


Representative documents of student's placement
2021-2022




(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgaon (Meghe), Wardha

Vidarbha Youth Welfare Society's
INSTITUTE OF PHARMACEUTICAL EDUCATION AND RESEARCH
Borgaon (Meghe), Wardha 442001 (M. S.)

Number and List of students placed along with placement details and links to Placement order

Sr. No.	Name of student who has been placed	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1.	Ku. N. G. Golhar	Genetek Lifesciences Pvt. Ltd., Wardha (M. S.)	-
2.	Ku. P. G. Rathi	Freyr software services private limited, Level 4, Building No. H-08, Phoenix SEZ, HITEC City 2, Gachibowli, Hyderabad-500081, Telangana, India	400000
3.	Ku. P. S. Kalokar	Aquity Solution India Pvt. Ltd Nagpur	420012
4.	Ku. R. S. Dubey	Kotiviti India Pvt. Ltd. Hydrabad	-
5.	Ms. V. A. Yadav	Ascent Bussiness Solution, Opp. VNIT Campus, South Ambazari Road, Nagpur	-
6.	Mr. A. S. Chandravanshi	Murentia Pharmaceuticals, Keshav Nagar, Mundhava, Pune	118800
7.	Mr. P. M. Kadukar	Alembic Pharmaceuticals Ltd. Vadodara	300000
8.	Mr. S. R. Shinde	Meditab Software (India) Pvt Ltd 219/A, Kalasagar Mall, Sattadhar Cross Road Ghatlodiya, Sattadhar Cross Rd, near Sai Baba Temple, Ghatlodiya, Chanakyapuri, Ahmedabad, Gujarat 380061	-
9.	Mr. T. S. Warghane	MediSage e-Learning Private Limited, 1103, Lodha Supremus, Saki Vihar Road, Opp MTNL Building, Powai, Mumbai	-
10.	Ku. M. K. Gharpure	Cadila Pharmaceuticals Ltd, Dholka, Ahamadabad	-
11.	Ku. P. G. Reche	Dr. R. G. Bhojar Institute of Pharmaceutical Education and Research, Wardha (M. S.)	-
12.	Ku. P. P. Nikhade	Maharashtra Institute of Pharmacy, Armori Road, Bramhapuri	-
13.	Ku. P. T. Bisen	Ascentrik Research Pvt Ltd, Navi Mumbai-400710	281580
14.	Ku. S. B. Patil	Dr. R. G. Bhojar Institute of Pharmaceutical Education and Research, Wardha (M. S.)	-
15.	Ku. S. P. Derkar	Dr. R. G. Bhojar Institute of Pharmaceutical Education and Research, Wardha (M. S.)	-
16.	Ku. D. S. Dhawale	Aquity Solution India Pvt. Ltd Nagpur	420000
17.	Ku. J. R. Wange	Aquity Solution India Pvt. Ltd Nagpur	420000
18.	Ku. S. R. Thakur	Labcorp Scientific Services and Solutions Pvt. Ltd Thane, Maharashtra, 400706, India	-
19.	Mr. A. A. Shaikh	Cognizant Technology Solutions India Private Limited, Chennai	249996
20.	Mr. A. A. Wadaskar	Micro Lab, Bengaluru 560 001, Karnataka, India	-
21.	Mr. K. D. Sable	Syngene International limited, Bangalore	-
22.	Mr. P. G. Rathod	Suven Life Sciences, Hydrabad, Telengana	250000
23.	Mr. Y. A. Danewal	Bioneds India Private Limited, Bangalore	-
24.	Ku. A. S. Awatade	Hi-Tech College of Pharmacy, Chandrapur, Maharashtra	259200




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25.	Ku. C. R. Dhande	Dr. Babasaheb Ambedkar Institute of D. Pharm, Wardha	-
26.	Ku. K. D. Tumdam	Dr. R. G. Bhojar Institute of Pharmaceutical Education and Research, Wardha (M. S.)	-
27.	Ku. P. N. Kawale	Maven Profcon Service LLP, Ahemadabad, Gujrat	300000
28.	Ku. P. V. Gedam	Hi-Tech College of Pharmacy, Chandrapur, Maharashtra	259200
29.	Ku. P. W. Dahake	Dr. R. G. Bhojar Institute of Pharmaceutical Education and Research, Wardha (M. S.)	-
30.	Ku. S. A. Ganvir	P. Wadhani College of Pharmacy, Yavatmal	180000
31.	Ku. S. N. Nathe	Glacier Pharmaceuticals Pvt. Ltd. Mumbai	90000
32.	Ku. T. B. Dukare	P. Wadhani College of Pharmacy, Yavatmal	180000
33.	Mr. C. S. Durge	Suven Life Sciences, Hydrabad, Telengana	250000
34.	Mr. N. M. Meharkure	Xylophia Labs Pvt. Ltd iscon Ambli Roadd, Ahamadbad	144000
35.	Mr. N. N. Jarode	Cognizant Technology Solutions India Pvt. Ltd.	234501




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Genetek Lifesciences Pvt. Ltd.

Admn. Office : 2nd Floor, "Chartered Square", Samrath Ashok Chowk,
Opposite Padole Corner, Saralpeth, Nagpur- 440009
Cell No. : +91-9371272375
E-mail : genetekpharma@gmail.com

Factory : Plot No. B-18, MIDC, Sevagram Road, Wardha-442 006. (India)
Drug Mfg. Lic No. ND/56, ND/57

CIN No. U51101MH2012PTC228652, GST No. 27AAECG6460D1ZQ
MSME No. MH34C0010223

25th August, 2022

To,

Miss. Nikita G. Golhar

Ref : Your application dated for the post of Q.C. officer.

Subject: Appointment Letter

Dear , Miss. Nikita G. Golhar

With reference to your application and subsequent interview we had, we are pleased to appoint you as -Q.C. Officer. In our Organization w.e.f.

25-08-2022, You will be on probation for one year.

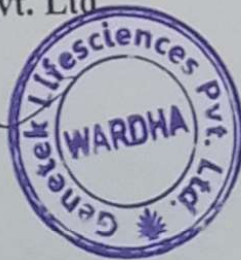
The duty timings shall be from 09:00 hrs. to 17:30 hrs. and working days will be from Thursday to Tuesday with weekly off on Wednesday.

You are requested to sign the Office Copy of this Letter as an Acceptance of this offer and submit the following documents to this office.

- Copy of the Acceptance Letter
- Photocopies of your Degree Certificate, Aadhar card, PAN Card, Experience and relieving letter of previous company, if any, etc.

For Genetek Lifesciences Pvt. Ltd

Authorized Signatory



(Dr. R. O. Ganjiwale)

Principal

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Borgunou (Sicghe), Wardha

Date: 03/10/2022

To,
Mr / Ms. PURVA RATHI

Offer of Appointment

Dear Mr / Ms. PURVA RATHI,


With reference to your application and the discussions we are pleased to inform you that you have been selected as "Associate (L2 - B2)" in our organization.

1. Your Cost to company will be Rs. 400000 per Annum and the mentioned fee is subject to the TDS and other taxes as per Income Tax Act.
2. All information and data that comes to your knowledge by virtue of this assignment shall be kept confidential and no part of it be divulged to person, except as required in normal course of work.
3. You shall diligently promote the business and the interest of the firm and shall help the firm to ensure quality delivery to the client as per agreed time frame.
4. You are requested to report to the undersigned on or before 03/10/2022, failing which this offer expires. You are required to submit following at the time of joining:
 - Copy of birth certificate (or other proof of date of birth)
 - Certificates for 10th, 10+2/Intermediate, degree, post-graduation, diploma, additional qualifications and special achievements where ever applicable.
 - Copy of all employment offer letters and relieving letters
 - Two recent passport size photographs

Please carry originals of all the above documents along with your passport on your date of joining.

As a token of your acceptance of the terms and conditions mentioned above, please sign and return the duplicate of this letter.




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Below are the compensations & benefits

Salary Components	After Revision	
	Monthly	Annualized
Basic	15128	181535
HRA	7564	90767
Statutory Bonus	1400	16800
Conveyance	1600	19200
Medical Reimbursement	0	0
Telephone Allowance	0	0
Internet Allowance	0	0
Special Allowance	4564	54767
Gross Salary	30256	363069
Food Allowance	550	6600
LTA	0	0
Employer Share of PF	1800	21600
Employer Share of ESI	0	0
Performance Pay	0	0
Loyalty bonus	0	0
Gratuity	0	8731
Variable sales incentive	0	0
Joining Bonus	0	0
Total Cost to the Company [CTC]	0	400000

We look forward to having you join us.

With warm regards

A. Sunitha Reddy
Managing Director

Mr / Ms. PURVA RATHI



(Signature)
(Dr. R. O. Ganjivale)
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Institute of Pharmaceutical Education & Research
Borguon (Steghe), Wardha

Miss. Pallavi Sudhakar Rao Kalokar
Bachalar Road, Manas Mandir, Ward Mo. 8,
VTC: Wardha, PO: Wardha,
Sub District: Wardha, District: Wardha, - 442001
Ph +919284780631

Dear Pallavi,

We are pleased to appoint you in our organization as "Medical Scribe Trainee" in the Medical Scribing Department.

Your employment will be governed by the terms and conditions contained herein along with the Company's policies, as modified, from time to time at the Company's sole discretion. Violation of any terms and conditions and/or the Company's policies will amount to breach of the terms of your employment and may lead to termination of your services with the Company.

01. COMMENCEMENT / TERM

- 1.1 Your appointment with the Organization is with effect from **01-Dec-2022** which is your date of joining.
- 1.2 Your employee code is **AQ023641**
- 1.3 Your place of work is **Mumbai**

02. SALARY & ALLOWANCES

- 2.1 The details of your Salary, Allowances and Cost to Company (CTC) are mentioned in **ANNEXURE I** which is subject to modifications as per the terms of appointment.
- 2.2 You are expected to keep your salary / CTC details strictly confidential and ensure not to share the same with any one.

03. STATUTORY BENEFITS

- 3.1 You will be governed by the provisions of Employee Provident Fund and Miscellaneous Provisions Act, 1952 and Employees' State Insurance Act (if applicable).
- 3.2 You will be entitled for Gratuity as per the provision of Payment of Gratuity Act, 1972.

04. PROBATION, CONFIRMATION & APPOINTMENT

- 4.1 You will be on probation for a period of **three (3) months** from your date of joining. There shall be regular performance assessment during the probation period and your probation period may be extended at the end of your original or extended probationary period if your performance is not found satisfactory. Your services will be confirmed only upon satisfactory completion of the probationary period, which would be communicated to you in writing. In case your services are not confirmed after **three (3) months**, this order will continue to be in operation and the probation period will stand extended automatically until further communicated.

Pallavi

SYS/HR/F/1.3b Rev06/Date of issue-01-Jan-2020

Aquity Solutions India Private Limited (CIN U72900MH1999PTC120346)
Registered and Corporate Office: 1st Floor, Unit No. 103, Reliable Plaza, Plot No. K 10,
Kalwa Industrial Area, Village- Elthen, Taluka & Dist. Thane, Airoli, Navi Mumbai, Maharashtra - 400 708. India.
Tel: +91 22 3307 7000 Fax: +91 22 3307 7076
www.aquitysolutions.in



R. O. Ganjivale
(Dr. R. O. Ganjivale)

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1. FS 562898
2. Quality Management
An ISO 9001:2015 Certified Company

4.2 During or at the end of the original/extended probationary period(s), your services are liable for termination by the Company without assigning any reason by giving **thirty days'** notice in writing and/or salary in lieu thereof as applicable to you. However, in case you decide to resign from the services of the Company then you will have to serve **thirty days'** notice in writing and/or salary in lieu thereof as applicable to you.

4.3 On confirmation, your services are liable to be terminated by giving **sixty days'** notice or **sixty days'** salary in lieu of any such notice by the Company as applicable to you, and without assigning any reason. However, in case you decide to resign from the services of the Company and you are performing a crucial job/assignment/project, then it would be within the Company's prerogative to decide, not to relieve you, till the job/assignment/project is satisfactorily completed or till the completion of the **sixty days'** notice as applicable to you whichever is earlier.

05. PERFORMANCE APPRAISALS & INCREMENTS

5.1 During your tenure with the Company your performance shall be assessed on continuous basis through formal / informal ways. Periodic formal Performance Appraisal shall be done as per the Company's policy.

5.2 Increase in your salary will be reviewed as per the policy of the Company and will be on the basis of demonstrated results and effectiveness of performance and in no case shall be automatic and/or can be claimed as a matter of right and shall be solely at the discretion of the Company.

06. SERVICE RULES

6.1 You will be covered and governed by the service rules and regulations including policies, conduct, discipline and administrative orders and any such other rules or orders of the Company that may come in force from time to time.

07. DUTIES / RESPONSIBILITIES

7.1 Your duties & responsibilities are as per the attached **Annexure II**. You are expected to perform all the duties that are attached to your post and also any work that may be assigned by your superiors at their discretion from time to time.

7.2 You should work faithfully and diligently to the best of your ability to safeguard the interests of the Company. You will maintain high standard of punctuality, loyalty, efficiency, integrity and secrecy.

7.3 You are required to perform as per the standards/targets set by the Company from time to time, which will be intimated to you.

08. DUTY HOURS

8.1 Your working hours will be as per the Company's requirement and the same may change from time to time.

8.2 As the Company works round the clock on a 365 days x 24 hours x 7 days a week basis, the Company reserves the right to place you in any shift at its discretion.

8.3 You will be called upon to attend your duties as and when required in shifts, on holidays or Sundays in accordance with the exigencies of work. In view of your position, it may be required to undertake such work and also undertake tours and travels as and when necessary.

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- 9.1 During your probation or at the end of the original/extended probationary period(s), your services are liable for termination by the Company without assigning any reason by giving **thirty days'** notice in writing and /or salary in lieu thereof as applicable to you. However, in case you decide to resign from the services of the Company then you will have to serve **thirty days'** notice in writing and/or salary in lieu thereof as applicable to you.
- 9.2 Upon confirmation your services are liable to be terminated without assigning any reason by giving **sixty days'** notice or **sixty days'** salary in lieu of any such notice by the Company as applicable to you. However, in case you decide to resign from the services of the Company and you are performing a crucial job/ assignment/project, then it would be within the Company's prerogative to decide, not to relieve you, till the job/assignment/project is satisfactorily completed or till the completion of the **sixty days'** notice as applicable to you whichever is earlier. No leaves that have not been availed will be adjusted during the notice period.
- 9.3 The Company reserves the right to impose on you any disciplinary action, including termination (without notice pay) considering the seriousness and occurrence of your delinquency. For example and not exhaustive, habitual absenteeism without approval, misbehavior, mischief, breach of trust, breach of confidentiality clause, etc., are treated as serious acts of misconduct. Your appointment is also liable for termination in case of your failure to meet the performance standards of the job assigned to you.

