event of transfer or deputation of your services your salary and other benefits will be determined in accordance with IKS Health policies prevalent at that time.

3. Salary and Benefits

- I. Your salary shall be reviewed on an annual basis depending on the date of joining and you shall be notified of the amount of your salary entitlement for the succeeding year, which shall depend upon your performance during the year. IKS Health reviews salaries at the end of every financial year, and employees who have joined the Company prior to 30th September of the applicable financial year are eligible for annual salary reviews in the respective cycle.
- II. Notwithstanding the provisions of Clause 3.i, you acknowledge that it is IKS Health policy to review the salary payable to its employees for successive financial years and such revised salary may be higher or lower than the salary received for the previous financial year depending upon the overall performance of the Company.
- III. In addition to salary, you may also be entitled to receive other benefits, such as annual performance pay up to a maximum of twenty percent of your CTC, as applicable under the relevant IKS Health policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you. Please note, there are no guarantees to any such benefits and performance payments and amounts could be NIL depending on your performance, company performance, industry environment, etc.

a. Relocation Expenses

You are eligible for relocation expenses reimbursement as per the Company policy, provided your offer letter explicitly provides for the same. In the event of your separation within 12 months of joining IKS Health, this amount will be recovered or set-off from or against your Full and Final Settlement.

b. Leave Entitlement Policy

All employees are eligible for an annual paid vacation. Please refer to the employee handbook or contact the HR department for further details regarding the Company's leave and vacation policy

c. Travel

You may be required to travel, whether in India or overseas, in connection with office work at short notice. All expenses associated with any such travel, within the prescribed limits, will be reimbursed by the Company as per the relevant IKS Health policy.

4. Training

Your continued employment with IKS Health is contingent upon you completing, to IKS Health's satisfaction, all required training modules and tollgates, by whatever name they are called and whenever they are conducted by the Company. IKS Health in its sole discretion shall determine which training modules need to be completed and tollgates cleared (including clearance cutoffs/percentages) for any given position.

5. Termination

Your employment with IKS Health is "at will" and is subject to termination on:

- For IKS Margin/IKS Care/IKS Enabling in Grade 11 to 13 – For the 1st 90 days, 7 days of prior notice by either side is applicable. From the 91st day onwards, 1 month of prior notice by either side is applicable.
- For IKS Coding in Grade 11 to 13 – For the 1st 90 days, 7 days of prior notice by either side is applicable. From the 91st day onwards, 2 months of prior notice by either side is applicable.
- IKS Practice in Grade 11 to 13- Two months prior notice by either side
- Grade 8 to 10 – Two months prior notice by either side for IKS Margin/IKS Care/IKS Coding/IKS Enabling/IKS Practice
- Grade 2 to 7 – Three months prior notice by either side for IKS Margin/IKS Care/IKS Coding/IKS Enabling/IKS Practice

IKS Health reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with IKS Health, and that your termination/resignation letter (by whatever name it is called) will be accepted by IKS Health only on your satisfying the mandatory notice period as stated in IKS Health's HR handbook. Further, till such time as IKS Health accepts your resignation letter, you will be deemed to be an employee of IKS Health and the terms and conditions of your employment will continue to bind you. IKS Health shall have the right to



terminate your employment immediately without notice or payment in lieu of notice if:

- a. You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with IKS Health policies and code of conduct
- b. You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc.) or commit any act which in the opinion of IKS Health is likely to bring IKS Health into disrepute whether or not such act is directly related to the affairs of IKS Health;
- c. You commit any breach of any of your duties or obligations under this agreement or the policies of IKS Health; or
- d. There is a discrepancy in the copies of the documents/certificates given by you as proof in support of the information provided by you.

In the event of termination under Clause 7, you shall not be entitled to any benefits whatsoever.

6. Retirement

Your age of retirement from the service will be on completion of sixty years. However, you may opt for voluntary retirement at any age before sixty years during your services in the Company if you are unable to continue in service satisfactorily. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.

7. Mode of Communication

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the Company thereafter.

8. Confidentiality

- a. You agree at all times during the term of your employment and thereafter:
 - i. To hold Confidential Information, as defined below, in strictest confidence, and not to use or attempt to use the same, except for the benefit of IKS Health and
 - ii. Not to disclose or divulge Confidential Information to any person or entity without written authorization of IKS Health.
- b. You agree to return to IKS Health all proprietary information, including copies on paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment with IKS Health. You further agree to return all IKS Health electronic devices, such as laptops, computers, mobile phones, wireless electronic mail devices, hard drives and any other equipment issued to you, with all information stored on such devices at the time of issuance and/or created by you thereafter, as part of your employment, intact.
For the purposes of this Clause, "Confidential Information" means any of IKS Health's proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or written or in electronic format, tangible or intangible and whether marked confidential or not), including but not limited to, research, business plans, products, product improvements, business / knowledge processes and process documents, services, projects, proposals, all work produced or performed by you during your engagement with IKS Health, whether during normal working hours or not, computer programs, documentation, customer lists and customers (including, but not limited to, customers of IKS Health with whom you become acquainted), customers data, software, improvements and developments, inventions, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by IKS Health in any country or jurisdiction (until the same is generally available to the public), and any other business information of IKS Health including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you. Confidential Information however shall not include knowledge, skills or information which is common to the business of IKS Health or which is generally known outside IKS Health. You understand that retaining the confidential nature of Confidential Information is of utmost importance to the business of IKS Health and in addition to the terms stipulated in this agreement herein you agree to execute and deliver a Non-Disclosure Agreement with IKS Health.

9. Intellectual Property

- a. Except as otherwise may be agreed by IKS Health in writing, in consideration of your employment and free of any additional obligations of IKS Health to make additional payments to you, You hereby agree and irrevocably assign to IKS Health any and all right, title and interest, both in equity and law, in any/all inventions, software, manuscripts, documentation, improvements or such other intellectual property, whether or not protectable by any national or state laws relating to the protection of intellectual property, relating to the present or future business of IKS Health that may be developed by you prior to the termination or cessation of your employment with IKS Health or within 12 months from the last working day with IKS Health, either alone or jointly with others, and whether or not developed during normal business hours or arising in the scope of your duties of employment with IKS Health.
- b. You hereby declare and undertake that all such inventions, software, manuscripts, documentation, improvement or other intellectual property shall be and remain the sole and exclusive property of IKS Health. You further undertake and agree to execute such further documentation and/or declaration, as IKS Health may consider appropriate to vest and/or perfect any/all right, title and interest of IKS Health.
- c. This provision does not apply to an invention for which no equipment, supplies, facility, trade secret, or confidential information of IKS Health was used and which was developed entirely on your own time, unless the invention relates (i) directly to the business of IKS Health, or (ii) to IKS Health's actual or demonstrably anticipated research or development or the invention results from any work performed by you for IKS Health
- d. You agree that all services performed by you for IKS Health shall be original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest without the express written consent of IKS Health

10. Data Privacy Compliance Policy

You consent to the terms and conditions of the Data Privacy Compliance Policy as stated below:

- a. The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Data Privacy Compliance Policy;
- b. Worldwide transfer of personal data held by IKS Health about you, including to other employees and offices of IKS Health's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.
- c. The reference to information "about you" includes reference to information about third parties associated with you, such as your spouse and children (if any), whose consent is provided to IKS Health by you on their behalf. The reference to "sensitive personal data" may be understood to include reference to the various categories of personal data identified by the United States, European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.
- d. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Data Privacy Compliance Policy and other IKS Health policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.



11. Restrictive Covenants

You will not, during your employment and for a period of two (02) years from the date of termination or cessation of your employment for any reason:

- a. Directly or indirectly engage in a business in India or the United States that develops integrated solutions or that otherwise provides products or services that are the same or similar to those provided by IKS Health.
- b. Directly or indirectly solicit any customer, vendor or contractor of IKS Health with regard to any products or services comparable or competitive to those provided by IKS Health.
- c. Directly or indirectly solicit any person, corporation or entity that during the 12 month period prior to your termination or cessation of your employment conducted business with IKS Health or had been solicited for business by IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health.
- d. Directly or indirectly solicit any person, corporation or entity who does business with IKS Health and with which you had contact or obtained pricing, contract or other confidential information at any time during your employment with IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health.
- e. Directly or indirectly solicit any employee of IKS Health to interfere with Company's business or to exit employment with IKS Health.
- f. Directly or indirectly solicit any employee of any information technology or other contractor engaged in product or service design, development, production, or deployment for IKS Health to interfere with Company's business or to exit their engagement.

You further acknowledge that:

- a. The foregoing restrictions are reasonable in light of the market dynamics, environment and nature of the products and services that IKS Health provides.
- b. IKS Health has legitimate business reasons for requiring such restrictive covenants.
- c. You understand the restrictions and have had an opportunity to fully discuss these restrictions with IKS Health and accepts these restrictions and
- d. In the event your employment with IKS Health terminates for any reason, you will be able to earn a livelihood without violating the foregoing restrictions and that your ability to earn a livelihood without violating such restrictions is one of the material conditions of your employment with IKS Health.

12. Representation and Warranty

You represent and warrant that your joining IKS Health will not violate any agreement to which you are or have been a party to. You represent and warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with IKS Health. You represent and warrant that you will comply with all IKS Health's applicable policies and standards and shall perform your services in a manner consistent with ethical and professional standards of IKS Health. You represent and warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully perform the services.

13. Indemnification

You agree to defend, indemnify and hold harmless IKS Health and all of its officers, directors, employees, successors and assigns from and against any and all third-party claims, demands, actions, suits, losses, liabilities, (including taxes), and all related costs and expenses, including without limitation reasonable attorneys' fees (collectively "Losses") due to, arising from or relating to your breach of any of your obligations contained in this Terms of Employment.

I HAVE READ & UNDERSTOOD THE ABOVE ACKNOWLEDGEMENT AND AGREE TO BE BOUND BY ITS TERMS

Signature of Employee

Approved and Released by
The Talent Acquisition Team*
For Inventurus Knowledge Solutions Private Limited
(*This is an electronically generated document and hence not signed)



Annexure IV

Information Declaration Form

To Whom It May Concern:

I Ganesh Ashok Gite

I hereby authorize **Inventurus Knowledge Solutions Pvt. Ltd.** and/or or their authorized representatives and contractors to verify information presented on my employment application/resume and to procure an investigative report or consumer report for that purpose.

