

Details of Placement Data for the AY 2018-2019

Below is the list of students placed during AY 2018-19. For Supporting documents (Sample copies of offer letters of the students provided by the employer, please click on [View Documents](#))

Sr. No	Name of the Student	Contact Details of Students	Name of the Employer	Pay Package
1.	Akash Adhao	8411080411 akashadhaomali97@gmail.com	Tanishk Medical Store, Buldana	140000
2.	Akshay Dakhore	7720982969 Akshaydakhore1796@gmail.com	Ajanta Pharma, Aurangabad	250000
3.	Akshay Thawkar	8380817441 akshaythawkar@rediffmail.com	RW Promotion Ltd	220000
4.	Amol Lute	7028274276 luteamol11438@gmail.com	Shri Sai Medical, Wadhod, Buldana	220000
5.	Anand Kafre	7350938325 anandkafre2@gmail.com	Neon Pharma	220000
6.	Ankush Ubale	9763972221 ankushubalebuldhana@gmail.com	Gurukrupa Medical, Chikhli, Buldana	180000
7.	Arbaz Khan Anees Khan	8087391926 ak995906@gmail.com	Cipla	220000
8.	Balu Rathod	7798282758	Wellness Forever Medical,	210000



DBUGVF's

Rajarshi Shahu College of Pharmacy, Buldana

(Approved by AICTE, PCI, New Delhi and affiliated to Sant Gadge Baba Amravati University, Amravati)

		balurathod1995@gmail.com	Aurangabad	
9.	Dhananjay Kharat	9960530247 dhananjaykharat7711@gmail.com	Mankind Pharma	240000
10.	Dhiraj Tayade	8698193607 dhirajtayade1997@gmail.com	Sunpharma	240000
11.	Gajanan Mohite	8275388889 gajananmohite47@gmail.com	Family Bussines, Aurangabad	200000
12.	Ganesh Ugale	9921582723 Ganeshugale00@gmail.com	FDC Ltd	220000
13.	Gopal Ghongade	8983902752 gopalghongade795@gmail.com	Cadila Health Care	210000
14.	Govind Parhad	8805101915 govindparhad@gmail.com	Ajanta Pharma, Aurangabad	240000
15.	Ishwar Sagpeliwar	9923063693 ishwarsag.04@gmail.com	Durga Medical, Mandvi	150000
16.	Ku. Pranali Wanere	8668455998 pranaliwanere88@gmail.com	GeBBS Health Care Solutions	150000
17.	M Azharuddin Mohiuddin	9730360141 azhamohi@gmail.com	Gurukrupa Medical, Chikhli, Buldana	120000
18.	Maruti Bibve	8180818490 msbibve@gmail.com	Dabur	120000
19.	Mayur Patekhede	8600772252	Ideal Coaching Classes,	120000



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Rajarshi Shahu College of Pharmacy, Buldana

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		mayurpatekhede@gmail.com	Khamgaon	
20.	Mayur Rathi	9922797998 mayurrathi610@gmail.com	Medical Store Lakhnawada, Khamgaon	120000
21.	Mohd Shahebaz Mohd Aijaz	9168737165 shahbazmohammad3251@gmail.com	LUPIN LIMITED	240000
22.	Nitin Sonune	9503107402 nitinsonune96k@gmail.com	FDC LTD	200000
23.	Nitin Kinge	9284951696 kingenitin2013@gmail.com	Prasad Medical, Nandura	180000
24.	Pradeep Fadat	7057100527 pradeepfadat@gmail.com	Ajanta Pharma, Aurangabad	240000
25.	Saiyyed Faisa Saiyyed Sajid	7972469677 syedfaisalmlk@gmail.com	Benet Mypher Pharmaceutical, Baroda	150000
26.	Santosh Ingole	9049596199 santoshingole4u@gmail.com	Triokka Pharma	220000
27.	Sevanand Chandane	9689214525 sevachandane1996@gmail.com	Neon Laboratories	200000
28.	Shrikrishna Kolhe	9158282584 shrikolhe@gmail.com	Encube Ethicals Pvt Ltd	240000
29.	Shrikrushna Tayde	7057580199 kishu2396@gmail.com	Jonhson and Johnson, Aurangabad	240000
30.	Sk Zubair Sk Fakira	9767051757 zubairfakirashaikh@gmail.com	Pulse Pharmaceuticals,	240000

			Hyderabad	
31.	Swapnil Wakode	7020000854 rswapnilwakode1996@gmail.com	Shri Swami Samartha Medical, Karanja, Washim	180000
32.	Tushar Rathod	9975691385 tusharrathod1997@gmail.com	Pharmacist_Reliance Retail, Buldana	225000
33.	Vaibhav Rasal	9096852442 VaibhavRasal1997@gmail.com	Saikrupa Medical, Mehkar, Buldana	150000
34.	Vishal Waghmare	9850256922 vishalwaghmare311096@gmail.com	Guru Gajanan Medical, Gangakhed, Parbhani	150000
35.	Yash Bhala	9404708325 yashbhala121@gmail.com	D B Mart Family Bussines, Chikhli, Buldana	200000
36.	Pawan Sonune	9657510451 pavansonune4147@gmail.com	Shri Samartha Medicos, Dhad, Buldana	140000
37.	Ansari Muzammil	8655133952 muzzammilansari50@gmail.com	Axelia Solution	300000
38.	Akshay Patil	9657273366 ashpatil5887@gmail.com	Episource	210000
39.	Shadab Ahmad Shahadat Khan	9890991955 drxshadabahmad@gmail.com	Aarman Solutions	120000





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 the students progressed to higher education in the AY 2018-2019

Below is the list of students progressed to higher education AY 2018-19.

Sr. No	Name of the Student	Contact Details of the Students	Name of the Institute	Course Admitted
1.	Akash Vijay More	7083829183 Akashmore12597@gmail.com	Rajarshi Shahu College of Pharmacy, Buldhana	M.Pharm
2.	Akashay Ratan Kale	7756880418 kaleakshay06@gmail.com	Rajarshi Shahu College of Pharmacy, Buldhana	M.Pharm
3.	Gaurav Wagh	8888180520 gauravwagh7680@gmail.com	Aspire knowledge and skills pvt Ltd pune	MBA
4.	Krushna Metangale	8308889986 krushnametangale8771@gmail.com	Sinhgad Institute of Pharmacy Narhe, Pune	M.Pharm
5.	Ku.Bhaghyashri Budhwat	7774818711 bhaghyashribudhwat@gmail.com	Rajarshi Shahu College of Pharmacy, Buldhana	M.Pharm
6.	Ku. Pooja Dharskar	9922372878 pooja23@gmail.com	Rajarshi Shahu College of Pharmacy, Buldhana	M.Pharm
7.	Ku. Rashmi Pinjarkar	8412969988 rashmipinjarkar1996@gmail.com	Sinhgad institute of pharmacy narhe pune	M.Pharm
8.	Ku. Nuzhat Sayyed	9421473174 nuzhatsayyed02@gmail.com	Rajarshi Shahu College of Pharmacy, Buldhana	M.Pharm

9.	Mahesh Mole	9096191537 mahesh.mole223@gmail.com	Rajarshi Shahu College of Pharmacy, Buldhana	M.Pharm
10.	Pavan Jadhao	7875522638 pavan.jadhav494@gmail.com	Rajarshi Shahu College of Pharmacy, Buldhana	M.Pharm
11.	Pranay Hadole	9168497274 pranayhadole997@gmail.com	RC Patel COP Shirpur	M.Pharm
12.	Sudam Veer	9764821447 sudamveer199@gmail.com	HR Patel COP Shirpur	M.Pharm
13.	Swapnil Jadhao	9623732852 swapniljadhao1997@gmail.com	Rajarshi Shahu College of Pharmacy, Buldhana	M.Pharm
14.	Yogesh Chavan	9623245206 yogeshchavan95@gmail.com	Anuradha college of pharmacy, Chikhali	M.Pharm




Principal
Rajarshi Shahu College of Pharmacy
Buldana.

APL/HR/CONF/09-20/81757

October 01, 2020

MR. AKSHAY DAKHORE
SALES OFFICER - ANVAXX - AMRAVATI
EMP. NO. 81757.

Dear **Mr. Akshay Dakhore**

Further to our letter of appointment No. APL/HR/APP/12-19/81757 dated 16-Dec-2019, we are pleased to inform you that, you have been confirmed in the services of the Company with effect from **September 01, 2020.**

Other terms and conditions of your employment shall remain unchanged.

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

Yours Sincerely,



ARVIND TRIPATHI
SR. GENERAL MANAGER

TANISHAQ MEDICAL AND GENERAL STORE

Suvarna Nagar

Near bus stand Buldana

License No.: MHBUL 56441, MHBUL 56443, MHBUL 56442

Contact no.: 9096644001

Dear Mr. Akash adhav ✓

I am delighted to extend this offer of employment for the position of Pharmacist in our Chemists & Druggists unit.

Brief description of your job is as follows

1. Inventory control

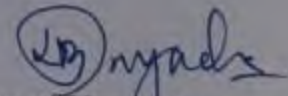
2. Dispensing

3. Patient counseling

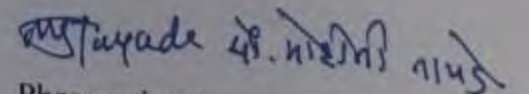
4. Documentation maintenance

- You will be paid consolidated salary of Rs. 12000/- (Twelve thousand rupees only) per month.
- You are entitled for 12 casual leaves and 10 Medical Leaves per year.

You are expected to accept this offer letter and join the working at the earliest.



Sign of Head of organization


Pharmacist Reg. No.: 144419

Stamp

तानिशाक मेडिकल &
जनरल स्टोअर्स, बुलडाणा



Episource Joining- Welcome Mail !!!

1 message

Naveena Anand <Naveena.tekumetla@episource.com>
Bcc: ashpatil5887@gmail.com

Fri, Jul 31, 2020 at 1:37 PM



JOINING



Dear All,

We are excited to welcome you to the Episource Family.

In spite of the current Covid 19 situation, our healthcare business is growing rapidly and hence we are proceeding with hiring and onboarding.

However as we care for the safety of our employees we are not bringing candidates to our office to do the onboarding, instead we have implemented a VIRTUAL ONBOARDING PROCESS followed by Virtual training for the initial few weeks.

Date of Joining	03rd August 2020.
On Boarding Time	09:00 AM
Model	Virtual Onboarding
Point of Contact	Prajakta/Naveena

As a confirmation of your joining, please fill the below link and send it to us before 23 July 5 PM today. Only those filling the link within the timeline will get the invite for virtual onboarding.

Google Link for Registration - <https://goo.gl/forms/z1Z9uxdZ48W8ZmNB2>

Please make sure that the Mail ID & Mobile number that you enter in the google form matches with that of your CV.

We are looking forward to have you onboard and seeing you achieve great things!!!

Please wait for a detailed mail on the “ Virtual Onboarding Process “

Note -: Due to prevailing pandemic conditions, your onboarding will be virtual followed by virtual assignments. Once lockdown is relaxed and the work environment is declared safe, you will have to report in person at the designated office for work

Regards

Naveena Tekumetla | Human Resources & Admin



Episource India Pvt. Ltd.

E wing, 5th floor, Corporate Avenue, Atul Projects, Andheri Ghatkopar Link Road, Chakala, Andheri (East), Mumbai – 400 093

Mob:8104010694

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This email has been scanned for viruses and malware, and has been encrypted in transit by Mimecast.

01/10/2021

**Mr. Akshay Thawkar
Amravati**

Sub: Appointment Letter for the position of Pharmacist

Dear Mr. Akshay Thawkar

Refer to your CV and subsequent interview you had with us, we are pleased to appoint you for the position of Pharmacist with R W Promotions Pvt. Ltd. **for Mobile Medical Unit, Dist- Amravati** on following terms and conditions.

You will be paid monthly salary of INR. **14000/-p.m.** (INR. Fourteen Thousand p.m. only) inclusive of PF, ESIC, mobile+ travel expenses.

You will be on probation for a period of 6 months. During which period, your services are liable for termination without giving any notice or assigning any reason whatsoever. On satisfactory completion of probation period, you may be confirmed at the sole discretion of the company management.

During the period of your confirmed service, your services may be terminated at any time without the company requiring to give you any reason therefore, by giving one month's notice, should you desired to leave the company's service after confirmation, you will be required to give one month notice in writing to the company or one month's salary in lieu thereof.

Your hours of work shall be such as may be notified from time to time by the company.

You will retire from the service of the company on attaining the age of 60 years or earlier if found unfit on medical/health ground.

During the employment with the company, you can be transferred to any of the branches of the company existing or to be set up at any other location.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

--2 contd--

RW PROMOTIONS PVT. LTD.

--2--

You will be bound by any rules, regulations, office orders, standing orders of the company and circulars in existence and framed by the company from time to time in relation to your service conditions, which will form part of your terms of employment.

We are confident you will find this new opportunity both challenging and rewarding.

We take this opportunity to extend you a warm welcome to the "RWP" family and wish you all the best for your future tenure. If this employment offer is acceptable to you, please sign a copy of this letter and return it to us scan copy.

Thanking you and warm regards
R W PROMOTIONS PVT. LTD.



Rajiv Jani
Director

In Acceptance

Mr. Akshay Thawkar



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]



AMOL BHAGWAN LUTE

AMOL BHAGWAN LUTE

PROPRIETOR of SHRI SAI 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 H,NO,452 CTS,NO,302

WADHOD TANGDA TQ.BHOKARDAN DIST-JALNA , WADDHOD TANGDA

Tal : BHOKARDAN (JALNA)

Pin : 431114 Phone: 7028274276 Mobile: 7028274276

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 : **13.Nov-2020** to **12.Nov-2025** Area : **11.28 SqMts**

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

RP-201293 - AMOL BHAGWAN LUTE(DPH.)

4.Categories of Drugs : **Drugs covered under the license**

e-Signed on 13/11/2020 13:09:33

TPAV # 81411.PVX19

Ref. : APPT/No.47/2021-22

DATE :13/09/2021

To,
Mr. Anand Bhanudas Kafre
At: Dhamangaon, Post: Chikhali,
Tal: Badnapur, Dist: Jalna,
Maharashtra - 431 213.

Appointment Letter.

Dear Sir,

With reference to your application and the subsequent interviews you had with us, we are pleased to appoint you as **"Pharmacist"- Quality Assurance** at our Factory, located at Palghar, with the following terms and conditions.

1. This appointment letter is effective from **13/09/2021**. Your regular duty hours will be of 8 ½ hrs and as per assigned shift.
2. You will be paid a consolidated salary of **Rs.21667/-p.m.CTC** (Rs. Twenty One Thousand Six Hundred Sixty Seven Only) CTC inclusive of all allowances & Bonus/exgratia.
3. If your progress during the probation period is not satisfactory the probation period may be extended at the discretion of the management.
4. You shall be on probation for a period of **10 Months**. During probation period, minimum attendance mandatory is 90 %. After satisfactory completion of probation, the Company will confirm your services in writing.
5. You will be entitled for Bonus according to the rules of the company and the statutory laws applicable. On your Confirmation, you will be eligible for leave in accordance with the Company's rules
6. This appointment and continuance of this appointment will be subject to your being and remaining medically (Physically and mentally) fit by the Medical Officer appointed by the company. You will be required, at any time during your service, to appear before such medical officer of the company. The decision of such a doctor in this behalf shall be final and binding upon you. If you are found medically or physically unfit you will be immediately discharged from the services of the company.





7. This appointment is subject to receipt of satisfactory verification of the particulars given by you in your application form. Your service will also be liable for termination for suppression of any information or for furnishing any false information with a view to obtain employment.
8. The company will expect you to work, in any department in which you are placed with a high Standard of initiative, efficiency and economy.
9. You will not seek membership of any local or public bodies without first obtaining specific permission, in writing, from the management
10. The management reserves the right to change your working hours on 24 hour notice.
- 11a) During your service period, the management may terminate your appointment by giving 24 hours notice only, without assigning any reason whatsoever.
- b) During your service period, if you desire to resign Company will require **One month notice period** from you, failing to which you shall be liable to pay compensation to the company equal to one month's salary. The management, if it desires to relieve you immediately, may relieve you by giving you one month's salary in lieu of notice period. This will be at the discretion of the management.
12. You will not give out to any one, by word of mouth or otherwise, particulars details of our manufacturing process, technical know-how, security arrangements, administrative and/or organizational matters of a confidential or secret nature which it may be your personal privilege to know by virtue of your presence and working at our Factory.
13. You shall be abide by rules and Regulation including conduct, discipline and administrative order and any such other rules or order of the company which are in force at present and rules amended in future.
14. You shall devote your whole time and attention exclusively to the work entrusted to you. You will not engage yourself directly or indirectly to work for any person, firm or company in any capacity, not to do any private business, private work with out obtaining permission of the company in writing.
15. You shall obey all lawful and reasonable instructions given to you by your Superiors. You also hereby undertake to submit true and faithful information and /or explanation, when required, in respect of matters entrusted to you.