10. SECRECY/ CONFIDENTIALITY CLAUSE

- 10.1 You will be governed by provisions of the Confidentiality and Non-Disclosure Agreement (NDA) that has been signed and acknowledged by you at the time of you joining the Company.
- 10.2 You shall not divulge, publish or disclose to any person whomsoever or make use whatsoever for your own purposes or for any other purpose other than that of the Company, of any information, knowledge, methods, trade secrets or any confidential information relating to the business and affairs of the Company or any of its vendors obtained by you during your employment with the Company and in case of breach of discipline/trust, your services may be terminated by the Company.
- 10.3 All work executed during the period of your employment right from the date of your appointment with the Company till the date of termination of your employment with the Company is the sole property of the Company and you shall not have any right over it either during the employment or thereafter and such work shall be in the nature of work-for-hire developed for and on behalf of the Company and for its exclusive purposes and use.
- 10.4 You shall not at any point of time during the period of your employment with the Company or at any time after that, disclose to anyone or use for your own purposes or for or on behalf of any third party, any information, any form, knowledge, plans, text, secrets, processes, samples, sketches, blueprints, plans, source code, object code, design, customer / client lists, third party information rightfully held and disclosed by the Company or any information that by its very nature, is or could reasonably be perceived to be confidential, etc. that you learned of or had or gained access to as an employee of the Company (referred to as "**Confidential Information**").
- 10.5 During the period of the employment with the Company you shall not carry on any business, profession any other kind of employment. Your position with the Company calls for a full time employment and you will devote yourself exclusively to the business of the Company.
- 10.6 You will not take any other work for remuneration or otherwise and whether part time or otherwise or work in an advisory capacity or in any other capacity with any other Company / trade / business / association or organization by whatever name called during the term of your employment with the Company, without written permission from the Company.
- 10.7 During the period of employment with the Company you shall not be involved, directly or indirectly, with any Company/trade/business/association or other organization by whatever name called, which is directly, or indirectly a competitor of, or is in the same line of business as the Company.

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shall not work either directly or indirectly as an employee, consultant, advisor, job worker or in any capacity whatsoever for a minimum period of twelve months after leaving the services of the Company, for any other Company, firm, organization, setup which is in the same business as that of the Company and /or servicing the same clients either directly or indirectly.

- 10.9 For maintaining the secrecy and confidentiality of the Company's business, you shall not bring into the office premises or use any electronic recording / data storage / data transferring device like floppy disks, CD's, pen drives, laptops etc. without the prior written permission from a Director or Head of the Company.
- 10.10 The obligations of confidentiality and non-disclosure that you have undertaken as an employee of the Company shall survive termination of your employment with the Company in perpetuity. At no point of time shall you disclose, to any third person, any Confidential Information. In the event that you seek and are employed by a Company or in a trade or involved in a business or with or for or on behalf of any organization by whatever name called (hereinafter referred to as "New Employer") where the activities of such New Employer are or could said to be in competition with the Company, you shall be obliged not to use or disclose the Confidential Information to or for the purposes of the New Employer.
- 10.11 You shall be liable to pay the Company compensation or penalty for breach of your obligations, covenants and undertakings in this respect .

11. NON SOLICITATION

- 11.1 You acknowledge and recognize the highly competitive nature of the businesses of the Company and its affiliates (the "Company Group") and accordingly agree that for a period of one year following the separation from the Company (the "Restricted Period"), you will not, whether on your own behalf or on behalf of or in conjunction with any person, firm, partnership, joint venture, association, corporation or other business organization, entity or enterprise whatsoever ("Person"), directly or indirectly solicit or assist in soliciting, in competition with the Company Group, the business of any client or prospective client:

(A) with whom you had personal contact or dealings on behalf of the Company Group during the one year period preceding the date of your separation from the Company;

(B) with whom employees reporting to you, have had personal contact or dealings on behalf of the Company Group during the one year period immediately preceding the date of your separation from the Company; or

(C) for whom you had responsibility during the one year period immediately preceding the date of your separation from the Company.

- 11.2 During the Restricted Period, you will not directly or indirectly:

(A) engage in any transcription processing services and dictation business, physician services business or other business that competes with the business of the Company Group (including, without limitation, businesses which the Company Group have specific plans to conduct in the future and as to which you are aware of such planning in any geographical area where the Company Group manufactures, produces, sells, leases, rents, licenses or otherwise provides its products or services (a "Competitive Business");

(B) enter the employment of, or render any services to, any Person (or any division or controlled or controlling affiliate of any Person) who or which engages in a Competitive Business; or

(C) acquire a financial interest in, or otherwise become actively involved with, any Competitive Business, directly or indirectly, as an individual, partner, shareholder, officer, director, principal, agent, trustee or consultant; or

(D) or interfere with, or attempt to interfere with, business relationships (whether formed before, on or after the date of separation) between the Company Group and any of its respective customers, clients, suppliers or investors.

Prakash

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Prakash



Dr. R. O. Ganjiwale
(Dr. R. O. Ganjiwale)

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11.3 You will not, directly or indirectly, own, solely as an investment, securities of any Person engaged in the business of the Company Group which are publicly traded on a national or regional stock exchange or on the over the counter market if you (i) are not a controlling person of, or a member of a group which controls, such Person and (ii) does not, directly or indirectly, own two percent or more of any class of securities of such Person.

11.4 During the Restricted Period, you will not, whether on your own behalf or on behalf of or in conjunction with any Person, directly or indirectly:

(A) solicit or encourage any employee of the Company Group to leave the employment of the Company Group; or;

(B) hire any such employee who was employed by the Company Group or who left the employment of the Company Group coincident with, or within one year prior to, the Separation Date.

11.5 During the Restricted Period, you will not, directly or indirectly, solicit or encourage to cease to work with the Company Group any consultant then under contract with the Company Group.

12. PREVENTION OF CORRUPT PRACTICES

12.1 You will comply strictly with all applicable prevention of corruption laws.

12.2 You acknowledge that the Company being a wholly owned subsidiary of a US company is required to be in compliance with the Foreign Corrupt Practices Act, 1997 which prohibits, inter alia, the direct or indirect payment of money or anything of value to any government official, political party, or candidate for political office for the purpose of influencing an act or decision, inducing an official to violate his or her official duties, or securing an improper advantage in order to obtain or retain business or to direct business to any person. You hereby warrant and covenant that, in the performance of your obligations and services, you have neither made, nor will make, any such proscribed payment.

13. INTELLECTUAL PROPERTY

13.1 There are no inventions, original works of authorship, developments, concepts, know-how, improvements, patents, copyrights, trade secrets, mask work and other intellectual property rights anywhere in the world owned by you either solely or jointly with any other person.

13.2 If you create, invent, design, develop, author, conceive, contribute to or improve any works either alone or with third parties, at any time during your employment with the Company and within the scope of such employment and/or with the use of any resources of the Company ("Company Works"), you shall promptly and fully disclose the same to the Company and hereby irrevocably assign, transfer and convey, to the maximum extent permitted by applicable law, all rights, titles, interests and intellectual property rights therein (including, without limitation, rights under patent, industrial property, copyright, trademark, trade secret, unfair competition and related laws) to the Company to the extent ownership of any such rights does not vest originally in the Company.

13.3 You agree to keep and maintain adequate and current written records (in the form of notes, sketches, drawings, and any other form or media requested by the Company) of all Company Works. The records will be available to and remain the sole property and intellectual property of the Company at all times.

13.4 You shall take all requested actions and execute all requested documents (including any licenses or assignments required by a government contract) at the Company's expense (but without further remuneration) to assist the Company in validating, maintaining, protecting, enforcing, perfecting, recording, patenting or registering any of the Company's rights in the Company Works. If the Company is unable for any other reason to secure your signature on any document for this purpose, then you hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as your agent and attorney in fact, to act for and in your behalf and stead to execute any documents and to do all other lawfully permitted acts in connection with the foregoing.

Dr. R. O. Ganjiwale

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Dr. R. O. Ganjiwale



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13.7 You shall not improperly use for the benefit of, bring to any premises of, divulge, disclose, communicate, reveal, transfer or provide access to, or share with the Company any confidential, proprietary or non-public information or intellectual property relating to a former employer or other third party without the prior written permission of such third party. You shall comply with all relevant policies and guidelines of the Company, including (without limitation) policies regarding the protection of confidential information and intellectual property, conflicts of interest and securities trading. You acknowledge that the Company may amend any such policies and guidelines from time to time, and that at all times you will remain bound by their most current version.

14. MEDICAL FITNESS

- 14.1 This appointment is subject to your being found medically fit.
- 14.2 During the period of your service if you are found medically unfit for work, the management shall have the right to require you to get yourself examined by any medical authority specified by the Company and management at its discretion may terminate your services.

15. TRANSFER

- 15.1 You may be transferred from one section/Department/Unit/Establishment/ Location to another whether existing or to be set up in future, whether in India or abroad forming part of our Company/Associate Company/ Group Company.

16. GENERAL

- 16.1 You will be entitled for leave as per the Company's leave policy.
- 16.2 You shall not commit any covert or overt acts of omission or commission to cause any damage, harm or destruction to any property of the Company and shall use all reasonable and prudent means to prevent any harm, damage or destruction of any of the property of the Company.
- 16.3 The Company will deduct Taxes as appropriate and consistent with the Indian Tax regulations. You will be responsible for your Tax liabilities under all applicable Tax Laws and Regulations.
- 16.4 You may be required to undertake travel on Company's work as and when required. In case of travel on Company business, you are entitled to such travel expenses / allowance as per Company policies, as may be in force from time to time.
- 16.5 You should immediately intimate any change in your residential address. Even when you are on leave, you should not leave the station without intimating the management and also give the correct address /contact details at which the management can get in touch with you in case of need.
- 16.6 We are an Equal Opportunity Employer. You will be considered all employment related benefits and promotion without regard to race, age, gender, sexual orientation, gender history, marital status, family status and responsibility, political and religious conviction.
- 16.7 Your appointment is being made on the basis of the particulars such as qualifications, experience, address etc. provided by you. In case any information as given by you is found false or incorrect, your appointment will be deemed void and liable for termination without notice or compensation there of and you will also be held responsible for the losses / damages the Company has incurred in this regard.
- 16.8 Upon termination of your services, you shall handover charge to such person as may be nominated for that purposes by the Company and shall deliver to such person such papers, documents, source codes, object codes, any other relevant and important information and other property of the Company as may be in your possession, custody, control or power.

[Handwritten Signature]

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[Handwritten Signature]
(Dr. R. O. Ganjwale)
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Durgam (Nighe), Wardha



The normal age of your retirement shall be on your completion of 60 years. The date of retirement will be the last day of the month in which you will attain the age of 60 years. You have recorded and confirmed that your date of birth as **15-Nov-1998**.

- 16.10 You will abide by the instructions contained in the Company's HR Policy manual and various other instructions issued by the Company from time to time.
- 16.11 Your appointment will be valid subject to favorable Background Verification Report as per the company process.
- 16.12 Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of the Courts in Mumbai only.

17. PROHIBITION OF WORKPLACE AND SEXUAL HARASSMENT

- 17.1 The Company is committed to creating and maintaining a secure work environment where its employees can work together and pursue business in an atmosphere free of harassment, exploitation and intimidation caused by acts of sexual harassment within but not limited to the office premises and other locations directly related to the Company's business. Any employee's behavior that fits the definition of sexual harassment is a form of misconduct which may result in disciplinary action up to and including dismissal. Sexual harassment could subject this Company and/or any individual to substantial civil and criminal penalties. The Company therefore has zero-tolerance for sexual harassment. We value each and every employee working with us and wish to protect their dignity and self-respect. In doing so, we are determined to promote a working environment in which persons of both genders complement each other as equals in an environment that encourages maximum productivity.
- 17.2 The Company's policy on sexual harassment is part of its overall affirmative action and efforts pursuant to laws of the land prohibiting discrimination based on age, race, colour, religion, national origin, citizenship status, marital status, disability and gender. Commission of any act of sexual harassment or any other discrimination shall result in strict disciplinary action which may include dismissal as well.
- 17.3 The Company has zero tolerance towards Workplace harassment, violence and abuse. Any form of verbal or physical abuse at workplace whether performed under the influence of any intoxication and/or alcoholic substances, drugs or otherwise will not be accepted.

Your appointment is being made based on the information declared by you and is subject to such information being found true and accurate, and with the understanding that this appointment is not in violation of any of your existing / expired contractual obligations/ legal bindings, with any other party. In the event of any suppression of facts or falsification of information, your services are liable to be terminated without any notice.

These terms of your appointment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. The above mentioned terms of your appointment letter will not be considered to be changed / deemed to be changed unless they are communicated to you in writing duly signed by the authorized signatory of the Company.

The terms of your employment will be construed in accordance with and governed by the Laws of India. This appointment letter together with the offer letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations and proposals relating to the subject matter hereof.

SYS/HR/F/1.3b Rev06/Date of issue-01-Jan-2020



(Dr. R. O. Ganjivale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgnour (Steghe), Wardha



you into our Organization and look forward for a mutually fruitful association.

You are requested to sign and return the duplicate of this letter as a token of your acceptance of the terms and conditions of your employment as stated here in above.

For, Aqurity Solutions India Private Limited.

Brind

Authorized Signatory

Enclosure: as above.

I have read, understood and accepted the above terms and conditions of employment with the Company.

Accepted:
Name of Employee: Pallavi Sudhakar Rao Kalokar

Signature: _____

Date: _____

SYS/HR/F/1.3b Rev06/Date of issue-01-Jan-2020

Pallavi



R. O. Ganjiwale
(Dr. R. O. Ganjiwale)

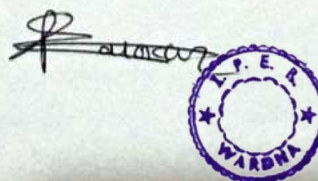
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgnour (Moghe), Wardha

Annexure I

Annual Cost to Company (CTC)		
Name of the Employee: Pallavi Sudhakarrrao Kalokar		
Employee Code : AQ023641		
Designation / Department: Medical Scribe Trainee / Medical Scribing		
Particulars	Compensation Per Month Rs.	Compensation Per Annum Rs.
Basic	9774	117288
HRA	5376	64512
Medical	1250	15000
Food Coupons	1100	13200
Attire Allowance/Reimbursement	1600	19200
Education	200	2400
Leave Travel Allowance (LTA)	733	8796
City Compensatory Allowance (CCA)	2055	24660
Interim Bonus (IB)	2348	28176
Earnings (Rs.) - 1.	24436	293232
Hardship Allowance	2500	30000
Total Earnings (Rs.) - 2.	26936	323232
Company's Contribution to		
Provident Fund	1271	15252
ESI Employer Contribution	0	0
Gratuity	470	5640
Mediclaime Insurance	412	4944
Subsidised Canteen facility	620	7440
Bonus	292	3504
Retention Bonus	5000	60000
Company's Contribution (Rs.) -3.	8065	36780
Total Monthly CTC (Rs.) - 1+ 2 +3	35001	420012
Total Annual CTC (Rs.)	420012	
Comments:		
PF is calculated as 13 % of Basic Salary		
Gratuity calculated as per the Gratuity Act 1972 (Payable on completion of five years of service)		
Mediclaime Insurance - Mediclaime Insurance is as per company's Policy		
Provision of Subsidised canteen facilities.		
Retention Bonus will be paid after 18 months from the date you work independently for assigned provider/doctor i.e. "Go-Live" in two equal instalment.		

