


**Representative documents of student's placement**  
**2020-2021**



  
(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**

<b>Sr. No.</b>	<b>Name of student who has been placed</b>	<b>Name of the employer with contact details</b>	<b>Pay package at appointment (In INR per annum)</b>
1.	Ku. A. S. Ghatare	Vidyaniketan College of Pharmacy, Takerkheda More Road, Anjangaon Surji, Dist. Amravati State – Maharashtra. Phone Number. +91 898989 8989 +91 898989 8989	-
2.	Ku. K. G. Paikrao	GeBBS Healthcare Solutions Pvt. Ltd., Mumbai, (M. S.)	-
3.	Ku. M. D. Behere	Dr. Rajendra Gode College of Pharmacy, Amravati	-
4.	Ku. M. M. Rangari	Eversana India Pvt. Ltd., Pune (M. S.)	250000
5.	Ku. M. R. Borghare	Omega Healthcare Management Services Pvt. Ltd., Bangalore	-
6.	Ku. S. S. Pawar	Cognizant Technology Solutions India Pvt. Ltd.	249996
7.	Ku. V. M. Chandak	Inventurus Knowledge Solutions Pvt. Ltd, Mumbai	-
8.	Ku. V. R. Darange	Cognizant Technology Services India Private Limited, Chennai	249996
9.	Mr. K. L. Bijwe	Cognizant Technology Services India Private Limited, Chennai	249996
10.	Mr. M. D. Kombe	Cognizant Technology Services India Private Limited, Chennai	249996
11.	Mr. S. M. Jagtap	Samarth Life Sciences Pvt. Ltd., Mumbai (M. S.)	241632
12.	Mr. S. S. Nagre	Sun Pharma Laboratories Limited, Vadodara, (GJ)	296640
13.	Mr. Y. P. Bhagwatkar	Emcure Pharmaceutical Ltd., Pune, (M. S.)	325000
14.	Ku. K. A. Sayankar	GeBBS Healthcare Solutions Pvt. Ltd., Mumbai, (M. S.)	-
15.	Ms. A. A. Ubhate	Episource Pvt Ltd, Mumbai	-
16.	Ms. N. B. Shambharkar	Dr. R. G. Bhojar Institute of Pharmaceutical Education and Research, Wardha (M. S.)	-
17.	Ms. P. M. Bhattad	School of Pharmacy, G. H. Rasoni University, Amravati, (M. S.)	-
18.	Ms. S. N. Pillewan	School of Pharmacy, G. H. Rasoni University, Amravati, (M. S.)	-
19.	Ms. S. V. Sonekar	Zenfair India Pvt Ltd., Hyderabad	180000
20.	Mr. A. B. Thorat	Swami Vivekanand Shikshan Prasarak Mandal's D. K. Patil Institute of Pharmacy, Sayal Road, Loha, Nanded	-
21.	Mr. S. G. Walke	Accutest Research Laboratories (I) Pvt Ltd Navi Mumbai	-
22.	Mr. V. K. Roy	Kotak Mahindra Life Insurance Company Limited, Mumbai	-



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



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**Borgaon (Meghe), Wardha 442001 (M. S.)**

23.	Ms. M. K. Marwal	Datta Meghe College of Pharmacy, Sawangi, Wardha	240000
24.	Ms. N. U. Sheikh	Persolkelly India Pvt. Ltd., Bengaluru.	380000
25.	Ms. P. S. Shiture	TATA Memorial Hospital, Mumbai	264000
26.	Ms. S. U. Dhurve	Dr. R. G. Bhoyar Institute of Pharmaceutical Education and Research, Wardha (M. S.)	-
27.	Mr. S. D. Panjwani	Institute of Pharmaceutical Education and Research, Wardha, Maharashtra	216000
28.	Mr. S. L. Thikare	GeBBS Healthcare Solutions Pvt. Ltd., Mumbai, (M. S.)	355623
29.	Mr. S. N. Waghmode	Sipra Lab Ltd, Cooperative Industrial Estate, Sanath Nagar, Hyderabad, Telangana 500018	-
30.	Mr. S. R. Potpate	COD Research Ahmedabad, (GJ)	-
31.	Mr. V. K. Ukey	Institute of Industrial Research and Toxicology, Ghaziabad	216000
32.	Ms. H. R. More	G. H. Rasoni University, Saunsar, Chhindwada (M.P)	-
33.	Ms. J. A. Waratkar	Institute of Pharmaceutical Education and Research, Wardha, Maharashtra	216000
34.	Ms. M. H. Deulkar	Leben Laboratories Pvt. Ltd., Akola (M. S.)	-
35.	Ms. P. K. Bongade	Dr. R. G. Bhoyar Institute of Pharmaceutical Education and Research, Wardha (M. S.)	-
36.	Ms. S. A. Sheikh	Cognizant Technology Services India Private Limited, Chennai	249996
37.	Ms. S. S. Gupta	Wainganga Bahu-Uddeshiya Vikas Sanstha, Nagpur, (M. S.)	480000
38.	Ms. U. P. Kowe	Spark Mall and parking Pvt. Ltd Nagpur	123096
39.	Mr. A. H. Gautam	ABBESS Healthcare OPC Pvt. Ltd.	130000
40.	Mr. N. A. Tijare	Veeda Clinical Research Ltd. Shivalik Plaza-A, Near I.I.M., Ambawadi, Ahmedabad-380 015	216000