I hereby grant authority for the bearer of this letter to access or be provided with full details

- § Of my previous employment record held by any company or business for whom I previously worked. This information should include the dates of employment; the nature of the position held, [details of my salary upon departure] and an appraisal of my performance, capabilities and character. In addition, please provide any other pertinent information requested by the individual presenting this authority. I hereby release from liability all persons or entities requesting or supplying such information.
- § of my qualification/degree (copy of my certificates attached)
- § information in respect to my character from the records maintained by local authorities
- § Of any other pertinent information requested by the Authorized Party, including but not limited to my Permanent Account Number (PAN), ADHAR Card Number and the associated documentation

Signature
Ganesh Ashok Gite

Date

Through origin



Intimation Letter

NO/BUL/Outward/1309631
Office of the Assistant Commissioner,
Food & Drugs Administration, BULDHANA Circle,
Hall No. 3A, Adm. Bld.,
Opp. Bus Stop
BULDANA
Print Date: 07/12/2021

Fresh License
Firm Id : 208344

To,
NEMANE MEDICAL AND GENERAL STORES
PROP NO 539B , GROUND FLOOR , SHOP NO 1 ,
NEAR PRIMARY SCHOOL , MAIN ROAD ,
SHELSUR - 443201
Taluka: CHIKHLI District: BULDANA
I/C Person: BHAAURAO VITTHAL NEMANE (Mobile: 8380982346)



BHAAURAO VITTHAL NEMANE

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:-1006631, Dated:- 03/12/2021, Inw ID:- 1006631

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

Lic	License No.	Issue From	Retained From	Retained Upto	Old LIC No
20	452967	07/12/2021		06/12/2026	-
20C	452969	07/12/2021		06/12/2026	-
21	452968	07/12/2021		06/12/2026	-

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 here with.

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

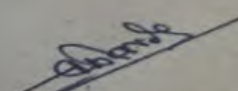
Kindly acknowledge the receipt of this letter.

eSign
Digitally Sign

e-Signed on 07/12/2021 11:27:32

TPAV # 95371H68BG




ASHOK TUKARAM BARDE
Assistant Commissioner
Food & Drugs Administration
BULDHANA Circle



OPPO F19

Shelsur, Maharashtra | 2022.11.17 16:19



Offer: BUSINESS PROCESS SERVICES

Ref: TCSL/DT20184091340/Mumbai/BPS/BTN

Date: 08/06/2018

Ms. Monali Nandkishor Pawar
Shardha Jagat Niwas Rangratthi Balapur
Balapur
Balapur-444302
Maharashtra
Tel# -

Dear Ms. Monali Nandkishor Pawar,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with Tata Consultancy Services Limited . You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,750/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.



OTHER BENEFITS

1. Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). You are automatically covered under a default HIS Plan.

You have the flexibility to choose a plan which is higher than the existing default plan, by paying the applicable additional premium plus Service Tax, in which case the below benefits can be availed:

- a) Domiciliary Cover: This is a provision to cover the cost incurred towards any domiciliary treatment up to a specified limit for each insured person per annum.
- b) Base Cover: This is a provision to cover the cost incurred on hospitalization treatments up to a specified limit for each insured person per annum.
- c) Floater Cover: This benefit covers the hospitalization expenses incurred over and above the basic hospitalization cover limit. This is a family floater cover for you and your enrolled dependents.

The total premium is split between Base Cover and Floater Cover Premium as per the plan applicable.

i. Base Cover Premium: Towards Domiciliary and Base cover for self, spouse and up to three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

ii. Floater Cover Premium: Towards Floater cover is to be borne by you.

*Note: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail. For further details, please refer to the policy document

2. Professional Memberships:

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



3. Social Security - Employees' State Insurance:

The company will contribute 4.75% of your stipend or such amount as determined by law towards ESI contribution till you remain covered under Employee's State Insurance Act, 1948.

4. Compensation Benefits under ESI Act / Employees' Compensation Act:

Till you are covered under Employees State Insurance Act (ESI Act), you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of employment, from Employees' State Insurance Corporation.

When you will be out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of employment as per the Employee Compensation Act (Amendment Act of 2017) or the benefits under the Company's Group Term Life Insurance scheme / Personal accident insurance scheme as the case may be, whichever is more beneficial. For more details on this, refer TCS India policy - Group Life Insurance and TCS India policy - Health Insurance.

5. Night Shift Stipend:

Trainees assigned to night shifts for training would be eligible for a Night Shift Stipend of Rs. **200/-** per shift as per the company policy.

6. Process Specific Stipend:

Based on your allocation, to a process and on account of the process complexity involved, you may be eligible for additional process specific stipend, as defined by the Company.

TERMS OF TRAINEESHIP

1. Traineeship Pre-requisites

Your appointment as a Trainee / Apprentice under the model / certified Standing Order will be subject to successful completion of your graduation examination without any pending arrears / back logs during the entire course duration.

It is clearly understood, agreed and made abundantly clear that in case you do not successfully clear your graduation your traineeship with TCSL will be discontinued without any notice or notice pay

It is mandatory to declare the gaps / arrears / back log, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer of traineeship at any time at its sole discretion in case of any discrepancy or false information is found in the details submitted by you.



2. Traineeship Period:

During the period of your training of 12 months, you may be required to undergo classroom and on the job training. During this period, you may be appraised to evaluate your performance and if your performance is found to be satisfactory, you may be absorbed / appointed in the regular employment of the Company at its sole discretion.

It is hereby specifically clarified that the Company is under no obligation whatsoever to absorb / appoint you on regular basis upon successful completion of your training period of 12 months. You shall not be deemed to have been absorbed / appointed in the regular employment of the company, unless & until you receive a written communication in this regard from the Company.

If your performance is found unsatisfactory, TCSL may terminate your traineeship forthwith by giving you 30 calendar days' notice in writing or payment of stipend for 30 calendar days in lieu thereof.

If you remain on unauthorized absence for a consecutive period of 3 days during the training programme without authorisation or intimation, a presumption shall arise that you have abandoned your traineeship and the company shall be entitled to disqualify and disentitle you forthwith for any further training and your name is liable to be automatically stand discontinued from the list of ILP trainees without any further intimation / separate communication to you.

3. Hours of Training:

You may be required to undergo training in shifts and / or in extended training hours as permitted by law.

4. Leave:

You will be entitled for leaves as per the company's policy.

5. Transport:

TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements and the routes are predetermined and not permitted to be varied under any circumstances. The company will make appropriate provisions for those working in night shift as permitted by law/ policy.

6. Alternative Occupation / Traineeship:

During the period of your traineeship at TCSL, you are not permitted to undertake any other traineeship, employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of the company.



7. Confidentiality Agreement:

As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of TCSL and its clients.

8. TATA Code of Conduct:

You are required to sign the TATA Code of Conduct and follow the same in your day to day conduct as a trainee of TCSL.

9. Notice Period:

You will have to give at least 30 calendar days' prior notice in writing before discontinuing your traineeship with the Company. The Company may discontinue your traineeship by giving you 30 calendar days' notice in writing or payment of stipend for 30 days in lieu thereof.

10. Medical Test:

You are required to undergo a pre-employment medical check-up and obtain a fitness certificate from the registered medical practitioner/Doctor. This is a pre-condition for employment. Please collect the medical check-up authorization letter from the company HR executive, at the time of submitting your written acceptance of this offer. To verify your identification, we request you to carry a photograph and a photo identification document issued by government like passport, PAN card, Election Card, Driving License etc. If you are a campus recruit, you may produce your current educational institute's photo identification card in the absence of government photo identification document.

Retention of reasonable medical fitness is also a condition of employment. The company also reserves the right to get yourself examined by a doctor at any time during your employment to ascertain your medical fitness. The opinion of the doctor appointed by the company shall be final and binding on both parties. Your failure, refusal or inability to appear for such medical examination will result in the determination of your employment contract without any notice or notice pay in lieu of notice.

Your services are liable to be terminated / determined on account of your continued ill health or if you are found to be medically unfit for the job as may be certified by the company's doctor.

11. Background Check:

Your traineeship will be subject to a background check in line with the Company's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background



checks are unfavorable or at a variance with your own declarations, your traineeship will be discontinued without any notice.

12. Submission of Documents:

At the time of your joining traineeship, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Standard X and XII Mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Post-graduate)
- Birth Certificate / Proof of Age
- Passport
- 6 photographs - passport size
- An affidavit / notarised undertaking that there is no criminal offence registered/pending against you.

Your original documents will be returned to you after verification.

13. Initial Learning Programme (ILP)

On joining TCSL as Trainee, you will be given the benefit of formal & on the job training ("Initial Learning Programme") at the location, as identified, for such a period as TCSL may decide. The said training programme forms a critical part of your traineeship and is an ongoing process. TCSL continues to make investment on training and development of its trainees. This will be of immense value to you and a large part of ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

14. Letter of Appointment

Your will be issued a letter of appointment on your joining and after completing joining formalities as per TCSL policy

15. Terms and conditions:

The above terms and conditions of traineeship are specific to your traineeship period in India

16. Rules and Regulations of the Company:

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



17. Compliance to all clauses:

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



Withdrawal of Offer

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

We look forward to having you in our global team.

Yours Sincerely,

For Tata Consultancy Services Limited

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



Encl: Annexure 1: Acceptance



ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the letter of offer and Terms of Traineeship ref No **TCSL/DT20184091340/Mumbai/BPS/BTN** on _____ (MMM/DD/YYYY).

I hereby accept this Offer and intend to join traineeship on:

Signature:

Name:



FDC Limited

MANUFACTURERS & EXPORTERS OF FOODS, DRUGS & CHEMICALS

REF : LUM:MS:PSB:OFFER - LTR:2019

DATE : 23.01.2019

Mr. M MUBASHSHIR M SHABBIR

RAJ MOHALLA,
TAL: DEULGHAT,
DIST: BULDANA
MOB : 7875321482

Dear Mr. Shabbir,

With reference to your application dated 29.12.2018 and the subsequent interviews you had with us, we are pleased to offer you the post of "**TERRITORY MANAGER - BULDHANA (LUMINA DIVISION)**" in our Organisation, on salary and, terms and conditions offered by us and agreed by you, during the interviews.

You have agreed to join us on **28-01-2019**.

This offer of appointment is based on the information provided by you in your Bio-Data and during the interviews. Therefore, appointment offer is subject to the correctness and validity of information provided by you in your bio-data and interview. **This offer of appointment is subject to successful completion of your training program.**

The appointment will also be subject to your being medically fit certified by registered medical practitioner.

Please bring following documents at the time of joining:-

- 1 Original and one set of photocopies of all your certificates, testimonials and experience certificate/s.
- 2 Relieving letter / certificate from the last employer.
- 3 Proof of last drawn salary.
- 4 Two passport and two I/Card size photographs and Blood Group.
- 5 Carry original PAN Card & Aadhar card alongwith two copies for opening Bank accounts.
- 6 Copy of previous employer PF Number, PF UAN Number & ESIC Number if applicable.
- 7 Bank details (Cancelled cheque) for KYC update.
- 8 Previous employer Income Proof if any.
- 9 Aadhar Card Xerox of Family Members (Father, Mother, Wife/Husband and children)
- 10 Post Card Size Photo of self with family Members (2 Nos)

Your formal appointment letter will be issued to you on receipt of above, and at the time of joining.

For FDC LIMITED

MANOJ SHETTY
SR. MANAGER (HR)

LUPIN LIMITED (BIOTECHNOLOGY DIVISION)
Gat No.-1156, Village-Ghotawade,
Tal - Mulshi, Pune - 412 115
Tel : +91-20-66549800
Fax : +91-20-66549870

Offer Letter



Date: 02-June-21

Sopan Narote
At Januna, Post: Gummi,
Taluka- Buldhana,
District-Buldhana - 443001

Dear Sopan,

Congratulations on your appointment! We welcome you to Lupin – *An innovation led transnational pharmaceutical company* and wish you a long and meaningful career with us.