Bind

SYS/HR/F/1.3b Rev06/Date of issue-01-Jan-2020



Dr. R. O. Ganjiwale
 (Dr. R. O. Ganjiwale)
 Principal
 PRINCIPAL
 Institute of Pharmaceutical Education & Research
 Borgoo (Sticbe), Wardha

Annexure II

Name of the employee: Pallavi Kalokar

Employee Code: AQ023641

Designation: Medical Scribe Trainee

Job responsibilities-

- Attend all the training Modules as per the set instructions and timelines. Successfully complete entire course and clear the performance checkpoints to attain a Client Ready status.
- Able to go live with the assigned provider and Scribe independently.
- The Medical Scribe Trainee drives service delivery excellence and customer satisfaction for their assigned client through strong charting skills, communication and very high standards of work ethics.
- Accurately and thoroughly document medical visits and procedures as they are being performed by the physician, including but not limited to:
 - Patient medical history and physical exam,
 - Procedures and treatments performed by healthcare professionals, including nurses and physician assistants.
 - Patient education and explanations of risks and benefits.
 - Physician-dictated diagnoses, prescriptions and instructions for patient or family members for self-care and follow-up
 - Prepare referral letters as directed by the physician
 - Pend orders.
- Collect, organize and catalog data for physician quality reporting system and other quality improvement efforts and format for submission.
- Attend trainings on varied subjects such as information technology, legal, HIPAA and regulatory compliance. Quickly assimilate new knowledge into processes and procedures. Medical Scribes proofread and edit all the physician's medical documents for accuracy, spelling, punctuation, and grammar.
- Keep supervisor up to date on availability and notify Supervisor of schedule changes with assigned provider(s)
- All other task/projects as assigned

Pallavi

SYS/HR/F/1.3b Rev06/Date of issue-01-Jan-2020



(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgaon (Steghe), Wardha

COTIVITI

Cotiviti India Private Limited

Registered Office:
10th Floor, Galaxy, Plot No 1, 5y.No.83/1, HYD Knowledge City,
Raidurg, Serilingampally Mandal Hyderabad
Rangareddi TG 500081 IN
Tel: +91 40 6712 2222, Fax: +91 40 6712 2224
CIN: U72200TG2007FTCO53815, Web: www.cotiviti.com

Ruchi Surajpal Dubey
D Wing 201, Kashikapdipuram, Jijai Nagar, Kothrud, Pune, Maharashtra 411029

6-Jan-2023

Dear Ruchi,

Congratulations!!

We are pleased to inform that you have been offered a position of **Specialist – Payment Accuracy**. As discussed, you will operate from our Pune office. Please note that this offer is subject to a positive background & reference check to be conducted by us based on specific information provided by you as per our policy subsequent to your joining our Company.

1. Details of your compensation package are attached as per annexure – I.
2. Your date of joining our establishment is on or before **16th January 2023**. However, we would like you to try & join us as soon as possible. We expect you to take steps in being relieved from your current job based on this note and confirm your exact date of joining.
3. You will have to furnish the following on joining
 - a) Photocopies of your basic, intermediate, and highest degrees obtained.
 - b) Your relieving letter from your previous organizations.
 - c) Statement of income last drawn preferably with a break-up.
 - d) Copy of PAN Card.
 - e) Copy of Aadhaar Card.
 - f) Copy of passport (if you have), six passport size color glossy (not Polaroid) photographs of self & family members being covered under the Mediclaim policy.
 - g) Check of blood group.
 - h) Check date of birth of dependents for Mediclaim policy at the time joining.
4. If you fail to join your duties as above or if we do not receive confirmation of your accepting this offer within three days from the receipt of the same, this offer letter stands automatically cancelled and withdrawn.
5. As per company policy you are required to sign a Non-Disclosure-Agreement with the company on your joining as part of your joining process.
6. During your employment with Cotiviti you will adhere to the company policies in general and information security policies that are issued from time to time.
7. Cotiviti has internally designed a HIPAA Privacy Policy. Network Services have designed policies for data, systems, and network security. All employees need to follow HIPAA Privacy policy as applicable. Violation could result in disciplinary action including termination from services.
8. Your duties will be governed by the rules and regulations of the company which will be elaborated and detailed in the appointment letter.

Please confirm your acceptance of this offer by return email.

We owe much of our success to the dedicated work of all our people, and therefore we strive to have a mutually beneficial, and long-term and rewarding relationship. In case you have any further clarifications, please feel free to call Anish Chintalwar at +91-9284778079 or email at anish.chintalwar@cotiviti.com

Thanking You
For Cotiviti India Private Limited

DocuSigned by
Mohsin Mohammed

Mohsin Mohammed
Vice President- Human Resources

Page 1 of 2

Operational Offices:

10th Floor, Galaxy, Plot No.1, 5y.No.83/1,
HYD Knowledge City, Raidurg, Serilingampally Mandal
Hyderabad Rangareddi TG 500081 IN
Tel: +91 40 6712 2222, Fax: +91 40 6712 2224


Podium Floor, Binarius/Deepak Complex,
Yerwade, Pune - 411006,
Maharashtra, India.
Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
Keeranestham Village, Seravanampatti
COIMBATORE – 641 035 TAMILNADU, IN
Tel: +91 422 668 4400



(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borguon (Moghe), Wardha




(Dr. R. O. Ganjwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borguon (Moghe), Wardha



MURENTIA PHARMACEUTICALS

A-1203, Vertical Oriana, Survey No. 7, Keshav Nagar, Mundhwa, Pune - 411036.

Ref No:-298

Date:-09/11/2022.

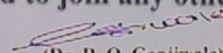
Mr.ANIKET S. CHANDRAWANSHI .
Pusad .

Dear Mr.ANIKET ,

With reference to your application and subsequent interviews you had with us, we have pleasure in offering you an appointment as 'Business Sales Officer' in our organization, based at PUSAD on the following terms and conditions.

- Your appointment will commence on 09/11/2022 .
- You will be on probation for the period of six months. Should we think it necessary, the probation period may be extended? During the period of probation, your services will be subject to immediate termination on either side, without assigning any reason for such termination.
- Your Consolidated Salary will be 9900/- (Rupees Nine Thousand Nine Hundred Rupees Only) per month.
- You will be entitled to the benefits of leave, in accordance with the rules of the company in force from time to time & Bonus will be after conformation.
- During the field your Allowances will be as follows.
Ex-Station—260 Rs/Day, Local—240 Rs/Day . The Kilo meter will be Rs.2.50 per km for the Ex station coverage.
- We take this opportunity of stressing one more point. Salary is a matter of contract between you and the company and therefore, it should be treated as personal and confidential and under no circumstances should it be disclosed or discussed with anybody.
- Before leaving the organization you need to give ONE months notice to the Superior. Otherwise TWO month's salary will be deducted from your settlement.
- Please make a note that you will have a contract of FOUR YEARS with the organization. In any condition you will not be allowed to join any other organization.




(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgoo (Steghe), Wardha

For Murentia Pharmaceuticals


Proprietor

LETTER OF APPOINTMENT

"Form A"

(See Rule 22 (1) of The Sales Promotion Employees (Condition of Services) Act 1976 with Sales Promotion Employees (Condition of Services) Rules 1976)

Name of the Establishment : Alembic Pharmaceuticals Ltd
Address : Alembic Road, Vadodara-390003
Name of the employer : Alembic Pharmaceuticals Ltd
Name & address of the Sales Promotion Employee : **Mr. Preamsagar Manohar Kadukar**
At post - Parsodi Tah- Sakoli, Near Hanuman Mandir Shivaji chok, ward no.2 Bhandara, Maharashtra-441806

With reference to your application and subsequent interview you had with us, We are pleased to put you as **Trainee Medical Representative**, for our **Megacare** division based at **Bhandara** as your Head Quarter with effect from **30th Nov, 2022** on the following terms & conditions:

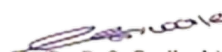
1. You will undergo training for a period of six months from the date of joining. The Company however, shall have the right to extend or curtail the said period of Six Months subject to your performance.
2. During your training period, you will be paid salary as per the Annexure – 1.
3. The training may comprise of classroom sessions and on-the-job training in nominated departments of the Division, and may include the assignment of independent work. It is mandatory that you successfully deliver the expectations of the theoretical and practical aspects of the training.
4. The Division will have the sole discretion of setting out your training program and for this purpose, you may be required to be transferred from one Division / Location / Head Quarter to another across India, if the Division is of the opinion that it is necessary for the purpose of your training.
5. During the training period, if your performance is any way found unsatisfactory, your training period will be discontinued on any day without giving any notice and without assigning any reason or compensation whatsoever. The Division will review at the end of every month your training progress and for that purpose may give some trade tests, if it is so desired. You must show satisfactory periodicals progress during the training period. Your training period can be extended / terminated / curtail at the discretion of the Division of the Company. You will continue to be on training till such time as you are otherwise communicated in writing.
6. You must show satisfactory periodical progress during training period to avoid extension of training period or even termination. Your suitability for absorption will be determined on the basis of evaluation of your performance during the training period. Based on the satisfactory performance and the Company need, you may be absorbed in the Company. The decision of the Company regarding your suitability for absorption shall be final.

7. Your training period, without anything more, shall automatically come to an end on completion of a period of Six Months or the extended period, if any. This shall, however, be without prejudice to the rights of the Company to terminate your traineeship at any time without giving any notice or assigning any reason for doing the same.
8. On successful completion of your training period including such extended period, you will be placed on six month probation in your position in writing provided your service during the Training period has been found satisfactory in all respects.
9. You will be entitled to leave with pay in accordance with the Leave provisions of the division and procedure or any amendments thereto and the rules framed by the division that may be in force from time to time. If you remain absent without prior permission or intimation for a consecutive period of ten days or more your Traineeship shall be liable for termination without notice or appropriate disciplinary procedure will be initiated accordingly.
10. During the continuance of your employment, you will not accept any part-time or full-time employment in any Organization whether with or without remuneration. You will also not pursue any educational/vocational courses part time or full time without prior permission of the Company.
11. You will inform in writing the Management of any change in your residential address and family status at the earliest. On failing to do so, all communications intended to be served on you would be sent to your last address as per our records and this shall be deemed to be sufficient service on you.
12. That during the period of Training, you shall make every sincere endeavor to abide the training program and shall at all times exert yourself to the best of your ability to make the training program a success. You shall follow and give effects to all orders, instructions and guidance given to you by your superiors and shall preserve and maintain perfect discipline at all times.
13. During the period of your training with the company, you will devote your whole time and attention to your training and will not engage yourself directly or indirectly in any service, trade, profession, business or occupation.
14. If at any time during period of your training, you are found dishonest, disobedient, intemperate, irregular in attendance or at work or commit a breach of the terms and conditions of your training, the Division shall notwithstanding anything to the contrary that may be contained herein, be entitled to terminate your training forthwith without any notice whatsoever and may deduct without prejudice to any other rights and remedies which the Division may have against you from the emoluments, if any then due to you, the amount of any loss to the Division may have sustained has occurred, shall be final conclusive and binding upon you in all respect and shall not be questioned by you on any grounds whatsoever.
15. Your above training is subject to your medical fitness and retaining reasonable medical fitness during the tenure of your training and as certified by the Doctor appointed by the Division for this purpose. The Division may require you to undergo medical check up as and when required at the Division's cost by any Doctor/Doctor's nominated by the Division. If after such examination, the Division is of the opinion that continuance of your training is medically not advisable or that you are not in a position to undergo training, the Division may discontinue your training forthwith without any notice.

ALEMBIC PHARMACEUTICALS LIMITED

ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
CIN - L24230GJ2010PLC061123




(Dr. R. O. Ganjivale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgnour (Sieghe), Wardha

16. a) Please note that this appointment is offered on the basis of information furnished by you. If at any time it is revealed that employment has been obtained by furnishing false/misleading insufficient information or withholding material information, the Company will be free to terminate your training/service at any time without notice.

b) In respect of any other matter related to your service not covered above, you shall be governed by the rules of the Company as in force from time to time.

c) On the question of interpretation of any of the terms and condition, the decision of the Company shall be final and binding to you.

17. You will be retired or superannuated from the services of the division on completion of 58 years of age. The date of birth as declared by you verified at the time of your employment will be reckoned final for this purpose.

18. Any instance of misconduct, breach of any of the clauses, rules and regulations governing your engagement, neglect of your duties, insubordination, riotous behavior, insolence, absence from duty without prior sanction, dishonesty, embezzlement and accepting any commission or discount from any merchant or outsiders or such behavior in contravention of traditional/ common during your training or if you are tried and/or convicted for any criminal offence, you shall be dealt with appropriately.

19. In the event of your being indulging in any acts or commission constituting misconduct, including unwelcome physical contact and advances and / or a demand or request for sexual favour and / or sexually colored remarks/jokes, and /or showing pornography and / or any other physical, verbal or non-verbal conduct of a sexual nature, which will tantamount to an act of moral turpitude, you shall be dealt with appropriately.

20. If any question of interpretation of any terms / conditions of your engagement / training arises, the Division's decision shall be final and binding on you. In case of any dispute or difference arises out of or in connection with your engagement, including any further terms and conditions that may be laid down from time to time, it shall be subject to the exclusive jurisdiction of the appropriate Courts, Tribunals and/ or Authorities in the city of Vadodara.

21. Your appointment is subject to your medical fitness and retaining reasonable medical fitness during the tenure of your employment with the Company and as certified by the Doctor appointed by the Division for this purpose. The Division may require you to undergo medical checkup as and when required at the Division's cost by any Doctor/Doctor's nominated by the Division. If after such examination, the Division is of the opinion that continuance of your services is medically not advisable or that you are incapable of discharging your duties, the Division may discontinue your services forthwith without any notice.



22. You shall submit your reports and required information regularly to your superiors as per the Rules and Policy of the Company in such prescribed format from time to time. You shall undertake to adhere to such schemes/procedures like Cell Phone Reporting or such other method of reporting as the Company decides as per the requirements and as per the exigencies of the business.

We welcome you in our Organization and look forward to your completion of successful training with us.

Yours truly,



Arvind Tripathi
Associate Vice President – Human Resources

I have read and understood all the terms and conditions of appointment and I shall abide by them in toto.