16. All programs systems, logins manuals literatures etc. developed by you while in company services will at all times be deemed to be the sole property of the company. Also the companies will at all times have the sole proprietary right in any new system which you may develop while in company services.
17. You shall not accept any present, gift, commission, or any kind of gratification in cash or in kind from any person, factory, firm or company having dealing with this company and if you are offered any, you should report the same immediately to the management in writing.
18. Your services are transferable from our Palghar Factory to any other location in which the company has interest and to any of our other units, subsidiaries, sister concerns, establishments or offices anywhere in India under the same terms and conditions.
19. After confirmation, your annual increments will be based upon and granted on your satisfactory and diligent discharge of duties. Annual increments may be withheld at the discretion of the management, in case your work/conduct is not found up to the satisfaction.
20. You will not appear in any examination or test without express permission of the management in writing.
21. Your address as given in your application form and as mentioned at the beginning of this letter will be deemed to be correct for the purpose of sending any communication to you. In case of any change in your address, you will inform the same to the management in writing within 3 days of such a change. Any communication sent to you, at your last known address, will be deemed to have been served upon you.
22. Your absence for a continuous period of **10 days** (including absence when leave though applied for but not granted) or overstay for a period of **10 days** after expiry of leave, will entail loss of your lien on the job and your services shall automatically come to an end without notice or intimation to you by the management. The management will presume that you have abandoned the employment of your own accord and you shall be liable to give one month's salary in lieu of notice for abandoning the service in such a manner.
23. After confirmation, sanction of privilege leave will depend upon the exigencies of work and shall be at the discretion of the management. For getting such a leave, it shall be your duty to apply at least fifteen days in advance and seek prior permission and sanction for such leave.



Neon Laboratories Limited

140 Damji Shamji Ind. Complex, M. Caves Rd., Andheri (E), Mumbai - 400 093.
Fax: 91-22-26873502 • www.neongroup.com • e-mail: info@neongroup.com

PAGE 4 OF 5

24. After confirmation, sanction of sick leave will be subject to produce the sickness certificate of a Doctor from Government or local authority or failing that of a duly qualified Registered Medical Practitioner, acceptable to the management. Proper leave application must be submitted immediately upon falling sick together with unfit medical Certificate. On returning from sick leave, if not found medically fit, you will not be allowed to resume duty until completely recovered from sickness & only after producing certificate of fitness from the medical practitioner acceptable to the management, you will be allowed to resume duty.
25. You will abide by the standing orders applicable to the company, other rule and regulations and service conditions applicable from time to time, governing the conduct and disciplinary matter pertaining to the employees of the management.
26. You shall be responsible for maintaining G.M.P. at our factory and also to comply with all statutory laws applicable to our factory.
27. You will be responsible for safekeeping of all the properties given to you for performance of your duty. You will be liable for any loss / damage of all property given to you.
28. You will follow laid down procedures, to ensure that quality of the production at our Palghar Factory is maintained up to the requisite standard and that safeguards and checks built-in to prevent mix-ups are followed in to.
29. You will report to the Superior in all matters regarding your work functions and you will work under his control.
30. You will retire from the services of the Company on attaining the age of 58 years or earlier if found unfit. Your Date of birth i.e. **25/05/1996** as per your leaving certificate will be Considered for determining your date of retirement.
31. You will disclose to us forthwith any discovery invention process or improvement made or discovered by you while in your service and in such discovery. Invention process or improvement shall belong absolutely to and be the sole and absolutely property of the company if and when required to do so by the company. You shall at the company's expenses take out or apply for latter's patent, licenses or other rights privilege or processes or improvements so that benefit thereof shall accrue to us and you will execute and do all instruments, acts deeds and things which may be required by us for assigning, transferring or otherwise vesting the same and all the other benefits arising in respect thereof in our favor of such other person or person, firms and company may direct as the sole beneficiary thereof.






32. Notwithstanding anything stated in this letter, the management reserves its exclusive right to terminate this appointment immediately and without giving any notice or compensation for any acts of breach of conduct, misbehavior, gross negligence of duty or for violation of any of the above conditions on your part and in such a case decision of the management of this company shall be final and binding on both the parties.
33. It is hereby understood and agreed by both the parties that any legal disputes arising out of the appointment shall be solely subject to Bombay Jurisdiction and that both the parties shall abide by the decision of the High court Bombay, and Maharashtra.
34. During the tenure of your employment, you shall follow all the norms specified by various government authorities and any additional norms specified by the Company from time to time in situations of national/ international calamities like epidemics or pandemics and ensure your own safety and well-being and also of other employees working in the organization.
35. The Company strongly believes in principles of non-violence and kindness towards animals and all other living beings. Therefore it is expected that you shall consume only vegetarian food while on premises of the establishment where you work. In addition to this, the Company will not reimburse expenses claimed for non-vegetarian food consumed during official tours. Also note that consumption of raw onion and garlic in the premises is strictly prohibited as it spreads a foul smell in the office/ establishment and the smell lingers for a long time due to Air Conditioning systems.
36. Please sign the duplicate copy of this letter as a token of your acceptance of above terms and conditions.

Thanking you,

Yours faithfully,
For **Neon Laboratories Ltd.**,

Ms. Sandhya Patil
(General Manager – HR/Administration)

Accepted above terms & conditions.

Guru Krupa Medical and General Store

Jaystambh Chowk, Chikhli Dist: Buldana

Lic No. MH-BUL-274649/ MH-BUL-274650

Date: 8th Sept. 2019

Dear Mr. Ankush Ubale

I am delighted to extend this offer of employment for the position of Trainee Pharmacist in our Chemists & Druggists unit.

Brief description of your job is as follows

1. Inventory control
 2. Dispensing
 3. Patient counseling
 4. Documentation maintenance
- You will be paid consolidated salary of Rs. 12000/- (Twelve thousand rupees only) per month.
 - You are entitled for 12 casual leaves and 10 Medical Leaves per year.

You are expected to accept this offer letter and join the working at the earliest.



Sign of Head of organization

Gurukrupa Medical & Gen. Stores
Jaystambh Chowk Chikhali

AXELIA SOLUTIONS PRIVATE LIMITED

301 B-Wing, Raheja Plaza 1, Opp R-city Mall, L.B.S. Marg, Ghatkopar West, Mumbai, MH- 400086 CIN NO: U74999MH2019PTC320220; Email Id: - hr@axelia.in; Tel. No. 022-67080181

12-Jul-2021

To,
Ansari Muzammil

Dear Ansari Muzammil,

Relying *inter alia* upon the representations made by you with regard to your academic education, background, work experience, we are pleased to offer you the position of **Customer Delight Officer - Pharmacist** with AXELIA SOLUTIONS PRIVATE LIMITED based in **Mumbai**. You will be expected to join on or before **12-Jul-2021**.

We are delighted to make you the following offer:

- 1. Position & Start Date:** You shall be employed as **Customer Delight Officer - Pharmacist**. You will report to such officer as the Company may designate from time to time. You will currently be working at the Company's office located in **Mumbai** or such other locations as may be determined by the Company from time to time. You may be required to travel to locations within or outside India as necessary to perform your work duties.
- 2. Compensation:** Your overall **CTC** would be **INR 309600/-**. The detail break up of your CTC is mentioned in **Annexure 1**. The CTC shall be structured in accordance with the Company's policies in force from time to time and in a manner as may be decided by the Company and communicated to you from time to time.
- 3. Probation period:** It is important to both of us that during your initial period of employment your ability to perform your duties would be carefully assessed. Accordingly, we have agreed that the first **one month** of employment represent a probationary period. In case of work and conduct are found to be satisfactory, you will be deemed confirmed at the end **one month** unless notified otherwise in writing. Unless stated otherwise, there would not be any change in your employment terms or conditions.
- 4. Successful Completion of Training.** You shall be undergoing a process and soft skills training during the initial days of your employment. At the end of this training program a performance assessment shall be conducted, and the results will be declared as per the existing established norms. The company invests significant amount of efforts and cost on such training programs and you will appreciate that in case you are not able to meet the required norms of the training program or not able to clear the aforesaid test/assessment, the Company shall not be able to engage your services productively. In such eventuality, the Company reserves the right to terminate your employment at its discretion without pay.
- 5. Incentive Bonus.** At the sole and absolute discretion of the Board, you may be eligible for a bonus in accordance parameters that are to be decided solely by the Board and/or in accordance with the Company's prevailing policy.
- 6. Benefits.** At the sole and absolute discretion of the Board/Company, you may be eligible to participate in the Company's incentive plan and other benefits in accordance with the Company's prevailing policy. Detailed information about your employment benefits will be provided to you on your Start Date.
- 7. Leave.** You shall be entitled to leave as per the Company policy from time to time.

AXELIA SOLUTIONS PRIVATE LIMITED

301 B-Wing, Raheja Plaza 1, Opp R-city Mall, L.B.S. Marg, Ghatkopar West, Mumbai, MH- 400086 CIN NO: U74999MH2019PTC320220; Email Id: - hr@axelia.in; Tel. No. 022-67080181

8. Taxes. All sums set forth in this letter are pre-tax amounts. Payment of any compensation by the Company shall be subject to deduction of tax at source and applicable social security contributions. You are responsible for payment of all taxes on your income.

9. Duties. As an employee of the Company, you agree to use the best of your skills and abilities to perform and complete various duties and responsibilities entrusted to you by the Company, and to devote the whole of your time and attention exclusively to the business of the Company. You shall at all times protect and act in the best interests of, the Company. You represent and warrant that you are not subject to any contractual restriction or obligation that will in any way limit or restrict you from performing your duties on behalf of the Company or any of the obligations, terms, and conditions of this letter.

10. Notice period:

10.1. After confirmation, if you wish to leave the employment or the company decides to terminate your services, **thirty (30) days'** notice or gross salary in lieu thereof shall be given by either side. This period will be 15 days during probation. It shall be the discretion of the company to waive of notice period in lieu of the salary. In the event your services is terminated for fraud, theft, or withholding of information in the Application Form or for any other form of misconduct, notice pay will not be payable.

10.2. For any act of misconduct or acts of omission or commission or negligence, your services are liable to be terminated. The Company may at its sole discretion hold domestic inquiry to inquire into the act of misconduct or omission or commission or negligence alleged against you. You could be liable for suspension pending inquiry or final orders. You will, however, be entitled to salary for the period of suspension if the charges are not proved against you.

11. Notice Period Buy-out:

10.1. In case, the Company chooses and decides to buy out your notice period "Notice Buyout", the Company shall reimburse the amount paid by you for the unserved notice period to your previous company based on documents and statements presented by you.

10.2. During the course of your employment with the Company, in the event of you resigning or the Company terminating your employment within one year of your employment, the Notice Buyout amount shall be reimbursed by you to the Company immediately. Once everything is finalized and reimbursed by you to the Company, you shall be relieved from your employment.

12. Company Policies / Direction. You agree to abide by all Company policies and rules as enacted and/or amended by the Company from time to time, including, but not limited to, the standards of business ethics that all employees are expected to or ought to live by and all provisions contained in the Company's code of business conduct, as may be in force from time to time.

13. Maternity Leave: Maternity leave and benefit shall be in accordance with the statutory rules and regulations of the Maternity Benefits Act, 1961. Women employees with less than two surviving children having worked for at least 80 days in the 12 months immediately preceding the date of her expected delivery are eligible to avail Maternity Benefit. Maternity leave can be availed for a maximum period of 26 weeks of which not more than 8 weeks can be availed before the delivery. Unveiled maternity leave

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will not be adjusted with other leaves. Maternity leave can be availed only twice during the service of the employment. Prior intimation and medical proof submission is mandatory.

- 14. Refund of Relocation Expenses:** In case you resign/terminated within 12 months of joining you will be required to refund to the company all expenses incurred by the company on account of your joining i.e. household goods movement, travel and accommodation etc.
- 15. Confidential Information.** During your employment with the Company, you will have access to certain information that is confidential and proprietary to the Company and/or to certain third parties with which the Company does business (“**Confidential Information**”). Such Confidential Information is critical to the business of the Company, and may exist in written, graphic, electronic, or other form. In consideration of your continued employment with the Company, you acknowledge and agree to forever hold the Confidential Information in the strictest confidence and trust. You shall not, without the prior written consent of the Board of Directors of the Company, directly or indirectly use, publish, disclose, or disseminate to any person or entity any Confidential Information at any time, during or after your employment, for any purpose except as necessary in the ordinary course of performing your duties with the Company.
- 16. Intellectual Property.** During your employment with the Company, you may, alone or jointly with others, conceive, develop, or otherwise reduce to practice intellectual property relating to the Company’s present or reasonably anticipated business (“**Intellectual Property**”). Intellectual Property includes but is not limited to ideas, concepts, creations, discoveries, inventions, know-how, trade secrets, trademarks, service marks, designs, utility models, tools, devices, models, methods, procedures, processes, systems, principles, algorithms, works of authorship, flowcharts, drawings, computer programming code, databases, software programs (including source code), data, documents, manuals, records, memoranda, notes, and other Confidential Information, in either printed or machine-readable form, whether or not copyrightable or patentable. You acknowledge and agree that from its date of creation, all Intellectual Property and any portion thereof shall constitute “works made for hire” and shall be the sole and exclusive property of the Company, regardless of whether it was created by you during your regular working hours, and regardless of whether it was created on the Company’s premises. To the extent any Intellectual Property is not considered “works made for hire,” you hereby irrevocably, absolutely, and perpetually assign all worldwide rights, title, and interest in and to the Intellectual Property to the Company. You explicitly waive all moral and legal rights in the Intellectual Property. You further agree that during and after the term of your employment with the Company, you will assist the Company as needed, at the Company’s expense, to secure and maintain the Company’s rights to the Intellectual Property, and to vest the Company with full title and rights to the Intellectual Property. You represent and warrant that you shall not violate the intellectual property rights of any third party in the course of your employment with the Company. If the Company is held liable for the violation of any intellectual property rights by you, you agree to indemnify the Company against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney’s fees and resulting court fees.
- 17. Termination of Employment:**
 - a. Notice of Termination.** Your continued employment is at the sole discretion of the Company. After confirmation, either you or the Company may terminate your employment relationship upon **1 (one)** month’s written notice and during the Probation period it will be 15days. The Company may also, at its option, terminate your employment at any time by providing you with salary in lieu of notice which

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shall be in proportion to the balance of the Notice Period subject to completing all exit formalities and a no dues declaration to be signed by the you.

If you give the Company notice of termination of employment, the Company may, at its sole discretion, permit you to leave service during the Notice Period, but subject to a prorated gross salary amount for the balance of the Notice Period being paid by you to the Company.

During the aforesaid Notice Period, whether such notice is given by you or the Company, the Company may require you to serve all or part of the Notice Period from your home and the Company shall be under no obligation to provide you with any work to be done for the Company during such period. All terms and conditions of your employment will continue to apply during such Notice Period.

Until your service with the Company ends, you shall remain responsible for the satisfactory completion of all existing duties and obligations set forth in this letter.

- b. **Termination for Cause.** Notwithstanding anything contained in sub-clause (a) above, the Company reserves the right to terminate your employment without any notice or payment in lieu of notice if you breach any of the terms and conditions of your employment, including:
- a. Violation of any of the Company's policies, including but not limited to the [Code of Business Conduct];
 - b. Willful insubordination or disobedience.
 - c. Actions or omissions that cause or contribute to a material deterioration in the business of the Company, or that otherwise materially disrupt the Company's business or affairs;
 - d. Negligence of duties or underperformance
 - e. Abandonment of work or failure to return from an approved leave of absence;
 - f. Abuse of authority;
 - g. Fraudulent or dishonest conduct; or
 - h. Commission, indictment, conviction, or admission of crimes involving theft, fraud, violence, or moral turpitude, or in connection with any financial, business, or commercial enterprise or transaction.
- c. If your employment comes to an end for whatever reason, you shall have no right to receive any further compensation including but not restricted to any redundancy pay, other than accrued salary, leave encashment and approved but unreimbursed expenses or statutory benefits that are owed to you as of the date of cessation of services.
- d. **Return of Company Property:** Upon termination of your employment or when so requested by the Company, you shall immediately return to the Company all assets and properties of the Company in your possession or control, including all Confidential Information, Intellectual Property, and any copies thereof. You understand and agree that until such time as all Company property is returned, the Company shall be entitled to set off and deduct the full value of the said property/properties calculated at its then replacement value from the remuneration or other dues owed to you by the Company. You also recognize and agree that Company is entitled to set off and deduct for any loss or damage to Company property on account of your misuse or willful or gross negligence.
- e. **Authorization to Notify New Employer.** You acknowledge and agree that in the event of the termination of your employment with the Company, the Company may notify your new employer of

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your continuing obligations under this letter, including your obligations regarding confidentiality, intellectual property, and non-solicitation.

f. **Survival.** Termination of this agreement shall not affect those provisions hereof that by their nature are intended to survive such termination.