1. **LOCATION & DATE OF JOINING:** You would be based at **Lupin Biotech**. You need to report on or before **18-June-21**. This Offer of Appointment shall be treated as cancelled, unless the extension of the said date for joining duty is agreed upon by us.
2. **DESIGNATION & GRADE:** You would be designated as **Officer at Grade – E1 in Production** Department.
3. **COMPENSATION & BENEFITS:** The detailed breakup of your Compensation Structure and other company benefits applicable to your grade is enclosed.
4. **PROBATION PERIOD:** You will be on probation for a period of six months from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed.
5. **NOTICE PERIOD:** The Company reserves the right to specify the notice period required. However, either party can terminate this agreement by giving 30 day's notice during the probation period or by paying one month's basic; and 60 day's notice on confirmation without furnishing any specific reason. Accordingly, amount in lieu of short notice period would be payable by either party giving short notice.
6. **LEAVE:** You will be eligible for **30** working days of Leave in a year.

This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining.

This offer of employment is conditional to the satisfactory completion of all Regulatory / Background Checks and Medical / Health Examination.

Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Lupin and wish you a long fulfilling career with us.

Yours truly,
For **Lupin Limited**


Swapnil Joshi
Senior Manager – Human Resources

I agree to accept employment on the terms and conditions mentioned in the above letter. I shall be reporting for duty on

Signature: _____

LUPIN LIMITED (BIOTECHNOLOGY DIVISION)

Gat No.-1156, Village-Ghotawade,

Tal - Mulshi, Pune - 412 115

Tel : +91-20-66549800

Fax : +91-20-66549870



COMPENSATION STRUCTURE			
	Name	Sopan Narote	
	Department	Production	
	Grade	E1	
	Designation	Officer	
		PM	PA
A.	Basic	16,613	199,356
	HRA (50% of Basic)	8,307	99,678
	Adhoc	3,314	39,767
	Total [A]	28,233	338,801
B.	Provident Fund (12%)		23,923
	Gratuity (4.81%)		9,589
	Total Retirals [B]		33,512
C.	Fixed Cost To Company [A+B]		372,313
D.	Bonus / Exgratia		27,687
	Total Cost To Company [C+D]		400,000

- In-addition to the above, you will be covered under the following Schemes as per Company Policy:
 - Mediclaime Policy : This Policy covers self, parents, spouse and two children, subject to a limit of Rs.125000/- as defined by the policy
 - Group Accident Insurance Policy : The Insurance coverage for this grade is Rs.1000000/- as per Company Policy
 - Group Term Life Insurance Scheme : The Insurance coverage for this grade is Rs.600000/- as per Company Policy
- All payments are subject to the provisions of Income Tax Act.

Swapnil Joshi

Senior Manager - Human Resources

15th May 2021

Mr Soheli Khan Afsar Khan,

Dear Soheli Khan Afsar Khan,

This has reference to your application and the subsequent interviews you had with us. We are pleased to offer you a position of **“Senior Coder”** Omega Healthcare Management Services Pvt Ltd, on the following terms and conditions:

01. You will draw a Basic Salary of Rs.10900/- (Rupees Ten Thousand Nine Hundred Only) per month. In addition to this, you will be paid HRA of Rs.5450/- (Rupees Five Thousand Four Hundred and Fifty Only), Special Allowance of Rs.9760/- (Rupees Nine Thousand Seven Hundred and Sixty Only) and Statutory Bonus of Rs.1090/- (Rupees One Thousand and Ninety Only) per month as other allowances.
02. You will be entitled to Leave, Gratuity, P.F., Medical Insurance & Personal Accident Insurance, etc. in accordance with the Law / Company Policy from time to time.
03. Depending on your performance and the company’s requirement, your employment can be extended on completion of 6 months.
04. Your place of posting will be at **Chennai** and you will report for duty on **17th May 2021 at 8.30 AM.**
05. This letter of offer is subject to completing other joining formalities as specified in **Annexure-1** and on completion a detailed appointment letter will be given.
06. Your first monthly salary will be calculated only from **4th** business day of your joining and not from actual DOJ.

Kindly sign the duplicate copy of this letter as a token of your acceptance to the above terms and conditions.

Thanking you,
Yours faithfully,

For **Omega Healthcare Management Services Pvt. Limited.**

Vikram Kumar N

Vikram Kumar N
Senior Manager – Talent Acquisition

Omega Healthcare Management Services Pvt. Ltd.

9th Floor, Tower - 2, RMZ Millennia Business Park, No. 143, Dr. MGR Road, Kandanchavadi,
Chennai - 600 096. Tel: +91 44 4907 0101

Registered Office : No.33, NAL Wind Tunnel Road, Murugeshpalya, Bengaluru - 560 017. Tel: +91-80-41557333

US Office : 2424 North Federal Highway, Suite #205, Boca Raton, FL 33431.

website : www.omegahms.com

General Email ID : mail2omega@omegahms.com Registered CIN: U85110 KA2003 PTC 032846



Annexure - 1

Welcome to Omega family!

To enable us to have your complete personal information, ensuring legal compliance and processing of salary and other reimbursements, you will be required to complete the following formalities on your joining at Omega Healthcare.

1. Joining Report.
2. Company Employment Form.
3. Provident Fund Declaration / Nomination form and Provident Fund Form 2.
(This needs to be filled in by every employee as he / she need to nominate persons(s) who would receive the Provident Fund amount standing to his/ her credit in the unfortunate event of his / her Death).
4. Gratuity Nomination Form F.
(To be filled in by all employees wherein they should nominate the persons and the percentage of Gratuity Payable to such person in the unfortunate event of death of the employee)
5. Medical Insurance / ESIC-Employees State Insurance Scheme- (as applicable)
7. Salary Account opening form.
8. Group Life Insurance Form
9. ID Card Application form & Transport Request form.
10. Flexible benefit Plan Declaration form & Employee Investment Declaration Form (wherever applicable)
11. Any other forms, as applicable

FOLLOWING DOCUMENTS TO BE SUBMITTED MANDATORILY ON YOUR JOINING:

- A. Relieving letter/ Service certificate from your previous employer.
- B. Copy of last pay slip & form 16 or tax report
- C. Copies & Originals of all educational certificate and Birth Certificate.
- D. **Six copies of recent passport size photographs.**
- E. Signed Copy of offer / appointment letter.
- F. **Self-ID Proof – 2 copies** (Passport/ Driving License/Voter's ID/ Ration Card/ **PAN Card**/ College ID)
- G. **Residence Proof – 2 copies** Permanent & Temporary (Passport /Driving License/ Voter's ID / Ration Card/ / Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- H. **Copy of PAN Card /Acknowledgement copy of PAN Application**
- I. **Copy of AADHAR Card / Acknowledgement copy of AADHAR Application**
- J. **Parents DOB details.** (Documents not required. Only date is required to fill in nominee forms)
- K. **Physical standard (Blood Group, Height, Weight – details only required for filling the application form.**
Proof not required)

Our attendance cycle runs from 21st of month to the 20th of the next month. If the salary account is not opened & activated before 10th of the month, then the salary for that month would be delayed thereby causing inconvenience to the employee. A delay in disbursement of salary may also occur if the Joining Reports / Documents are incomplete-thus we request you to please fill in the joining Report completely accurately and also submit mandatory documents.

We at HR look forward to providing you with the best of services at all times. We welcome you once again and wish you all the best for a successful career at Omega.

PLEASE NOTE: YOU ARE EXPECTED TO COME IN FORMAL DRESS ON DOJ

HR Team

Omega Healthcare Management Services Pvt. Ltd.

9th Floor, Tower - 2, RMZ Millennia Business Park, No. 143, Dr. MGR Road, Kandanchavadi,
Chennai - 600 096. Tel: +91 44 4907 0101

Registered Office : No.33, NAL Wind Tunnel Road, Murugeshpalya, Bengaluru - 560 017. Tel: +91-80-41557333

US Office : 2424 North Federal Highway, Suite #205, Boca Raton, FL 33431.

website : www.omegahms.com

General Email ID : mail2omega@omegahms.com Registered CIN: U85110 KA2003 PTC 032846



BENGALURU

CHENNAI

TRICHY

BHIMAVARAM

HYDERABAD

MANILA

CEBU

USA

RUPALI ENTERPRISESE




Friday, November 18, 2022

To
Rajarshi Shau College
Of Pharmacy,
Buldana

Dear Sir/Mam,

This letter is to verify the employment of **Priyanka Deshmukh**, who working for **Rupali Enterprises, Jalna**. As an incharge of billing department from 2018 a full time employee. Her performance as organization staff excellent and can get along with various task assigned.




Ashwini Deshmukh
Rupali Enterprises
(Pharmaceutical Distrubutor)
Ashwini Pharma,
Opp.Satkar Complex,
Ambad Road,
Jalna

Dear Ms. Pooja Prabhakar Rao Deshmukh,

CONGRATULATIONS !!!

With reference to your application and subsequent interview you had with us, we are pleased to offer provisionally an appointment to you as "Coding Executive" for Medical Coding Department in our Elico Healthcare Services Ltd, Hyderabad on the following terms and conditions:

1. You will be paid monthly emoluments of Rs.20000 /- CTC (Rupees Twenty Thousand only).

Basic	HRA	CCA	FCA	Gross Salary	Employer PF	Employer ESI	Gratuity	CTC	Employee PF	Employee ESI	Professional Tax	Net Salary
8949	3579	2685	2684	17897	1074	582	447	20000	1074	135	150	16538

* CTC = Gross Salary + Employer PF + Gratuity.

* Net Salary = (Gross Salary) – (Employee PF + Professional Tax)

2. You have to join the company on or before 16.01.2020 and complete all the required formalities before your joining.

3. This offer is provisional in nature and the formal offer of appointment shall be made to you upon your joining the duties and satisfactory completion of the joining formalities.

4. Please report to the HR department of Elico Healthcare Services Ltd., C-56, Gate No. 6, A.P.I.E, Sanathnagar, Hyderabad – 500 018 on the date mentioned above at 9:30 am along with following documents:

- a) 8 Passport size color photographs
- b) Proof of age certificate along with a photocopy
- c) Proof of Academic/Technical qualifications along with their photocopies
- d) Relieving letter from the current employer or copy of resignation letter duly stamped and accepted by your current employer
- e) Last drawn salary slips (minimum 3 months)/Bank Statement
- f) Copy of ID Proof (PAN Card/Driving license/AADHAR Card, Passport etc..)

5. The management reserves the right to withdraw the said offer in case the information provided by you in the application form is found misleading or inappropriate and /or if any of the above conditions are not fulfilled by you at the time of joining.

6. This offer stands to be cancelled if you don't submit above mentioned documents or don't join on or before 16.01.2020.

Note:

* You have to sign service agreement for a period of One years at the time of joining.

Please send us the offer acceptance and feel free to call us for any further queries on D40 – 4445 1205/44 or 8008804661.