Place : BHANDARA

Date : 30/11/2022



(Signature)



30/11/2022

ANNEXURE-A

ALEMBIC PHARMACEUTICALS LTD

NON-METRO

ANNEXURE (Compensation Details)

Candidate Name : Mr. Premsagar Manohar Kadukar
Division : Megacare
HQ : Bhandara
Designation : Trainee Medical Representative
DOJ : 30th Nov,2022

Sr. No.	Salary Head	Amount(Rs.)	Frequency
1	Basic	13750	Monthly
2	HRA	5500	Monthly
3	Hospitalization Premium	781	Monthly
4	Kit Allowance	1908	Monthly
5	PF (Company)	1650	Monthly
6	Bonus	9000	Yearly
7	Gratuity	7932	Yearly
Annual CTC		300000	Yearly
Amount in Words: Rupees Three Lac Only.			

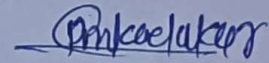


Arvind Tripathi
Associate Vice President – Human Resources

Notes :

- Gratuity will be payable as per The Payment of Gratuity Act, 1972 and employee will be eligible for gratuity only after rendering 5 years of continuous service in organization.
 - Payment of Bonus will be made as per The Payment of Bonus Act, 1965.
 - There will be variation up to Rs. 12/- per annual in CTC due to rounding-off the monthly amount.
- Please sign duplicate copy of this appointment letter and send back to the authorized signatory as a token of your acceptance of the appointment on the terms and conditions mentions here in above.

Place : BHANDARA
Date : 30/11/2022


(Signature)

ALEMBIC PHARMACEUTICALS LIMITED
ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280650, 2280880 • FAX : (0265) 2282506
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
CIN - L24230GJ2010PLC061123





MEDITAB[®]

Improving the Business and Delivery of Healthcare

21st November 2022

Dear **Mr. Swaraj Shinde**,

Subject: Offer Letter

With reference to your application and subsequent discussions with us, we are pleased to offer you the position of **DrCatalyst Trainee**. A detailed appointment letter will be issued to you after your joining and on completion of the necessary formalities.

Your date of joining will be **on or before January 2023**. On receipt of this letter, kindly send your acceptance within three days from the date of issue of this letter. This offer stands valid only till that time. The terms and conditions of your employment are as follows:

- By signing this, it is understood that effective from the date of joining you will be serving with us for 24 months
- The first 3 months of your employment will be training period followed by 3 months of Probation period. Only upon successful completion of your Training and Probation period shall your services be confirmed with the organization.

We think it is pertinent, at this juncture, to bring to your knowledge that subsequent to your joining, you will be required to sign a confidentiality agreement not to disclose any confidential information at any time during or after your employment.

For a period of three (3) years (the “Non-Competition Period”) after resignation or termination, you will not, either individually or in conjunction with any other person(s) or business entity or in any other manner whatsoever, have interest in, or enter into employment with any of the Corporation’s clients, Value Added Reseller, Competitor(s) and/or vendor. You agree that you will not attempt to establish business relation with any of the company’s Clients, Value Added resellers, competitors and/or vendors. You also agree that you will not attempt to directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, solicit, or induce any employee of the Company with whom you had personal contact or supervised while performing your Job Duties, to terminate their employment relationship with the Company.

For Meditab Software (India) Pvt Ltd,

Human Resource Team

I hereby agree that I will perform my duties at Meditab Software (India) Pvt. Ltd.

Accepted _____



(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgaon (Moghe), Wardha

Date: 21.07.2022

Confidential

To Mr. Toshib Shankar Warghane

LETTER OF EMPLOYMENT

Dear Mr. Toshib Shankar Warghane

We are happy to offer you "**Field Medical Associate**" position in the Officer Cadre, subject to the service rules of the Company that are in force and that may be introduced from time to time, in addition to the term and conditions hereinafter set out: -


1. Your employment will commence from 16th August 2022. You will be inducted with MediSage through Training and Immersion for 6 month and based out of **Nagpur** as your Head Quarter. On successful completion of Field assignment, you would be given option of office-based role of "Medical Associate" at Company's office in Noida/Mumbai/Hyderabad/Kolkata as applicable.
2. You shall, during your employment with the Company: -
 - a) Diligently, faithfully and to the best of your abilities serve the Company, use your best endeavours to promote the interests of the Company, perform all the duties entrusted to you from time to time and for the performance of all such duties, use all the knowledge, skill and experience which you possess & achieve KPIs, objectives/ targets assigned to him/her from time to time.
 - b) Observe and comply with all the service rules applicable to you and force for the time being and from time insofar as the same are not inconsistent with the terms and conditions herein contained.
 - c) Attend punctually at such a place or places of work as your duties may require during such hours of work as the Company in its absolute discretion may from time to time specify. Whenever the exigencies of work so require, you shall devote a longer period than the ordinary working hours in the employment of the Company and the Company shall not be liable to pay to you any further or additional remunerations therefor.
 - d) Give and devote the whole of your work day exclusively to your duties with the company and shall not, during the continuance of your employment, engage directly or indirectly without the prior written consent of the Company, with or without remuneration, in any trade, business, service, occupation, employment or calling which is similar or substantially similar to that carried on by the Company, nor shall you undertake any activities which are detrimental to or inconsistent either with your duties or obligations to the company or with the Company's interests & would abide by NDA signed by you during your employment.
 - e) Be required to work at Company's establishment in **Mumbai/Greater Noida/Hyderabad/Kolkata** or at such other places as the Company may direct without being entitled to any extra remuneration. You are also expected to do such other work as may be assigned to you from time to time. You shall be liable to be transferred from one job, department, division or location to another or others anywhere in India as the Company in its sole discretion determines from time to time, and you shall comply with all instructions or directions given by the Company to you in that behalf;

MediSage e-Learning Private Limited

CIN: U80904MH2019PTC332821 MSME UAM No. MH18E0191415

Reg. Office: 1103, Lodha Supremus, Saki Vihar Road, Opp MTNL Building, Powai, Mumbai-400072
www.mymedisage.com




(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Wardha

- f) At any time, either during the continuance or after the termination of your employment, except as many be required in connection with your employment or as may be previously authorized by the Company in writing, divulge directly or indirectly to any person, firm or Company, or use for yourself or for another or others any knowledge, information or documents which the Company may disclose or divulge to you for or in connection with the proper and proficient performance and discharge of your duties and obligations to the Company or which may otherwise be acquired by you during the course of or incidental to your employment concerning the business, property, contracts, contractors, customers, methods of working, formulae, processes, specifications, know-how, trade secrets, transactions or affairs of the Company or any Company which is or at the material time may be an associate or subsidiary of the Company. You shall, if so required, enter into a separate Confidentiality Agreement with the Company;
- g) Directly or indirectly accept any commission, profits, gifts in cash or kind, presents or gratification of any kind whatsoever from any person, firm or Company having dealings with the Company and in the event of the foregoing being offered, you shall immediately report the same to the company in writing;
- h) During your employment with the Company, wilfully waste, spoil embezzle or destroy any equipment or other property of the Company committed to your care, custody or change;
- i) Without the previous consent of the Company in writing, publish or cause to be published any book, booklet, leaflet, brochure or pamphlet or contribute any article or review to any newspaper, magazine or any publication whether for remuneration or otherwise where such a publication concerns your area of work activity with the Company;
3. You would be obliged to work with the organization for a minimum period of 2 year. In case you leave the organization before 3 months, then you will have to refund the total salary reimbursed to you till that day. And if you leave the organization before 2 years, then you will have to pay 3-month salary to the company.
4. In consideration of the faithful and proper performance by you of your duties and obligations, the Company shall pay to you as per Annexure 'A'.

The Company extends to you a warm welcome as a member of its organization and looks forward to many years of a mutually beneficial association.

For good orders sake, kindly return to us the duplicate of this letter duly signed by you in acknowledgement of your acceptance of the above terms and conditions of your employment.

Thanking you,
Your faithfully,
For MediSage E-Learning Pvt. Ltd.


For MEDISAGE E-LEARNING PVT. LTD.

Bhagwat Dhingra
Managing Director

DIRECTOR.

Employee Signature




(Dr. R. O. Ganjwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgun (Meghe), Wardha

MediSage e-Learning Private Limited

CIN: U80904MH2019PTC332821 MSME UAM No. MH18E0191415

Reg. Office: 1103, Lodha Supremus, Saki Vihar Road, Opp MTNL Building, Powai, Mumbai 400072

Website: www.mymedisage.com

Annexure 'A'

Date: 21.07.2022

Employee Name: Mr. Toshib Shankar Warghane **Position:** Field Medical Associate

Compensation: Annual CTC of INR 400004/-

Salary breakup as under: -

CTC breakup		
Particulars	Monthly	Yearly
Basic	11458	137496
HRA		68748
Food Conveyance	1000	12000
Conveyance allowance	1500	18000
Other allowance	1495	17940
Gross salary	21183	254196
PF - Employer cont.	1734	20808
Fixed CTC	22917	275004
Variable		
Particulars	Monthly	Yearly
Performance Incentive	-	50000
Field Travel Allowance	6250	75000
Total Variable		125000
CTC		400004
Deductions		
Particulars	Monthly	Yearly
PF - Employee cont.	1734	20808
PT	200	2500
Deductions	1934	23308
Net Pay	19249	230888

****Field working Allowances:**

You will receive Field Travelling Expenses & Daily Field working allowances as per Company policy applicable to your level.

***Performance Incentive:**

You are entitled to receive INR 50,000 Performance linked incentive depending upon your performance and achievement of KPI targets set by the organization.

Note: The same will be subject to statutory tax deductions.

Thanking you,

Your faithfully,

For MediSage E-Learning Pvt. Ltd.


For MEDISAGE E-LEARNING PVT. LTD.



DIRECTOR.

Bhagwat Dhingra
Managing Director

Employee Signature

(Dr. R. O. Ganjwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgoo (Steghe), Wardha

MediSage e-Learning Private Limited

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LEAVE POLICY

(Updated on 1st May 2022)

For All Corporate office/ Outside Corporate Office

The Leave policy has been designed with a view to enable employees to have time off for rest, Recuperation, pursuing other interests and devoting time to family. Leaves are provided as per statutory requirements.

All leaves start as per Calendar year (January to December)

This policy seeks to set up a framework for adoption of uniform leave practices and procedures across the Company.

All employees of MediSage are eligible for 12 (Twelve) Paid leaves in a year over and above 3 (Three) National Holidays & 7 (Seven) mandatory Gazetted Holiday announced for Calendar Year (January – December).

It cannot be forwarded neither encashed. These leaves get lapsed at the end of the year if unutilized.

Eligibility:

All Employees on the rolls of the Company will be eligible for the above leaves guided in this policy.

Guidelines & Procedure:

As per the date of Joining, Leaves are credited to the leave account of a particular employee. All Employees Join before 15th of the month will receive full month credit.

All employees need to put a request for leave/leaves to the immediate superior /Management through HR tools and Management has the right to refuse the pre-approved leave in case of any work at the end moment.

Leave availed without informing/approval of the reporting head will be considered Leave without pay.

1-2 Day leave should be intimated at least 24 Hrs. in advance.

>3 Days leave should be intimated at least 7 days in advance.

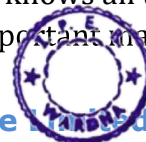
All employees going on leave should assign a Colleague – who knows all the details of the projects, should handle the individual's email id (to keep a check on important mails) and who is updated about

MediSage e-Learning Private

CIN: U80904MH2019PTC332821 MSME UAM No. MH18E0191415

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Website: www.mymedisage.com



Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgaon (Moghe), Wardha



all work developments and requirements during his/her absence of work.

Leave calculations:

Leave will be allocated on pro-rata basis to all the employees but **for first 6 month employee is only entitled to take only 3 (Three) leaves**, After 6 months Employees can take their balance leaves as & when required, Pl note balance will be available on Salary Slip. Any leave taken prefixed or suffixed with weekends should be **avoided** until very pressing. Such leaves if taken habitually then weekend would be clubbed with leaves.

Absenteeism

When an employee absents himself without any prior sanction then such unsanctioned absence from work is regarded as Absenteeism. No leave or salary accrued will be considered during these days of absenteeism and it is regarded as a serious misconduct on the employee's part. And such absenteeism will be deducted from the salary.

Any employee asking for a long leave will be at the discretion of management.

Notice Period

The Company looks forward to many years of a mutually beneficial association hence employees are expected to contribute to the growth of organization for minimum period of 2 year's basis appointment letter.

Employee can resign from the services with a notice period of 3 (Three) months.

While Company has all the rights to terminate the services of employee without any notice mentioned in point 2 (a to i) in appointment letter.

Adjustment against notice period

1. No Leaves can be availed during notice period. However, if any leave taken, then it would become a part of the deduction during full and final settlement.
2. If an employee has taken any extra leaves during the work tenure, the extra leaves will get deducted against salary in the full and final settlement amount.
3. Management in its sole discretion waive off the notice period for an employee if it finds the need to do so.

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Website: www.mymedisage.com



(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgoo (Bilga), Wardha




4. In case employee is not willing for serve the notice period then he/she has to pay his/her Gross Salary against the notice Period.
5. If an employee wishes to get relieved early, it would be solely at the discretion of the management to relive the employee early without serving Notice period, in case management wants employee to continue to work till notice period in such a case employee has to abide for mutual benefits.
6. Employee will not be entitled to annual Bonus/Performance link Incentive if he/she leaves during the year or before due by the schedule of disbursement of said scheme.
7. F&F will be done within 45 days post leaving & last month salary would only be paid along with F&F

For all employees notice period is 3 months or their 3 months gross salary in Lieu of notice period would be deduct as applicable or recovered as applicable. All legal proceedings will be held out in Mumbai jurisdiction.

The Company extends to you a warm welcome as a member of its organization and looks forward to many years of a mutually beneficial association.

For good orders sake, kindly return to us the duplicate of this letter duly signed by you in acknowledgement of your acceptance of the above terms and conditions of your employment.




(Dr. R. O. Ganjwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borguon (Meghe), Wardha

MediSage e-Learning Private Limited

CIN: U80904MH2019PTC332821 MSME UAM No. MH18E0191415

Reg. Office: 1103, Lodha Supremus, Saki Vihar Road, Opp MTNL Building, Powai, Mumbai 400072

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CADILA
PHARMACEUTICALS
LIMITED

Factory : 1389, Trasad Road, Dholka-382225,
Dist. Ahmedabad. Tel : 02714-221481/83/84



Name : **MINAL KESHAV GHARPURE**
Empl. No. : **1107495** BG : **O+**
DOB : **22-02-1997** DOJ : **01-09-2022**
Department : **Quality Assurance**

Balaji Appartment, Kalikund, Dholka.

Employee Sign.