18. **Non-Compete.** In consideration of the compensation/ remuneration payable to you under this letter, you will not, at any time prior to the expiry of a period of **[6 (six)]** months from the date of cessation of your employment, directly or indirectly engage in any activities, within or outside of India, that are competitive with any business conducted by the Company.
19. **Non-Solicitation.** During your employment with the Company and for a period of [6 (six) months] thereafter, you shall not, directly or indirectly, solicit or encourage any person or party with or with respect to whom the Company has a direct or indirect exclusive contractual or employment arrangement, to enter into or become the subject of any direct or indirect contractual or employment arrangement with you or with any third party, business or enterprise with which you are or may become directly or indirectly affiliated.
20. **Acknowledgement of Reasonable Limits.** You agree and acknowledge that the non-compete and non-solicitation obligations set forth in this letter are reasonable and fair, and will not materially impair your ability to earn a livelihood.
21. **Non-Disparagement.** During your employment and after its termination, you shall not directly or indirectly disparage the Company in any way, or make negative, derogatory, or untrue statements about the business activities of the Company or its directors, managers, officers, employees, affiliates, agents, or representatives.
22. **Indebtedness.** If, during your employment with the Company, you become indebted to the Company for any reason, the Company may, in its sole discretion, set off any sums due to the Company against the compensation payable to you, and to collect any remaining balance from you.
23. **Injunctive Relief.** You acknowledge and agree that if you violate any of the material terms of this letter, the Company will suffer irreparable injury and damages, the amount of which cannot be adequately remedied by or measured in monetary terms. Thus, you hereby agree that the Company shall be entitled to injunctive relief, in addition to any other remedy available at law or equity, in the event you violate any of the terms or conditions of this letter.
24. **Entire Agreement.** This letter constitutes the entire agreement between you and the Company, and supersedes all discussions, preliminary agreements, and all prior or contemporaneous discussions and understandings in connection with your employment with the Company. No change, modification or termination of any of the terms, provisions, or conditions of this letter shall be effective unless made in writing and signed by both you and the Company.
25. **Waiver.** Save and except as expressly provided in this agreement, no exercise, or failure to exercise, or delay in exercising any right, power or remedy vested in this agreement shall constitute a waiver by that party of that or any other right, remedy or power.
26. **Severability:** If any provision of this letter is held to be unenforceable by a court, the remaining provisions shall remain valid, binding and in full force to the maximum extent possible. If a court determines that any portion of this letter is overbroad or unreasonable, such provision shall be given effect to the maximum extent possible by narrowing or enforcing in part that aspect of the provision found overbroad or unenforceable.

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27. Appointment in Good Faith:

6.1 It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment. The company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein. The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

6.2 Your appointment is being made on the basis of your particulars such as antecedents and qualifications, etc. as furnished in your application for employment and in case, at any stage, any information as given by you is found to be false, incorrect, your appointment will be deemed void ab-initio and liable for termination without any notice or salary in lieu of notice.

Again, we are delighted to offer you this position at the Company. After reviewing this letter, if you accept the terms of the Company's offer of employment, please sign and return the duplicate of this letter as confirmation. In the meantime, if you have any further questions, please feel free to contact us. On behalf of the Company, I would like to extend a very warm welcome and look forward to working with you.

**Yours Sincerely,
For Axelia Solutions Pvt. Ltd.**



**Meenakshi Ganeshan
Manager - Human Resource**

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12-Jul-2021

To
Ansari Muzammil

Annexure I

Fixed Salary Component (A)	Monthly (Rs.)	Annual (Rs.)
Basic	10500	126000
House Rent Allowance	5250	63000
Statutory Bonus	2100	25200
Leave Travel Allowance	0	0
Education Allowance	200	2400
Supplementary Allowance	5950	71400
Reimbursement Component (B)	Monthly (Rs.)	Annual (Rs.)
Books & Periodicals	0	0
Fuel & Maintenance Reimbursement	0	0
Driver Salary	0	0
Telephone & Internet Reimbursement	0	0
Funding Professional Education	0	0
Gadgets for Personal & Professional Use	0	0
Gross (A+B)	24000	288000

Employer Contributions (C)	Monthly (Rs.)	Annual (Rs.)
Employer PF	1800	21600
Employer ESIC	0	0
Total Employer Contribution	1800	21600

Salary Total (A+B+C)	25800	309600
Annual Fixed Bonus	0	0
Annual Performance Bonus	0	0
Cost to Company	25800	309600

Statutory Deductions From Gross	Monthly (Rs.)	Annual (Rs.)
Employee PF	1800	21600
Employee ESI	0	0
Professional Tax	200	2400
Total Deductions	2000	24000
<i>Statutory deductions will be as applicable*</i>		

Components Exclusive of CTC

Medical Insurance: You shall be eligible for Group Medical Insurance as per the company policy

Yours Sincerely,
For Axelia Solutions Pvt. Ltd.




Meenakshi Ganeshan
Manager - Human Resource

DATE: 08/04/2021

OFFER ID: 53802-147196-112428

Mr. Arbaz Khan Anees Khan
House Number 82
Line No 1 Aayesh Nagar, Main Road
Malegaon Maharashtra - 423203

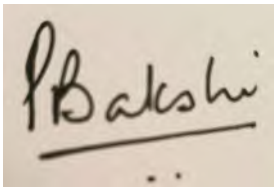
Dear Arbaz Khan,

Welcome to Cipla!

Over the last eight decades, Cipla has been built on the foundation of care. With our pioneering work in the Indian Pharmaceutical industry, we have become the preferred choice of doctors, patients and employees. We have a **strong legacy** and we are all set for a **stronger future**. We welcome you in our journey as we progressively transcend into an integrated, forward looking and agile organisation with "*Caring for Life*" at its core.

We look forward to working with you and wish you a rewarding career with us.

Warm regards,

A handwritten signature in black ink on a light-colored background. The signature reads "P. Bakshi" with a horizontal line underneath the name.

Pallavi Bakshi
Chief Talent Officer

Form A
(Rule 22 (1))
LETTER OF APPOINTMENT

08/04/2021

Mr. Arbaz Khan Anees Khan
House Number 82
Line No 1 Aayesh Nagar, Main Road
Malegaon Maharashtra - 423203

Dear Arbaz Khan,

Welcome aboard!

We are delighted to offer you the position of **Assistant Manager - C I** in our **India Business Prescription Sales** team at Cipla based in **Malegaon**. **You will be assigned a role of "Therapy Manager"**. Your scheduled date of employment with us will be 06/04/2021.

Here are the terms and conditions of our offer:

1. Your Total Salary will be Rs.20000/- per month. The details of the salary are provided in Annexure A.
2. You will be eligible for various benefits like Leave, Health Insurance and Group Life Insurance etc. of the Company. You can know more about the same on the sambandh portal. You will be eligible for further review of the emoluments as per the Company Policy.
3. Your services are transferable to any of the existing establishments / location of the Company as well as to any new establishments / locations that may be set up by the Company in future at the discretion of the Company without any extra remuneration. You are also liable to be transferred from one department to another department at the discretion of the Company.
4. You will be governed by all the rules and regulations of the Company including for employment, hours of work, holidays, discipline and general work practices applicable to the establishment / Location where you are posted for work and as amended from time to time. For details of the rules, please visit the Cipla HR site or seek assistance of the Human Resource department.
5. As a member of the management team, you will be responsible for supervising the promotion of company's business in the territory assigned to you. Since your role will be mainly managerial and administrative in nature involving exercise of judgement and discretion in dealing with customers and other outsiders, you are expected to operate with a high level of diligence and trust. You may also be required to supervise the work of employees if assigned to report to you.

Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatro Kadam Marg, Lower Parel, Mumbai-400 013
Phone +91 22 24826000 Fax +91 22 24826120 E-mail contactus@cipla.com Website www.cipla.com
Corporate Identity Number L24239MH1935PLC002380

6. In the course of your employment, you may be given samples of our products, promotional materials, stationery and other materials for the purpose of being used while in employment. You shall be responsible for the safekeeping, appropriate usage and rendering account of such materials in your possession. You are requested to sign the enclosed undertaking and return it to the Human Resource Department. In the event of your employment coming to an end, you shall return all such materials with proper accounting and reconciliation before you are relieved from the services of the company. In case you fail to account for and return such materials within seven days of your employment coming to an end.
7. As per the policy of the Company, we expect all our full-time employees to devote their full-time attention and effort to the business of the Company and to continuously develop their professional skills in the mutual interest of the individual as well as the Company. We clearly disapprove of any employee directly or indirectly engaging himself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. The only exception that is permitted in this regard is honorary services that may be rendered by the employee on a reasonable and part-time basis, without interfering with the responsibilities entrusted to him by the Company, in regard to :
 - a. Social & Community Services
 - b. Professional Services
 - c. Sports and Welfare
 - d. Educational Activities

If however, any of these activities are proposed to be taken up, prior written permission of the Company should be obtained.

8. We would like you to be conscious of possible conflict of interest in cases where an employee may also own holdings of interest in a firm or corporation or a like, which supplies or offers to supply goods or services to us. Such interest may not necessarily be financial but also personal. You are required to disclose to us, to the best of your knowledge, your interest, if any, in any firm, or corporation or suppliers or a like with whom the Company deals. So also, you are required to voluntarily disclose any such interest that may arise in future.
9. Our operations, as you know, are subject to application of various laws. It, therefore, becomes necessary that you are fully aware of the implications of various laws that are applicable to the responsibility you are handling. Nevertheless, it is mentioned that compliance of law applicable to your assignment is your personal responsibility and you have to make sure that there is no cause whatsoever of violation of any of these laws. You should seek help of your superiors or the Company Secretary as and when necessary.
10. During your tenure with the Company you will come across various information including but not limited to information pertaining directly or indirectly to any commercial or manufacturing activity, research, development, finance, business, property, contract, method, working process, trade secret, transaction or affairs of the Company. All the aforesaid belongs solely to the Company. During your employment with the Company and/or after you cease to be in employment of the Company for any reason whatsoever, you shall not use any information of the Company for your benefit or for any third party, disclose to any person, firm or Company any of the aforementioned information, except as authorized in writing by the Company or as ordered by a court of competent jurisdiction. Under this covenant, the disclosure shall include but not limited to demonstrating, lecturing upon, publishing or divulging technical information, know-how, recipe, formula, process, research, result, method, specifications of any materials or of any machinery, design, layout or arrangement of plant or equipment composition, ideas or any other knowledge, information or document whatsoever which you may have acquired during the course of or incidental to your employment with the Company.

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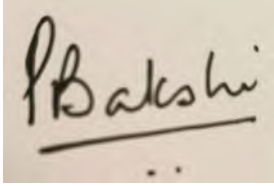
11. In the event of your acting in any manner contrary to or in breach of this engagement letter during the course of your employment with the Company or thereafter, the Company will be at the liberty to initiate appropriate action to safeguard the interest of the Company.
12. You must always act in the best interest of the Company and respect all property, material and documentation of the Company. You shall be solely responsible for the manner in which you will perform your services.
13. Further during the course of your employment with the Company and whether or not during your hours of employment and whether or not with the use of Company's facilities, materials or personnel, you either alone or jointly with any other person/persons in the service of the Company, conceive, make or devise any invention, discovery, process or improvement (whether patentable or not) or compile any data relating to any research, development, technique, method of manufacture, process, appliance, machinery or project now used, made or dealt in by the Company or hereafter to be used made or dealt in by the Company or which may be substituted for or used in conjunction with any research, development, technique, method of manufacture, process, appliance, machinery or project now or to be hereafter used, made or dealt in by the Company or suggested by or resulting in any task assigned to you or work performed by you for or on behalf of the Company, the following provisions shall have effect:
 - a. You shall disclose fully to the Company such invention, discovery, process, improvement or data and shall deliver to the Company a complete description of the nature of any such invention or process or improvement and the mode of operating and using the same and all papers, working drawings, statistics, formula or specifications relating thereto, which may be in your control, possession or custody.
 - b. Make any statement/s on behalf of the Company to press, media or any third party, without the express prior written consent of the Company;
 - c. You hereby agree that the right, title and interest in such inventions, improvements and ideas shall belong to the Company. You shall, if and whenever required by the Company, execute, acknowledge and deliver all such papers and documents and do and perform all such acts, deeds and things as may be necessary, desirable or requisite in the opinion of the Company for enabling the Company to make applications for obtaining and registering Patents in India and in any and all other countries and for publishing or otherwise protecting the said inventions, improvements and ideas and for vesting title to the said inventions, improvements, ideas and any Patents that may have been obtained in respect thereof absolutely in the Company.
 - d. You shall have no right whatsoever, in respect of the use of any such invention, discovery, improvement, process, data, techniques, methods or manufacture, appliances or machinery, whether during the continuance or after cessation of your employment with the Company for any reason whatsoever.
14. During the term of your employment, you shall not
 - a. Negotiate or enter into any oral or written contract, agreement or arrangement on behalf of or in the name of the Company, sign any cheques / checks on behalf of or authorize any payments by the Company, or otherwise bind the Company, without the express prior written consent of the Company.
 - b. Make any statement/s on behalf of the Company to press, media or any third party, without the express prior written consent of the Company.
 - c. Engage in any conduct, or cause the Company to engage in any conduct that would result in the Company's breach or violation of any agreement, law, ordinance or regulation.
15. You must not at any time misappropriate files or documents of any kind belonging to the Company or make copies, duplicates or excerpts of these for private or any other purposes unrelated to your employment.

16. Your date of birth as recorded by the Company on the basis of documentary evidence produced by you at the time of your appointment is 07/07/1996. You are requested to take note that this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company, and will not be changed under any circumstances.
17. As per the policy of the Company the age for superannuation is 60 years. You will be superannuated as on 06/07/2056
18. Your employment is subject to you being declared medically fit in the medical check-ups conducted by the Company at the time of your joining (through the medical test / declaration provided by you) and periodically thereafter. On being found medically unfit, your services are liable to be terminated.
19. You shall communicate to the Company any change in your address as well as personal status. All communications sent to you in the normal course on the address given by you shall be deemed to have been received by you.
20. You shall comply at your own expense with all applicable provisions of law and taxation. You agree to indemnify and hold the Company and its affiliates harmless from and against any and all such liabilities or claims including but not limited to interest assessed or penalty and reasonable attorneys fees incurred arising from your failure to comply with any legal compliance or to pay any taxes etc. In case of any claim against the Company in this regard, you shall indemnify the Company for the same.
21. You represent and warrant that you have not executed any secrecy, non-compete agreements or arrangements in the past, or with your previous employers. You further represent that you are not engaged in any litigation, arbitration or other proceedings or investigations that could reasonably be expected to have any adverse effect on your ability to honour this engagement in full.
22. During your engagement, you shall not directly or indirectly be working for, advising or employed in any competitive / other business. Further, you shall not directly or indirectly provide or offer or agree to provide (whether as employee or consultant, independent consultant, owner, officer, partner, principal, joint venture, share holder, director, member, manager, investor, agent or otherwise) to any business any service similar to any service that you are providing to the Company during the term. Also you undertake that you shall not interfere with, attempt to interfere with, or attempt to affect in any adverse manner relationship of the Company with any customer or third party that the Company is then doing business with or actively seeking to do business with or that the Company did business with or actively sought to do business with during the term.
23. You will not undertake either directly or indirectly any activity which is contrary to or inconsistent with your obligations to the Company or in the Company's interest.
24. Your services may be terminated by the Company for any breach of terms of appointment or where the Company finds that your services are not satisfactory or where the Company feels it is not in the interest of the Company to continue you in the employment, or for any other reason, by a notice of 30 days or by payment of one month salary in lieu of notice. If you desire to leave the services of the company a written notice of one month will have to be given by you or in the alternative you may pay to the company one month salary and seek to be relieved upon the company being able to take charge or make alternative arrangements within a reasonable time frame. However, the company has a right to waive the period of notice after adjusting the available leave eligibility to your credit, if any, and relieve you immediately on receipt of your notice, in which case no salary will be payable for the period of notice so waived.