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



Kausalya Shrungare Education Foundation's

## VIDYANIKETAN COLLEGE OF PHARMACY

TAKARKHEDA MORE ROAD, ANJANGAON SURJI, DIST. AMRAVATI 444705

Affiliated & Approved by Pharmacy Council of India, New Delhi PCI (2965)

Affiliated with MSBTE (1979) & DTE (1297)

Email id - vidyaniketanpharmacy@gmail.com, Website - www.vnpharmacy.org

Contact Number - 7064006430 (OS), 9730753618 (HOD) & 8904011875 (Principal)

HO: Kausalya Shrungare Education Foundation C-1301 Meera CHS New Link Road Near Oshiwara Police Station Oshiwara Andheri (W) Mumbai 400053

Ref: Vcop/ Appointment / 362

Date: 12/07/2022

Miss. Akanksha S. Ghatore

At. Malipura Surji.

Tq. Anjangaon Surji,

Dist. Amravati.

Dear,

We are pleased to inform you that your employment with **Vidyaniketan College of Pharmacy** has been confirmed as Lecturer joining with effect from Dt. 13/07/2022. On the following terms and condition mentioned in Annex-1, apart from the term and conditions already informed to you while joining.

You will be paid a Salary according to the government norms.

We look forward to welcoming you to the **Vidyaniketan College of Pharmacy** team and wish you a successful and rewarding career with us.

Sincerely,

PRINCIPAL

Vidyaniketan College of Pharmacy  
Takarkheda More Road Anjangaon,  
Surji, Dist. Amravati 444705



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



**APPOINTMENT LETTER**

To,  
Kiran Gautam Paikrao (53525)  
Mumbai

Date: April 26, 2022

Dear Kiran,

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

Your date of appointment is effective **April 26, 2022**.


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

GHS / GR / HRD / OE

**Registered Office**

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



  
(Dr. R. O. Ganjwale)  
Principal  
PRINCIPAL  
Institute of Pharmaceutical Education & Research  
Borgosa (M.C.No). Wardha  
Tel: 020-25487300  
www.gebbs.com

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

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

Yours faithfully,

For **GeBBS Healthcare Solutions Pvt. Ltd**

**Accepted**

*Devesh Gavand*  
**Devesh Gavand**  
**Sr. Manager – HR**

**Kiran Gautam Paikrao**



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





Indira Bahuuddeshiya Shikshan Sanstha, Buldana's

# Dr. Rajendra Gode College of Pharmacy

(D. Pharmacy & B. Pharmacy)

University - Mardi Road, Dist. Amravati - 444602

Recognised by PCI, New Delhi & Affiliated to M.S.B.T.E. Mumbai, DBATU Lonere



Founder President : Late Dr. Rajendraji Gode, Ex.- Minister, Govt. of Maharashtra

Shri. Yogendra R. Gode  
President

Date 30/7/2022

Ref. No. Out No. DRGCOP/2022/25(A)  
Date 30/7/2022

## APPOINTMENT ORDER

To,  
Miss. Mrunalini Dilip Behare  
Shriji Vihar, Court Road  
Vidhya Niketan Colony,  
Paratwada, Dist- Amravati

Subject: - Appointment as Lecturer in Dr. Rajendra Gode College of Pharmacy, Amravati on Adhoc basis.

Management is pleased to appoint you as Lecturer in Dr. Rajendra Gode College of Pharmacy on Adhoc, subject to the following term and condition.

1. Basic pay of Rs.15,600/- in the pay scale of Rs.15600-39100-AGP 6000/- plus allowance as prescribed by the Govt of Maharashtra and MSBTE, Mumbai from time to time.
2. Your appointment is purely temporary in lieu of backlog/lien/leave vacancy & your services will stand automatically terminated in case the post is filled up
3. You are not permitted to involve in any private tuitions, private coaching classes. Outside business, consultancy or any other type of work either with or without remuneration.
4. You shall not divulge in writing or verbal communication, any information pertaining to the institute especially of a confidential nature either during service or thereafter without the permission of the authority & shall observe code of office secrecy act.
5. The service of the appointee shall liable to be terminated during the session without assigning any reason.
6. Your services will be automatically discontinued on 30/04/2023
7. In case of no teaching load situation, the management reserves the right to discontinue the services of appointee at any point of time. A review of performance will be taken every three months.
8. In case of appointee desires to resign, he/she will have to serve one month notice or will have to pay one month salary in lieu thereof.