Mekeshwari
Issuing Authority



R. O. Ganjiwale
(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgun (Bicghe), Wardha



DR. R. G. BHOJAR INSTITUTE OF PHARMACY, WARDHA.

Post Box Road, Nalwadi, Wardha - 442001



Name: Priya G. Reche.

Department: Pharmacy (Lecturer)

Date of Birth: 26/12/97 Blood Group: O+


Address: Pratapnagar,
Wardha. 442001

PR

Student's Sign

Dr. R. G. Bhojar Institute
of Pharmacy, WARDHA




(Dr. R. O. Ganjwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgnau (Stephe), Wardha

MAHARASHTRA INSTITUTE OF PHARMACY (B. PHARM.)

Chougan Phata, Arunori road (Betala) Po.:- Kinhi Ta.:- Bramhapuri Distt.:- Chandrapur (M.S.) 441 206

Approved By:- PCI New Delhi, DTE Maharashtra, Govt. of Maharashtra &

Affiliated to Gondwana University, Gadchiroli

INSTITUTE CODE 4643 DTE 0414 UNIVERSITY

Email- principal@437@gmail.com

Mob. No. 8788986464

Website :- www.mipharma.edu.in

Ref. No.:- MIP/183/APPO/2022/201

Date:- 01/07/2022

APPOINTMENT ORDER

To,

Miss. Poojavi Prakash Nikhade,

At. Po. Ashti Ta.:- Chamorshi Distt. Gadchiroli,

(M. S.) 414 203.

With Reference to your application Dated 23/06/2022 I have the pleasure to inform you that, You are hereby appointed as a **Assistant Professor** in scale of Rs. **IN THE RULES & REGULATIONS OF GOVT. OF MAHARASHTRA** with effect from 01/07/2022.

Your appointment is purely temporary for a **PROBATION PERIOD**. Months/ Years From 01/07/2022 to **PROBATION PERIOD** in leave duration vacancy after expiry of the above Period. Your service shall stand terminated without notice.

Your appointment is purely temporary in the rules & regulations of private & Unaided Institution If no reply accepting the appointment is received within the period mentioned the Order shall be treated as cancelled.

For your kind information & necessary action.

-: Copy to :-

- 1) Office copy of YEES Kurkheda
- 2) Establishment section of MIP BETALA

Received by
P. Nikhade

Your faithfully

A. R. B. Sawagule
Principal

Maharashtra Institute of Pharmacy
(B. Pharm) Betala-Bramhapuri
Dist. Chandrapur-441206

(Dr. R. O. Ganjiwale)

Principal

PRINCIPAL

Institute of Pharmaceutical Education & Research
Bergau (Mighe), Wardha



OFFER LETTER

Date: 01-December-2022

Dear Priti Bisen,

Re: Offer of Employment

Dear Priti,

Welcome to Ascentrik Research Pvt Ltd

This has reference to your application and the subsequent interview you had with us on 25th November'22.

Based on our discussions, we are pleased to offer you a full-time employment opportunity with our Company Ascentrik Research Pvt Ltd., Pune, subject to the terms mentioned herein.

This offer is subject to receipt of satisfactory references and proof of your eligibility to work in India.

1. Position:

You shall join as a Clinical Research Associate, Level 1. You will be located at our office in Pune. You may be transferred in future to any other location, as may be required by the Company at any given point of time.

2. Compensation:

You will receive a gross compensation package of Rs. 2,81,580 Per Annum (all inclusive). In addition, you shall be entitled to all statutory benefits provided to you under applicable local laws. You may also be entitled to emoluments or benefits, if any announced by the Company from time to time, and that may be prevailing at any point of time. The Company reserves the right to amend its compensation plans at its sole discretion upon notice. Your compensation is subject to deduction of tax and withholding as applicable

The details of the compensation are detailed in the Annexure-I

Mumbai:
A-106/107, Rupa Solitaire, Millenium Business Park,
Mahape, Navi Mumbai-400 710,
Phone: +91-022-41438605

<http://www.ascentrik.com>
info@ascentrik.com



Pune:
G.O. Square, Office No. 406 & 407,
B-Building, Wakad, Pune - 411 057,
Phone: +91-020-66537300
(Dr. R. O. Ganjivale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgou (Moghe), Wardha

3. Joining Date:

You are required to join on 5th December 2022 at 10:00 AM and report to the HR representative, failing which this offer will stand withdrawn and/or be treated as cancelled.

4. Code of Conduct and Disciplinary Action:

Subject to the applicable provisions of laws, your employment will be governed strictly by the policies that may be framed and remain in force from time to time. The employment can be terminated by giving 15 days' notice during probation and 1-month notice in writing after confirmation in the services of the company by either you or the Company.

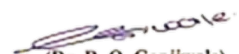
5. Obligations Towards Previous Employment:

Should you decide to accept this offer of employment, please be advised that the Company's policies require you to honour any agreement you may have with your previous employers. Furthermore, by signing this Offer Letter you confirm that you will not bring to your employment with the Company any information considered confidential and/or trade secret information of another entity, including any prior employer, and that you will not use any such confidential and/or trade secret information of another entity for purposes of your employment with the Company. In the event of any legal action taken or claim made by your previous employer(s) with respect to your employment with the Company, you alone (and not the Company) shall be liable and responsible for any costs or damages resulting from or related to the legal action or claim.

6. Confidentiality:

Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential. You are required to keep any and all communication from the Company, including the terms of this Offer Letter, strictly confidential and you shall not disclose the same to any third party. You will be required to sign a separate agreement for Confidentiality at the requirement of the Company.




(Dr. R. O. Ganjwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgoo (Moghe), Wardha

7. Reference Check:

Ascentrik will conduct reference checks/ background checks and drug test through a third-party agency at its sole discretion to verify and authenticate the details furnished by you during your job application and interview. This offer is subject to your satisfactory completion of background verification. If at any time it is found that you have furnished false information or withheld or suppressed any material fact or information, the Company shall be entitled to forthwith terminate your employment without notice.

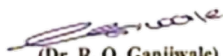
8. Other terms & conditions:

- i. Your office timing's will be from 10:00 AM to 07:00 PM, with a break of 1 hour, Monday through Saturday in the 1st, 3rd and 5th week of the Month and Monday through Friday in the 2nd and 4th week of the month.
- ii. Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- iii. You will be entitled for an aggregate of 21 days of leave in accordance with the Company's policy as applicable from time to time. (details outlined in the appointment letter and Employee Handbook)
- iv. You may be required to travel on Company work and you will be reimbursed expenses as per the then prevalent Company policy on travel and expenses.
- v. You will not undertake business of similar nature with any other Company during the period of your employment with this Company.
- vi. If you are absent for a continuous period of 3 working days without obtaining your manager's approval, Company may construe this as an act of abandonment and will proceed to follow the process as defined under the policy concerned.

By accepting this offer, you agree to abide by all Ascentrik policies and procedures as well as the terms and conditions as mentioned in this offer letter. We welcome you to Ascentrik and request your acceptance of these employment terms by signing and dating the offer letter and enclosed Employment Agreement and return the same to my email listed below as soon as possible.

We are pleased to have you join the Ascentrik team as a member of what we feel is an organization that offers each employee an opportunity for personal and professional development. We look forward to working with you in the future and hope you will find your employment at Ascentrik a rewarding experience.




(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borguon (Mighe), Wardha

Mumbai:

A-106/107, Rupa Solitaire, Millenium Business Park,
Mahape, Navi Mumbai-400 710,
Phone: +91-022-41438605

<http://www.ascentrik.com>
info@ascentrik.com

Pune:

G.O. Square, Office No. 406 & 407,
B-Building, Wakad, Pune - 411 057,
Phone: +91-020-66537300

You will be issued a comprehensive Appointment Letter within 15 days from the date of appointment; meanwhile the offer letter will be treated as an official intimation of your appointment.

Before your joining you are required to submit the scan copies of following documents to the HR department.

1. SSC Marksheet.
2. HSC Marksheet/Diploma Marksheet.
3. Graduation Marksheet (Only Final Year required).
4. Post-Graduation Marksheet (If applicable).
5. Degree Certificates.
6. PAN Card.
7. Aadhar Card (Both front and back side).
8. Passport Size Photo.
9. Relieving/Experience Letter (If applicable).
10. Last three month's pay slips (if applicable).
11. Proof of age and address if different from those mentioned in the identity proof.
12. Provident Fund account number and related details (if applicable);
13. A copy of Form 16 (if applicable)

Your final appointment will be subject to the confirmation of the authenticity of the documents provided and all verifications and checks of the documents you have furnished to the Company.


Please note following rules are applicable once you join the organization.

- The employee should serve notice period as per policies of role/company.
- We do not work on 2nd and 4th Saturdays, public holidays (as in company holiday list) and Sundays. However, depending on urgency of project deliveries, if required, you are bound to attend office on these days. You will get over time for that day on such occasions.

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

We congratulate and welcome you to **Ascentrik Research Pvt. Ltd.**




(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgun (Meghe), Wardha

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Annexure – I

Fixed Pay	
Gross Salary	21,767
Basic	13,060
HRA	6,530
LTA	1,088
Travel Reimbursement	1,088
Deductions	
Employee PF	1,567
PT	200
Total Deductions	1,767
Net pay	20,000
Add: Employer PF	1,698
Total CTC	23,465



(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
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B-Building, Wakad, Pune - 411 057,
Phone: +91-020-66537300



Dr. R.G. Bhojar Institute of Pharmaceutical Education & Research

Behind New Arts College, Bachelor Road, Nalwadi, Wardha - 442 001, Maharashtra

☎ : (07152) - 250673

Fax : 07152-250673

E-mail : principal.rgbiper@gmail.com

Website : rgbiper.rgbgi.org

Approved by All India Council For Technical Education (AICTE), New Delhi, Govt. Of Maharashtra

Directorate of Technical Education (DTE), Mumbai

& Affiliated to Rashtrasant Tukdoji Maharaj Nagpur University, Nagpur

Dr. Mrs. Pranita P. Kashyap

Principal

Dr. RGBIPER Wardha

Dr. R. G. Bhojar

Chairman

Mahila Vikas Sanstha, Wardha

Dr. Abhijit V. Viruikar

Secretary

Mahila Vikas Sanstha, Wardha

Ref. No.

Reference No. :-RGBIPER/D.Pharm/APO/2022-23/44

Date

Date :- 10/09/2022

APPOINTMENT ORDER

To,

Ms. Shreya B. Patil

Gadge Nagar,

Amravati.

You are hereby appointed a Lecturer in Dr. R. G. Bhojar Institute of Pharmaceutical Education & Research, Nalwadi, Wardha for Diploma course w.e.f. your date of joining. Your appointment is purely on ad-hoc basis in the pay scale of Rs. 15600 - 39100 with AGP pay of 6000/- plus other allowances as per Govt. rules. The management will observe your performance, and if not found satisfactory, the management shall terminate your services any time without giving any reason.

Beside the teaching job, you will have to attend and perform all the duties as assigned by the Principal of the Institute from time to time. Without written permission from the Principal you shall not be allowed to undertake any other part time job, study, and participate in any activity.

You shall join your duties within 15 days from the issuance of this order. You have to submit the medical fitness certificate from competent authority and you have to furnish a joining report / letter to the Institute at the time of Joining.

Dr. Mrs. Pranita P. Kashyap

PRINCIPAL

Principal

Dr. R. G. Bhojar Institute of Pharmaceutical
Education & Research, WARDHA



(Dr. R. O. Ganjiwale)

Principal

PRINCIPAL

Institute of Pharmaceutical Education & Research
Borguon (Moghe), Wardha



Mahila Vikas Sanstha's

Case: 0889, DTE Code: 4213

Dr. R.G. Bhoyar Institute of Pharmaceutical Education & Research

Behind New Arts College, Bachelor Road, Nalwadi, Wardha - 442 001 Maharashtra

☎ : (07152) - 250673.

Fax : 07152-250673

E-mail : principal.rgbiper@gmail.com

Website : rgbiper.rgbgi.org

Approved by All India Council For Technical Education (AICTE), New Delhi, Govt. Of Maharashtra

Directorate of Technical Education (DTE), Mumbai

& Affiliated to Rashtrasant Tukdoji Maharaj Nagpur University, Nagpur

Dr. Mrs. Pranita P. Kashyap

Principal

Dr RGBIPER Wardha

Dr. R. G. Bhoyar

Chairman

Mahila Vikas Sanstha, Wardha

Dr. Abhijit V. Virulkar

Secretary

Mahila Vikas Sanstha, Wardha

Ref No.

Date

Reference No. :-RGBIPER/B.Pharm/APO/2022-23/43

Date :- 10/09/2022

APPOINTMENT ORDER

To,

Ms. Sonali P. Derkar

At Gandhi Ward,

Ballarpur, Dist Chanrapur.

You are hereby appointed an Assistant Professor in Dr. R. G. Bhoyar Institute of Pharmaceutical Education & Research, Nalwadi, Wardha for Degree course w.e.f. your date of joining. Your appointment is purely on ad - hoc basis in the pay scale of Rs. 15600 - 39100 with AGP pay of 6000/- plus other allowances as per Govt. rules. The management will observe your performance, and if not found satisfactory, the management shall terminate your services any time without giving any reason.

Beside the teaching job, you will have to attend and perform all the duties as assigned by the Principal of the Institute from time to time. Without written permission from the Principal you shall not be allowed to undertake any other part time job, study, and participate in any activity.

You shall join your duties within 15 days from the issuance of this order. You have to submit the medical fitness certificate from competent authority and you have to furnish a joining report / letter to the Institute at the time of Joining.

Dr. Mrs. Pranita P. Kashyap

PRINCIPAL

**R. G. Bhoyar Institute of Pharmaceutical
Education & Research, WARDHA**



(Dr. R. O. Ganjivale)

Principal

**Institute of Pharmaceutical Education & Research
Borgnon (Steghe), Wardha**

Aquity Solutions

Aquity Solutions/Nagpur, India - Service Center -1/Medical Scribing

November 04, 2022

Ms. Dhanshree Sanjay Dhawale
Address: Bhatpuri, Adyal
Pavani, Bhandara
Maharashtra-441903

Subject: Offer Letter

Dear Dhanshree Sanjay Dhawale,

Based on your interview with us, we are pleased to extend you an offer to join Aquity Solutions India Private Limited (hereinafter referred to as "the Company" or "Aquity Solutions") as **Medical Scribe Trainee** at its office located at Nagpur in the state of Maharashtra.