25. Company shall be entitled to terminate your engagement with immediate effect without notice or payment in lieu, if you are guilty of serious misconduct or any other conduct which renders all further relations between us immediately and definitely impossible.
26. Upon termination of your employment with the Company for any reason whatsoever, you shall be bound to inform the Company the name, full address and such other particulars as may be required by the Company of the person, persons, firm, Company, body corporate or other organization with whom you propose to take up employment or be otherwise associated in business immediately after the termination of your services with the Company or at any time in future within a period of 3 months. The Company shall always have the right to draw specific attention of such employer(s) and/or associates of yours to the various provisions of this employment contract and in particular to your obligations and commitments as agreed upon by you.
27. On termination of your employment, you are required to deliver safely to the Company all documents, data, keys, stationery and items which are the Company's property which may be in your possession or under your control.
28. The Company reserves the right in its absolute discretion to deduct from your salary or other benefits payable to you or require payment from you any money which you directly or indirectly owe to the Company.
29. You shall not,
 - a. Exercise any competing activities, either by conducting your own business or by being employed by a competing company, which may damage the interests of the Company by using knowledge acquired from the Company for your own interests or for those of a competing company or
 - b. Solicit the custom of any person, firm or company who is or has at any time during the continuance of this Agreement been a customer of the Company for the purposes of offering to that person, firm or company goods or services similar to or competing with those of the business carried on by the Company. As compensatory indemnity, the Company shall pay you an amount equal to 6 months' gross salary, unless the Company renounces the application of the non-competition obligation within 15 days after the termination of your employment.
30. The Company expressly disclaims any liability including criminal liability which may arise to the Company as a result of any of your unlawful acts or deeds and you further agree to keep the Company indemnified against all claims and liabilities which may arise there under.
31. If one or more of the provisions in this Letter of Appointment are deemed void by law, then the remaining provisions will continue in full force and effect. Any dispute that may arise between the Company and you in relation to your employment with the Company shall be subject to Mumbai jurisdiction only.
32. This Letter of Appointment overrides all prior discussions, negotiations and communications made with you with regard to your employment with the Company and this Letter shall form a final basis of your employment with the Company.
33. The Annexure forms an integral part of this Letter of Appointment.

Once again, a warm welcome to the Cipla family!

For Cipla Ltd

A handwritten signature in black ink on a light-colored background. The signature reads "P. Bakshi" with a horizontal line underneath the name.

Pallavi Bakshi
Chief Talent Officer

I acknowledge that I have read, understood and agree to be bound by the terms and conditions. I have understood them and I hereby accept the employment on the said terms and conditions.

Signature of Employee:

Employee Code: 145378
Date:

Name: Arbaz Khan Anees Khan	Designation: Assistant Manager
Location: Malegaon	Department: India Business Prescription Sales

COMPONENTS	PER MONTH(RS)	PER ANNUM(RS)
BASIC	7000	84000
HOUSE RENT ALLOWANCE	3500	42000
BASKET OF ALLOWANCES	5768	69214
TOTAL A	16268	195214
PROVIDENT FUND	1532	18386
BONUS	2200	26400
TOTAL B	20000	240000
TOTAL CTC	20000	240000

In addition to the above you will get the following:

- Hospitalization benefits for self, spouse and 2 dependent children
- Group Life Insurance for Self
- Gratuity as per law

Date: 30-Jul-2021

To,

Emp Name: Balu Ankush Rathod
Emp Code: WF14745

We refer to your application and the subsequent interview you had with us and we are pleased to offer you the Designation of **Pharmacist**

- 1) Date of Joining: **19-Jul-2021**
- 2) You will be based at **Aurangabad**
- 3) **Emolument:** Your CTC package per month shall be Rs. **16538/-** inclusive of all allowances and statutory benefits.
- 4) **Annual increment:** You will be considered to the next annual increment on completion of one year of good service. The annual increment will not be automatic and will be at the sole discretion of the management. The amount of increment shall depend upon the management's evaluation of your work
- 5) **Probation:** It is to be clearly understood and agreed that you are appointed purely on probation for the period of 6 months from the date of appointment and the probation period may be extended or determined earlier at the discretion of the management. Your services will, however, be liable to be terminated without assigning any reasons till you are expressly confirmed in writing with the management.
- 6) **Confirmation:** On confirmation, the continuity of your services will be calculated from the date of your joining including the probation period for the purpose of calculation of P.L although the same will not be availed off during the probationary period.
- 7) **Termination of Employment:** A) During the probationary period your services are liable to be terminated at 24 hours' notice without assigning any reasons. B) After confirmation a calendar months' notice in writing or one month's notice pay on either side has to be given in case of discontinuation from services.
- 8) **Transfer / Secondment:** You will be required to work for any associated or subsidiary company on secondment or transfer either full time or part time and to work for the company or for any associated or subsidiary company as directed by the management. Also your services are liable to be transferred without any additional benefits or facilities from Mumbai to any of our branch offices which may be existing at the time of your appointment or may come into existence later on.
- 9) **Leave:** You shall be governed by the rules of the company in force.

Wellness Forever Medicare Private Limited

Corporate Office :
7th Floor, Wing 'A', Empire Plaza IT Park,
LBS Marg, Vikhroli West,
Mumbai - 400083.
Tel. : +91-22-4354 1717

CIN : U24239MH2008PTC178558

info@wellnessforever.in
www.wellnessforever.in



Registered Office :
7th Floor, Wing 'A', Empire Plaza IT Park,
LBS Marg, Vikhroli West,
Mumbai - 400083.
Tel. : +91-22-4354 1717



Mankind 
Serving Life



Dhananjay Haribhau Kharat

H.Q	:	Aurangabad (mah)
Designation	:	Scientific Sales Trainee
Employee Code	:	10025015
Division	:	Curis
State	:	Maharashtra
Blood Group	:	
Date of Issue	:	03-Aug-2020
Valid Up To	:	02-Aug-2021

Sun Pharmaceutical Industries Ltd.

Survey No. 259/15,
DADRA-396 191 (U.T. of D. & N.H), INDIA.
Tel.: (91-260) 2669060,2669061,2669062/6655100
Fax : (91-260) 2669060
Website : www.sunpharma.com
CIN : L24230GJ1993PLC019050



SPIL/COR/HRD/24510/20
August 1, 2020

Mr Dhiraj M Tayade
At - Girda
Taluka - Karanja Lad
District - Washim - 444 105
Maharashtra

Dear Mr Dhiraj M Tayade,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Officer - Production** in the **G12C** grade in our organization to be based at **Dadra**.

This offer is contingent upon successful completion of a Background Check, including a check of your employment references, education, criminal check etc . This offer can be rescinded, and/or your employment terminated, based upon data received in the verification.

Our formal appointment letter giving detailed terms and conditions of your employment shall be issued upon your joining duty, subject to finding your educational and professional documents accurate as mentioned in Personal Information Form, your providing us with a relieving letter from your present organisation and you being found medically fit after examination by a medical practitioner not less than MBBS.

The detail of medical tests to be conducted and requirement documents at time of joining are given in the separately enclosed letters.

Please sign the duplicate copy of offer letter indicating your acceptance and date of joining and return the same to us for our records.

With best wishes
Yours sincerely
For **SUN PHARMACEUTICAL INDUSTRIES LTD.**



हॉटेल संतयोग बियर बार अॅण्ड फॅमिली रेस्टॉरंट

प्रोप्रा. गजानन मोहिते

मो. ८२७५३८८८८९, ९७६३०४७८०९



पत्ता : अंधारी, ता. सिल्लोड, जि. संभाजीनगर



FDC Limited

MANUFACTURERS & EXPORTERS OF FOODS, DRUGS & CHEMICALS

REF : SPE:MS:PSB:OFFER - LTR:2020
DATE : 31.01.2020

Mr. GANESH SUBHASHRAO UGALE
AURANGABAD
MOB : 9921582723

Dear Mr. Ugale,

With reference to your application dated 20.01.2020 and the subsequent interviews you had with us, we are pleased to offer you the post of "**TERRITORY MANAGER - AURANGABAD-2 (SPECTRA 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 **03.02.2020**.

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
ASSISTANT GENERAL MANAGER
HUMAN RESOURCES

Wednesday, 30 September 2020

To,
Gopal Ghongade
At Post : Pahur Kasbe,
Tal : Jamner
Dist : Jalgaon, Jalgaon- 424205
Maharashtra , India
9021510211
gopalghongade795@gamil.com

Dear Gopal ,

We are pleased to offer you the position of **Technical Supervisor** subject to the following terms and conditions:

1. This position will be based at **Dholka** in **Factory 1** department.
2. You will be paid compensation as mutually discussed and agreed upon.
3. As discussed during the interview, kindly ensure that you fix up your accommodation and shift your family at new location before joining with us.
4. This appointment as **Technical Supervisor** is subject to your being found medically fit. Kindly get yourself examined by a registered medical practitioner and bring along your medical examination report duly complete as per the **Annexure 2** on your joining date.
5. Kindly arrange to send the copy of the resignation letter submitted to your present employer.
6. Please note that this offer letter is valid till **Monday, 19 October 2020** for joining the services of **Cadila Pharmaceuticals Ltd** failing which the offer will stand withdrawn.
7. We will issue you regular appointment letter with details on the actual date of your joining.

You are requested to return the duplicate copy of this offer as a token of your acceptance and confirm the exact date of your joining with our organisation.

We are happy to welcome you to be a member of **Cadila Pharmaceuticals Ltd** family.

With Best Wishes,



Authorised Signatory
HUMAN RESOURCES

Annexure-1

Name	Gopal Ghongade
Division	Factory 1
Business Unit	Manufacturing - Dholka (10000001)
Department	Coating
Sub-Department	Coating
Grade	P7
Designation	Technical Supervisor
Location	Dholka

Compensation Break Up	Per Month	Per Annum
Basic	8625	103500
House Rent Allowance	3450	41400
Professional Pursuit Allowance [^]	4312	51740
Fixed Compensation (A)	16387	196640
Employer PF Contribution*	1035	12420
Gratuity*	345	4140
Bonus / Ex-Gratia*	1400	16800
Total Retirals (B)	2780	33360
Total Fixed Pay (A+B)	19167	230000

Important Points to be Noted:

- *Provident fund, Gratuity and other statutory benefits payable as per the rules of Act and guidelines published by company will be in force from time to time. Superannuation will be payable on completion of continuous service and contribution of 5 years.
- Mobile Reimbursements and Medical Insurance will be applicable as per Company Policy.
- Income Tax / Prof. Tax / any other cess / tax levied by Central / State Govt. shall be deducted at source, as applicable for the time being.
- [^]Flexi-pay components with monthly entitlements under PPA. All components are voluntary as per employee's choice for Tax saving purposes only, can be opted at the time of on-boarding.

[Signature]
 05/10/2020
 Recruiter

[Signature]
 06/10/2020
 Head Recruitment

[Signature]
 Head HR

Accepted by:
 Signature:
 Date:
 Place:

Annexure - 2
CADILA PHARMACEUTICALS LIMITED
MEDICAL FITNESS CERTIFICATE

NAME							
AGE	SEX	Height (cm)			Weight (Kg)		
Chest inspiration (cm)				Chest expiration (cm)			
Eyes & Vision	LE		RE		Colour Perception		
Cardio-vascular system							
Blood pressure							
Respiratory System							
Alimentary System							
Cardio-vascular system							
ENT and skin							
Blood Group							
Genral Condition and condition of extremities							
Genito-Urninary system							
Identification mark							
Remarks							
RECOMMENDATION:		Good		Fair		Poor	
MEDICALLY :		Accepted		Rejected			
Name of the Doctor				Reg. No			
Address						Seal	
Email				Mobile			
Phone (O)				Phone			

Date: _____

Place _____

Signature _____

SUBJECT TO AURANGABAD JURISDICTION
APPOINTMENT ORDER

Mr. Govind Atmaram Parhad

At/Post: Mera Bk.,
Tal: Chikhli,
Dist: Buldhana – 443 201.

Dear Mr. Parhad,

We are pleased to inform you that on successfully completion of your Apprentice period with us, you are being offered as regular employment in our organization as '**Asst. Officer – Quality Assurance**' in Grade .E1 w.e.f. **Jan 01, 2022**. 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.

Durga Medical Store

Near Bustand Road Mandvi

License No.: 20NAD238955 21NAD238956

Contact no.: 9923063693

e-mail Id: ishwarsag.04@gmail.com

Dear Mr. Ishwar A Sagpelliwar

I am delighted to extend this offer of employment for the position of Pharmacist in our Chemists & Druggists unit.

Brief description of your job is as follows

1. Inventory control
2. Dispensing
3. Patient counseling
4. Documentation maintenance

- You will be paid consolidated salary of Rs. 12000/- (Twelve thousand rupees only) per month.
- You are entitled for 12 casual leaves and 10 Medical Leaves per year.

You are expected to accept this offer letter and join the working at the earliest.

Sign of Head of organization



Mr. Manohar K Rathod

Pharmacist Reg. No.192194 (Ishwar A Sagpelliwar)

Stamp





DIL/HR-KCO/Pharma/908586

Date: November 9, 2021

Mr. Maruti Shridhar Bibve
S. No. 95/4a, H.No. 301,
Mahadev Nagar, Haveli, Manjari Bk,
Pune, Maharashtra- 412307

Sub: Your Appointment as "Business Executive" in Fem Pharma Division

Dear Mr. Bibve,

This has reference to your application for employment and the subsequent discussions with us. We are pleased to inform you that you have been appointed in our organization as **"Business Executive"** in Fem Pharma Division w.e.f **November 9, 2021** on the following terms and conditions-

1. Your Compensation and other benefits will be as per the enclosed sheet.
2. You will be eligible to join the membership of Provident Fund as per provisions of the 'Employees' Provident Funds and Miscellaneous Provisions Act, 1952'
3. You will be eligible for Gratuity payment as per provisions of the 'Payment of Gratuity Act, 1972.'
4. Your initial place of posting will be **Pune**. However, you are liable to be transferred to any place of business of the company in India or abroad, whether existing or acquired later on with or without any change in salary.
5. You will be on probation for a period of six months from the date of your joining the Company. This period of probation may be extended or curtailed at the sole discretion of the company. During probation either party shall have the right to terminate services either by giving one month's notice in writing or one month's salary (all the components mentioned in the earning side of the salary slip) as compensation in lieu thereof.

Page 1 of 4

IDEAL COACHING CLASSES

Keshav nagar, ghatpuri road, khamgaon

**Admission open for class
11th 12th Science**

**ADMISSIONS
OPEN.**

Subject - Physics, Chemistry, Maths and Biology

CAPSULE +
INDIVIDUAL BATCHES

**MHT-CET, NEET, JEE AND STATE BOARD
EXAM PREPARATION**

*Batches
started from
25 April 2022*

EXCELLENT
TEAM IN
KHAMGAON.
100% RESULT
SINCE LAST 4
YEARS

FACULTY :

1. Parikshit zadokar sir (15 year exp) (physics)
2. Raj rathi sir (9 yr exp) (chemistry)
3. Shubham kale sir (7 yr exp) (Maths)
4. Mayur patekhede sir (6 yr exp) (Biology)

Remember : if you fail to plan, then you plan to fail

CONTACT : MAYUR SIR (7020619352)

पत्ता: केशव नगर, आई साहेब मंगल कार्यालय जवळ, घाटपुरी रोड, खामगाव





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]



MAYUR VIJAY RATHI

1.

MAYUR VIJAY RATHI

PROPRIETOR of RATHI MEDICAL 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

**PROP NO OLD 497/1,498/1 ,498/3 ,BASEMENT ,SHOP NO 1 ,
NEAR GRAMPANCHAYAT KARYALAYA , LAKHANWADA**

Tal : KHAMGAON (BULDANA)

Pin : 444303 Phone: 9922797998 Mobile: 9922797998

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 : **23.Mar-2020** to **22.Mar-2025** Area : **15.04 SqMts**

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

RP-265056 - MAYUR VIJAY RATHI(BPH)

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

e-Signed on 23/03/2020 16:54:42

TPAV # 79HI28A7KV



MAYUR VIJAY RATHI (R.P)

Licence no: MH-BUL-365019

On: 23.Mar-2020



(Signature)

GAJANAN PRALHAD GHIRKE

**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 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 Dtls - 172381~RATHI MEDICAL STORES~MAYUR VIJAY RATHI~PROP NO OLD 471/1,498/1 ,498/3 ,BASEMENT ,SHOP NO 1 ,~NEAR

This License/Certificate is eSIGNED.

Physical Signature is NOT Required.

District	FDA File No	Type:Fresh License	Form [21] Licence No	Old LIC No
BULDANA	172381	FRE-810415-20/03/2020	MH-BUL-365019	-

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

23/03/20



Guru Krupa Medical and General Store

Jaystambh Chowk Chowk, Chikhli Dist: Buldana

Date: 12th Dec. 2019

Dear Mr. Mohd. Azharuddin

I am delighted to extend this offer of employment for the position of Trainee Pharmacist in our Chemists & Druggists unit.