Regards,

Prasanna M.

Sr. HR-Executive,

Elico Health Care Services.



indoco remedies limited

L-32,33,34, VERNA INDUSTRIAL AREA, VERNA, GOA - 403 722

Phone: (0832) 6624242, 6721800 FAX: (91-832) 2782523 + CIN : L85190MH1947PLC005913

REF: OK/GPII/MT/P/16072018/01

July 16, 2018

Mr. Purushottam Aswar
At. Sokoda, Post. Danapur,
Buldhana, Maharashtra
444108

Dear Purushottam,

Sub: Your appointment as Management Trainee- Production

Further to the interview you have had with us, we are pleased to inform you of your appointment as 'Management Trainee- Production' with effect from **July 16, 2018** on the following terms and conditions:-

1. Your appointment as 'Management Trainee- Production' will be for a period of six months from **July 16, 2018 to January 31, 2019**. You will be located at Goa Plant.
2. During your above training period, you will be paid as per attached Annexure I
3. You will undergo rigorous training in various departments/sections and you will abide by the training rules and regulations as also are regular and punctual in your duties.
4. During the training period, you will not be entitled for any kind of paid leave such as privilege, casual or sick leave.
5. During the tenure of your training period, your association with the Company as a '**Management Trainee - Production**' may be extended or even terminated in case of unsatisfactory performance on your part without giving any notice.
6. It is also hereby very implicitly understood that your association with the Company will automatically stand terminated on the expiry of the above period of training unless its continuation is desired by the Company and the same is intimated to you in writing.
7. During the training period, you shall not be entitled to and be eligible for any amenities, which are normally applicable in the case of regular employees of the Company, unless statutorily warranted.
8. During the period of your training you are not permitted to engage yourself or devote any time or attention to any other full - time or part - time employment, trade, business or occupation with or without remuneration other than that of the Company. So also, you will not undertake either directly or indirectly any activities, which are contrary to or inconsistent with your obligations to the Company or the Company's interests. At any time if it is found that there is any breach of this condition on your part, your training is liable to be terminated.
9. In the course of your employment, you will come to possess information connected with operations of our manufacturing processes, Passwords of Systems, financial and other matters relating to the Company's business.
All such information shall be held by you in the strictest of confidence and it shall not be divulged in any way during your employment with the Company or thereafter.



APL/PTN/HR/2018-19/770
Sep 26, 2018

**SUBJECT TO AURANGABAD JURISDICTION
APPOINTMENT ORDER**

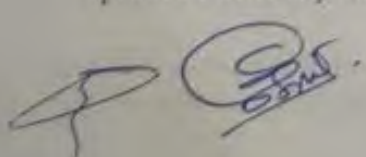
Mr. Rahul Gajanan Sonawane
At/Post: Gummi,
Tal&Dist: Buldana - 443 001.

Dear **Mr. Sonawane**,

You are hereby appointed as **Apprentice – Quality Assurance** at Paithan w.e.f. **Sep 26,2018** as per the Apprentices Act 1961 on the following terms and conditions :

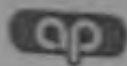
1. Your period of Apprenticeship will be **twelve months** from the date of your joining.
2. You will work 6 days in a week as decided by the management.
3. Your stipend during the Apprenticeship period shall be lump sum **Rs.9,000/-** per month all inclusive subject to any legal deductions as applicable from time to time.
4. Besides the terms and conditions of this order, the Model Standing Orders shall be applicable to you as applicable to Apprenticeship under the Apprentices Act 1961.
5. Your Apprenticeship will be observed by your superiors and any instructions, oral or inwriting, shall be applicable to you and you shall be duty bound to follow and implement the same.
6. The successful completion of your Apprenticeship shall not mean automatic confirmation in employment.
7. You shall have no right to demand extension of your Apprenticeship period or confirmation or regularization in our employment.
8. Upon your successful completion of Apprenticeship period, it shall be the sole prerogative of the management whether to utilize your services or not and in case the management decides to utilize your services; the same shall be by issuance of an express order in writing by the authorized person.
9. In case you are continued beyond your Apprenticeship period without any order being passed, it shall not mean that you have attained deemed status of permanency or that you have automatically come out of purview of this order. Even thereafter, the discontinuation of services shall mean the termination of your Apprenticeship period.
10. In case you remain unauthorized absent for five or more days in a month or for three consecutive days, it shall mean that you have no interest in Apprenticeship and that you have abandoned your Apprenticeship program. In such circumstances, the undersigned shall have every legal right to strike off your name from the rolls of the organisation.

11. You shall not be entitled to leave as is available to the permanent employee.
12. Any amendment, modification or addition or deletion to this work order by the undersigned shall be communicated to you in writing and the same shall be with immediate effect and it shall not require any notice of change.
13. You shall not be entitled to any benefits other than those made available to you as per this order.
14. You shall during the period of Apprenticeship:
 - 14.1. Diligently and faithfully carry out all instructions given to you from time to time.
 - 14.2. Devote your whole time and attention exclusively to the business and interest of the Company and not engage yourself directly or indirectly in any business or in any capacity either full time or part time.
 - 14.3. You will not take up any other Apprenticeship or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise.
 - 14.4. Keep as confidential all the business and trade secrets and transactions of the Company.
 - 14.5. Observe the rules, regulations and discipline which are in force or may be framed from time to time.
 - 14.6. Abide by the rules and regulations of the Company and may be in force from time to time or as may be framed from time to time.
 - 14.7. Be responsible for the safe keeping and return in good condition of all Company property which may be in your custody, use or charge.
 - 14.8. Always conduct yourself in accordance with high ethical standards of the Company and exhibit an exemplary sense of integrity and responsibility at all the times.
15. During and after the period of your Apprenticeship with company, you will not indulge in any endeavor or activity, which conflicts with the interests and business of the Company. If it is found, Company will take appropriate legal action, as deem fit.
16. Any research made by you during the period of your Apprenticeship with the Company shall be the sole property of the company alone.
17. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
18. You shall not, any time or times, during the Apprenticeship or thereafter, without the written permission of the Company disclose, divulge or make public, except under legal obligation matter such as, but not limited to - product information; client list and their contacts; sales and promotional strategies; trade secrets; internal communications; project documents, commercial offers, design documents, product costs; project cost & estimation, technology, software packages license, company's polices, company's patterns & Trade Mark; processes; accounts; transactions; records; formulae; specifications; technical and patent information and know-how; and Company's Human assets profile.
19. You shall not, any time or times, during the Apprenticeship or thereafter, without the written permission of the Company publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned.





20. If at any time during your Apprenticeship, you found to be - guilty of any misconduct; fraud; breach of trust; dishonesty; disobedience; disorderly behavior; indiscipline; misappropriation of funds; damage to the Company's business; continuous negligence of duty deliberately made loss to the company; unauthorized use of any of the Company's facility/equipment or any other thing for personal use; absence from duty without permission or any other conduct considered by us deterrent to our interest, the Company may, without notice, terminate your Apprenticeship from the Company with immediate effect. Further you shall, therefore, continue to be liable for all the losses and damages to the Company and Company may initiate legal action as it deem fit.
21. Your Apprenticeship period is liable to be terminated without assigning any reasons, without any notice and without any wages in lieu of notice by the undersigned.
22. Further you are also liable to be terminated with immediate effect, without any notice, indemnities and compensation, in the event:
 - 22.1. If you are found to be involved into any act detrimental to the Company's interest or involved in any illegal acts / in any bailable and non-bailable offences (within or outside Company's premises), such as sexual harassment, abduction, etc., wherein you are arrested or detained, and if your such acts tarnishes or threatens to tarnish the reputation / image of the company and / or creates apprehension in minds of subordinates, colleagues, superiors to work with you.
 - 22.2. If Company comes to know that you are convicted by the Court of Law during the tenure of your apprenticeship with the Company or conviction and/or in bad record in the past, under previous employer/s.
23. In case of your resignation or dismissal or removal or termination for any reason whatsoever, you will deliver to the Company, including but not limited to, all files, documents, notes, drawings, computer programs, data, emails, computer folders and other materials of any nature pertaining to any of your work with the company, and will not take any of the foregoing or any reproduction of any of the foregoing that is embodied in a tangible medium of expression.
24. Your continuation in Apprenticeship is and will be subject to your remaining medically, physically and mentally fit. The management will have a right to get you examined or re-examined from any registered medical practitioner/ surgeon / physician of management's choice whose decision shall be final and will be binding on you.
25. The appointment will be deemed to have been arrived at in the Aurangabad City of and you will be under the Administrative control of Paithan at Aurangabad even though you may be posted outside. In case of any dispute, the cause of action would be deemed to have arisen in the Aurangabad City.
26. This appointment is offered on the basis of information furnished by you. If at any time it is revealed that Apprenticeship has been obtained by furnishing false /misleading /insufficient information or withholding material information, the Company will be free to terminate your Apprenticeship at any time without notice & may take such actions it deems fit in its sole discretion.
27. If any time in future, if there is a change in your residential address, residence land line no. or mobile no., you will communicate the same to the Company within 7 (Seven) days of such change taking place, in writing.



ajanta pharma limited

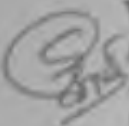
Kindly sign a copy of this letter as a token of your having understood and accepted the terms and conditions of Apprentice.

We welcome you to **Ajanta** family & wish you a long, happy & fruitful association with us.

Yours Sincerely,


V H DESHPANDE


ASSOCIATE VICE PRESIDENT - WORKS

 I HAVE GONE THROUGH THE TERMS AND CONDITIONS HEREIN ABOVE AND ACCEPT THE SAID TERMS.

DATE Oct 01. 2018

NAME Rahul G. Sonawane

PLACE Paithan M. I. D. C

SIGNATURE 

APL/PTN/HR/2020-21/005

Apr 06, 2020

SUBJECT TO AURANGABAD JURISDICTION ONLY

CONFIRMATION LETTER

Mr. Rahul Gajanan Sonawane
Emp. No. : 11838
Department : Quality Assurance
Designation : Asst. Officer

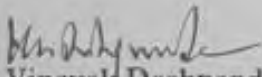
Dear Mr. Sonawane,

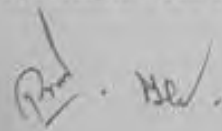
Further to our letter of Appointment No. APL/PTN/HR/2019-20/11838/833 dated Sep 29, 2019 we are pleased to inform you that, you have been confirmed in the services of the company with effect from Apr 01, 2020.

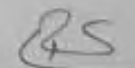
Other terms and conditions of your employment remain unchanged.

We wish you success and expect your long association with the company.

Thanking you,


Vinayak Deshpande
Associate Vice President - Works




Apr 12, 2020

APL/PTN/HR/2019-20/11838/833
Sep 29, 2019

SUBJECT TO AURANGABAD JURISDICTION
APPOINTMENT ORDER

Mr. Rahul Gajanan Sonawane
At/Post: Gummi,
Tal/Dist: Buldhana - 443 001.