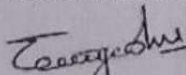
We welcome you to Aquity Solutions, and we are confident that you will enjoy being a part of it, as much as we shall cherish our association with you. This Offer Letter confirms your total emoluments and other terms of your employment, which if accepted by you, will be as follows:

1. Your Annual Cost to the company (CTC) shall be **Rs. 420000/- only (Rupees Four Lakh Twenty Thousand only)** and the same will be structured as per the attached Annexure I.
2. You shall join us on or before **07-Nov-2022** failing which the offer will be void.
3. This Offer Letter and your employment with Aquity Solutions shall be subject to satisfactory Background Verification Report as per the Company's process.
4. Your employment with Aquity Solutions will be governed by your Appointment Letter, which will be issued to you at the time of your joining.
5. Your services with the Company will be subject to a probation period of three (3) months from the date of your joining, during which period your performance would be monitored and evaluated prior to confirming your services with the Company.
6. The terms of this Offer Letter are valid for seven (7) days from the date of this letter. If we do not receive your acceptance of this offer, the terms of this letter and this offer will be deemed to have been rejected by you unless otherwise communicated to you by the Company in writing.
7. Please provide all the documentation as listed in Annexure II, on or before joining the Company.
8. To indicate your acceptance of this Offer Letter, please sign and return a duplicate copy of this letter.

We look forward to hear from you regarding your decision to join Aquity Solutions. You are expected to keep this offer strictly confidential. In case, you have anything you would like to discuss further, please feel free to get back to us on the same.

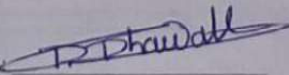
We wish you a successful career and look forward to your joining us.

Sincerely yours,
For Aquity Solutions India Private Limited


Authorised Signatory

I hereby acknowledge and accept the terms and conditions of this Offer Letter. I further confirm that I shall join the Company on or before 07/11/2022.

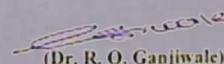
Accepted:

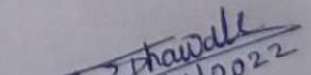
Signature: 

Date: 07/11/2022

SYS/HR/F/1.3a Rev08/Date of issue-01-Jan-2020




(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgoo (Siegh), Wardha


07/11/2022



Annual Cost to Company (CTC)		
Name of the Employee: Dhanshree Sanjay Dhawale		
Designation / Division: Medical Scribe Trainee / Medical Scribing		
Particulars	Compensation Per Month Rs.	Compensation Per Annum Rs.
Basic	9838	118056
HRA	5411	64932
Medical	1250	15000
Food Coupons	1100	13200
Attire Allowance/Reimbursement	1600	19200
Education	200	2400
Leave Travel Allowance (LTA)	738	8856
City Compensatory Allowance (CCA)	2109	25308
Interim Bonus (IB)	2348	28176
Gross Earnings (Rs.) - 1. (Rs.)	24594	295128
Performance Allowance	0	0
Hardship Allowance	2500	30000
Total Earnings (Rs.) - 2. (Rs.)	27094	325128
Company's Contribution to Provident Fund	1279	15348
Gratuity	473	5676
Mediclaime Insurance	412	4944
Subsidised Canteen facility	450	5400
ESI Employer Contribution	0	0
Monthly Bonus	292	3504
Retention Bonus	5000	60000
Company's Contribution (Rs.) -3.	7906	94872
Total Monthly CTC (Rs.) - 1+ 2 +3	35000	420000
Total Annual CTC (Rs.)	420000	
Comments:		
PF is calculated as 13 % of Basic Salary		
Gratuity calculated as per the Gratuity Act 1972 (Payable on completion of five years of service)		
Mediclaime Insurance - Mediclaime Insurance as per the company policy		
Provision of Subsidised canteen facilities		
Retention Bonus will be paid after 18 months from the date you work independently for assigned Provider / Doctor i.e. "Go-Live" in two equal instalments.		

T. Dhawale
07/11/2022

SYS/HR/F/1.3a Rev08/Date of Issue-01-Jan-2020



(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgun (Stephe), Wardha

Annexure II

List of required documents and/or information to be provided on or prior to joining

1. 8 passport size copies of your recent photograph.
2. Self-attested copies of all educational and professional certificates.
3. Self-attested copy of document in support of your age (Birth Certificate/10th Mark Sheet/Passport Copy).
4. Self-attested copy of document in support of your address (Passport Copy/License Copy etc.).
5. Self-attested copy of your PAN Card.
6. Self-attested copy of your Aadhaar Card or the receipt of Aadhaar enrollment.
7. Self-attested copy of Relieving and Experience Letter issued by your previous employer.
8. Self-attested copy of your last three (3) months' Salary Slip or Salary Certificate and Form 16 or Tax Deduction certificate from your previous employer.
9. Your PF UAN (Universal Account Number) along with a self-attested photocopy of UAN Card (available on UAN Member Portal).
10. Your Provident Fund and Family Pension fund account numbers (details in case it is a private trust).
11. If you are eligible for ESIC as per your Compensation Plan, please provide a self-attested copy of your ESIC card or Form 1 Declaration.
12. Recent Medical Fitness Certificate from a recognized Medical Practitioner (not more than a week older on the date of joining).

R. O. Ganjiwale
07/11/2022

SYS/HR/F/1.3a Rev08/Date of issue-01-Jan-2020



R. O. Ganjiwale
(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borguon (Moghe), Wardha

Aquity Solutions

Aquity Solutions/Nagpur, India - Service Center -1/Medical Scribing

November 07, 2022

Ms. Jagruti Rajendra Wange
Address: 84, Maroti Ward Arvi,
Teh - Arvi, Wardha
Wardha-442201

Subject: Offer Letter

Dear Jagruti Rajendra Wange,

Based on your interview with us, we are pleased to extend you an offer to join Aquity Solutions India Private Limited (hereinafter referred to as "the Company" or "Aquity Solutions") as **Medical Scribe Trainee** at its office located at **Nagpur** in the state of Maharashtra.

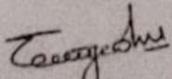
We welcome you to Aquity Solutions, and we are confident that you will enjoy being a part of it, as much as we shall cherish our association with you. This Offer Letter confirms your total emoluments and other terms of your employment, which if accepted by you, will be as follows:

1. Your Annual Cost to the company (CTC) shall be Rs. **420000/- only (Rupees Four Lakh Twenty Thousand only)** and the same will be structured as per the attached Annexure I.
2. You shall join us on or before **07-Nov-2022** failing which the offer will be void.
3. This Offer Letter and your employment with Aquity Solutions shall be subject to satisfactory Background Verification Report as per the Company's process.
4. Your employment with Aquity Solutions will be governed by your Appointment Letter, which will be issued to you at the time of your joining.
5. Your services with the Company will be subject to a probation period of three (3) months from the date of your joining, during which period your performance would be monitored and evaluated prior to confirming your services with the Company.
6. The terms of this Offer Letter are valid for seven (7) days from the date of this letter. If we do not receive your acceptance of this offer, the terms of this letter and this offer will be deemed to have been rejected by you unless otherwise communicated to you by the Company in writing.
7. Please provide all the documentation as listed in Annexure II, on or before joining the Company.
8. To indicate your acceptance of this Offer Letter, please sign and return a duplicate copy of this letter.

We look forward to hear from you regarding your decision to join Aquity Solutions. You are expected to keep this offer strictly confidential. In case, you have anything you would like to discuss further, please feel free to get back to us on the same.

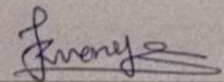
We wish you a successful career and look forward to your joining us.

Sincerely yours,
For Aquity Solutions India Private Limited


Authorised Signatory

I hereby acknowledge and accept the terms and conditions of this Offer Letter. I further confirm that I shall join the Company on or before 07/11/2022.

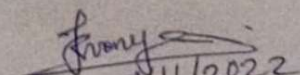
Accepted:

Signature: 

Date: 07/11/2022

SYS/HR/F/1.3a Rev08/Date of issue-01-Jan-2020




07/11/2022


(Dr. R. O. Ganjuwale)

1. FS 5628 Principal
2. Quality PRINCIPAL
Wardha District Education Officer, Wardha
Borgoo (Bilghe), Wardha

Annual Cost to Company (CTC)		
Name of the Employee: Jagruti Rajendra Wange		
Designation / Division: Medical Scribe Trainee / Medical Scribing		
Particulars	Compensation Per Month Rs.	Compensation Per Annum Rs.
Basic	9838	118056
HRA	5411	64932
Medical	1250	15000
Food Coupons	1100	13200
Attire Allowance/Reimbursement	1600	19200
Education	200	2400
Leave Travel Allowance (LTA)	738	8856
City Compensatory Allowance (CCA)	2109	25308
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Retention Bonus	5000	60000
Company's Contribution (Rs.) -3.	7906	94872
Total Monthly CTC (Rs.) - 1+ 2 +3	35000	420000
Total Annual CTC (Rs.)	420000	
Comments:		
PF Is calculated as 13 % of Basic Salary		
Gratuity calculated as per the Gratuity Act 1972 (Payable on completion of five years of service)		
Mediclaime Insurance - Mediclaime Insurance as per the company policy		
Provision of Subsidised canteen facilities		
Retention Bonus will be paid after 18 months from the date you work Independently for assigned Provider / Doctor i.e. "Go-Live" in two equal Instalments.		

J. Wange
07/11/2022

SYS/HR/F/1.3a Rev08/Date of Issue-01-Jan-2020



(Dr. R. O. Ganjiwale)

Principal

PRINCIPAL

Institute of Pharmaceutical Education & Research
Borguon (Aicghe), Wardha

Annexure II

List of required documents and/or information to be provided on or prior to joining

1. 8 passport size copies of your recent photograph.
2. Self-attested copies of all educational and professional certificates.
3. Self-attested copy of document in support of your age (Birth Certificate/10th Mark Sheet/Passport Copy).
4. Self-attested copy of document in support of your address (Passport Copy/License Copy etc.).
5. Self-attested copy of your PAN Card.
6. Self-attested copy of your Aadhaar Card or the receipt of Aadhaar enrollment.
7. Self-attested copy of Relieving and Experience Letter issued by your previous employer.
8. Self-attested copy of your last three (3) months' Salary Slip or Salary Certificate and Form 16 or Tax Deduction certificate from your previous employer.
9. Your PF UAN (Universal Account Number) along with a self-attested photocopy of UAN Card (available on UAN Member Portal).
10. Your Provident Fund and Family Pension fund account numbers (details in case it is a private trust).
11. If you are eligible for ESIC as per your Compensation Plan, please provide a self-attested copy of your ESIC card or Form 1 Declaration.
12. Recent Medical Fitness Certificate from a recognized Medical Practitioner (not more than a week older on the date of joining).

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[Handwritten Signature]
07/11/2022



[Handwritten Signature]
(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borjoun (Kicghe), Wardha



labcorp



SURABHI

124688 PUN



Ref No: 23329648
15-Nov-2022



Adnan Abdul Quddoos Shaikh

Dear **Adnan Abdul Quddoos**,

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

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

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

We request that you join us on or before **16-Nov-2022**.

Please note:

?This offer is subject to satisfactory professional reference checks

?This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing

?Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

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

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

Best regards,

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



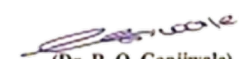
Shibu Balakrishnan
AVP HR

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

Signature:

Date:




(Dr. R. O. Ganjivale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borguon (Mighe), Wardha

Compensation and Benefits

Name: Adnan Abdul Quddoos Shaikh **Designation:** Process Executive - Voice

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

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

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

Leave and vacation:

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

Category of Leave

- ?Earned Leave ?18 days
- ?Sick Leave ?12 days
- ?Casual Leave ?6 days

?From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act

?In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy

Provident Fund Wages:



(Dr. R. O. Ganjivale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgnur (Siegh), Wardha

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

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

Employee State Insurance (ESI):

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

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

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

*** Flexible Benefit Plan:**

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

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

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

Note:

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

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

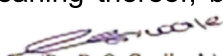
Employment Agreement ?Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 15-Nov-2022 between:

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

AND




(Dr. R. O. Ganjivale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgun (Steghe), Wardha

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

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

RECITAL:

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

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

1. Duties and Responsibilities

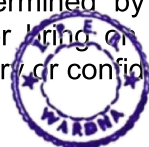
- a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring or to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate



Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgou (Stghe), Wardha

any agreement or obligations that you have with them.

4. Confidentiality

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

5. Data Protection

By signing below,

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

6. Work Schedule



(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgnon (Moghe), Wardha

- a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.
- b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.
- c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.
- d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

7. Background Check

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

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

8. Compliance with Company Policies

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

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

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.



(Dr. R. O. Ganjivale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgoo (Stghe), Wardha

9. Non-Compete and Non-Solicit Restrictions

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

10. Representations and Warranties

By signing below,

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

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Policy and those that may be changed by the Company from time to time.



Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgoo (Steghe), Wardha

13. Unauthorized Absence

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

14. Retirement

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

15. Termination of Employment

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

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

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

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

16. Deputation, Assignment and Transfer

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

17. Survival

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



(Dr. R. O. Ganjwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgoo (Meghe), Wardha

18. Dispute Resolution and Governing law

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

19. General

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

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

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

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

**Cognizant Technology Solutions India Private Limited
Shaikh**

Adnan Abdul Quddoos




Shibu Balakrishnan
AVP ?HR

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

Signature:

Date:




(Dr. R. O. Ganjivale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgnour (Malghe), Wardha



MICRO LABS LIMITED

REGD. & CORPORATE OFFICE: # 31, RACE COURSE ROAD, BENGALURU 560 001, KARNATAKA, INDIA
Tel. : +91-80-2237 0451- 57 Fax : +91-80-2237 0463 CIN: U24232KA1973PLC002401 Website: www.microlabsltd.com Email : info@microlabs.in

ML-18/OL/2022/631

September 16th, 2022

Mr. Aniket Wadaskar
At/po Kotha, Kalamb tq
Yavatmal district
Maharashtra - 445401.

Sub: Offer of Employment

Dear Mr. Aniket,

This has reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you an employment with our organization in the Clinical Research department based at Kudlu, Bangalore. The remuneration package as mutually agreed upon shall be communicated to you on your joining with us.

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

You are requested to join us latest by **October 17th 2022** failing which this Offer of employment stands withdrawn. Kindly also confirm your exact Date of Joining at least 7 days prior to your joining the Organization.

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

- Joining Report
- Passport size photographs - 3 Nos
- Photocopy of your testimonials – From SSLC onwards
- Proof of Date of Birth
- Pre-employment Medical Fitness Certificate from a Registered Medical Practicing Doctor
- Copy of Resignation and relieving letter from immediate previous employer
- Last Salary Slip / Salary Certificate, as applicable
- Provisional Income & Tax deducted at source Certificate from the previous employer (If applicable) along with a copy of PAN card
- PF UAN from previous employer
- Copy of Aadhar Card

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

Yours cordially,
for **MICRO LABS LIMITED,**

V.R. V.R. 17/9

Ramakrishnan V.R
Associate Vice President - Human Resources



R. O. Ganjivale
(Dr. R. O. Ganjivale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgnour (Steghe), Wardha

17/5-2022-22

Syngene

Syngene International Limited
SEZ Unit
Biocon Special Economic Zone
Bommasandra - Jigani Link Road
Bangalore - 560 099, India
T 91 80 2808 2808
F 91 80 2808 3189
www.syngeneintl.com

Ref: S/HR/LET-OFR/38181/140200
Date: 09 May 2022

Dear Kundan Sable,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : SENIOR RESEARCH ASSOCIATE TRAINEE - BIOLOGY
Level : 9-II - SENIOR RESEARCH ASSOCIATE TRAINEE
Location : Bangalore
Address : Syngene International Limited, SEZ Unit, Biocon Special Economic Zone, Bommasandra - Jigani Link Road,
Bangalore - 560 100

You will be entitled to a Total Cash compensation of Rs. 339488 p.a the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

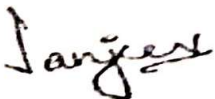
This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 15 August 2022.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as CONFIDENTIAL, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,
for Syngene International Ltd.