Brief description of your job is as follows

5. Inventory control
 6. Dispensing
 7. Patient counseling
 8. Documentation maintenance
- You will be paid consolidated salary of Rs. 12000/- (Twelve thousand rupees only) per month.
 - You are entitled for 12 casual leaves and 10 Medical Leaves per year.

You are expected to accept this offer letter and join the working at the earliest.



Sign of Head of organization

Gurukrupa Medical & Gen. Stores
Jaystambh Chowk Chikhali

8975001381



January 02, 2020
Mr. Mohammad Shahbaz Mohammad Aijas
ASCENDER - Mumbai
HQ: Mumbai

Subject: Offer Letter

Dear Mr. Mohammad Shahbaz Mohammad Aijas

With reference to the interview you had with us, as mutually agreed, we are pleased to offer you the post of **MARKETING TRAINEE at MT Grade** in our **ASCENDER** division based at **Mumbai** .

You are requested to submit the following on date of your joining:

- a. Copy of your resignation with your present employer, duly acknowledged by your superior.
- b. Two passport size photograph
- c. Copy of resignation acceptance letter from present employer (may be submitted at the time of joining)

You shall be paid gross remuneration of **Rs.245,000 /-** per annum inclusive of Provident Fund, Bonus, Gratuity, ESIC, etc. given to employees as per rules.

You are requested to join Company on or before **03.01.2020**.

Please contact **Mr Moiz Firoz Dohadwala**, Sr.Regional Sales Manager-Mumbai, mobile no. **9004388035** for further guidance.

The Appointment letter will be given to you on your joining the Company. Your appointment is subject to following:

- a. Submission of your medical fitness certificate on joining duties.
- b. Reference check.
- c. No Criminal records.
- d. Validation of all the submitted documents.

Kindly return the duly signed copy of this letter in acceptance of the offer.

Wishing you all the very best.

Yours faithfully,

FOR LUPIN LIMITED

Moreska Sequeira
Executive-HR

Enclosed: Remuneration structure

LUPIN LIMITED

Registered Office: 3rd Floor, Kalpataru Inspire, Off W.E. Highway, Santacruz(East), Mumbai - 400055 India.
Tel: (91-22) 6640 2323 Corporate Identity Number: L24100MH1983PLC029442 www.lupin.com

LUPIN LIMITED

REMUNERATION STRUCTURE



Mr. Mohammad Shahbaz Mohammad Aijas

Grade	MT	
DESIGNATION	MARKETING TRAINEE	
	PM(Rs)	PA(Rs)
BASIC	15,031	180,372
ADHOC ALLOWANCE	218	2,620
GROSS MONTHLY	15,249	182,992
PROVIDENT FUND (12%) OF BASIC		21,645
GRATUITY (4.81%) OF BASIC		8,676
ESIC (3.25 GROSS SALARY)		5,947
TOTAL RETIRALS		36,268
TOTAL FIXED CTC		219,260
BONUS / EXGRATIA		25,740
COST TO COMPANY		245,000

1. In-addition to the above, you will be covered under the following Schemes as per Company Policy:

- A. Medclaim: This Policy covers self, spouse, two children and dependent parents, subject to a limit of Rs 125,000 /-
- B. Group Accident Insurance: The Insurance coverage for your grade is Rs. 1,000,000 /-.

2. All payments are subject to the provisions of Income Tax Act.

Moreska Sequeira
Executive-HR

PRASAD MEDICAL

Mahalaxmi complex, buldanaroad, Nandura

License No.: 187386

Contact no.: 9604609051

Date : 5/01/2021

e-mail Id: kingenitin2013@gmail .co

Dear Mr. Nitin kinge

I am delighted to extend this offer of employment for the position of Pharmacist in our Chemists & Druggists unit.

Brief description of your job is as follows

1. Inventory control
 2. Dispensing
 3. Patient counseling
 4. Documentation maintenance
- You will be paid consolidated salary of Rs. 15000/- (fifteen thousand rupees only) per month.
 - You are entitled for 12 casual leaves and 10 Medical Leaves per year.

You are expected to accept this offer letter and join the working at the earliest.

प्रसाद मेडीकल

दुकान नं.1, बुलढाणा रोड, नांदुरा

मो.9604609051.

Sign of Head of organization

Chetanyu



FDC Limited

MANUFACTURERS & EXPORTERS OF FOODS, DRUGS & CHEMICALS

REF : VIS:DR:PSB:OFFER - LTR:2020

DATE : 03.07.2020

Mr. NITIN RAMESH SONUNE

MOB : 9503107402

Dear Mr. Sonune,

With reference to your application dated 02.07.2020 and the subsequent interviews you had with us, we are pleased to offer you the post of **"TERRITORY MANAGER - AURANGABAD-4 (VISTA 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 **06.07.2020**.

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. This offer of appointment is subject to successful completion of your training program. You have to attend online training program from 06.07.2020, the details of which will be provided to you shortly.**

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

**DEBASHISH ROY
VICE PRESIDENT
HUMAN RESOURCES**

CORPORATE OFFICE

142-48, S. V. Road, Jogeshwan (W), Mumbai - 400 102, INDIA
Tel: +91-22-6291 7900 / 950 / 2678 0652 / 2653 / 2656 * Fax : +91-22-2677 3462
E-mail : fdc@fdcindia.com * Website : www.fdcindia.com

REGISTERED OFFICE

B-8, M.I.D.C. Industrial Area, Waluj - 431 136, Dist. Aurangabad, INDIA
Tel: 0240-265 4407 / 255 4299 / 255 4967 * Fax : 0240-255 4299
E-mail : waluj@fdcindia.com * CIN : L24239MH1940PLC003176



Intimation Letter

To,
SHRI SAMARTH MEDICOS
SHOP NO 1, PROP NO 892,
NEAR POLICE STATION, BULDANA ROAD
DHAD - 443006
Taluka: BULDANA District: BULDANA
I/C Person: PAVAN RAJENDRA SONUNE (Mobile: 9657510451)

Fresh License
Firm Id : 194204



PAVAN RAJENDRA SONUNE

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:-927665, Dated:- 03/06/2021, Inw ID:- 927665

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

No	Name	Sex	Join Date	Regn No.	Inw-ID
1	R-P / PAVAN RAJENDRA SONUNE (PRO)	Male	21/05/2021	288189	927665
2	DIR / PAVAN RAJENDRA SONUNE (PRO)	Male	21/05/2021	PAN~*****765E	927665

Lic	License No.	Issue From	Retained From	Retained Upto	Old LIC No
20	426054	14/06/2021		13/06/2026	-
20B	426056	14/06/2021		13/06/2026	-
20C	426058	14/06/2021		13/06/2026	-
20D	426059	14/06/2021		13/06/2026	-
21	426055	14/06/2021		13/06/2026	-
21B	426057	14/06/2021		13/06/2026	-

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

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

The above mentioned licences are sent herewith.


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

Kindly acknowledge the receipt of this letter.



e-Signed on 14/06/2021 11:51:12

TPAV # 72C912V9PI


ASHOK TUKARAM BARDE
Assistant Commissioner
Food & Drugs Administration
BULDHANA Circle

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

APL/PTN/HR/2020-21/11999/691
Nov 30, 2020**SUBJECT TO AURANGABAD JURISDICTION****APPOINTMENT ORDER****Mr. Pradeep Fakirba Fadat**

At/Post: Khamkhedam,

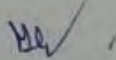
Tal: Jafrabad,

Dist: Jalna - 431 206.

Dear Mr. Fadat,

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. **Dec 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.





GeBBS Candidate Registration



Inbox



gebbscareer@gebbs.c... 04/08/2021
to me ^



From gebbscareer@gebbs.com

To Pranalivanere42@gmail.com

Date 4 Aug 2021, 8:45 pm



Standard encryption (TLS).
[See security details](#)

Your Selection Process With **Gebbs**
Completed.

Your Candidate Id : **13830**

Please click below to complete RCM
Training

RCM Training1

Please click below to complete **Gebbs**
Induction

Admin Login



Imagine. Innovate

Ref No. TPL/AL/MKTG/334-20/102020

Date: - 13-10-2020

H.Q:- PUNE

DIV:-SPEKTRA

CODE:-12035

Welcome!

Dear Mr.SANTOSH MAROTRAO INGOLE,

Further to the interview you had with our organization we are pleased to offer you the position of BE. Troikaa is one of the fastest growing Pharmaceutical companies in India, where we attach utmost significance to the human resources and firmly believe that our people are our strength. You are selected for employment based on your competency, experience and potential for growth that appears to match the qualities we look for in an employee. We are looking forward to seeing you grow in our organization with sincerity, dedication and commitment towards your job. We are sure that you will find your work quite rewarding, challenging, and meaningful.

The keys to your success inter-alia, will be being dependable, reliable, attentive, showing openness, follow-through, supervision, documentation and following the policies and procedures of the company. While adhering to these aspects you will be successful not only at your individual level, but the organization at large. Please take your time and review our yearly goals so that you can know what is expected and make a positive contribution.

As an organization, we have been steadfastly sowing the basics of **Innovation, Quality and Service** to reap excellence. Our products are being manufactured in the company's owned state of the art manufacturing facilities. Our people are equipped with basket of highly innovative products with a backing of science through quality print inputs and training from time to time. In recognition of the individual contribution, we felicitate every contributing member with suitable reward. Our reward system creates a healthy competition and sets high standards.

Wishing you all the best and looking forward to seeing you grow as an outstanding professional while enhancing the quality of service to the customers entrusted in your care.

As part of this offer, please find attached following documents:

1. Message from the desk of CMD Sir.
2. Appointment letter (Page no. 1 to 5) & CTC break up (Page 1)-Annexure-A
3. Job Functions (Page no 1 to 2)- Annexure-B
4. Service rules and regulation (page 1 to 6) -Annexure-C
5. ESIC Circular -Annexure-D
6. Medicare and other compensation policies
7. e-Pehchan Card.

For, Troikaa Pharmaceuticals Limited

K.M.Ramachandran

Sr. Vice President (Human Resource)

Troikaa Pharmaceuticals Limited

Letter of offer for Employment

Ref: HR/103/2021-22

Date: 25/06/2021

To,

Mr. Sevanand Chandane

At & Post: Mundefal, Hiwara Khurd,

Tal: Mehkar, Dist: Buldhana,

Maharashtra- 443304.

Sub: Offer for Employment

Dear Mr. Sevanand,

Subsequent to your final interview dated **18/06/2021**. We are pleased to inform you that you have been selected to join our organization on the terms and conditions that we had discussed

You are required to join on **01/07/2021**; you would be designated as Trainee - IPQA.

The above offer is based on the discussion and information provided by you. It may be withdrawn, if the information provided by you is incorrect.

We look forward to a long and mutually rewarding association.

WELCOME TO NEON FAMILY

Warm Regards

For Neon Laboratories Ltd.

Authorised Signatory

I accept the Offer

Name:

AARMAN SOLUTIONS PRIVATE LIMITED

03-Jan-2022

To,
SHADAB AHMAD SHAHADAT KHAN

Dear SHADAB AHMAD SHAHADAT KHAN,

Relying *inter alia* upon the representations made by you with regard to your academic education, background, work experience, we are pleased to offer you the position of **Customer Delight Officer - Pharmacist** with AARMAN SOLUTIONS PRIVATE LIMITED based in **Mumbai**. You will be expected to join on or before **03-Jan-2022**.

We are delighted to make you the following offer:

- 1. Position & Start Date:** You shall be employed as **Customer Delight Officer - Pharmacist**. You will report to such officer as the Company may designate from time to time. You will currently be working at the Company's office located in **Mumbai** or such other locations as may be determined by the Company from time to time. You may be required to travel to locations within or outside India as necessary to perform your work duties.
- 2. Compensation:** Your overall **CTC** would be **INR 309600/-**. The detail break up of your CTC is mentioned in **Annexure 1**. The CTC shall be structured in accordance with the Company's policies in force from time to time and in a manner as may be decided by the Company and communicated to you from time to time.
- 3. Probation period:** It is important to both of us that during your initial period of employment your ability to perform your duties would be carefully assessed. Accordingly, we have agreed that the first **one month** of employment represent a probationary period. In case of work and conduct are found to be satisfactory, you will be deemed confirmed at the end **one month** unless notified otherwise in writing. Unless stated otherwise, there would not be any change in your employment terms or conditions.
- 4. Successful Completion of Training.** You shall be undergoing a process and soft skills training during the initial days of your employment. At the end of this training program a performance assessment shall be conducted, and the results will be declared as per the existing established norms. The company invests significant amount of efforts and cost on such training programs and you will appreciate that in case you are not able to meet the required norms of the training program or not able to clear the aforesaid test/assessment, the Company shall not be able to engage your services productively. In such eventuality, the Company reserves the right to terminate your employment at its discretion without pay.
- 5. Incentive Bonus.** At the sole and absolute discretion of the Board, you may be eligible for a bonus in accordance parameters that are to be decided solely by the Board and/or in accordance with the Company's prevailing policy.
- 6. Benefits.** At the sole and absolute discretion of the Board/Company, you may be eligible to participate in the Company's incentive plan and other benefits in accordance with the Company's prevailing policy. Detailed information about your employment benefits will be provided to you on your Start Date.
- 7. Leave.** You shall be entitled to leave as per the Company policy from time to time.

CIN NO: U72200MH2021PTC359679

Add: 301, B-Wing, Raheja Plaza, Floor-3, LBS Road, Nityanand Nagar, Ghatkopar West, Mumbai - 400086 Maharashtra; Email Id: - aarmansteam@gmail.com

AARMAN SOLUTIONS PRIVATE LIMITED

8. **Taxes.** All sums set forth in this letter are pre-tax amounts. Payment of any compensation by the Company shall be subject to deduction of tax at source and applicable social security contributions. You are responsible for payment of all taxes on your income.
9. **Duties.** As an employee of the Company, you agree to use the best of your skills and abilities to perform and complete various duties and responsibilities entrusted to you by the Company, and to devote the whole of your time and attention exclusively to the business of the Company. You shall at all times protect and act in the best interests of, the Company. You represent and warrant that you are not subject to any contractual restriction or obligation that will in any way limit or restrict you from performing your duties on behalf of the Company or any of the obligations, terms, and conditions of this letter.

10. Notice period:

- 10.1. After confirmation, if you wish to leave the employment or the company decides to terminate your services, **thirty (30) days'** notice or gross salary in lieu thereof shall be given by either side. This period will be 15 days during probation. It shall be the discretion of the company to waive of notice period in lieu of the salary. In the event your services is terminated for fraud, theft, or withholding of information in the Application Form or for any other form of misconduct, notice pay will not be payable.
- 10.2. For any act of misconduct or acts of omission or commission or negligence, your services are liable to be terminated. The Company may at its sole discretion hold domestic inquiry to inquire into the act of misconduct or omission or commission or negligence alleged against you. You could be liable for suspension pending inquiry or final orders. You will, however, be entitled to salary for the period of suspension if the charges are not proved against you.

11. Notice Period Buy-out:

- 11.1. In case, the Company chooses and decides to buy out your notice period "Notice Buyout", the Company shall reimburse the amount paid by you for the unserved notice period to your previous company based on documents and statements presented by you.
- 11.2. During the course of your employment with the Company, in the event of you resigning or the Company terminating your employment within one year of your employment, the Notice Buyout amount shall be reimbursed by you to the Company immediately. Once everything is finalized and reimbursed by you to the Company, you shall be relieved from your employment.

12. **Company Policies / Direction.** You agree to abide by all Company policies and rules as enacted and/or amended by the Company from time to time, including, but not limited to, the standards of business ethics that all employees are expected to or ought to live by and all provisions contained in the Company's code of business conduct, as may be in force from time to time.

13. **Maternity Leave:** Maternity leave and benefit shall be in accordance with the statutory rules and regulations of the Maternity Benefits Act, 1961. Women employees with less than two surviving children having worked for at least 80 days in the 12 months immediately preceding the date of her expected delivery are eligible to avail Maternity Benefit. Maternity leave can be availed for a maximum period of 26 weeks of which not more than 8 weeks can be availed before the delivery. Unveiled maternity leave

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will not be adjusted with other leaves. Maternity leave can be availed only twice during the service of the employment. Prior intimation and medical proof submission is mandatory.