If you agree upon, you should join duty immediately, failing, which this order is liable to be cancelled.



(Dr. R. O. Ganjiwale)

Principal  
PRINCIPAL

Institute of Pharmaceutical Education & Research  
Borgun (Stogie), Wardha

Dr. Rajendra Gode College of Pharmacy, Amravati

Dr. Rajendra Gode College  
of Pharmacy, Amravati

Copy to:

1. The Principal, DRGCOP, Amravati.
2. Accountant, IBSS's Head Office, Buldana.
3. Accountant, DRGCOP, Amravati.

E-mail : rgcopamt@gmail.com, Web. www.rgcop.com, Phone : (0721) 2970556, Fax : (0721) 2970556

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EVERSANA™

November 29, 2021

**CONTRACTUAL AGREEMENT**

Dear Mayuri Rangari,

Congratulations! With reference to our on-going discussions, we're pleased to offer you a contract position with Eversana India Pvt. Ltd., commencing on **December 1, 2021 and ending on March 31, 2022**. Your contractual agreement relationship is described in the paragraphs below.

- 1) You will perform the services and duties primary responsibilities and accountability for the IT & Shared Services Department. and report to **Shailesh Joshi**, or to any other person which would be appointed by Eversana India Pvt Ltd.
- 2) You will be designated as a **Safety Data Coordinator (Contracted)**, during the contract period.
- 3) The company will pay you **2,50,000/- Rs. per annum**, during the contractual period of 4 months.
- 4) Payment would be subject to relevant statutory deductions like TDS as per the IT act, etc. such deductions are generally deductible in proportion to your monthly contractual earnings. such monthly contractual earnings further based on your monthly attendance. Amount would be payable upon production of relevant time sheet and invoices within a period of 7 days.
- 5) As your position is temporary and contractual you would not be entitled to any mediclaim / life insurance benefits.
- 6) Your contractual working with Eversana is conditional upon: (i) execution by you of the following Eversana agreements: contractual agreement (including non-solicitation and non-competition clauses), non-disclosure agreement, invention and intellectual property assignments agreement; (ii) your agreement to comply with all standard Eversana corporate policies including our Code of Conduct; (iii) verification of your credentials; (iv) your securing of all required legal work documentation.
- 7) After the contract period of 4 months, this contract will be auto renewed or you may be hired on direct rolls of Eversana India Pvt Ltd, however, that is at the management's discretion. During the contract period, either party can terminate the engagement by providing the other a 60-day notice.
- 8) Further, the company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. This in no way limits Eversana's right to terminate your employment without notice in the event of serious misconduct. Such circumstances can include but are not limited to, criminal offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to Eversana's reputation, etc., On termination, you shall immediately deliver to Eversana or as may be directed, all Confidential Information in your possession, Return to Eversana all equipment, security keys, and other property belonging to Eversana.

101 - 103, 1<sup>st</sup> FLOOR, MARISOFT IT PAR, TOWER - 1, KALYANI NAGAR, PUNE - 411 014

www.eversana.com

CIN - U72200PN2009FTC142209



(Dr. R. O. Ganjivale)

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





EVERSANA™

9) Warranties And Indemnity

Contractor represents, warrants and covenants to Eversana that:

(a) None of the Services, Developments, materials or work product provided under this Agreement will in any way infringes any proprietary right or intellectual property right of others or causes Contractor to breach an obligation of confidentiality with respect to any third party.

(b) (i) all Developments under this Agreement will meet the specifications and perform the functions as assigned to the Consultant; (ii) all Services will be performed in a competent and professional manner and will conform to Eversana' requirements here under;

(c) (i) Contractor is aware of the substantial liabilities and penalties that may be incurred by Eversana if the status of Contractor should be attacked or recharacterized

(d) Contractor shall comply with all applicable laws and regulations regarding the work performed under this Agreement .Contractor will defend, indemnify and hold harmless Eversana, its suppliers, agents, directors, officers and employees, from and against any violation of such laws or regulations by Contractor or any of its agents, sub-Contractors, officers, directors, or employees.

10) Third Party Payments. Eversana, will not be held liable for payments, fees, distribution of information or have any business obligation or financial obligation to any third party sub-Contractors that the Contractor may have hired. Eversana's sole responsibility regarding this Agreement will be between Eversana and Contractor.with each other in connection with any such defense or settlement related thereto.

11) You will be entitled to company holidays as mentioned in the Eversana annual holiday list in a calendar year.

12) You will be entitled to take 1 leave per month (Paid Time Off), which can be accumulated until March 31, 2021, after which your accumulated leaves will lapse.

13) This contract with the company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Pune courts only.