Dear Mr. Sonawane,

We are pleased to inform you that on successful completion of your Apprenticeship period with us, you are being offered as regular employment in our organization as '**Asst. Officer - Quality Assurance**' in Grade **E1** w.e.f. **Oct 01, 2019**. The detailed terms and conditions of your employment shall be as under:

1. Your compensation package will be as per the enclosed Annexure. Any change in the government taxes will be to your account.
2. You shall be covered under **Employee State Insurance** Scheme.
3. You will keep us informed in writing of any addition / deletion in your family status due to events like marriage, child birth or death etc., immediately but not later than 15 days from the date of said event.
4. You will be eligible for the Employee's **Provident Fund** from the date of joining, which is operated through Regional Provident Fund Office and you will be required to contribute @12% of your earned **PF wages** per month towards the same as per "The Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
5. You will be eligible for Gratuity as per the Payment of Gratuity Act, 1972 from first day of your joining. However, for life coverage benefit, you will be covered under the Employees Group Gratuity Scheme from 10th (Tenth) day of subsequent month of your joining.
6. You will be entitled to leaves as per Company rules.
7. The allowances mentioned in the enclosed Annexure i.e. House Rent Allowance, Education Allowance, Conveyance Allowance, City Allowance, Medical Reimbursement, Leave Travel Assistance shall not be considered as salary/wages for the purpose of Bonus/Ex-gratia, Gratuity, Retrenchment compensation and lay off etc.



8. Probation and Confirmation:

- 8.1. You will be on **probation** for a period of **Six months** from the date of joining the Company and shall be deemed to be on probation until confirmed in writing. If no letter of Confirmation is issued the probationary period shall be deemed to have been extended till issuance of confirmation letter.
- 8.2. During the probation period your service will be terminable with **1 month** notice from either side.
- 8.3. Upon successful completion of your probation, you will be advised in writing of your Confirmation as regular employee of the Company.
- 8.4. After **confirmation**, your services will be terminable with **2 months' notice or 2 month's Monthly Basic Salary** in lieu of the notice from either side. During the notice period you shall not be entitled for leave. Your absence during such period shall be treated as leave without pay and you will have to compensate for the same number of days of your absence by working.

9. You shall during the period of employment:

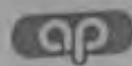
- 9.1. Diligently and faithfully carry out all instructions given to you from time to time.
- 9.2. Devote your whole time and attention exclusively to the business and interest of the Company and not engage yourself directly or indirectly in any business or in any capacity either full time or part time.
- 9.3. You will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise.
- 9.4. Keep as confidential all the business and trade secrets and transactions of the Company.
- 9.5. Observe the rules, regulations and discipline of the employment applicable to you, which are in force or may be framed from time to time.
- 9.6. Abide by the rules and regulations of the Company and may be in force from time to time or as may be framed from time to time.
- 9.7. Be responsible for the safe keeping and return in good condition of all Company property which may be in your custody, use or charge.
- 9.8. As an employee of the Company, will always conduct yourself in accordance with high ethical standards of the Company and exhibit an exemplary sense of integrity and responsibility at all the times.

10. During and after the period of your employment with company, you will not indulge in any endeavor or activity, which conflicts with the interests and business of the Company. If it is found, Company will take appropriate legal action, as deem fit.

11. Any research made by you during the period of your employment with the Company shall be the sole property of the company alone.

12. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

13. You shall not, any time or times, during the employment or thereafter, without the written permission of the Company disclose, divulge or make public, except under legal obligation matter such as, but not



limited to - product information; client list and their contacts; sales and promotional strategies; trade secrets; internal communications; project documents, commercial offers, design documents, product costs; project cost & estimation, technology, software packages license, company's policies, company's patterns & Trade Mark; processes; accounts; transactions; records; formulae; specifications; technical and patent information and know-how; and Company's Human assets profile.

14. You shall not, any time or times, during the employment or thereafter, without the written permission of the Company publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned.
15. If at any time during the tenure of your employment, you found to be - guilty of any misconduct; fraud; breach of trust; dishonesty; disobedience; disorderly behavior; indiscipline; misappropriation of funds; damage to the Company's business; continuous negligence of duty deliberately made loss to the company; unauthorized use of any of the Company's facility/equipment or any other thing for personal use; absence from duty without permission or any other conduct considered by us deterrent to our interest, the Company may, without notice, terminate your employment from the Company with immediate effect. Further you shall, therefore, continue to be liable for all the losses and damages to the Company and Company may initiate legal action as it deem fit.
16. Further your services are also liable to be terminated with immediate effect, without any notice, indemnities and compensation, in the event:
 - 16.1. If you are found to be involved into any act detrimental to the Company's interest or involved in any illegal acts / in any bailable and non-bailable offences (within or outside Company's premises), such as sexual harassment, abduction, etc., wherein you are arrested or detained, and if your such acts tarnishes or threatens to tarnish the reputation / image of the company and / or creates apprehension in minds of subordinates, colleagues, superiors to work with you.
 - 16.2. If Company comes to know that you are convicted by the Court of Law during the tenure of your service with the Company or conviction and/or in bad record in the past, under previous employer/s.
17. In case of your resignation or dismissal or removal or termination of services for any reason whatsoever, you will deliver to the company, including but not limited to, all files, documents, notes, drawings, computer programs, data, emails, computer folders and other materials of any nature pertaining to any of your work with the company, and will not take any of the foregoing or any reproduction of any of the foregoing that is embodied in a tangible medium of expression.
18. On resignation, the notice pay reimbursed to you by APL, if any, towards shortfall of notice to the previous company, shall be recovered from your full & final settlement dues, as below:
 - 18.1. Resignation before completion of 1 year: 100% recovery of the notice pay reimbursed.
 - 18.2. Resignation between 1 to 2 years of joining: 50% recovery of the notice pay reimbursed.
19. You will retire from the services of the Company on attaining the age of 58 years. Your date of birth as recorded with the Company on the basis of your declaration in your application form is 13/06/1996. And the Company will not accept any change on this account in future.



20. Your continuation in employment is and will be subject to your remaining medically, physically and mentally fit. The management will have a right to get you examined or re-examined from any registered medical practitioner/ surgeon / physician of management's choice whose decision shall be final and will be binding on you.
21. The contract of appointment will be deemed to have been arrived at in the City of Aurangabad and you will be under the Administrative control of Paithan plant even though you may be posted outside. In case of any dispute or difference regarding terms and conditions of appointment or otherwise the cause of action would be deemed to have arisen in the City of Aurangabad.
22. This appointment is offered on the basis of information furnished by you. If at any time it is revealed that employment has been obtained by furnishing false /misleading /insufficient information or withholding material information, the Company will be free to terminate your service at any time without notice and may take such actions it deems fit in its sole discretion.
23. If any time in future, if there is a change in your residential address, residence land line no. or mobile no., you will communicate the same to the Company within 7 (Seven) days of such change taking place, in writing.
24. Presently you are being posted at **PAITHAN**. However, you are liable to be transferred to any other location of the Company or any of our associate Companies within the Indian Union or Abroad at the sole discretion of the Company and/or the exigencies of business. In case of such transfer, you will be governed by the Rules and Regulations of the new location.

Please note that your compensation package is strictly confidential between you and the Company and it is necessary that you maintain at most confidentiality of the same. Therefore, you are advised not to disclose the same with anybody except with the authorized person of Human Resource Department.

Kindly sign a copy of this appointment letter as a token of your having understood and accepted the terms and conditions of employment.

We welcome you to **Ajanta** family & wish you a long, happy & fruitful association with us.

Yours Sincerely,


V H DESHPANDE

ASSOCIATE VICE PRESIDENT - WORKS

I HAVE GONE THROUGH THE TERMS AND CONDITIONS HEREIN ABOVE AND ACCEPT THE APPOINTMENT ON THE SAID TERMS.

DATE: OCT 09, 2019

NAME: R G SONAWANE

PLACE: Paithan M.I.D.C

SIGNATURE: 





HR/sn/2673

02/03/2020

MR SACHIN GANESH TEKALE
THAD, PANHERA,
BULDANA, MOTALA, MAHARASHTRA.
PIN : 443104

LETTER OF APPOINTMENT

DEAR MR TEKALE,

We are pleased to inform you that, further to your application dated **13/02/2020** and the subsequent interview you had with us, we are pleased to appoint you as **OFFICER** in the **PRODUCTION** Department in Management Cadre with effect from **02/03/2020** on the following terms and conditions:

1. PROBATION

- (i) You will be on probation for a period of six months from the date of joining. This period may be lessened or increased, the latter upto another six months, should the Management desire to do so. Such modification shall solely depend upon the Management's evaluation of your performance. You will continue to be on probation unless communicated otherwise in writing.
- (ii) During the probation period, your services are liable for termination without assigning any reason whatsoever.
- (iii) After satisfactory completion of the probation period, your appointment will be confirmed in writing.

2. CONFIRMATION/RESIGNATION/TERMINATION OF SERVICE

- (i) On completion of probation period, with extension if any, if your performance and conduct is found to the entire satisfaction of the Management, your services shall be confirmed in writing.
- (ii) Resignation of service on your part and termination of your services on our part shall require one month's notice in writing during the probation period.
- (iii) Upon confirmation, the contract of service may be terminated by either party by giving one month's notice in writing. If such termination is initiated by the Company, the Company may at its sole discretion offer one month's salary in lieu of such notice. However, due to business exigencies the Management may require you to serve the partial or full notice period. The Management may choose to relieve you early during your notice period without any compensation thereof. In case you leave the employment without notice, the Management may adjust your dues to the extent of one month's salary.

3. PLACE OF SERVICE AND TRANSFER

For the present you are posted at our facility at Pilerne, Bardez, Goa. However, it is expressly understood that the Management reserves the right to effect your transfer to our head office, branch offices, other units and/or associate companies anywhere in India and abroad without any benefit or increase in your remuneration or emoluments.

4. RESPONSIBILITY

- (i) Attending to or pursuing in any other way, during the office hours, of any personal or private business unconnected with your employment in this Company or engaging in part-time business, allied, connected or incidental to the Company's business is strictly prohibited.
- (ii) Pursuit of any avocation of the nature detrimental to the official discharge of your duties shall be considered inconsistent with the terms of your tenure with the Company.
- (iii) You shall be governed by the rules and regulations of the Company and the statutory provisions, if any, that are applicable from time to time to the employees in your category.
- (iv) Your designation is only suggestive and you will do all the work ancillary to or connected with your job as advised by the Management from time to time.
- (v) You shall adhere and maintain normal disciplinary standards and also motivate your subordinates to do so.

5. TIMING

You are required to work in any section/department in any shift/timing as may be deemed necessary from time to time. The Company is under no obligation to provide you any transport and it is understood that you will attend duties at the appointed time at your own arrangement. However, if at any time the Management is not in a position to provide you any work for trade or business exigencies you may be laid off from work for reasonable time without any leave or compensation.

6. MEDICAL FITNESS


Your probationary appointment, confirmation as well as continued employment in the services of the Company is subject to medical fitness to be certified by the Company's Medical Consultant. The Company may require you to undergo medical check-ups as and when required.