Sanjeev Sukumaran
Chief Human Resource Officer



Page 1 of 5
(Dr. K. G. Ganjwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgun (Aicghe), Wardha

Syngene

ANNEXURE - I

Name : Kundan Sable
Position : SENIOR RESEARCH ASSOCIATE TRAINEE - BIOLOGY
Level : 9-II

Salary Components	Annual (Rs.)	Monthly(Rs.)
Basic Salary	197040	16420
House Rent Allowance	49464	4122
Leave Travel Allowance	0	0
Flexi Allowance	0	0
Advance statutory Bonus / Ex-Gratia	39408	3284
Canteen Cost	9000	750
Gross Salary - (A)	294912	24576
Employer Contribution of PF	23640	1970
Gratuity Fund	9456	788
Employer Contribution to ESI	0	0
Statutory Contributions - (B)	33096	2758
Total Fixed Cost - (C = A+B)	328008	27334
Short Term Incentive (STI) at Target - (D)	11480	
Total Cash Compensation - (C+D)	339488	

Benefit Component	Annual Benefit Value	Features
Group Medical Insurance	200000	Covers only for Self, Spouse and two dependent children.
Group Personal Accident Insurance	1700000	Covers only self, up to a limit of Rs. 17,00,000 or two times of your Annual Fixed Pay whichever is higher

Applicable for STA's (Syngene Training Academy) only: All hires under the STA programme, are bound by the terms and obligations agreed in the SERVICE AGREEMENT executed at the time of joining Syngene. The candidate shall undergo training in technical and soft skill enhancement, for a period of six months from the date of joining. After successful completion of 6 months training programme, the candidates will be required to serve the company for a minimum period of 24 months (in total - 30 months). In the event the employee leaves the services of the company before expiry of 30 months, he will be liable to pay a sum of Rs.1,00,000/- (Rupees one lakh only) as liquidated damages.



(Dr. R. O. Ganjivale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgun (Moghe), Wardha

13-10-2022

Mr. Kumar Panjabrao Gautam Rathod

S/o. Sri. Gautham Rathod
At Bhanegaon Tanda,
Post Unchegaon,
TQ Hadgaon, Nanded
Maharashtra – 431712

Dear Mr. Kumar Panjabrao Gautam Rathod,

With reference to the interview and discussions you had with us, we are pleased to enroll you as **Research Trainee – Pharmacokinetics & Metabolism** Department under the following terms and conditions:

1. Your training in our Organization comes into effect from the date of your joining, i.e. from 13th October, 2022.
2. You will be placed in probation for a period of six months from the date of your joining. After successful completion of probation, your services will be regularized with effect from the date of joining.
3. Suven Discovery Research would provide you training in the required functional area(s).
4. Your monthly pay structure during the training period is mentioned hereunder:

Component	Monthly CTC (Rs.)	Annual CTC (Rs.)	
Basic	9427	113124	Thru' Pay Roll
Dearness Allowance	1885	22620	Thru' Pay Roll
HRA	4525	54300	Thru' Pay Roll
Attendance Allowance	2239	26868	Thru' Pay Roll
Total: (A)	18076	216912	
Provident Fund	1357	16284	Co. Contribution
Bonus	1400	16800	As per Co. Policy
Total: (B)	2757		
Grand Total: (A+B)	20833		
Total annual Compensation		250000	

5. Your salary will be reviewed on the basis on your performance as per policy of the company.
6. Your initial place of training will be at our Pashamylaram Facility, Hyderabad. However, your services are liable to be transferred either part-time or whole time to any of the research locations, associate companies, either existing or likely to be acquired or incorporated in future in India or Abroad.

Page 1 of 4

(Dr. R. O. Ganjwale)

Principal

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Institute of Pharmaceutical Education & Research
Borgoo (Moghe), Wardha

**Suven Life Sciences Limited**

Ref: BIO/HR/PCD/OL-1390/2022-23

Date: 26th May 2022**OFFER LETTER**

Dear Yogesh,

On behalf of the management, we are pleased to offer you a position in our organization on the following terms and conditions:

Position: Junior Research Associate**Department: Toxicology****Location: Devarahosahalli-Bangalore Rural.**

You will be entitled to a compensation of Rs 2.65 lakh per annum on cost to the company basis and the detailed breakup of the compensation package is attached as Annexure I.

This offer of employment is valid subject to satisfactory completion of reference /background verification of your credentials related to your educational qualifications and professional experience.

The appointment is effective from the date of your joining and we request you to join on **06th June 2022**. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

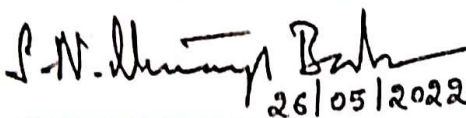
Please confirm your acceptance of our offer by signing a copy of this letter and advice the date by which you will join our organization. It is understood that we will mutually keep this offer as **CONFIDENTIAL**, till the time you are on board with us.

You are expected to confirm acceptance of this offer in writing within seven days from the date of offer, or this offer will be deemed to have been withdrawn and consequently you will not have any further claim for employment with us.

We take pleasure in welcoming you to our organization and are confident that your period of association with us will be long, pleasant and mutual benefit.

Yours truly

For Bioneed India Private Limited


26/05/2022Dr. S.N. Vinaya Babu
Managing Director

I confirm acceptance of your above offer and will join your organization by date: _____

BIO/HR/FM-007

1

BIONEEDS INDIA PRIVATE LIMITED (CIN: U07100KA2007PTC042282)

Reg. Off. & Facility: Devarahosahalli, Sompura Hobali, Nelamangala Taluk, Bangalore Rural District, Karnataka

Mob: 09844457677 Phone: 0816-2214400 Fax: 0816-2214444 Email: bioneed@bioneed.inExecutive Office: Plot #3, Peenya Industrial Area, 1st Main Road, 1st Stage, Bangalore - 560058 INDIA
R. O. GanjiwalePrincipal
PRINCIPALInstitute of Pharmaceutical Education & Research
Borgun (Moghe), Wardha

ANNEXURE - I

Name: Mr. Yogesh Danewal

Position: Junior Research Associate

Details of Cost:			
Sl. No	Details	INR Per Month	INR Per Annum
EMOLUMENTS			
a.	Basic + Dearness Allowance	6,500.00	78,000.00
b.	House Rent Allowance	2,600.00	31,200.00
c.	Transport Allowance	1,600.00	19,200.00
d.	Medical Reimbursement	1,250.00	15,000.00
e.	Special Allowance	0.00	0.00
f.	Variable Pay	2,000.00	24,000.00
(A) Monthly/Annual Gross		20,000.00	2,40,000.00
(B) ANNUAL BENEFITS			
a.	Ex-gratia		
RETIRAL BENEFITS			
a.	Employer Contribution of PF	1,800.00	21,600.00
b.	Gratuity		3,751.80
(C) Total		1,800.00	25,351.80
Total Cost to Company: A+B+C		21,800.00	2,65,351.80
OTHER BENEFITS			
a.	Group Medi-claim*		
DEDUCTIONS			
a.	PF-Employee Share	1,800.00	21,600.00
b.	Professional Tax	200	2,400.00
c.	ESI	150.00	1,800.00
d.	Canteen Charges	0.00	0.00
e.	Transport Charges*	0.00	0.00
f.	Income Tax	0.00	0.00
(D) Total		2,150.00	25,800.00
Monthly Net Pay(A-D)		17,850.00	2,14,200.00

Please Note:

- Group Medi-claim is optional. Premium will be deducted from Salary, depending on the Sum insured.
- Statutory/ Other deduction will be subject to changes in the Company Policy and applicable laws
- TDS will be based on your Tax computation and subject to prevailing Income Tax laws and rules.

BIO/HR/FM-007

2

BIONEEDS INDIA PRIVATE LIMITED (CIN: U01409KA2007PTC042282)

Reg. Off. & Facility: Devarahosahalli, Sompura Hoballi, Nelamangala Taluk, Bangalore Rural District, Karnataka,

Mob: 09844457677 Phone: 0816-2214400 Fax: 0816-2214444 Email: bioneeds@bioneeds.in

Executive Office: Plot #3, Peenya Industrial Area, 1st Main Road, 1st Stage, Bangalore - 560058 INDIA

(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL

Institute of Pharmaceutical Education & Research
Borjoun (Aicgho), Wardha



HI-TECH COLLEGE OF PHARMACY

Padoli Phata, Nagpur Highway, Morwa, Post-Tadali, CHANDRAPUR – 442 406 M.S.)

Approved by PCI and DTE, Affiliated to Gondwana University, Gadchiroli & MSBTE Mumbai

Contact No. : 07172-645441, 9420608853

Email: hitechcop09@rediffmail.com

Shri Prashant V. Morey

President

Dr. Satish B. Kosalge

Principal

HITCOP/B.Ph/2022-23/1427

Date:- 28.07.2022

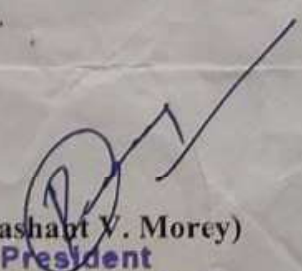
APPOINTMENT LETTER

The Management of Hi-Tech College of Pharmacy, Chandrapur is pleased to appoint Ms. Akansha S. Awatade as an Ad-hoc Assistant Professor for B. Pharm. course at our Hi-Tech College of Pharmacy, Chandrapur.

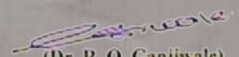
Your scale of pay is in a pay band 15600-39100 + AGP 6000 and you will get basic of Rs. 21600/- per month.

The appointment is temporary and valid for current academic session only.

You have to give joining report immediately.


(Shri Prashant V. Morey)
President
S. T. S. Prasad Mothari
Dist. Chandrapur.




(Dr. R. O. Ganjiwale)

Principal

PRINCIPAL

Institute of Pharmaceutical Education & Research
Borgnur (Stephe), Wardha



Savitribai Fule Mahila Mandal
**Dr. Babasaheb Ambedkar
Institute of D-Pharm**

Adarsh Nagar, Sewagram, Wardha - 442 001
Ph.: 07152 - 252633, 8600043892, 8390596614

Institute Code: 4541(OT)
Institute Code: 1741(MBTT)

Ref: SFMM/DBAIPP/A.L./1162

Date: 01/07/2022

TO,
Chetana R. Dhande,
At-Near Mhada Colony,
Wardha.

Subject :- Appointment Letter.

Shri/Smt/Ku. Chetana R. Dhande is appointed as Lecturer at Dr. Babasaheb Ambedkar Institute of D-Pharm, Sewagram, Wardha on the pay scale as per A.I.C.T.E. norms on the following terms & conditions :

His/ Her appointment is on purely adhoc basis for the academic session 2022-2023 w.e.f. 01/07/2022 subject to his/her satisfactory performance. The management will observe his/her teaching, if not found satisfactory, the management shall have right to terminate even in the middle of session at any time without giving any reason. His/ Her services shall be come to an end on the last day of academic session 2022-2023 automatically without any notice or notice pay in lieu of notice being purely adhoc services.

- He/She is entitled for casual leave as admissible under rules of the college.
- Without written permission from the Chairman of the college, he/she will not be allowed to take any part time job, studies.
- If employed, relieving order from earlier employer should be submitted at time of joining.
- Besides the teaching job, he/she will have to attend & perform all the studies assigned by the Principal of the college from time to time.
- No T.A. & D.A. shall be paid to him/her for his/her joining the college.
- This order is issued in supercession of all the earlier orders issued by the college & they stands cancelled.
- If candidate want to leave the institute in between the accademic session, he/she has to give written notice one month before to the institute.

You should join your duties on 01/07/2022 and also submit the medical fitness certificate from competent authority at the time of joining.

Received
11/7/2022
Copy to :

Director,
Savitribai Fule Mahila Mandal,
Snehal Nagar, Wardha .



Principal
Principal

Dr. Babasaheb Ambedkar
Institute of Pharmacy
SEWAGRAM

(Dr. R. O. Ganjiwale)

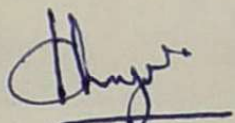
Principal

PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgoo (Stghe), Wardha

**Dr. R. G. Bhojar Institute of
Pharmaceutical Education & Research,
Batchelor Road, Nalwadi, Wardha
Staff Identity Card**




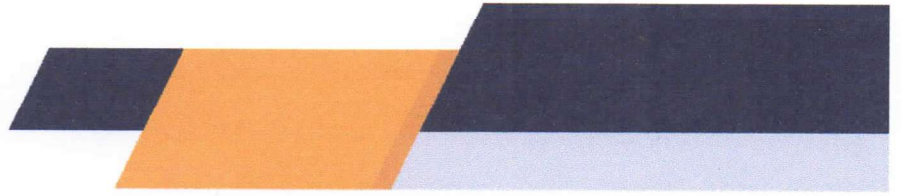
Name : Ms. Kalyani D Tumdam
Designation : Assistant Professor
Date of Birth : 20th April 1998
Address : Gajanan Nagar, Wardha
Contact No. : 8605165127


Principal
PRINCIPAL

**Dr. R. G. Bhojar Institute of Pharmaceutical
Education & Research, WARDHA**




(Dr. R. O. Ganjivale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgou (Stephe), Wardha



Date: 28/12/2022
Ms. Payal Kawale
Ahmedabad, Gujarat

Employment Offer Letter

Dear Ms. Payal Kawale,

This has reference to the interview you had with us. We are pleased to inform you that you have been selected to be member of our team. We are pleased to offer you a position of **Jr. Regulatory Executive**.

Your Basic salary based on Cost to the Company will be **Rs. 3,00,000 /- (Rupees Three Lakhs)** per annum. There will be a deduction of Rs. 200/month as Professional Tax. Therefore, total in hand salary will be **Rs. 2,97,600 /- (Rupees Two Lakhs Ninety-Seven Thousand Six Hundred)** per annum.

Please note that this offer is applicable on the contract of 2 years with the company. You will be on probation period of 6 months from the date of joining and you will be eligible for incentives after the completion of probation period.