14) This offer of employment is contingent on the basis that all information and documentation provided by you is true to the best of your knowledge and that you have not provided us with false declaration or willfully suppressed any material information. If at any point of time during your employment with Eversana India Pvt. Ltd., it comes to light that the information and/or documentation which you have provided is false and/or misrepresented by you, you will be liable for removal from services immediately without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement

15) Limitation Of Liability: In no event will Eversana be liable for any consequential, indirect, exemplary, special, punitive, or incidental damages, including any lost data and loss of profits, arising from or relating to this agreement, even if Eversana has been advised of the possibility of such damages.

101 – 103, 1<sup>ST</sup> FLOOR, MARISOFT IT PAR, TOWER – 1, KALYANI NAGAR, PUNE – 411 014

www.eversana.com

CIN - U72200PN2009FTC142799



(Dr. R. O. Ganjiwale)  
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Borgnole (Moghe), Wardha



EVERSANA™

**This offer nullifies all previous offers, both written and verbal.**

This contract is based on your representations to Eversana that there is no legal, contractual, or other restriction that prevents you from accepting a contract with Eversana and carrying out the duties contemplated by this contract. Examples of possible restrictions would be employment and immigration laws; or previous employment agreements that might include non-disclosure or non-competition clauses.

If the terms of this letter are acceptable to you, please sign a copy of this letter in the space provided below.

For,  
Eversana India Pvt. Ltd.

**Amlan Basu**  
Director – Human Resources  
Date: November 29, 2021

**Accepted**

**Mayuri Rangari**  
Date: November 29, 2021

101 - 103, 1<sup>st</sup> FLOOR, MARSOFT IT PARK, TOWER - 1, KALYANI NAGAR, PUNE - 411014

[www.eversana.com](http://www.eversana.com)

CIN - U72200PN2009FTC12289



(Dr. R. O. Ganjiwale)

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



**STRICTLY CONFIDENTIAL**

Date: 06-Jun-2022

To:

**MANSI RAMKRUSHNA BORGHARE**  
**EMP ID: 1038914**  
**Bengaluru-I**

Dear MANSI,

This is with reference to your offer letter dated 06-Jun-2022. We are pleased to appoint you as **TRAINEE CODER** in Grade 1A, with effect from 06-Jun-2022.

The offer is subject to the following terms and conditions.

1. Your appointment and continuance in service is subject to the Company receiving:
  - a. A satisfactory reference from the list of referees furnished by you at the time of interview / joining.
  - b. Correct particulars regarding your age, qualification, experience, etc.
2. You will be on Training cum Probation and will be confirmed on rolls upon satisfactory completion of the training and probation period, as **CODER**. The normal probation period is six months, but is liable for extension if the performance is not found satisfactory.
3. Your remuneration shall be as detailed in the annexure.
4. You shall be considered as being employed at **Bengaluru-I**, your services are transferable at short notice to any office, division of this Company, you will be sent on deputation to any subsidiary company/holding/group company/sister concern of this Company in India and or abroad. In the event of your transfer/deputation, as the case may be, the terms and conditions of the employment outlined herein shall continue to apply along with any modifications thereof as may be applicable. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting to which you are sent on deputation.
5. Your appointment will be governed by the terms and conditions of employment presented in this letter of appointment. You will also be governed by the rules of the Company as applicable, enforced, amended or altered from time to time during the course of employment. Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by the HR manual and other policies and procedures of the Company as presently applicable and as may be amended from time to time.
6. You shall devote yourself exclusively to the business and no outside appointments are allowed without prior consent of the company in writing. In particular, you shall not in any way provide your services or accept any commission or remuneration from any other company, or individual.
7. Your service with the company can be terminated under the following conditions:
  - a. On resignation, by giving a written notice of at least **30** days during probation / **60** days after confirmation or as a special case, Basic Salary in lieu to the Company.
  - b. The right to decide whether to collect basic salary in lieu of employee not serving notice period is solely based on the discretion of management. Company also reserves the right to issue relieving letter in such cases.
  - c. In case, not completing relieving formalities within 7 days of last working day after resignation, the same will be treated as Voluntary Abandonment of services.
  - d. Without any notice in case of serious misconduct on your part.
  - e. Voluntarily abandonment of your services in case you abstain from work for more than 7 days without prior intimation in writing to the company.
  - f. Upon failure to complete the process training / assessment criteria to perform the given assignment.
8. The retirement age is 58.
9. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical

Omega Healthcare Management Services Private Limited  
Regd. Office: 33, HAL West Tunnel Road, Marredaichaya, Bengaluru - 560017  
P: +91 80 455 7332  
US Office: 2024, South Federal Highway, Suite #205, Boca Raton, Florida 33431  
E: hr@omegahealthcare.com  
www.omegahealthcare.com  
CIN: U85110KA2003PLC032844



(Dr. R. O. Ganjivale)  
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Bargun (Highe), Wardha