7. RETIREMENT

You will retire from the services of the Company on attaining the age of 58 years in the normal course, subject to physical fitness. However, the Company reserves its right to retire you prematurely at its sole discretion. Your date of birth as declared by you in your application is 29/03/1995.

8. PERFORMANCE/INCREMENT POLICY

- (i) It is ordinarily presumed that this contract of employment is renewed from time to time till you reach the age of retirement on the understanding that your performance in the job is satisfactory and acceptable in all respects. You will be advised from time to time about your performance especially if and when it falls below satisfactory level. If the Management finds that you are incapable of performing the job/jobs assigned to you, in spite of best efforts on your part, the Management will be at liberty to terminate this contract of employment at any time on giving one month's notice or salary in lieu of such notice. In other words, it will be presumed that the contract has not been renewed from the date of such termination.

The logo for UNICHEM, featuring the word "UNICHEM" in a bold, red, sans-serif font. Above the text is a stylized red swoosh that curves from the left towards the right, ending under the 'M'.

- (iii) In the event of your being found indulging in any acts of omission or commission constituting a misconduct, including unwelcome physical contact and advances and/or a demand or request for sexual favours, and/or sexually coloured remarks/jokes, and/or showing pornography and/or any other physical, verbal or non-verbal conduct of a sexual nature, which will tantamount to an act of moral turpitude, the Company shall notwithstanding anything to the contrary that may be contained herein, be entitled to terminate your employment forthwith without any notice or compensation whatsoever.
- (iv) You will hereby undertake to serve exclusively for the Company during your employment with the Company and not to undertake any full time and/or part-time employment elsewhere and you will not be or get interested directly or indirectly in business of any other concern / concerns.

17. INTERPRETATION

You are employed in the Management Cadre of the Company and considering the status for which you are employed, it is expressly understood that your employment does not fall under Section 2 (s) of the Industrial Disputes Act 1947.

If any question of interpretation of any terms or conditions of your appointment/employment arises, the Company's decision shall be final and binding on you.

18. ANNEXURE

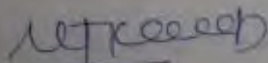
The Annexure showing details of your salary and allowances shall form part of your contract of employment. The Company reserves its right to merge/split the consolidated salary/allowances etc. as and when found expedient to do so at its sole discretion or as and when it deems necessary due to any statutory legislation. Kindly note that your compensation is a personal matter. We expect you to keep it strictly confidential and not to divulge the contents to any of your associates in your own and the organisation's interest. In case of any clarification you may contact the undersigned or the Personnel & Administration Department.

We welcome you to Unichem family and hope that your association with us shall be mutually beneficial.

If the above terms and conditions are acceptable to you, you may please endorse your acceptance by signing on the duplicate copy of this letter.

Thanking you,

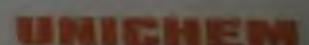
Yours faithfully,
for UNICHEM LABORATORIES LIMITED,



Utkarsh Patil
(PLANT HEAD & COMPLIANCE OFFICER)

I have carefully read and understood the above terms and conditions and accept the same without any reservation.

Name & Signature with date



UNICHEM

ANNEXURE

HR/sn/2673

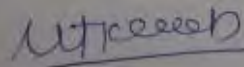
02/03/2020

Name : MR SACHIN GANESH TEKALE
Designation : OFFICER
Cadre : Management


Components	W.e.f. 02/03/ 2020 Rs.
A. MONTHLY COMPONENTS	
BASIC SALARY	9750.00
HOUSE RENT ALLOWANCE	3900.00
*EDUCATION ALLOWANCE	200.00
PERSONAL ALLOWANCE	1500.00
OTHER ALLOWANCE	3350.00
	18700.00
TOTAL PER ANNUM	224400.00
B. ANNUAL COMPONENTS	
# LEAVE TRAVEL ALLOWANCE	9750.00
© BONUS/EX-GRATIA	31543.00
** ESIC	7293.00
TOTAL PER ANNUM	48586.00
C. DEFERRED BENEFITS	
PF COMPANY CONTRIBUTION	21312.00
GRATUITY	5628.00
TOTAL PER ANNUM	26940.00
D. MEDICLAIM	3348.00
GRAND TOTAL PER ANNUM	303274.00

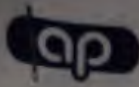
- * The taxability of this allowance will be in accordance with the provisions of the Income Tax Act. In case this is not applicable then this amount will be treated as Education Allowance which will be fully taxable in accordance with the provisions of the Income Tax Act
- © As per the Bonus Act & as declared by the Company with applicable norms of eligibility
- # As per the Company's LTA rules
- ** As per the Employees' State Insurance Act

For UNICHEM LABORATORIES LIMITED,



Utkarsh Patil
(PLANT HEAD & COMPLIANCE OFFICER)


UNICHEM



ajanta pharma limited

APL/PTN/HR/2019-20/11876/1122
Dec 30, 2019

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

SUBJECT TO AURANGABAD JURISDICTION

APPOINTMENT ORDER


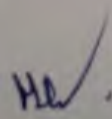
Mr. Sandip Atmaram Udar

At/Post: Mera Khurd,
Tal: Chikhali,
Dist: Buldana - 443 201.

Dear Mr. Udar,

We are pleased to inform you that on successful completion of your Apprentice period with us, you are being offered as regular employment in our organization as '**Asst. Officer - Production**' in Grade .E1 w.e.f. **Jan 01, 2020**. The detailed terms and conditions of your employment shall be as under:

1. Your compensation package will be as per the enclosed Annexure. Any change in the government taxes will be to your account.
2. You shall be covered under **Employee State Insurance** Scheme.
3. You will keep us informed in writing of any addition / deletion in your family status due to events like marriage, child birth or death etc., immediately but not later than 15 days from the date of said event.
4. You will be eligible for the Employee's **Provident Fund** from the date of joining, which is operated through Regional Provident Fund Office and you will be required to contribute @12% of your earned **PF wages** per month towards the same as per "The Employees" Provident Funds and Miscellaneous Provisions Act, 1952.
5. You will be eligible for Gratuity as per the Payment of Gratuity Act, 1972 from first day of your joining. However, for life coverage benefit, you will be covered under the Employees Group Gratuity Scheme from 10th (Tenth) day of subsequent month of your joining.
6. You will be entitled to leaves as per Company rules.
7. The allowances mentioned in the enclosed Annexure i.e. House Rent Allowance, Education Allowance, Conveyance Allowance, City Allowance, Medical Reimbursement, Leave Travel Assistance shall not be considered as salary/wages for the purpose of Bonus/Ex-gratia, Gratuity, Retrenchment compensation and lay off etc.



Corporate Identity Number - L24230MH1979PLC022059

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

HFC/HR/App/2022-23

31st October 2022

Mr. Satish Dhruva Wagh
E. Code: 5666
Aurangabad.

Sub: Appointment Letter: – Officer – Production.

Dear Mr. Satish,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as "Officer" in "Production" department in Grade: 1-B Your appointment is effective from the date of your joining i.e. 31/10/2022.

1 Salary:

Your remuneration will be as per Annexure – 1.0

2 Other Benefits:

Provident Fund, ESI, Gratuity, Bonus/ Management Incentive Bonus Plan etc. as per Company's rules and pertaining to the grade applicable to the employee from time to time.

Leave benefits as per Company rules applicable from time to time.

3 Probation/ Confirmation:

You will be on probation for a period of six months from the date of probation. Period of probation is subject to extension at the discretion of the Management. Confirmation will not be construed to have taken place unless you are informed in writing to that effect.

During the probation, your services may be terminated with or without any notice and / or without assigning any reason thereof. However, in case of cessation of employment from your end, the required closing formalities shall be complied with by you such as *proper letter of resignation, No dues Certificate from all Departments shall be obtained, handing over of charge to designated officer etc.* Without completion of closing formalities as stated here, full & final settlement will not be processed.

4 Notice Period:

Your notice period is one month during probation. Your service can be terminated by giving three months' notice by either side after confirmation in employment. The Company, however, reserves the right to waive off the notice period and accept your resignation immediately on receipt, or from any date within the notice period on receipt of Basic Wages of Notice period.

APL / PTN / HR / 2018-19 /)) 24,

Jan 05, 2019

Mr. Shubham Sumanta Padghan
At Post – Borgaon Kakde
Tal – Chikhali, Dist – Buldana
Pin – 443 201

Subject: Provisional Letter of Offer

Dear Mr. Padghan,

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 **Jan 09, 2019**. 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. 9,000/- (Rs. Nine thousand only)** per month.

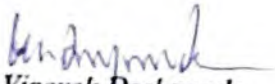
You need to bring the original Marks Sheets and Certificates on the day of your joining for the purpose of verification.

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
Associate Vice President – Works





UNICHEM
LABORATORIES LTD.

Dec 18, 2021

Mr.Shubham Narwade

Bori, Mehkar, Buldana, Maharashtra.

LETTER OF OFFER

Dear Mr.Shubham,

This has reference to your application and subsequent personal discussions you had with us. We are pleased to make an offer of appointment to you as under:

1. You will be designated as **Officer** in **Production** department and based at **Goa**.
2. Your emoluments will be as per the mutually agreed terms and conditions.
3. This offer is subject to you being medically fit.
4. This offer is issued to you on the understanding that you have furnished all the required relevant information and all the information furnished by you is correct and complete.
5. The regular letter of appointment, incorporating the detailed terms and conditions will be issued to you consequent upon resuming duties. In the meanwhile, you are requested to submit us a copy of your resignation letter and acceptance letter from your previous employer latest within 7 days of the offer letter date. Failing which this offer will stand withdrawn, without any further reference to you.
6. This offer of employment is valid until **January 23, 2022** for joining, failing which the offer will automatically stand withdrawn.

Thanking you,

Yours faithfully,

For UNICHEM LABORATORIES LTD.,

Durgesh Pai Angle
General Manager



UNICHEM
LABORATORIES LTD.

COMPENSATION OFFERED

PARTICULAR	AMOUNT	p.m./ p.a.
BASIC SALARY	8,250	p.m.
HOUSE RENT ALLOWANCE	3,300	p.m.
EDUCATION ALLOWANCE	200	p.m.
PERSONAL ALLOWANCE	4,961	p.m.
OTHER ALLOWANCE	4,960	p.m.
MONTHLY SALARY	21,671	p.m.
ANNUAL COMPONENTS	260,052	p.a.
LEAVE TRAVEL ALLOWANCE	8,250	p.a.
BONUS / EXGRATIA	30,888	p.a.
MEDICLAIM	4,448	p.a.
PF COMPANY CONTRIBUTION	21,600	p.a.
GRATUITY	4,762	p.a.
ANNUAL COST TO COMPANY	330,000	p.a.

Ref: Glenmark/Goa/HR/Oct/20/119
22 October, 2020

Mr. Shubham Rangnath Narwade
Bori,
Sonati,
Buldhana,
Maharashtra - 443301

Dear Mr. Narwade,

Subsequent to the meetings that we had, we believe there is an excellent match between your skills and the career opportunities available with us for you as a member of our Organization. It gives us great pleasure to extend to you an offer to join our Organization as **“Senior Officer - Production”** in the Grade of **SM2** at **Goa**. You are required to join as early as possible, but not later than **02 November, 2020** .