- 14. Refund of Relocation Expenses:** In case you resign/terminated within 12 months of joining you will be required to refund to the company all expenses incurred by the company on account of your joining i.e. household goods movement, travel and accommodation etc.
- 15. Confidential Information.** During your employment with the Company, you will have access to certain information that is confidential and proprietary to the Company and/or to certain third parties with which the Company does business (“**Confidential Information**”). Such Confidential Information is critical to the business of the Company, and may exist in written, graphic, electronic, or other form. In consideration of your continued employment with the Company, you acknowledge and agree to forever hold the Confidential Information in the strictest confidence and trust. You shall not, without the prior written consent of the Board of Directors of the Company, directly or indirectly use, publish, disclose, or disseminate to any person or entity any Confidential Information at any time, during or after your employment, for any purpose except as necessary in the ordinary course of performing your duties with the Company.
- 16. Intellectual Property.** During your employment with the Company, you may, alone or jointly with others, conceive, develop, or otherwise reduce to practice intellectual property relating to the Company’s present or reasonably anticipated business (“**Intellectual Property**”). Intellectual Property includes but is not limited to ideas, concepts, creations, discoveries, inventions, know-how, trade secrets, trademarks, service marks, designs, utility models, tools, devices, models, methods, procedures, processes, systems, principles, algorithms, works of authorship, flowcharts, drawings, computer programming code, databases, software programs (including source code), data, documents, manuals, records, memoranda, notes, and other Confidential Information, in either printed or machine-readable form, whether or not copyrightable or patentable. You acknowledge and agree that from its date of creation, all Intellectual Property and any portion thereof shall constitute “works made for hire” and shall be the sole and exclusive property of the Company, regardless of whether it was created by you during your regular working hours, and regardless of whether it was created on the Company’s premises. To the extent any Intellectual Property is not considered “works made for hire,” you hereby irrevocably, absolutely, and perpetually assign all worldwide rights, title, and interest in and to the Intellectual Property to the Company. You explicitly waive all moral and legal rights in the Intellectual Property. You further agree that during and after the term of your employment with the Company, you will assist the Company as needed, at the Company’s expense, to secure and maintain the Company’s rights to the Intellectual Property, and to vest the Company with full title and rights to the Intellectual Property. You represent and warrant that you shall not violate the intellectual property rights of any third party in the course of your employment with the Company. If the Company is held liable for the violation of any intellectual property rights by you, you agree to indemnify the Company against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney’s fees and resulting court fees.

17. Termination of Employment:

- a. **Notice of Termination.** Your continued employment is at the sole discretion of the Company. After confirmation, either you or the Company may terminate your employment relationship upon **1 (one)** month’s written notice and during the Probation period it will be 15days. The Company may also, at its option, terminate your employment at any time by providing you with salary in lieu of notice which

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AARMAN SOLUTIONS PRIVATE LIMITED

shall be in proportion to the balance of the Notice Period subject to completing all exit formalities and a no dues declaration to be signed by the you.

If you give the Company notice of termination of employment, the Company may, at its sole discretion, permit you to leave service during the Notice Period, but subject to a prorated gross salary amount for the balance of the Notice Period being paid by you to the Company.

During the aforesaid Notice Period, whether such notice is given by you or the Company, the Company may require you to serve all or part of the Notice Period from your home and the Company shall be under no obligation to provide you with any work to be done for the Company during such period. All terms and conditions of your employment will continue to apply during such Notice Period.

Until your service with the Company ends, you shall remain responsible for the satisfactory completion of all existing duties and obligations set forth in this letter.

- b. **Termination for Cause.** Notwithstanding anything contained in sub-clause (a) above, the Company reserves the right to terminate your employment without any notice or payment in lieu of notice if you breach any of the terms and conditions of your employment, including:
- a. Violation of any of the Company's policies, including but not limited to the [Code of Business Conduct];
 - b. Willful insubordination or disobedience.
 - c. Actions or omissions that cause or contribute to a material deterioration in the business of the Company, or that otherwise materially disrupt the Company's business or affairs;
 - d. Negligence of duties or underperformance
 - e. Abandonment of work or failure to return from an approved leave of absence;
 - f. Abuse of authority;
 - g. Fraudulent or dishonest conduct; or
 - h. Commission, indictment, conviction, or admission of crimes involving theft, fraud, violence, or moral turpitude, or in connection with any financial, business, or commercial enterprise or transaction.
- c. If your employment comes to an end for whatever reason, you shall have no right to receive any further compensation including but not restricted to any redundancy pay, other than accrued salary, leave encashment and approved but unreimbursed expenses or statutory benefits that are owed to you as of the date of cessation of services.
- d. **Return of Company Property:** Upon termination of your employment or when so requested by the Company, you shall immediately return to the Company all assets and properties of the Company in your possession or control, including all Confidential Information, Intellectual Property, and any copies thereof. You understand and agree that until such time as all Company property is returned, the Company shall be entitled to set off and deduct the full value of the said property/properties calculated at its then replacement value from the remuneration or other dues owed to you by the Company. You also recognize and agree that Company is entitled to set off and deduct for any loss or damage to Company property on account of your misuse or willful or gross negligence.
- e. **Authorization to Notify New Employer.** You acknowledge and agree that in the event of the termination of your employment with the Company, the Company may notify your new employer of

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your continuing obligations under this letter, including your obligations regarding confidentiality, intellectual property, and non-solicitation.

- f. **Survival.** Termination of this agreement shall not affect those provisions hereof that by their nature are intended to survive such termination.
- 18. Non-Compete.** In consideration of the compensation/ remuneration payable to you under this letter, you will not, at any time prior to the expiry of a period of [6 (six)] months from the date of cessation of your employment, directly or indirectly engage in any activities, within or outside of India, that are competitive with any business conducted by the Company.
- 19. Non-Solicitation.** During your employment with the Company and for a period of [6 (six) months] thereafter, you shall not, directly or indirectly, solicit or encourage any person or party with or with respect to whom the Company has a direct or indirect exclusive contractual or employment arrangement, to enter into or become the subject of any direct or indirect contractual or employment arrangement with you or with any third party, business or enterprise with which you are or may become directly or indirectly affiliated.
- 20. Acknowledgement of Reasonable Limits.** You agree and acknowledge that the non-compete and non-solicitation obligations set forth in this letter are reasonable and fair, and will not materially impair your ability to earn a livelihood.
- 21. Non-Disparagement.** During your employment and after its termination, you shall not directly or indirectly disparage the Company in any way, or make negative, derogatory, or untrue statements about the business activities of the Company or its directors, managers, officers, employees, affiliates, agents, or representatives.
- 22. Indebtedness.** If, during your employment with the Company, you become indebted to the Company for any reason, the Company may, in its sole discretion, set off any sums due to the Company against the compensation payable to you, and to collect any remaining balance from you.
- 23. Injunctive Relief.** You acknowledge and agree that if you violate any of the material terms of this letter, the Company will suffer irreparable injury and damages, the amount of which cannot be adequately remedied by or measured in monetary terms. Thus, you hereby agree that the Company shall be entitled to injunctive relief, in addition to any other remedy available at law or equity, in the event you violate any of the terms or conditions of this letter.
- 24. Entire Agreement.** This letter constitutes the entire agreement between you and the Company, and supersedes all discussions, preliminary agreements, and all prior or contemporaneous discussions and understandings in connection with your employment with the Company. No change, modification or termination of any of the terms, provisions, or conditions of this letter shall be effective unless made in writing and signed by both you and the Company.
- 25. Waiver.** Save and except as expressly provided in this agreement, no exercise, or failure to exercise, or delay in exercising any right, power or remedy vested in this agreement shall constitute a waiver by that party of that or any other right, remedy or power.
- 26. Severability:** If any provision of this letter is held to be unenforceable by a court, the remaining provisions shall remain valid, binding and in full force to the maximum extent possible. If a court determines that any portion of this letter is overbroad or unreasonable, such provision shall be given effect to the maximum extent possible by narrowing or enforcing in part that aspect of the provision found overbroad or unenforceable.

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27. Appointment in Good Faith:

27.1. It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment. The company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein. The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

27.2. Your appointment is being made on the basis of your particulars such as antecedents and qualifications, etc. as furnished in your application for employment and in case, at any stage, any information as given by you is found to be false, incorrect, your appointment will be deemed void ab-initio and liable for termination without any notice or salary in lieu of notice.

Again, we are delighted to offer you this position at the Company. After reviewing this letter, if you accept the terms of the Company's offer of employment, please sign and return the duplicate of this letter as confirmation. In the meantime, if you have any further questions, please feel free to contact us.

On behalf of the Company, I would like to extend a very warm welcome and look forward to working with you.

Yours Sincerely,



Meenakshi Ganeshan
Manager - Human Resource
FOR AARMAN SOLUTIONS PRIVATE LIMITED

CIN NO: U72200MH2021PTC359679

Add: 301, B-Wing, Raheja Plaza, Floor-3, LBS Road, Nityanand Nagar, Ghatkopar West, Mumbai - 400086 Maharashtra; Email Id: - aarmansteam@gmail.com

AARMAN SOLUTIONS PRIVATE LIMITED

03-Jan-2022

To
SHADAB AHMAD SHAHADAT KHAN

Annexure I

Fixed Salary Component (A)	Monthly (Rs.)	Annual (Rs.)
Basic	10500	126000
House Rent Allowance	5250	63000
Statutory Bonus	2100	25200
Leave Travel Allowance	0	0
Education Allowance	200	2400
Supplementary Allowance	5950	71400
Reimbursement Component (B)	Monthly (Rs.)	Annual (Rs.)
Books & Periodicals	0	0
Fuel & Maintenance Reimbursement	0	0
Driver Salary	0	0
Telephone & Internet Reimbursement	0	0
Funding Professional Education	0	0
Gadgets for Personal & Professional Use	0	0
Gross (A+B)	24000	288000

Employer Contributions (C)	Monthly (Rs.)	Annual (Rs.)
Employer PF	1800	21600
Employer ESIC	0	0
Total Employer Contribution	1800	21600

Salary Total (A+B+C)	25800	309600
Annual Fixed Bonus	0	0
Annual Performance Bonus	0	0
Cost to Company	25800	309600

Statutory Deductions From Gross	Monthly (Rs.)	Annual (Rs.)
Employee PF	1800	21600
Employee ESI	0	0
Professional Tax	200	2400
Total Deductions	2000	24000
<i>Statutory deductions will be as applicable*</i>		

Components Exclusive of CTC

Medical Insurance: You shall be eligible for Group Medical Insurance as per the company policy



Meenakshi Ganeshan
Manager - Human Resource
FOR AARMAN SOLUTIONS PRIVATE LIMITED

CIN NO: U72200MH2021PTC359679

Add: 301, B-Wing, Raheja Plaza, Floor-3, LBS Road, Nityanand Nagar, Ghatkopar West, Mumbai - 400086 Maharashtra; Email Id: - aarmansteam@gmail.com

Date: 27.02.2021

OFFER LETTER

To,
Mr. Shrikrishna Kolhe
At Golegaon, Post- Tuljapur,
Tal- Deulgaonraja, Dist- Buldhana,
Maharashtra- 443204

Having successfully fared in the interviews conducted by us we are pleased to offer you the position of “**Officer- Quality Assurance**” in our organization with the following terms and conditions:-

1. You will join our organization on or before 09.03.2021.
2. You will be kept on probation for the period of 6 months.
3. Your CTC will be **2.34 lakhs** per annum.

Your joining is subject to successful completion of medical examination.

A detailed appointment letter will be given to you after joining.

Thanking you & wishing good luck for a long and prosperous career with us.

For Encube Ethicals Pvt. Ltd.

Vilas Patil
27.02.2021

Vilas Patil
General Manager- Human Resource

Encube Ethicals Pvt. Ltd.

Registered Office : 803, B Wing, HDIL Kaledonia, Sahar Road, Andheri (E), Mumbai - 400069-INDIA
P : +91-22-6228-8000

Factory : Plot No. C-1, Madkaim Industrial Estate, Madkaim, Post : Mardol, Ponda, Goa - 403 404-INDIA
P : +91-0832-6618600

R&D Center:- 24, Steelmade Industrial Estate, Marol Village, Andheri (E), Mumbai - 400 059-INDIA
P : +91-022-62647000

Date:22-06-2021

Welcome Note

Dear **Mr. Shrikrushna Gulabrao Tayde**

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial. You join a group of our 60,000 + Employee Workers (EW) deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to [Click here to log in Randstad Portal](#)
2. Call us Toll free 1800 420 9944
3. Email us to flexicare@randstad.in

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

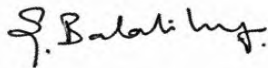
To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Date: 22-06-2021

To,
Mr. Shrikrushna Gulabrao Tayde,
Empcode -1498884

FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to appoint you in our organisation as Production Officer, for a fixed period of employment, on the following terms and conditions:

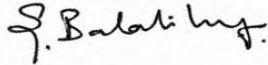
1. Your contract of employment shall be valid for a period of 1 year from 08-06-2021 to 07-06-2022. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co- terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relating to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients company or locations to do work pertaining to or incidental to the clients business.
4. Details of your salary break up with components is as per the Annexure 1.
5. Provident Fund will be remitted as per law, applicable from time to time. It's the employees responsibility to update the nomination directly into the PF portal and Randstad does not hold any responsibility on it. In case, you are eligible for ABRY scheme, the applicable PF employee contribution will be refunded post availing benefit.
6. You will be covered under a Medical Insurance upto 100000 per annum and Group Accident Insurance Scheme of 200000 & Group Terms Life Insurance of 0. This policy will come into effect after 30 days of your joining the company.
7. You will be eligible for leave as per the clients company policy, during the period of your contract of employment.
8. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
9. You are advised to read and understand Randstad Health & Safety Policy for deputees (Annexure 2) and comply with relevant policies that are in practice at Johnson & Johnson Pvt Ltd.. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.
10. This contract shall be terminable by either party giving 30 days notice in writing or salary in lieu of notice, to the other.
11. At Randstad your privacy is important to us. By submitting your personal information, you have agreed and consented to Randstads processing of your personal information for the intended purposes of employment opportunities. Please note that your involvement in any violation of data protection laws or causing data breach would result in disciplinary action, which can lead to immediate termination and withholding of your pecuniary benefits.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the Randstad family. As a new entrant, we would like you to wholeheartedly contribute in this process.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Wishing you the very best!
Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Acceptance:

I Shrikrushna Gulabrao Tayde have read and hereby accept the above mentioned terms and conditions

Signature : 2239784

Date : 22-06-2021 12:00:13

Date: 22-06-2021

Mr. Shrikrushna Gulabrao Tayde,
Empcode -1498884

DEPUTATION LETTER

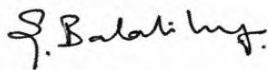
Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to Johnson & Johnson Pvt Ltd. with effect from 08-06-2021 at their AURANGABAD office. The terms and conditions of your deputation will be as follows:

1. You will, with effect from 08-06-2021, be required to work at our clients office/ premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of Randstad.
3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from Johnson & Johnson Pvt Ltd. and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by Johnson & Johnson Pvt Ltd..
5. You shall be bound to follow the working hours of Johnson & Johnson Pvt Ltd..
6. You shall take care not to disclose confidential information / trade secrets, etc that you may come across in the course of your responsibilities to anyone outside Johnson & Johnson Pvt Ltd. and use such information only in connection with the service provided to Johnson & Johnson Pvt Ltd..
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against Johnson & Johnson Pvt Ltd..This arrangement is purely a contractual agreement between Randstad and Johnson & Johnson Pvt Ltd. for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of Johnson & Johnson Pvt Ltd. or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of Johnson & Johnson Pvt Ltd. entrusted to you in the due discharge of your duties and shall indemnify Johnson & Johnson Pvt Ltd. when there is a loss of any kind to the said property.

All the other terms and conditions of your employment remain unchanged.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,
For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Shrikrushna Gulabrao Tayde have read and hereby accept the above mentioned terms and conditions

Signature : 2239784

Date : 22-06-2021 12:00:13

Schedule A

Assignment Details of Shrikrushna Gulabrao Tayde

Name	Shrikrushna Gulabrao Tayde
Client Name	Johnson & Johnson Pvt Ltd.
Place of Deputed	AURANGABAD
Designation	Production Officer
Start date of Assignment	08-06-2021
End date of Assignment	07-06-2022

Annexure 1: Salary Break - Up Details

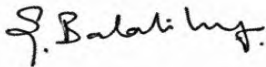
Component	Monthly	Yearly
Basic	15,000.00	180,000.00
House Rent Allowance	5,145.00	61,740.00
Gross Salary	20,145.00	241,740.00
Employer's Contribution to ESI	655.00	7,860.00
Employer's Contribution to EPF	1,800.00	21,600.00
Insurance	570.00	6,840.00
EDLI	75.00	900.00
PFADMIN	75.00	900.00
CTC (Cost to the company)	23,320.00	279,840.00
Employee's Contribution to EPF	1,800.00	21,600.00
Employee's Contribution to ESI	152.00	1,824.00
Net-Take Home	18,193.00	218,316.00

* Income tax, Professional Tax and LWF as applicable will be deducted. All taxes will be deducted as applicable by law.

* Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Accepted By



2239784

Authorized Signatory
Balakrishnan S
Head - HRSSC

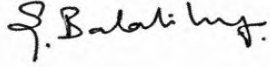
Shrikrushna Gulabrao Tayde

General Terms & Conditions

1. You will have to provide signed copies of all documents and forms in the joining kit including the signed appointment letter to Randstad India Private Ltd. (RIPL) within a period of 30 days from your date of joining. The documents can be either couriered or handed over in person at the designated RIPL offices. You will not be eligible for payroll in the subsequent months if these documents are not received within the 30 day period from your date of joining.
2. RIPL is working towards having a safe transaction mode for all payments and follows the practice of remitting salary, reimbursement, F&F and other payments directly to your designated bank account. You are required hereby to confirm your acceptance of the same and provide your Bank Account details with proof (cancelled cheque or copy of bank pass book or bank statement) within 15 days of the date of joining to RIPL personnel at the designated RIPL offices or send an e-mail with scanned copy of the proofs mentioned to flexicare@randstad.in mentioning "bank account details" in the subject line of the mail.
3. You will have to provide your PAN card details within 15 days of your date of joining
 - a. In case, you dont have a PAN card, you will have to apply and provide the acknowledgement copy within 15 days from the date of joining.
 - b. In case you do not provide PAN card details and your income falls under the taxable limits, you will be paid your monthly salary after deduction of taxes as per the existing tax laws.
4. Your pay slips will be available online for viewing, downloading and printing. This is a digitally generated document and does not require a physical signature for verification. The pay slip will be available at the end of first week of the month and will be deemed to have been received and accepted by you. For any clarifications or queries, regarding the same you can send an email to flexicare@randstad.in referencing your RIPL employee ID.
5. In case of any reimbursable components in your salary structure, you will be required to submit necessary proofs of payments and bills for the same, failing which the payments will be made after deduction of appropriate taxes.
6. If you are eligible for ESIC benefits and have an existing ESIC number, please inform in advance through the ESIC nomination form in your joining kit to retain the existing ESIC number. For PF transfer from an existing PF account, you will need to fill and submit the PF transfer form in your joining kit.
7. RIPL does not accept or retain any original certificates/ documents pertaining to your educational and other qualifications. You may be required to produce the same for verification purposes only, if requested by authorized RIPL personnel.
8. You will have to complete all the exit formalities and hand over any assets including but not limited to ID cards, laptops, mobiles, etc. in your custody before your Last Working Day (LWD) in the organization. Your Full & Final Settlement (F&F) will be completed only if the exit formalities are done on time, which shall not exceed 45 days.
9. Your F&F settlement amount will be transferred to the bank account used for your salary transactions. In case, there are dues to be recovered from you in the F&F settlement, you will be issued your relieving letter and experience letters only on clearance of these dues.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary
Yours truly,

For Randstad India Pvt Ltd.



**Authorized Signatory
Balakrishnan S
Head - HRSSC**

I, Shrikrushna Gulabrao Tayde have read and hereby accept the above mentioned terms and conditions

Signature : 2239784

Date : 22-06-2021 12:00:13

Annexure 2: HEALTH AND SAFETY POLICY

1. Introduction

Randstad recognizes people as its most important asset and is committed to ensuring safe and healthy work environment for all its employees and people visiting its premises. Randstads Corporate Policy necessitates a specific Health & Safety Policy for its outsourced employees. Given that our EWs are redeployed to various client sites, where each client's Health & Safety Policy would be different, it is our commitment to ensure that our EWs have safe working conditions, where risks if any, are well managed and our clients treat all our EWs as they would treat their direct employees in matters of health & safety.

This document is to be read and thoroughly understood by all Randstad EWs at the time of joining an assignment; it requires them to be aware of the policy and our recommendations for safe working practices.

We assure that we will not depute an EW to a client site, which causes an Occupational Hazard or risk to Health. We will only work with clients who are aligned to our Health & Safety Policy for EWs. Additionally, we advise our EWs and employees to bring to our notice, situations that an EW might encounter and could be a potential health & safety issue.

We also ask our EWs not to endanger themselves or their colleagues at work by violating any safety rules, and to comply with work place instructions besides ensuring that they wear Personal Protective Equipment where advised. Our EWs are asked not to interfere with or misuse anything provided for their safety, health and welfare. This is a condition of employment with Randstad. Management reviews will be held each year to review implementation of this policy and draw upon further improvements for the following year. These improvements will include the policy itself and the associated business processes to attain objective of this policy.

2. Health & Safety Policy

Health & Safety in the work place is every one's responsibility. Randstad regards promotion of Health & Safety measures as a mutual objective for the management and employees, including deputed employees. Randstad has factored in statutory requirements while arriving at this Health & Safety Policy.

General Safety

1. Ensure that you are aware of your own responsibilities in respect of relevant health, safety and environmental matters.
2. Follow instructions the way it is meant to be. Use entries and exits, lifts in the manner it is meant to be.
3. Ensure you have your EW ID card on your person at all times with your photograph, Randstad contact details and Nos. displayed in a clear manner.
4. If you have a visitor, ensure your visitor signs in and receives a security pass. Do not take your visitor into the client premises without permission.
5. You will not enter your work premises while under the influence of alcohol, drugs or any substance which may endanger your health or safety and/or that of any other person.
6. Beware of fact that many things which may be obvious get overlooked while working. Thus, appropriate care and concentration is required at work to ensure general safety.

Fire Safety

1. Ensure familiarity with the fire safety procedures in work place. Most organizations have fire safety training as a statutory requirement. Ensure you attend the same, after seeking necessary permission from your reporting manager.
2. Understand different kinds of fire fighting equipments installed at your work place.
3. Please become familiar to the sound of the fire alarm and know the emergency/fire exits. These are not normal entry/exits. These exits are signed with the statutory fire exit signs.
4. Attend fire drill if any at your work place and undergo evacuation training.
5. Avoid taking personal risks; do not try to tackle fire on your own.

Accident & First Aid

Familiarize yourself with the First Aid arrangements at your work place. Do not leave vehicles or items relating to your work in places other than that which is designated. This will help prevent accidents.

1. Follow rules on speed limit and wearing safety gear as is prescribed at the work environment that you are at.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. In the event of an accident, do not handle it on your own; follow procedures that you may have been trained in; inform the facilities manager or emergency numbers provided.
4. Understand accident report procedures at your work site.
5. Always let someone know, where you are going and your expected time of return.
6. If your office premises require you to wear a helmet while entering or exiting, comply with the same.

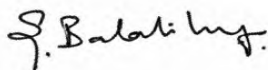
As a Randstad EW, you have the right to:

1. Work in places where all the risks to your health and safety are properly controlled.
2. If your office premises require you to wear a helmet while entering or exiting, comply with the same.
3. To stop working and leave the area if you think you are in danger.
4. To inform your employer about health and safety issues or concerns.

Recommendations for Common Safe Working Practices

1. Do not smoke in areas prohibited.
2. Do not overload electrical outlets.
3. Do not expose electric conduits/plugs/sockets to water.
4. If your work requires you to lift weight frequently, understand load management procedures at work.
5. Do not operate machinery unless you have been trained and authorized to do so.
6. Never throw anything from any height.
7. If you use tools as part of your work use only the right and authorized tools.
8. Report any Health and Safety incidents whether they result in injury or not to your respective Randstad anchor.
9. Cooperate in the investigation of accidents with the objective of introducing measures to prevent recurrence.

For Randstad India Pvt Ltd.



Authorized Signatory

Balakrishnan S

Head - HRSSC

CODE OF CONDUCT

This Code of Conduct describes and summarizes the standards of business conduct for Randstad and also highlights the importance of ethical value in conducting the business affairs of Randstad.

Randstad would also review all applicable Randstad policies and procedures from time to time. This Code of Conduct is subject to modification. It may be updated as and when needed and the employee hereby agrees to accept the terms of such revised documents.

The Employees of Randstad are expected to act in accordance with the highest standards of personal and professional integrity, honesty and ethical conduct. The honest conduct would be a conduct that is free from fraud or deception. Interactions with the clients, candidates, co-employees and any other individual shall be conducted in accordance with the standards mentioned.

It is the policy of the Company to conduct all of its business in an honest and ethical manner. In doing business anywhere in the world, neither the Company nor any employee or an entity associated with the Company shall offer, pay, promise, authorise or receive any bribe or other illicit payment or benefit in violation of any of the Anti-corruption Laws of the Country or the anti-corruption laws of any other nation in which the Company does business or renders services. This shall form part of the Company's Code of Conduct and Business Ethics.

The Employee agrees that he/she shall devote his/her full attention to the activities of Randstad and shall not, either during the term of the Employment or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by Randstad. The Employee further agrees that at any time during the subsistence of the Employment or for a period of six months subsequent thereto, the Employee shall not offer employment or consultancy or otherwise solicit the Employees of Randstad to work with him/her or any employer where he or she is employed.

It is not practical and possible to list all situations in which conflict of interest may arise, however, following examples of situations, which may constitute a conflict of interest, are provided for your perception regarding the nature and scope of the term a conflict of interest:

1. Engaging in any activity that interferes with your performance or responsibilities to Randstad
2. Accepting simultaneous employment with a Randstad supplier, customer, developer or competitor or taking part in any activity that enhances or supports a competitor's position
3. Conducting the business of Randstad with relative or with a business in which a relative is associated in any significant role
4. Accepting any offer, payment, promise to pay, or authorisation to pay any money, gift or anything of value from customers, vendors, consultants, etc. that is perceived as intended, directly or indirectly, to influence any business decision, any act or failure to act, any commitment of fraud, or opportunity for the commission of any fraud.
5. Competing, directly or indirectly, with Randstad for the purchase or sale of the property, products, services or other interest This Code of Conduct is part of the Corporate Governance of Randstad which extends equal opportunities to men and women at work, adhering to all legal compliances. Randstad's policy of transparency among employees are enabled through various HR practices including appraisals and performance evaluation, with adequate health and safety policies in place protecting the employee and the environment with a spirit of working together for the National interest.
6. You will be eligible for leave as per the client's company policy,during the period of your contract of employment.
7. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.

Protection Of Confidential Information

All confidential information must be used for the purposes of Randstad. All Employees of Randstad must protect and respect the Intellectual property rights including the intellectual property rights of the clients of Randstad. Any violation of the intellectual property rights of any of the third parties in the capacity of a employee of Randstad shall be treated as illegal and shall be subject to legal action. The obligation to safeguard the proprietary and confidential information continues to exist even after leaving the employment of Randstad. Each of the Employees has liability to return all corporate confidential information in possession while leaving Randstad. They shall not be destroyed by any employee even while leaving Randstad, which shall amount to infringement of the Intellectual property rights of Randstad.

Protection And Use Of Randstad's Assets

All Employees are responsible for protecting and for appropriate use of the assets of Randstad. The Employees must safeguard the assets of Randstad against loss, damage, misuse or theft. Any violation of this aspect of the code will subject to the disciplinary action up to and including termination of the employment or business relationship. The assets of Randstad including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of Randstad, hardware and software and all other electronic communication devices, must be utilized in legal, ethical and appropriate manner. Unauthorised usage of Randstad's assets to deal with any illegal transaction shall be subject to legal action.

Protection And Use of the Client's Assets

All Employees are responsible for protecting and for appropriate use of the assets of the client where the Employee is stationed. The Employees must safeguard the assets of the client against loss, damage, misuse or theft. The assets of the Client including vehicles, spares and supplies, equipments, stationery, funds, brand and logo of the Client, hardware & software and all other electronic communication devices, must be utilised in legal, ethical and appropriate manner. Further, the Employee shall refrain from any unauthorised use, access, disclosure, alteration and/ destruction of information systems including but not limited to CV database, CV database, client's JD/JS details, client's CTC policy and break-ups, and any other confidential information, written or oral, whether or not, specified explicitly by the Client.

Employee Developments

The Employee agrees to communicate to Randstad as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with Randstad and for a period of 1 [one year] thereafter for the purpose of determining Randstad's rights in such Employee Developments.

press releases

The Employee shall not put out any press or other media release or make any public announcement or statement relating in anyway to the business of the Client/Randstad, the activities of the Client/Randstad and for such other information without the prior written consent of the authorised personnel.

Disciplinary Actions

It is expected from all Employees covered under this Code of Conduct that they will adhere to the principles and rules laid down in this code. The appropriate disciplinary action will be taken against the delinquent Employee who is found to violate these principles and policies or any other policy of Randstad. The disciplinary action may include immediate termination of employment, appropriate legal action or severing of business relationship at Randstad's sole discretion. Randstad will recover any loss suffered by it due to violation of the provisions of this code by any delinquent in legal manner. All Employees are encouraged to report any suspected violation promptly.

(The Employee)

By

.....

Name

Shrikrushna Gulabrao Tayde

Title

Production Officer

Witness

(Randstad India Ltd.)

By

.....

Name

Balakrishnan S

Title

Head - HRSSC

Witness

Non-Disclosure Agreement

This Non-Disclosure Agreement is made and entered on this 08-06-2021 day of 2021 at AURANGABAD by Mr/Ms Shrikrushna Gulabrao Tayde Son/Daughter of Gulabrao Pandurang Tayde aged about 25 years and residing at Jamthi, Jamathi, warud, Buldhana,Buldhana,443106 hereinafter referred to as employee.

To

Randstad India Ltd. a company incorporated under the Companies Act, 1956 and having its registered office at Old No.5&5A, No.9, Pycrofts Garden Road, Nungambakkam, Chennai - 600 006, Ph: 044-6622 7000

WHERE AS

Randstad India Ltd. is a subsidiary of Randstad Holding NV, Netherlands and includes its other subsidiaries like Randstad Executive Search Ltd, Minvesta Infotech Ltd in India and such other Foreign Subsidiaries across the globe. This NDA is intended to maintain the confidentiality of all such confidential information available to all the EMPLOYEES of the Group. Essentially this NDA applies to whichever Group of Company, the EMPLOYEE is employed with, irrespective of his/her employment in maintaining the confidentiality of the available confidential information.

In the above context, the Group Company which has employed the Employee shall hereinafter be construed as "Company", which expression shall include the group companies within the context and meaning of this NDA agreement to maintain the confidentiality by the Employee. This expression shall hold good for the purpose of this NDA only and not in any other context of interpretation.

WHERE AS

1. The Company has offered and the Employee has agreed to take up employment with the Company under the terms and conditions set out in the letter of Appointment the ("Employment Agreement").
2. In accordance with the terms of the Employment Letter, the Employee hereby executes this Non-Disclosure Agreement with regard to the confidential information and the competition obligations of the Employee.

NOW THE PARTIES AGREE AS FOLLOWS

For the purpose of this Agreement, the term "Confidential Information" shall mean and include any and all tangible expression of information including all written or oral disclosures made by the Company to the Employee, provided to the Employee by the Company or parent, subsidiary, group company or customer of the Company or otherwise received by the Employee in the course of his/her employment with the Company or any intellectual property belonging to the Company, and shall specifically include, without limitation, pricing, methods, processes, financial data, technical data, lists, products, trade secrets, know-how, photographs, plans, notes, renderings, journals, notebooks, computer programs, computer readable video, audio or sound files, and samples relating thereto as well as any confidential or proprietary information owned by any other person or entity and furnished by such person or entity pursuant to an undertaking to maintain the same in confidence.

The Employee agrees that he/she shall, at all times, during the term of his/her employment with the Company hold the Confidential Information in trust for the Company and shall not in any manner use, transfer, publish, disclose, or report the Confidential Information directly or indirectly, except to other Employees of the Company or to authorised third parties as may be necessary in the ordinary course of the duties of the Employee for the Company or otherwise as directed by the Company.

The Employee represents that his/her performance of the terms of this Agreement and his employment with the Company does not and will not breach any agreement to keep in confidence information previously acquired by him/her in confidence from any third-party. The Employee represents that he has not entered into, and agrees not to enter into, any agreement in conflict with this Agreement or which in any way prohibits his performance of or restricts his ability to perform his obligations under this Agreement. The Employee has not brought, and agrees he/she will not bring, with him/her to the Company for use in his/her employment with the Company any materials or documents of a former employer or any other person or entity for whom he/she has provided services (paid or unpaid) that are not generally available to the public unless he/she has obtained express written authorisation from the former employer or other person or entity for whom he/she has provided such services for their possession and use.

The Employee agrees that if his/her employment is terminated at any time during or at the end of the probationary period as provided in the Employment Letter, the provisions of this Agreement shall continue to remain binding on the Employee.

The Employee agrees that he/she shall not for a period of three years from the date of termination of the Employment Letter, directly or indirectly, disclose, transfer, or use any Confidential Information, except with the prior written consent of the Company or except, in accordance with the provisions of Clause 6 hereunder, when so required pursuant to a valid and subsisting order of a court or other judicial, quasi-judicial or government body.