- processes, finances, and dealings with information relating to suppliers, employees, agents, distributors and customers.
10. You shall not either during the continuance of your employment or thereafter divulge to any person and shall use your best endeavors to prevent the unauthorized publication or disclosure of any information concerning the business.
  11. You shall not, during your employment and at all times thereafter directly or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.
  12. You shall not take copies of confidential documents or information for your own purposes and forth with upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic, and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
  13. You shall not during your employment and at all times thereafter do or say anything that may injure directly or indirectly damage the business of the Company
  14. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with Manager, you report to.
  15. You should adhere to the organizational Quality and Security policies and procedures formulated and communicated from time to time.
  16. You will have to sign Non-Disclosure Agreement and Code of Business Conduct and Ethics separately during the course of employment.
  17. You will be required to execute a separate employment agreement in case you are sent abroad for any client specific training or an on-site assignment etc., during the course of your employment.
  18. You will be required to execute a separate "Service Bond" in case you take up any certification program through company, during the course of your employment.
  19. Although your normal work will consist of the duties assigned to you from time to time, you may at any time be called upon to discharge any other duties which in the opinion of the Company are within your capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.
  20. You shall be responsible to meet all requirements under the Indian Tax laws, including tax compliance and filing tax returns. The company may withhold from any compensation or benefits payable to you, all central, state or other taxes as may be required to be paid by you pursuant to any legislation, regulation or notification.
  21. You shall not do anything or cause to do anything, which shall bring dishonor and /or disrepute to the Company or engage in any unlawful/immoral activities. If at any time you get involved into any legal/administrative/quasi-judicial proceeding(s) you shall immediately inform the company thereof. You shall not at any time use your association with the Company to gain unfair advantage for personal purposes.
  22. **INTELLECTUAL PROPERTY** : All works developed by you during the course of your employment with the company, shall belong exclusively to the Company and you hereby assign the ownership of copyrights of such works and those of any others derivative works, to the Company. You will promptly provide to the Company a complete written disclosure for each such work identifying the features or concepts you or the Company believe to be new or different. You grant to the Company an irrevocable, nonexclusive, worldwide, perpetual paid-up license under these works. The license scope is to make, have made, used, sell, license or transfer items of such Works and to practice and have practiced methods pertaining to such Works. You are specifically made aware that you will not be liable to any compensation for such acts of yours, and that any rewards which the company may choose to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in system or method, for you.
  23. **INDEMNITY** : You shall indemnify the Company against any loss, damage, proceedings which the Company might suffer due to any wrongful acts, malafides acts, negligence and/or gross





dereliction of duties on your part. Such indemnity shall not prejudice the right of the Company to terminate your services on such account or the right of the Company to seek other remedies, which the Company may have to make good the loss/damage.

24. **RELATIONSHIP WITH DIRECTORS** : You will declare your relationship, if any, with any of the Directors of the Company in terms of section 6 of The Companies Act, 2013. In case you become related to any of the Directors of the Company, you will inform the Company within 7 days of becoming so.
25. **LEAVE** : You will be entitled for availing leave and paid holidays as per the policy of the Company as presently applicable and as may be modified from time to time. However, even if there is sufficient leave balance to your credit, you cannot remain absent from duty/office [for the reason other than due to sickness or similar urgency which is beyond your control] without prior sanction from competent authority. Further, any such unauthorized absence continuously for more than the specified number of days as per policy will be treated as "Absconding/disappearing" in which case your services are liable to be terminated, at the option of the Company.
26. **NON-SOLICITATION** : You agree to undertake that during the term of your employment with the Company and for a period of 2 years thereafter immediately following the termination of your employment with the Company, you shall not:-
- (a) Directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or join any other employment or undertake any other activity that is of similar nature so as to give any sort of competition to the business of the Company.
  - (b) Take away any clients or customers of the Company or attempt to solicit, induce, recruit, encourage or take away clients or customers of the Company, either for yourself or for any other person or entity.
  - (c) Join the services or be associated in any manner with any organization which is undertaking or seeks to undertake any activity in India, competing with the business of the Company.
- You also acknowledge and agree that the above restriction are considered reasonable for the legitimate protection of the business and the goodwill of the Company, in the event that such restriction shall be found to be void, but will be valid if some part therefore was deleted or the scope, period or area of application were reduced. The above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this clause valid, binding and effective. Notwithstanding the limitation of this provision by any law for the time being in force, you undertake to, at all times, observe and be bound by the spirit of this clause. Any dispute arising out from this shall be resolved through arbitration process under the India Arbitration and Conciliation Act. Arbitration language shall be in English only and place of Arbitration and jurisdiction of courts shall be Bengaluru city only.
27. I hereby accept and agree that my pictures, videos or voice recordings, taken during the employment for the official purposes, may be used and displayed on the Company website, TV channel, advertisements, brochures, catalogues, flyers, theatres, banners, hoardings, radios or any other medium for any events or activities organized by the Company for branding, advertisements, commercial official or other purposes. I acknowledge that the Company will not be under the obligation to remove or delete pictures, videos or voice recordings from the social media after termination of my employment with the Company.
28. **FORCE MAJEURE**: In the event of either party being rendered unable by force majeure to perform any obligation required to be performed by them under this agreement, the relative obligation of the affected party by such force majeure shall be suspended for the period during which such cause lasts. The term "force majeure" as employed herein shall mean, acts of god, war, revolt, riot, fire, flood, pandemic, endemic occurrences and acts and regulations of the Government of India/respective State Government or any of its authorized agencies. Upon the occurrence of such cause and upon its termination the party alleging that it has been rendered unable as aforesaid thereby shall notify the other party in writing within 7 (seven) day of the