As mutually agreed your compensation is given in Annexure A.

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

1. Certified photocopies of educational certificates (2 Sets)
2. Proof of date of birth
3. Employment relieving letter from previous employer
4. Certificate for last drawn salary
5. Four photographs (passport size)
6. PAN number (mandatory)

Please note, your employment with Glenmark is subject to your being found medically fit subsequent to the pre-employment medical check up, satisfactory completion of background check which will be conducted by the Company / or its authorized agents at any time prior to or after your effective start date. In case the information / documentation furnished by you is found to be false, inadequate, erroneous and / or incorrect, then the Company has the sole right to terminate the employment contract by issuing a letter of termination without notice and without any liability on the Company whatsoever.

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

This letter is being issued to you in duplicate. You are requested to return one copy of this letter duly signed by you towards the acceptance of our offer.

Yours sincerely

For **Glenmark Pharmaceuticals Limited**

Accepted



Rohit Kumar Gupta
Deputy General Manager– Human Resources

Mr. Shubham Rangnath Narwade

Glenmark Pharmaceuticals Ltd.

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

T: 91 832 6652 222 CIN No: L24299MH1977PLC019982 W: www.glenmarkpharma.com

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

Employee Name	Mr. Shubham Rangnath Narwade
Designation	Senior Officer
Grade	SM2
Location as per Genesis	Goa
Offered CTC in INR Per Annum	2,20,000

Annexure A		
Salary Components	Salary	
	INR Per Month	INR Per Annum
Basic Salary - A	5,508	66,096
House Rent Allowance	2,754	33,048
Education Allowance	200	2,400
Conveyance	1,600	19,200
Medical	1,250	15,000
Personal Pay	2,305	27,658
Total Allowances - B	8,109	97,306
Total Monthly Salary - C (A+B)	13,617	1,63,402
Retirement Benefits		
Provident Fund	1,304	15,643
Gratuity {4.81% of Basic Salary} **	265	3,179
Total Retirement Benefits - D	1,568	18,822
Annual Allowances		
LTA		5,508
Annual Bonus*		32,268
Total Annual Allowances - E		37,776
Gross Salary - F (C+D+E)		2,20,000

** Gratuity will be payable as per Gratuity Act.

*Annual Bonus is an indicative annualized amount. Kindly note that 35% of the aforementioned Bonus amount, for the given financial year, will be paid as an interim bonus disbursed in equal payout over 12 months from the date of joining. The balance Bonus amount will be paid in line with applicable regulations and will be paid within statutory timelines. The Company reserves the right to revise or amend this payout subject to amendments to the statutory laws and business performance.

January 16th, 2020

HR/EHS/APP/2019-2020

APPOINTMENT LETTER

Ms. Shubhangi Subhash Jadhao,
C/o At Post New teacher colony,
Chandak lay out,
Chikhili Road,
Buldana,
Maharashtra - 443001.

Dear Ms. Shubhangi,

With reference to your application and to the subsequent discussions you had with us, we are pleased to offer you an appointment as "Coding Executive" in our Elico Healthcare Services Limited situated at C-56, A.P.I.E., Sanathnagar Industrial Estate, Hyderabad - 500 018 on the following terms and conditions:

1. Your appointment is subject to the execution of service agreement bond at the time of your joining binding yourself to serve the company for a period of One Year accepting the terms and conditions therein.
2. You will be paid remuneration as per Annexure - A (Enclosed).
3. After the satisfactory and successful completion of the bond period of One Year you will be placed in an appropriate time scale with due weight age.
4. Your increments and promotions will be made on the basis of your performance and will be at the sole discretion of the company.
5. Provident Fund, ESI & Gratuity is applicable as per rules and acts in force and as chosen and opted by the Company.
6. Yours services are:
 - a) Subject to the Company's Rules and Regulations of service and certified Standing Orders now in force and amended from time to time.
 - b) Subject to transfer from Department to Department, from section to section, from unit to unit of the company from one job to another job or any place wherever the company has got its work or establishment throughout India or abroad.

CIN No: U85110TG2008PLC058985

ELICO HEALTHCARE SERVICES LTD.


C-56, A.P.I.E., Sanathnagar, Hyderabad - 500 018, INDIA. Ph : +91-40-4445 1205, Fax : +91-40-2377 1639,
E-mail : info@elicohcs.com; <http://www.elicohcs.com>

12. You shall strictly avoid any sort of harassment where in the culture or climate of the workplace is made to be hostile or offensive. Such acts will be regarded as breach of conduct. (Harassment of one employee by another is defined as unwelcome acts or conduct of an offensive nature that includes spoken words, gestures and the production, display or circulation of written words, pictures or other material. It is harassment if the action or conduct is unwelcome to the recipient and could reasonably be regarded as such in relation to: gender, marital status, family status, sexual orientation, religious belief, age, disability, race as offensive, humiliating or intimidating to that person). The Management and the Disciplinary Action Committee hold total authority to take necessary action which may include but not limited to termination as well as legal action in case of any disciplinary action for violation of any of the Elico policies.
13. The company reserves the right to proceed legally against you if you are found maligning the reputation of the organization by writing derogatory remarks in social media like Facebook, Instagram, Twitter, WhatsApp, Snapchat etc., conflicting the interests of the Organization. This is applicable during your tenure and post to your tenure with the organization.
14. Apart from the above you have to sign the Terms and condition of Annexure B, C & D (Enclosed).
15. If any disputes arising out of or in relation to the employment shall first be handled with the help of arbitrations and if the arbitrations fails then the disputes will be handled in Accordance with the provisions of the law prevalent and subject to the Jurisdiction of Hyderabad, Telangana.
16. This letter is sent to you in duplicate. Please return the duplicate copy duly signed by you in token of having accepted the terms and conditions on or before 16.01.2020 and report for duty on or before 16.01.2020.

Thanking you,

Yours sincerely,
For Elico Healthcare Services Ltd.

I accept all the terms and conditions



Vice President - HR

(Signature)

APPOINTMENT LETTER

To
Shubhangi Subhash Jadhao (28122)
Aurangabad

Date: July 10, 2018

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 July 10, 2018.

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 201,650/- per annum (INR Two Lakh One Thousand Six Hundred Fifty Only). Details of this annual cost are enclosed in the annexure.
3. The organization conducts screening and background verification for its prospective hires. Your appointment and continuation of your services is subject to a clear and clean background report.
4. Your shift timings are subject to change as per the requirement of the business.
5. Your employment is subject to your undertaking that:
 - You will clear the training and on the job evaluations that are pre-requisite.
 - You will not directly or indirectly engage in any other work or assignment or take up part/full time training program without prior permission in writing of the Company.
 - You will not divulge, disclose or leak out any information regarding the affairs of the Company, which comes to your knowledge, including the design, patent process or trade of the Company or those of Company's collaborations [whether in India or abroad]
 - You will also execute a service and confidentiality documents as applicable to employees from time to time.
6. Your services are liable to be transferred to any of the branches of the Company or to any of its Group/Associate Company. The terms and conditions of this appointment will be binding on such transfers and your services will not be treated as continuous services. Any subsequent change in laws, 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 at 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. Increments 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 or less 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's salary in lieu thereof. Notice period waive off or Notice period buyout option will be subject to company's sole discretion and binding on you.
12. An absence from duty for a continuous period of 2 days during probation and 7 days after confirmation, including absence on leave though applied but not granted, would make you lose your lien on the services and the same will automatically come to an end without notice or even intimation. The Company shall have full authority to initiate absconding and recovery proceedings against you.
13. You will retire from the services of the Company on attaining 60 years of age and for this purpose the official record of your date of birth with the Company will be treated as final.
14. During the period of the service in the Company, you shall:
 - Perform, observe and conform to such orders and instructions as may from time to time be reasonably given or communicated to you by the Supervisor;
 - In all respects carry out the objects of the Company diligently and faithfully serve the Company, promote and protect its interest in all things to the best of your ability and judgment, and use your best endeavors to increase its business; and
 - Devote your whole time and attention to the business of the Company during the office hours of the Company, and shall not in any way be engaged in, concerned directly or indirectly with any other Company, business or trade without the prior written consent of the Company.
 - Agree to enter into a service contract with the Employer which will require the Employee to remain with the organization for a defined period post his/her return to India. This service contract will be liable only in the event that he/she is required to travel abroad to a client site for any business need.
15. The postal address shared by you shall be treated as the correct address for all communications to you. You undertake to promptly intimate the company in case of any change in the postal address. All communication addressed to you on the address shall be deemed to have been correctly served.
16. By accepting this letter of appointment, you acknowledge and agree that you will not, during the course of your service or thereafter, except with our consent, as required by law or in the performance of your duties, use or disclose confidential information relating to our business, including but not limited to business, clients's information, business methods and practices, software technology and tools and for any such information we may assign time to time as being confidential.

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

Yours faithfully,
GeBBS Healthcare Solutions Pvt. Ltd

Accepted

Devesh Gavand

Devesh Gavand
Manager - HR

9867123114000408

Shushangi Subhash Jadhav

Shushangi Subhash Jadhav
Manager - HR

**FORM 20****[See rule 61(1)]**

Licence to sell, stock or exhibit (or offer) for sale, or distribute drugs by retail other than those specified in [Schedules C, C(1) and X]



VAIBHAV PRALHAD SURVE

VAIBHAV PRALHAD SURVE

PROPRIETOR of MAULI MEDICAL AND GENERAL STORES

is hereby licensed to sell, stock or exhibit (or offer) for sale, or distribute by retail drugs other than those specified in [Schedules C, C(1) and X] of the Drugs and Cosmetics Rules 1945, *and to operate a pharmacy on the premises situated at

**SHOP NO 1, PROP NO 474, WARD NO 3,
DONGAON ROAD , PANGARKHED
Tal : MEHKAR (BULDANA)
Pin : 443303****Phone: 7821077701 Mobile: 7821077701**

subject to the conditions specified below and to the provisions of the Drugs and Cosmetics Act, 1940 and the Rules thereunder

2. The licence shall be in force from : **17.Oct-2019** to **16.Oct-2024** Area : **12.62 SqMts**
3. Name (s) of R.Ps & Competent Person(s) in charge (**C.P NOT authorized to SIGN in Retailer Bills**):
RP-239865 - VAIBHAV PRALHAD SURVE(BPH.)

4. Categories of Drugs : **Drugs covered under the license**e-Signed on 17/10/2019 12:2
TPAV # LD69FSR

VAIBHAV PRALHAD SURVE (R.P.)