Sincerely,



Maven Profcon Services LLP
Maulik Patel, Vice President

Employee Acceptance	
Date	29/Dec/2022
Employee Name	Payal Kawale
Employee Signature	





HI-TECH COLLEGE OF PHARMACY

Padoll Phata, Nagpur Highway, Morwa, Post-Tadall, CHANDRAPUR – 442 406 M.S.)

Approved by PCI and DTE, Affiliated to Gondwana University, Gadchiroli & MSBTE Mumbai

Contact No. : 07172-645441, 9420608853

Email: hitechcops09@rediffmail.com

Shri Prashant V. Morey
President

Dr. Satish B. Kosalge
Principal

HITCOP / B.PH / 2022-23 / 1426

Date:- 28-07. 2022

APPOINTMENT LETTER

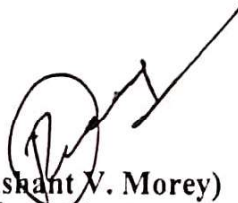
The Management of Hi-Tech College of Pharmacy, Chandrapur is pleased to appoint Ms. Poonam V. Gedam as an Ad-hoc Assistant Professor for B. Pharm. course at our Hi-Tech College of Pharmacy, Chandrapur.

Your scale of pay is in a pay band 15600-39100 + AGP 6000 and you will get basic of Rs. 21600/- per month.

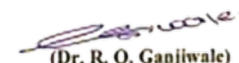
The appointment is temporary and valid for current academic session only.

You have to give joining report immediately.

*Received
Prashant V. Morey*


(Shri Prashant V. Morey)
President
S. T. S. Prashant V. Morey
Dist. Chandrapur.




(Dr. R. O. Ganjwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgnon (Moghe), Wardha



Dr. R.G. Bhojar Institute of Pharmacy, Seloo

- Approved by All India Council For Technical Education (AICTE), New Delhi & Govt. of Maharashtra.
- Approved by Pharmacy Council of India (PCI), New Delhi.
- Affiliated to Maharashtra State Board of Technical Education (MSBTE), Mumbai.
- Recognised by Directorate of Technical Education (DTE), Mumbai.

Nagpur-Wardha Road, Seloo, Dist. Wardha - 442 104

Cell : 8857904285, Ph. : 07155-297992 E-mail : rgbip.seloo@gmail.com

Ref.No. : RGBIP-Seloo/2022/182A

Date : 24/09/2022

To,
Ms. Purva Dahake
Wardha.

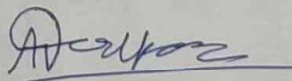
You are hereby appointed as a Lecturer in Dr. R. G. Bhojar Institute of Pharmacy, Seloo, Dist. Wardha w.e.f. your date of joining in the pay scale of AICTE & Govt. of Maharashtra rules plus other allowances as per Govt. rules. The management will observe your performance, and if not found satisfactory, the management shall terminate your services any time without giving any reason.

Beside the job, you will have to attend and perform all the duties as assigned by the Principal of the Institute from time to time. Without written permission from the Principal you shall not be allowed to undertake any other part time job, study, and participate in any activity.

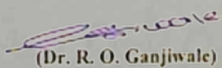
You shall join your duties within 7 days from the issuance of this order. You have to submit the medical fitness certificate from competent authority and you have to furnish a joining report / letter to the Institute at the time of Joining.

c.c.to

- The Principal,
Dr. RGBIP, Seloo.
- Accountant, RGBIP, Seloo.


President/ Secretary
President | Secretary
Vidyabharti Sanstha
WARDHA




(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgaon (Stogie), Wardha



YAVATMAL ZILLA VIKAS SAMITI'S
P. WADHWANI COLLEGE OF PHARMACY, YAVATMAL.

Girija Nagar , Dhamangaon Road , Yavatmal (M.S.) 445001
Ph. (07232) 245847, 238847 , FAX - (07232) 238847 , E - mail : principalpwcopdph@gmail.com

Approved by PCI New Delhi, Recognised by DTE Mumbai , & Affiliated to DBATU Lonere

PWCOP/ 200/Appointment /Asst. Professor/4840-F/2022-2023

Dt.22.09.2022

To,
Miss Shubhada A Ganvir
Nagpur

Subject- Appointment as an **Assistant Professor** on B.Pharm Course.

Reference: Your application dated 08.09.2022

Dear Madam,

as per your application dated 08.09.2022 for the post Assistant Professor on B.Pharm Course in this college, I am pleased to inform you are selected on the post of an **Assistant Professor** on B.Pharm Course. During your services you will be paid basic salary of **Rs 15000 (Rs Fifteen thousand only)** in the pay scale **Rs.15600-39100 + AGP 6000** and will be eligible for all other allowances as applicable as per Government of Maharashtra implemented time to time.

During your services you will have to maintain the discipline and have to follow rules and regulations framed by college authority time to time. You have to work as per duties allotted by the undersigned apart from your regular teaching and have to contribute in college administration and academic development. Your contact hours should not be less than 42 hours per week..

If you are willing to accept this appointment you have to join your duties on or before 26.09.2022

Shubhada A Ganvir
Received



Dr. M. D. Kitukale
Principal
Pataldhamal Wadhvani College of
Pharmacy, Yavatmal-445001(M.S.)



Dr. R. O. Ganjiwale
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgun (Steghe), Wardha

Date 22/9/2022

To,

Principal sir,
PWCOF
Jawatmal



Sub: Joining letter for the Assistant Professor's
Reference: PWCOF/200/Appointment/Asst. Prof/4840-
F/2022-23

Respected sir,

With the above reference, I accept the offer and acknowledge the same. I am ready to join as Asst. Prof. in your college on 22/9/2022 kindly consider this as my formal joining letter.

Thanking you!

Shanvi

Sincerely

Shubhada A. Ganvir

Mob. No: 9637988458

Place: Jawatmal.

Joining / Asst. Prof /
B. Pharm Course /
22/9/22



(Dr. R. O. Ganjivale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgou (Aicghe), Wardha



glacier
Pharmaceuticals Pvt.Ltd.

G-5, M.I.D.C. INDUSTRIAL AREA, AMRAVATI - 444607 Tel No. (0721)-2520299, M. 9823271691
email: glacierpharma111@gmail.com, nanwaniashok123@gmail.com

Registered Office & Works :

GPPL/2022-23/004
October, 12, 2022
By Hand Delivery.

To,
Ms. Shreya. Nilkanth. Nathe
Gurukul colony, Behind Sidharth High School,
Paratwada,
Dist: AMRAVATI

Subject: Appointment as a 'Quality Control Chemist' in Q.C. Department

Ms. Shreya. Nilkanth. Nathe

With reference to your application dated 11/10/2022 and personal interview with us on 12/10/2022, we have pleasure in appointing you as a 'Quality Control Chemist' in Q.C. Department at our G-5, MIDC, Amravati plant under the following condition:

- 1. Probation:** You shall be on Probation with effect from your joining date for the period of three months.
- 2. Remuneration:** During the period of probation you will get Rs. 7,500=00 (Rupees Seven Thousand Only) per month as consolidate salary. *five-hundred.*
- 3. Performance:** Your performance during probationary period shall be reviewed periodically. The appointment authorities can terminate the service any time without giving prior notice in case unsatisfactory performance.

Thanking you,

Yours faithfully,
For Glacier Pharmaceuticals Pvt Ltd,



Director
[Mr. Ashok I. Nanwani]

Signed and deliver by me:
Within named in presence of

Shreya

[Ms. Shreya. Nilkanth. Nathe]



(Dr. R. O. Ganjiwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgun (Sicghe), Wardha

Administrative Office - B-2, Narendra Bhawan, S.V. Road, Jogeshwari (W) Mumbai - 400 102 ☎ 26795959



YAVATMAL ZILLA VIKAS SAMITI'S
P. WADHWANI COLLEGE OF PHARMACY, YAVATMAL.

Girija Nagar , Dhamangaon Road , Yavatmal (M.S.) 445001
 Ph. (07232) 245847, 238847 , FAX - (07232) 238847 , E - mail : principalpwcopdph@gmail.com
 Approved by PCI New Delhi, Recognised by DTE Mumbai , & Affiliated to MSBTE, Mumbai

PWCOP/ 200/Appointment / Lecturer /4840-I/2022-2023

Dt.22.09.2022

To,
Miss Tejaswini B. Dukare
 Yavatmal.

Subject- Appointment as an **Lecturer** on D.Pharm Course.

Reference: Your application dated 08.09.2022

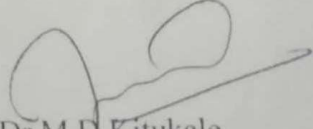
Dear Madam,

as per your application dated 08.09.2022 for the post Lecturer on D.Pharm Course in this college, I am pleased to inform you are selected on the post of an **Lecturer** on D.Pharm Course. During your services you will be paid basic salary of **Rs 15000 (Rs Fifteen thousand only)** in the pay scale **Rs.15600-39100 + AGP 6000** and will be eligible for all other allowances as applicable as per Government of Maharashtra implemented time to time.

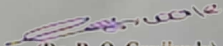
During your services you will have to maintain the discipline and have to follow rules and regulations framed by college authority time to time. You have to work as per duties allotted by the undersigned apart from your regular teaching and have to contribute in college administration and academic development. Your contact hours should not be less than 42 hours per week..

If you are willing to accept this appointment you have to join your duties on or before 26.09.2022




 Dr M D Kitukale
 Principal
 Pataldhamal Wadhawani College of
 Pharmacy, Yavatmal-445001(M.S.)




 (Dr. R. O. Ganjiwale)
 Principal
 PRINCIPAL
 Institute of Pharmaceutical Education & Research
 Borgunoo (Methgaon), Wardha

From: chinmay durge <chinmaydurge98@gmail.com>

To: "ankitkediya@rediffmail.com" <ankitkediya@rediffmail.com>

Subject: Fwd: Offer letter from Suven Life Sciences Limited- Quality Assurance & Regulatory Department

Date: Wed, 21 Dec 2022 19:14:33 IST

For NAAC

----- Forwarded message -----

From: Nagaraju Dammalapati <nagarajud@suven.com>

Date: Sat, Nov 26, 2022, 6:08 PM

Subject: Offer letter from Suven Life Sciences Limited- Quality Assurance & Regulatory Department

To: chinmaydurge98@gmail.com <chinmaydurge98@gmail.com>

Cc: Ramakrishna Nirogi <nvsrk@suven.com>, Satish Jetta <satish_jetta@suven.com>

Dear Mr. Chinmay Shyam Durge,

With reference to your application and further to the interview on **19th November, 2022**, we are pleased to offer you a position in **Quality Assurance & Regulatory Department, Suven Life Sciences Ltd**, and your remuneration will be as discussed and agreed during the interview.

A detailed appointment letter with other terms and conditions will be issued to you on your joining.

You may have to join within **15 days** from this e-mail. Please **confirm your date of joining** by E-Mail at the earliest.

Please bring the following **original documents** at the time of joining.

- 1) All original educational certificates & marks memos with two photocopy sets.
- 2) Six recent passport photographs.
- 3) Address proof (Voter ID, Ration card, Power bill).
- 4) ID proof (PAN card, Aadhar card)-Mandatory.
- 5) Aadhar Numbers of parents for medical coverage.

You may contact the undersigned with all the above documents on any working day for completion of joining formalities.


Thanking you and best regards

Nagaraju Dammalapati
Senior Manager - Human Resources
Suven Life Sciences Ltd
8886636381

Confidentiality Notice:

This e-mail transmission may contain confidential or legally privileged information that is intended only for the individual or entity named in the e-mail address. If you are not the intended recipient, you are hereby notified that any disclosure, copying, distribution, or reliance upon the contents of this e-mail is strictly prohibited. If you have received this e-mail transmission in error, please delete the message and any attachments from your Inbox.




(Dr. R. O. Ganjwale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgun (Moghe), Wardha



Offer For Apprenticeship Inbox



Jeenal Shah 28 Oct

to me ▾



Dear Mr. Nehal,

We are glad to inform that you have been selected for the Apprenticeship position in Analytical Development Department for a tenure of 12 months.

You are required to join us **on or before 01-Nov-2022.**

Your stipend shall be Rs. 12,000 pm.

You shall be bound by the general rules and regulations of the organization.


The company address is as below:

Xylopa Labs Pvt. Ltd.
Survey No. 377/1B,
Nr Iskon Cross Roads,
Behind Mc Donalds,
Iscon Ambli Road,
Ahmedabad.



99+




(Dr. R. O. Ganjivale)
Principal
PRICIPAS
Institute of Pharmaceutical Education & Research
Borgnour (Nighe), Wardha

Ref No: 15590503**04-Feb-2021**

Nishant Jarode

Dear Nishant,

With reference to the discussions that we had with you, we are pleased to offer you the role of **Trainee - Junior Data Analyst** in **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"). Your place of posting will be **Pune**.

Your Annual Total Compensation will be **INR 215,001**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **0** months of your experience as relevant, which would be updated in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Your services with the Cognizant shall be confirmed after completion of the probation period ("Probation Period"). Your initial term of the Probation Period shall be 6 months. Cognizant reserves the right to extend your Probation Period, at its sole discretion, for two consecutive terms of three months each. During or at the end of the Probation Period, your employment may be terminated by Cognizant at any time, without assigning any reasons, by giving one (1) month notice or notice pay in lieu thereof. Confirmation of your services shall solely depend upon satisfactory performance and conduct during the Probation Period.

We request you to join us on or before **08-Feb-2021**.

Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Suresh Bethavandu
Global Head-Talent Acquisition

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



(Dr. R. O. Ganjivale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borgoo (Mighe), Wardha

Annexure A

Name: Nishant Jarode **Designation:** Trainee - Junior Data Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1426.785714	17,121
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	4934	59,208
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	456	5,472
	Annual Gross Compensation		215,001
	Annual Total Compensation		215,001
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		234,501

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per The Payment of Gratuity Act, 1972

Leave & Vacation: From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager.

Category of leave

- Earned leave - 18 days
- Sick leave - 12 days
- Casual Leave - 6 days
- From the Date of Joining, Women associates will be entitled to Maternity leave based on the eligibility as laid down in The Maternity Benefit (Amendment) Act, 2017
- In addition to the above, as per Cognizant policy you are also eligible to avail Child Adoption leave and Paternity leave by adhering to the conditions as laid down in the India Leave Policy

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".

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



(Dr. R. O. Ganjwale)
Principal
Institute of Pharmaceutical Education & Research
Borgaon (Meghe), Wardha

Employee State Insurance: ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

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

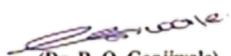
****Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note:

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

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details.




(Dr. R. O. Ganjivale)
Principal
PRINCIPAL
Institute of Pharmaceutical Education & Research
Borguon (Steghe), Wardha