alleged beginning and ending thereof giving full particulars. If the work is suspended by force majeure conditions lasting for more than 15 days, the Company shall have the option of cancelling the employment in whole or in part thereof at its own discretion. For the period of force majeure, no remuneration shall be payable on account of no work being assigned or carried out by you for whatsoever reason.

29. **BACKGROUND VERIFICATION/ PAST RECORDS/ ASSURANCE AND UNDERTAKINGS:** we are offering you the employment in our Company as per the details mentioned in the appointment letter basing it on your assurance, undertaking and agreement that the education/qualification certificates, work experience certificates, previous employer's certificate, and all other certificates, information, declarations and undertakings are true and correct. However, our Company reserve its right to examine, verify and investigate [on our own or through our agent's/consultants team] the correctness, truth or veracity of the various documents submitted by you and all other information and undertakings. If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully or concealed any material information, in such cases company reserves right to take appropriate disciplinary action as deemed fit including removal from services without any notice.
30. **NOTICE :** Any notice or other communication to be served upon you as per terms and conditions of this appointment letter may be by sending letter in physical form or by way of email or other electronic modes of services and accordingly any mode of service is sufficient service of notice or any other communication upon you and no further confirmation of email or electronic communication is required.
31. **SEVERABILITY :** if any provision of this agreement shall be invalid or unenforceable by any court of competent jurisdiction, the remainder of this agreement, other than that portion determined to be invalid or unenforceable, shall be unaffected thereby and each valid provision of this agreement shall be enforced to the fullest extent permitted by law.
32. We take this opportunity to welcome you to the organization and look forward to having you on board as part of the team. Please acknowledge this letter by clicking on the link as a token of your acceptance to the terms and conditions mentioned.

Yours sincerely,

for Omega Healthcare Management Services Private Limited



Lalitha M Shetty  
Associate Vice President - Human Resources



(Dr. R. O. Ganjivale)  
Principal  
PRINCIPAL  
Institute of Management Education & Research  
Bargua (Bargua), Wardha





Ref No: 17334834  
12-Aug-2021

Sharayu Pawar,  
Iper, Wardha

Dear Sharayu,

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 Services India Private Limited ("Cognizant")**.

You are entitled to an Annual Total Compensation (ATC) of **Rs.249,996**. The other details about your compensation are presented in **Compensation and Benefits**

We are glad to also offer you one time Joining Bonus. Please refer **Annexure C** for further details

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other 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 Project Manager.

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 you joining us. Should you have any further questions or clarifications, please reach us on [TAGCDBOTeam@cognizant.com](mailto:TAGCDBOTeam@cognizant.com).

Yours sincerely,

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

Maya Sreekumar  
**Vice President – Human Resources**

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

**Signature:**

**Date:**



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

### Compensation and Benefits

**Name:** Sharayu Pawar **Designation:** Trainee - Junior Data Analyst

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

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 Payment of Gratuity Act.

#### 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.

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- 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: 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 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.

**Annexure C**

It was a great pleasure interacting with you over the last few weeks.

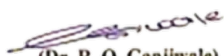
With reference to our discussion and subsequent offer, we wish to inform you of an additional joining bonus of **Rs.50,000** and this will be paid in 1 Installment (after completion of 3 months of your joining in Cognizant).

Kindly note the points below:

- The joining bonus will be subject to statutory and income tax deductions as applicable.
- The joining bonus will be recovered in case you leave us within one year of joining.

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  
Borgoo (Stghe), Wardha

**Employment Agreement – Cognizant Technology Solutions India Private Limited**

This Employment Agreement ("Agreement") is made effective as of \_\_\_\_\_ 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 expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Sharayu Pawar, 22, residing at \_\_\_\_\_ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant 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**

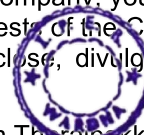
- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behaviour 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 requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

**3. No Alternate Employment, No Conflict, Etc.**

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





systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

#### 4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the 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 breach. The obligations imposed upon you under this clause 5 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, libellous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or 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.

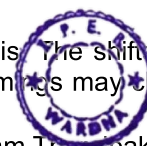
#### 5. Data Protection

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 Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

#### 6. Work Schedule

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



any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

## 7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's 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 satisfactory background verification report.