Licence no: **MH-BUL-344061**On: **17.Oct-2019**eSign
Digital SignatureGAJANAN PRALHAD GHIR
Licensing Authority & Assistant Commissioner
Food & Drugs Administration, BULDHA**Conditions of Licence**

- This licence shall be displayed in a prominent place in a part of the premises open to the public.
- The licence unless sooner suspended or cancelled, shall remain valid perpetually. However, the compliance with the conditions of licence and the provisions of the Drugs and Cosmetics Act, 1940 (23 of 1940) and the Drugs and Cosmetics Rules, 1945 shall be assessed not less than once in three years or as needed as per risk based approach.
- The licensee shall report to the Licensing Authority any change in the qualified staff in charge within one month of such change.
- No drug shall be sold unless such drug is purchased under cash or credit memo from a duly licensed dealer or a duly licensed manufacturer
- The licensee shall inform the Licensing Authority in writing in the event of any change in the constitution of the firm operating under the licence. Where any change in the constitution of the firm takes place, the current licence shall be deemed to be valid for a maximum period of three months from the date on which the change takes place unless, in the meantime, a fresh licence has been taken from the Licensing Authority in the name of the firm with the changed constitution.
- The Licensee shall not Claim any equities or rights in the property under reference on strength of this licence.

Note: Prev Dtls - 165212 - MAULI MEDICAL AND GENERAL STORES - VAIBHAV PRALHAD SURVE - SHOP NO 1, PROP NO 474, WARD NO 3, - DONGAON

This License/Certificate is eSIGNED .

Physical Signature is NOT Req

District	FDA File No	Type: Fresh License	Form [20] Licence No	Old LIC No
BULDANA	165212	FRE-768831-11/10/2019	MH-BUL-344061	-

For online Third Party Approval Verification; Go to fdamfg.maharashtra.gov.in & Click TPAV butto

17/10/19



**FORM 20C****[See rule 67(C)]**

Licence to sell, stock or exhibit { or offer } for sale or distribute Homeopathic medicines by retail



VAIBHAV PRALHAD SURVE

VAIBHAV PRALHAD SURVE

PROPRIETOR of MAULI MEDICAL AND GENERAL STORES

is hereby licenced to sell, stock, or exhibit [or offer] for sale or distribute by retail Homeopathic medicines on the premises situated at

**SHOP NO 1, PROP NO 474, WARD NO 3,
DONGAON ROAD , PANGARKHED****Tal : MEHKAR (BULDANA)****Pin : 443303 Phone: 7821077701****Mobile: 7821077701**

subject to the conditions specified below and to the provisions of the drugs and cosmetics act, 1940 and the rules made thereunder.

2.the licence shall be in force from : **17.Oct-2019** to **16.Oct-2024** Area : **12.62 SqMts**

3.name (s) of Competent Person(s) in charge :

RP-239865 - VAIBHAV PRALHAD SURVE(BPH.)e-Signed on **17/10/2019 12:27:22****TPAV # LD69ESRQFP**Licence no: **MH-BUL-344063**On: **17.Oct-2019****eSign**
Digitally signed**GAJANAN PRALHAD GIRKE**Licensing Authority & Assistant Commissioner
Food & Drugs Administration, BULDHANA**Conditions of Licence**

1. This Licence shall be displayed in a prominent place in a part of the premises open to the public.
2. The licensee shall comply with the provisions applicable to Homeopathic medicines under the Drugs & Cosmetics Act, 1940 and Rules made thereunder for the time being in force.
3. The licensee shall report to the licensing authority any change in the competent staff within one month of such change.
4. This licence authorizes the sale of Homeopathic medicines made from one earlier potency upto a quantity of 30 ml at a time.
5. Where any change in the constitution of the firm takes place, a licensee shall inform the Licensing Authority in writing about the same and the current licence shall be valid only for a maximum period of three months from the date on which the change takes place unless, in the meantime, a fresh licence has been taken from the Licensing Authority in the name of the firm with changed constitution
6. The Licensee shall not Claim any equities or rights in the property under reference on strength of this licence.

Note: Prev Dtls - 165212-MAULI MEDICAL AND GENERAL STORES-VAIBHAV PRALHAD SURVE-SHOP NO 1, PROP NO 474, WARD NO 3,-DONGAON ROAD-PANGARKHED-443303-Proprietary

This License/Certificate is eSIGNED.

Physical Signature is NOT Required.

District	FDA File No	Type:Fresh License	Form [20c] License No	Old LIC No
BULDANA	165212	FRE-768831-11/10/2019	MH-BUL-344063	-

For online Third Party Approval Verification; Go to fdamfg.maharashtra.gov.in & Click TPAV butto

17/10/19

N I C

Through esign

(e-Letter)

NO/BUL
Office of the Assistant Commissioner
Food & Drugs Administration, BULDHANA Circle
Hall No.3A, Adm. Bld.
Opp. Bus Stop
BULDANA
Print Date: 18/10/2019



Intimation Letter

Fresh License
Firm Id : 165212

To,
MAULI MEDICAL AND GENERAL STORES
SHOP NO 1, PROP NO 474, WARD NO 3,
DONGAON ROAD
PANGARKHED - 443303
Taluka: MEHKAR District: BULDANA
I/C Person: VAIBHAV PRALHAD SURVE (Mobile: 7821077701)



VAIBHAV PRALHAD SURVI

Subject : - Drugs & Cosmetic Act - 1940 & rules there under

Grant of License arising due to: Fresh License

Sir,

Ref :- Your Inward Application vide Inw No:- BF:-768831, Dated:- 11/10/2019, Inw ID:- 768831

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

No	Name	Sex	Join Date	Regn No.	Inw-ID
1	R-P: VAIBHAV PRALHAD SURVE (PRO)	Male	10/10/2019	239865	768831
2	I-DR: VAIBHAV PRALHAD SURVE (PRO)	Male	10/10/2019	PAN-*****204C	768831

Lic	License No.	Issue From	Renew From	Valid Unto	Old LIC No
20	344061	17/10/2019		16/10/2024	-
20C	344063	17/10/2019		16/10/2024	-
21	344062	17/10/2019		16/10/2024	-

Open 24 Hrs NO

Cold Storage: YES

You are requested to apply for the renewal of the above licences 3 months before their VALIDITY expires. The above mentioned licences are sent herewith.

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

Kindly acknowledge the receipt of this letter.

eSign
Original Sign

e-Signed on 17/10/2019 12:27:22

IPAV # LD69ESRQEP



GAJANAN PRALHAD GHIRKE
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
IPAV button.

18/10/19

N I C



FORM 21

[See rule 61(2)]

Licence to sell, stock or exhibit (or offer) for sale or distribute drugs, by retail specified in Schedules C and C (i) [excluding those specified in Schedule X]



VAIBHAV PRALHAD SURVE

VAIBHAV PRALHAD SURVE

PROPRIETOR of MAULI MEDICAL AND GENERAL STORES

is hereby licensed to sell, stock, or exhibit (or offer) for sale or distribute by retail the following categories of drugs specified in Schedules C and C(1) [excluding those specified in Sch.X] to the Drugs and Cosmetics Rules, 1945, and to operate a pharmacy on the premises situated at

**SHOP NO 1, PROP NO 474, WARD NO 3,
DONGAON ROAD, PANGARKHED
Tal : MEHKAR (BULDANA)
Pin : 443303 Phone: 7821077701**

Mobile: 7821077701

subject to the conditions specified below and to the provisions of the Drugs and Cosmetics Act, 1940 and Rules thereunder.

2.The licence shall be in force from :

17.Oct-2019

to **16.Oct-2024**

Area : **12.62 SqMts**

3.Name (s) of R.Ps & Competent Person(s) in charge (C.P NOT authorized to SIGN in Retailer Bills):

RP-239865 - VAIBHAV PRALHAD SURVE(BPH.)

4.Categories of drugs : **All items of schedule C and C1 drugs,[excluding those specified in Sch. X]**

e-Signed on 17/10/2019 12:27

TPAV # 110691510



VAIBHAV PRALHAD SURVE(BPH.)

Licence no: **MH-BUL-344062**

On: **17.Oct-2019**



eSign

Signature

GAJANAN PRALHAD GHIRE
Licensing Authority & Assistant Commissioner
Food & Drug Administration, BULDANA

Conditions of Licence

1. This Licence shall be displayed in a prominent place in a part of the premises given to the public.
2. The licence unless sooner suspended or cancelled, shall remain valid perpetually. However, the compliance with the conditions of licence and the provisions of the Drugs and Cosmetics Act, 1940 (23 of 1940) and the Drugs and Cosmetics Rules, 1945 shall be assessed not less than once in three years or as needed as per risk based approach
3. Omitted.
4. If the licensee wants to sell, stock or exhibit for sale, or distribute, during the currency of the licence, additional categories of drugs listed in schedules C and C (1) [excluding those specified in Sch.X] but not included in this licence, he should apply to the Licensing Authority for the necessary permission. This licence will be deemed to extend to the categories of drugs in respect of which such permission given. This permission shall be endorsed on the licence by the Licensing Authority.
5. No drug shall be sold unless such drug is purchased under a cash or credit memo from a duly licensed dealer or a duly licensed manufacturer.
6. The licensee shall inform the Licensing Authority in writing in the event of any change in the constitution of the firm operating under the licence. Where any change in the constitution of the firm takes place, the current licence shall be deemed to be valid for a maximum period of three months from the date on which the change take place unless, in the meantime, a fresh licence has been taken from the Licensing Authority in the name of the firm with the changed constitution.
7. The Licensee shall not Claim any equities or rights in the property under reference on strength of this licence.

Note: Prev Dtl:- 165212-MAULI MEDICAL AND GENERAL STORES-VAIBHAV PRALHAD SURVE- SHOP NO 1, PROP NO 474, WARD NO 3, DONGAON

This License/Certificate is eSIGNED.

Physical Signatures is NOT Req

District	FDA File No	Type:Fresh License	Form (21) Licence No	Old LIC
BULDANA	165212	FRE-768831-11/10/2019	MH-BUL-344062	-

For online Third Party Approval Verification; Go to fdamfg.maharashtra.gov.in & Click TPAV butto

17/10/19





4th July 2018

Mr. Yogesh Mahure
Satyasai Residency,
Flat No -8,
Near Trimurti Hospital,
Sinhgad Road,
Pin Code:- 411041
Mobile :8888771551

OFFER LETTER

Dear Mr. Yogesh ,

Congratulations on your selection in USV!

This refers to your application and the subsequent interview/s you had with us, we are pleased to inform you that you have been selected in the **Trainee Business Executive** cadre in Level **L0(S)** designated as "**Business Executive -Trainee – Domestic Sales, Corona Team**" at **Pune HQ**. The notice period for your cadre is 1 day.

The said offer is subject to:

1. The standard terms and conditions as explained and agreed between us in our meeting.
2. Your medical fitness certificate.
3. Your positive reference checks.

We would like you to join us on or before **6th July 2018** and you will have to meet **Mr. Shailesh Sawant – Area Business Manager, Pune** . The detailed Appointment letter will be issued to you at the time of joining after completing all the joining formalities.

Please acknowledge the duplicate copy of this Offer Letter as a token of your acceptance of this offer.

We look forward to have you in our midst at the earliest!

Yours faithfully,

Ravi S. Shastri
Deputy General Manager
Human Resources

CC: Personal file /HOD

.....
Received & Accepted
Yogesh Mahure
Date :