If the Employee is required, either during his/her employment or at any time within the three-year period specified in Clause 5 above, to disclose Confidential Information pursuant to a valid and subsisting order of a court or other judicial, quasi judicial or government body, the Employee shall, forthwith, upon receiving notice of the requirement of such disclosure, give adequate notice to the Company thereof so as to allow the Company a reasonable opportunity to limit such disclosure. In any event the Employee, in making such disclosure shall only disclose such information as maybe absolutely necessary and only to the extent expressly required by the court or other judicial, quasi judicial or government body.

The absence of any marking or statement that a particular item of information is Confidential Information shall not affect its status as Confidential Information. The Employee shall bear the burden of proving that, that information is not Confidential Information.

All notes, proposals, documents, data, floppy disc(s), zip drives, tapes, reference items, sketches, drawings, memoranda, records, and other materials and media in any way containing any Confidential Information or related to the Confidential Information or otherwise to the Company's business shall belong exclusively to the Company. The Employee shall make copies of such material only if absolutely necessary in the course of the Employee's employment with the Company or otherwise for the benefit of the Company. The Employee hereby undertakes to return to the Company all copies of such materials in the Employee's possession or under the Employee's control at the request of the Company or, in the absence of such a request, upon the expiry of the terms of this Agreement.

The Employee represents and warrants that the performance by him/her of all of the terms of this Agreement and any services to be rendered by him/her as an Employee of the Company do not and will not breach any fiduciary or other duty, covenant, or agreement relating to any proprietary information, knowledge of data acquired by the Employee in confidence, trust, or otherwise, prior to the Employee's employment by the Company to which the Employee is a party or by the terms of which the Employee may be bound. The Employee covenants that he/she shall not, during his/her employment with the Company do any act or deed which conflicts with the provisions of any prior contract or agreement. The Employee further

covenants and agrees not to enter into any agreement or understanding, either written or oral, in conflict with the provisions of this Agreement. The Employee shall promptly disclose to the Company and assign in favour of the Company in such form and manner as the Company may reasonably require all

1. inventions (whether patentable or not, and whether or not patent protection has been applied for or granted), improvements, developments, discoveries, proprietary information, trade marks, trade names, logos, art work, slogans, know-how, processes, source code, application development, designs (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials therefore), and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages whether now existing or subsequently developed by the Employee ("Employee Developments") and
2. such information and data pertaining to the business, operations, personnel, activities, financial affairs, and other information relating to the Company and its customers, suppliers, Employees and other persons having business dealings with the Company as maybe reasonably required for the Company to operate its business ("Proprietary Information"). It is understood that the Employee Developments and the Proprietary Information is proprietary in nature and shall be for the exclusive use and benefit of the Company, shall be and remain the property of the Company both during the term of employment with the Company and thereafter and shall be held in trust by the Employee for the sole right and benefit of the Company. If so requested by the Company, the Employee shall execute and deliver to the Company any instrument as the Company may reasonably request to effectuate the assignment of any such Employee Developments or Proprietary Information to the Company or to otherwise evidence, establish, maintain or protect the Company's right, title and interest thereto. Without limiting the generality of the foregoing, the Employee hereby releases and waives and assigns to the Company any and all claims and rights which he/she has against the Company in respect of the Employee Developments, including without limitations, technology, know-how, licences or other proprietary rights or processes of the Company.

The Employee agrees to communicate to the Company as promptly as practicable all Employee Developments he/she conceives or develops (either alone or jointly with others) at any time during his/her employment with the Company and for a period of [one year] thereafter for the purpose of determining the Company's rights in such Employee Developments. During the term of his/her employment and thereafter, the Employee will assist the Company and/or its nominees or assigns (without charge but at no expense to Employee) in every lawful way to obtain, maintain and enforce any and all intellectual property rights and protections relating to all Employee Developments, including by executing relevant documents. Employee hereby irrevocably designates and appoints the Company and its duly authorised officers and agents as his/her agent and attorney in fact to execute and file any and all applications and other necessary documents and to do all other lawfully permitted acts to further the prosecution, issuance or enforcement of patents, copyrights, trade secrets and similar protections related to such Employee Developments with the same legal force and effect as if the Employee had executed them himself/herself.

The Employee agrees that he/she shall devote his/her full attention to the activities of the Company and shall not, either during the term of the Employment Letter or for a period of six months thereafter, take up employment with any company that is engaging in or himself/ herself enter into any business that is identical or similar to, the business carried on by the Company. The Employee further agrees that at any time during the subsistence of the Employment Letter or for a period of six months subsequent thereto the Employee shall not offer employment or consultancy or otherwise solicit the Employees of the Company to work with the Employee or any employer of the Employee.

The breach alleged or otherwise, by the Company of any obligation arising or in any manner owed by the Company to the Employee shall not affect the validity or enforceability of the Employee's covenants/obligations set forth in this Agreement.

The Employee understands that the Company shall suffer irreparable harm and injury in the event the Employee breaches any of its covenants/obligations under this Agreement and that money damages shall be inadequate to compensate the Company for such breach. Accordingly, in the event of any breach or threatened breach by the Employee of any of the provisions of this Agreement, the Company, shall in addition to and not in limitation of any other rights, remedies or damages available to the Company at law or in equity, be entitled to a temporary restraining order, preliminary injunction and permanent injunction in order to prevent or to restrain any such breach by the Employee, or by and/or all persons directly or indirectly acting for, on behalf of, or with, the Employee.

Notwithstanding anything contained in this Agreement, the obligations of the Employee and the rights of the Company arising hereunder shall be deemed to have commenced upon the date of the execution of the Employment Letter regardless of the actual date of execution of this Agreement and shall continue to remain in full force and effect and continue to be binding upon the parties until the expiry of three years from the date of termination of the Employment Letter unless the parties mutually agree to extend such confidentiality period

If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this Agreement, or comprising an integral part of, or inseparable from the remainder of this Agreement.

IN WITNESS WHEREOF these presents have been executed by the parties hereto on the day and year first herein above written.

(The Employee)

By

.....

Name

Shrikrushna Gulabrao Tayde

Title

Production Officer

Witness

(Randstad India Ltd.)

By

.....

Name

Balakrishnan S

Title

Head - HRSSC

Witness

Self-Declaration & Undertaking form

Name: Shrikrushna Gulabrao Tayde
Deputee ID: 2239784
Empcode -1498884
Designation: Production Officer
Service Function / Vertical :
Centre / Location : AURANGABAD

Sub: Acceptance of Established policies and affiliated risks

I hereby Confirm that I have read through the Randstad and applicable client policies & procedures. I understand its implication to the fullest and hereby confirm to the fact that i would be held personally responsible for actions done, in contravention to established policies and procedure.

Signed : 2239784

Date : 22-06-2021



To,
SHRI SWAMI SAMARTH MEDICAL STORES
GROUND FLOOR, SHEET NO.19-C, PLOT NO.9-10/1, PROP.NO.114,
WARD NO.21, MAIN ROAD, NEAR STATE BANK OF INDIA,
KARANJA - 444105
Taluka: KARANJA District: WASHIM
I/C Person: RAJENDRA VASANTRAO GOSAVI (Mobile: 9049032746)

ADD/Remove in Regd. Pharmacist
Firm Id : 180157



SWAPNIL RAVINDRA WAKODI

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

Updates arising due to Change in: ADD/Remove in Regd. Pharmacist

Sir,

Ref :- Your Inward Application vide Inw No:- BF:-894123, Dated:- 13/01/2021, Inw ID:- 894123

With reference to your Inward application, we have to inform you that your said application is approved & Changes have been affected according for all the below mentioned licences :-

No	Name	Sex	Join Date	Regn No.	Inw-ID
1	R-P / SWAPNIL RAVINDRA WAKODE (EMP)	Male	13/01/2021	261692	894123

Lic	License No.	Issue From	Renew From	Valid Upto	Old LIC No
20	390879			22/10/2025	-
21	390880			22/10/2025	-

No	Regn No.	Name / Address	Join Dt / Resign Dt	Inw ID
1	R-P / 173315	shashank namdeorao wankhade /	10/10/2020	846292
2	R-P / 261692	swapnil ravindra wakode /	13/01/2021	894123

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.

Kindly acknowledge the receipt of this letter.



e-Signed on 13/01/2021 11:59:01

TPAV # 866AHXPI93



V. D. Sulochane

VINAY DATTATRAY SULOCHANE
Assistant Commissioner
Food & Drugs Administration
AKOLA Circle

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

EMPLOYEE OFFER LETTER

Dear Mr. Syed Faisal Syed Sajid
Malkapur (Maharashtra)

Date: 28/06/2020

With reference to the discussion we had with you, we, on behalf of M/s. BENNET MYPHER PHARMACEUTICALS LLP., BARODA (GUJARAT) are pleased to offer you the position of "Medical Representative" at H.Q.: Malkapur & invite you to join BENNET MYPHER family.

Your Monthly Salary would be Rs.12500/- & other allowances and benefits are as under:-

Working Allowances:-

Head Quarter	:	140/-
Ex. Station	:	150/-
Out Station	:	350/-
Travelling	:	1.75/- Per Km.
Telephone	:	250/-
Internet	:	---/-

On joining the company you shall be on probation for One year. This period may extend. Management will give you in writing about your confirmation. You are liable to be transferred any time due to business exigencies in our establishments anywhere in India as and when required by the company.

During your probation period if you leave the services of the company, you should submit your daily working report up to your last working day. You should also submit company properties like bags, samples, literature etc. along with NOC from stockiest of your area of operation.

The other terms & conditions of your employment will be as per company policies as applicable from time to time. Your compensation will be reviewed in future as per your performance and policies.

You will abide by the rules & regulations of the company as may be in force from time to time.

We welcome you aboard & the detailed appointment letter will be given to you at the time of joining. We expect you to join on or before 31st December 2018 in line discussion with you, otherwise this offer will stand withdrawn automatically.

If the offer is acceptable to you, please sign and return the duplicate copy of this letter. On receipt of the same you will be considered as employee and enrolled on the payroll of the company

The company looks for a long-term association with all its employees & expects the same from you.

With warm regards,

For, BENNET MYPHER PHARMACEUTICALS LLP.

Sanjay Dongre
(Authorised Signatory)



Mr. Tushar Rathod

50090956



Reliance Retail Limited

Valid Till 23rd Feb 2022

EC NO : 50090956 DOB : 27/05/1997

DOJ : 18/01/2022 Height : 164

ID Mark : Mole at left Blood Group : A +
hand below
shoulder

Signature of the Card Holder

Through esign

(e-Intimation)



NO/BUL/Outward/937626
Office of the Assistant Commissioner,
Food & Drugs Administration, BULDHANA Circle
Hall No.3A, Adm. Bld.
Opp. Bus Stop
BULDANA
Print Date: 30/06/2021

To,
SAIKRUPA MEDICAL STORES
SHOP NO 1, PROP. NO. 220
AT.PARTAPUR POST. UKALI
PARTAPUR- 443301
Taluka:MEHKAR District: BULDANA
I/C Person: AVINASH VISHNU RASAL (Mobile: 8483919197)

ADD/Remove in Regd. Pharmacist
Firm Id : 196391



VAIBHAV VISHNU RASAL

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

Updations arising due to Change in: ADD/Remove in Regd. Pharmacist

Sir,

Ref :- Your Inward Application vide Inw No:- BF:-937626, Dated:- 26/06/2021, Inw ID:- 937626

With reference to your Inward application, we have to inform you that your said application is approved & Changes have been affected according for all the below mentioned licences :-

No	Name	Sex	Join Date	Regn No.	Inw-ID
1	R-P / VAIBHAV VISHNU RASAL (EMP)	Male	26/06/2021	253960	937626

Lic	License No.	Issue From	Retained From	Retained Unto	Old LIC No
20	425399			08/06/2026	-
20C	425401			08/06/2026	-
21	425400			08/06/2026	-

No	Regn No.	Name / Address	Join Dt / Resign Dt	Inw ID
1	R-P / 296647	rameshwar sheshrao jadhav /	31/05/2021	930223
2	R-P / 253960	vaibhav vishnu rasal /	26/06/2021	937626

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

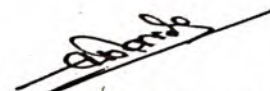
Kindly acknowledge the receipt of this letter.

eSign
Digitally Sign

e-Signed on 28/06/2021 13:34:30

TPAV # W5GRR4J3X3




ASHOK TUKARAM BARDE
Assistant Commissioner
Food & Drugs Administration
BULDHANA Circle

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

For online Third Party Approval Verification; Go to fdamfg.maharashtra.gov.in & Click TPAVbutton. 30/06/21

N I C

Through esign

(e-Letter)



Intimation Letter

NO/PAR/Outward/
Office of the Assistant Commissioner,
Food & Drugs Administration, PARBHANI Circle
Food & Drug Admn, Parbhani
Food & Drug Admn, Parbhani
PARBHANI
Print Date: 15/12/2020

To,
GURU GAJANAN MEDICAL STORES
SHOP NO.01, HOUSE NO.12867/3/2
MANNATH NAGAR, KODRI ROAD
GANGAKHED - 431514
Taluka:GANGAKHED District: PARBHANI
I/C Person: VISHAL RAJARAM WAGHMARE (Mobile: 9850256922)

Fresh License
Firm Id : 184372



VISHAL RAJARAM WAGHMARE

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:-883643, Dated:- 08/12/2020, Inw ID:- 883643
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 / VISHAL RAJARAM WAGHMARE (PRO)	Male	08/12/2020	271325	883643
2	DIR / VISHAL RAJARAM WAGHMARE (PRO)	Male	08/12/2020	ADR-*****0989	883643

Lic	License No.	Issue From	Renew From	Valid Upto	Old LIC No
20	400445	15/12/2020		14/12/2025	-
21	400446	15/12/2020		14/12/2025	-

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
Digitally Signed

e-Signed on 15/12/2020 15:45:16

TPAV # VY63A86W40



Baliram Damodar Marewad

BALIRAM DAMODAR MAREWAD
Assistant Commissioner
Food & Drugs Administration
PARBHANI Circle

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

For online Third Party Approval Verification; Go to fdamfg.maharashtra.gov.in & Click TPAV button. 15/12/20

N I C

आयकर विभाग
INCOME TAX DEPARTMENT



भारत सरकार
GOVT. OF INDIA

स्थायी लेखा संख्या कार्ड
Permanent Account Number Card

AARFD3705G

नाम / Name

D B MART

निगमन / गठन की तारीख

Date of Incorporation/Formation

11/08/2020



86099

PPPL/HR/E7266/2021

June 17, 2021

Mr. SK ZUBAIR SK FAKIRA,
IQBAL NAGAR,
NEAR MADINA MASJID,
BULDHANA - 443001.

Letter of Appointment

Dear Mr. SK ZUBAIR SK FAKIRA,

We have pleasure in offering you the position of **“Territory Business Executive”** for our Marketing department based at **Buldhana Head Quarter, Maximus Division** with effect from **June 17, 2021**, in reference to our offer letter **PPPL/HR/MAXIMUS/2021** dated June 14, 2021. You shall report to the **ABM – Aurangabad (Mr Mahendra Kulkarni)** in your current position till further notice.

Further, please note that your appointment is subject to the following:

1. You shall be entitled for a consolidated salary of **Rs. 2, 00,000/- (Rupees Two Lakhs Only)** per annum which indicates cost to company (CTC basis). Further, you shall be eligible for traveling / daily work allowances, as per your grade while on official work. The details of salary break up and allowance structure are enclosed as **Annexure – A & B**.
2. You will be allowed to avail the Daily Allowance for the days that you actually work and for which you submit the reports within the scheduled date and time as instructed by the management. If in case, your daily work reports are not received by this office, the management will presume that you have not worked and hence you will not be entitled to salary and allowances for such days/period.
3. You shall be under **probation** for a period of **six months, w.e.f June 17, 2021**. Upon successful completion of the probation, you may be appointed as regular employee of the company through a separate letter confirming your services. The failure to achieve the expected standards / norms of performance, skill upgradation or expected conduct & behavior, during the probation, may result in extension of your probation period as per the rules of the company or you may be relieved from the services at the sole discretion of the company.
4. During the Probation period, you shall upgrade your skills through training. Since the company invests lot of time, energy, and money for upgrading your skills, in case you leave the company during the Probation period, the company at its sole discretion can recover an amount equivalent to **One Month** Gross salary towards the training cost. During the Probation period, the company can terminate your appointment without notice or without assigning any reason's thereof and upon completion of the Probation period, unless confirmed in writing, your services shall stand automatically terminated.
5. During the training/probation period, if you are found medically unfit by the Company's Doctor, your appointment is liable to be terminated forthwith without notice. In case of absence from duty on the ground of illness, you may be required to undergo medical examination by a specialist if deemed necessary by the Company. As a trainee/probationer you shall submit yourself for medical examination before the Company's Medical Officer or any Doctor decided upon by the Company.