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

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

Additionally, you will also 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 which 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 the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

## 9. Non-Compete and Non-Solicit Restrictions

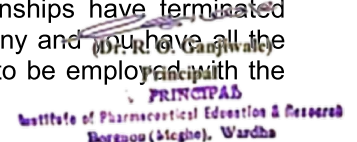
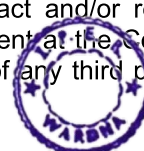
During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member,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

## 10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;

b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;



c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

## 11. Indemnity

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

## 12. Business Engagement, Learning and Development and Project Deployment

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

## 13. Unauthorized Absence

If you are absent from work for a continuous period of 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 the employment of 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, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/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



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

- Violation of non-disparagement obligations
- Conduct, which is 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 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

**18. Dispute Resolution and Governing law**

The Parties shall make 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 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 Company, its affiliates and their employees, contractors or clients without 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 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    Sharayu Pawar**

Sign: \_\_\_\_\_  
Name:

Sign: \_\_\_\_\_  
Name:



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





**Employee Name Vaishnavi Chandak**

**Emp Code 54641**

**Location Navi Mumbai**

**Subject: Letter of Appointment**

Ref: Offer Letter executed between Inventurus Knowledge Solutions Private Limited (the "Company"/"IKS Health") ar

**Dear Vaishnavi Chandak,**

In accordance and subject to the terms and conditions of the Offer Letter executed between you and the Company a: are reproduced herein and incorporated by reference, we are pleased to appoint you as **Associate in Grade 12** wil **Wednesday May 11,2022** (the "Effective Date").

You will be on probation for a period of six (6) months from the Effective Date. Subject to your satisfactory performan Company may confirm your appointment or extend your probation at its sole discretion.

Your employment with the Company is based upon the information furnished by you in your employment application : declarations and undertakings. In the event, if any information and/or declaration is found out to be false, incorrect, m fabricated, the same will lead to termination of your employment with the Company with immediate effect without noti

The terms and conditions of your employment shall be subject to due observance and compliance with all policies, ru regulations and procedures of the Company, which the Company may from time to time separately frame or amend ii discretion.

Please sign this letter in duplicate and kindly return to us one signed original.

Your failure thereafter to join the Company shall be considered as your withdrawal from the acceptance of the offer a shall be entitled to take appropriate action against you including but not limited to replacement of your candidature.

We look forward to having you as part of the IKS Health team.

Yours sincerely,

For INVENTURUS KNOWLEDGE SOLUTIONS PVT LTD.

Approved and Released by

The Talent Engagement Team\*

For Inventurus Knowledge Solutions Private Limited

(\*This is an electronically generated document and hence not signed)

**Vaishnavi Chandak**

accept the above offer on the terms indicated.



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



Ref No: 17334833  
12-Aug-2021

Vaishnavi Darange,  
Iper, Wardha

Dear Vaishnavi,

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 Services India Private Limited ("Cognizant").

You are entitled to an Annual Total Compensation (ATC) of Rs.249,996. The other details about your compensation are presented in **Compensation and Benefits**

We are glad to also offer you one time Joining Bonus. Please refer **Annexure C** for further details

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other 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 Project Manager.

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 you joining us. Should you have any further questions or clarifications, please reach us on [TAGCDBOTeam@cognizant.com](mailto:TAGCDBOTeam@cognizant.com).

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar  
Vice President – Human Resources

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

Signature:

Date:

Rt'qd. Office: 115/535, Old Mahabalipuram Road, Ekiam Thoraipakkam, Chennai - 600 097



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



- Violation of non-disparagement obligations
- Conduct, which is 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 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

**18. Dispute Resolution and Governing law**

The Parties shall make 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 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 Company, its affiliates and their employees, contractors or clients without 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 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    Vaishnavi Darange**

Sign: \_\_\_\_\_  
Name: \_\_\_\_\_

Sign: \_\_\_\_\_  
Name: \_\_\_\_\_

Rl'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



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



Ref No: 17334810  
12-Aug-2021

Kunal Bijwe,  
Iper, Wardha

Dear Kunal,

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 Services India Private Limited ("Cognizant")**.

You are entitled to an Annual Total Compensation (ATC) of **Rs.249,996**. The other details about your compensation are presented in **Compensation and Benefits**

We are glad to also offer you one time Joining Bonus. Please refer **Annexure C** for further details

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other 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 Project Manager.

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 you joining us. Should you have any further questions or clarifications, please reach us on [TAGCDBOTeam@cognizant.com](mailto:TAGCDBOTeam@cognizant.com).

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar  
Vice President – Human Resources

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

Signature:

Date:

RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thorapakkam, Chennai - 600 097



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





Ref No: 17334811  
12-Aug-2021

Mayur Kombe,  
Iper, Wardha

Dear Mayur,

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 Services India Private Limited** ("Cognizant").

You are entitled to an Annual Total Compensation (ATC) of **Rs.249,996**. The other details about your compensation are presented in **Compensation and Benefits**

We are glad to also offer you one time Joining Bonus. Please refer **Annexure C** for further details

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other 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 Project Manager.

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 you joining us. Should you have any further questions or clarifications, please reach us on [TAGCDBOTeam@cognizant.com](mailto:TAGCDBOTeam@cognizant.com).

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar  
Vice President – Human Resources

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

Signature:

Date:

Rl'qd. Office: 115/535, Old Mahabalipuram Road, Okkam Thoraipakkam, Chennai - 600 097



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



## SAMARTH LIFE SCIENCES PVT. LTD.

Samarth House, 168, Bangur Nagar, Off Link rd, Near Ayappa Temple & Kallol Kali Temple, Goregaon (W), Mumbai - 400090. Ph: 28719501 / 28719510  
E-mail: info@samarthlifesciences.com Web site: https://www.samarthlife.com/

To ,

Mr. Siddhant Mukund Jagtap  
Plot 1, Jagdale Layout,  
Manas Mandir,  
Wardha.  
Maharashtra, India  
Mob :- 9284527654

Date : 25/10/2021

### Letter of Appointment

Dear Siddhant Mukund Jagtap,

We are pleased to offer you the post of ' Tsm - Critigen Division ' based at Nagpur in our organization with effect from 21/10/2021 subject to the following terms and condition.

1. You will be on probation for a period of 6 months (extendable / performance based).
2. Notwithstanding any terms contained here in, either side can terminate the service without assigning any specific reason by giving in writing 15 days notice.
3. You have agreed and accepted to work as ' Tsm-Critigen Division', for Nagpur . However, you can be transferred to any place in Union of India.
4. Annual CTC- Rs.241632 Only. ( Rupees Two Lakh Forty One Thousand Six Hundred Thirty Two Only Per Annum. )

	HQ	EX.HQ	O.Stn	Internet	Travel/K.M
TSM	240	255	750	250	Rs.2.5 upto 200 k.m.
					Above 200 km 3 tier AC with tickets.
Stationary+Courier+Xerox Charges = Rs.100 (without bill )					
All Tsm traveling to metro cities for business meeting/field work will get additional Rs.500					
Metro Cities	Delhi,NCR,Hyderabad,Kolkata,Banglore,Mumbai,Chandigarh,Chennai				

5. The above allowances are meant to meet your daily requirements of conveyance and incidental expenses. This will be payable to you for days actually worked by you and for which Daily Reports indicating meeting of Doctors and Chemists as instructed are submitted. These are reimbursed on receipt of your claim which you would be required to submit once a month.

6. You will normally retire from the services of the company on completion of 60 years.



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

Sun Pharma Laboratories Limited  
Akota Road, Survey No. 33, Baroda City,  
Survey No. 748, Village Akota,  
Vadodra - 390 020, Gujarat, INDIA  
Tel : (91-265) 2330815, 2339103, Fax : (91-265) 2354897  
Website : www.spil.co  
CIN : UPS500MH1997PLC240268



SPLL/MUM/HRD/ES9768/RESPIRISE DIVISION/2022  
MAY 12, 2022

Mr. SHUBHAM SUBHASHRAO NAGRE  
HOUSE NO 9 BRAR HOUSE  
KY CANTEEN STREET  
MORDEN SOCIETY CHATRAPATI SQUARE  
NAGPUR - 440022  
MAHARASHTRA

Dear Mr. SHUBHAM NAGRE,

With reference to your application and subsequent interview, you had with us, we are pleased to offer you the position of **TRAINEE SALES EXECUTIVE** in our organization for our **RESPIRISE DIVISION**. Your Head Quarter will be at **NAGPUR**.

This offer is subject to your being found medically fit. Your date of joining will be considered as the day you actually join field and submission of Joining Report.

During the training period of 6 (Six) months, you will receive the following monthly consolidated Salary and Allowances:

Basic : Rs. 15450/- p.m.

H.R.A : Rs. 9270/- p.m.

Plus P. F., Bonus and Medical benefits as per company rules.

In addition to the above, please find enclosed our Daily Allowance Rules vide our Circular no. SPLL/HRD/MUM/CIR/STF/DA/2021 dated **December 31, 2021** applicable to you.

We take this opportunity to welcome you to the family of SUN PHARMA and look forward to build your career with us.

Yours Sincerely,  
For SUN PHARMA LABORATORIES LIMITED,

AUTHORISED SIGNATORY

Received and agree to join duty on or before \_\_\_\_\_.

Registered Office: Sun House, Plot No. 201 B/1, Western Express Highway, Goregaon (E), Mumbai - 400 063, Maharashtra, INDIA.  
Tel.: (91-22) 4324 4324, Fax: (91-22) 4324 4343.

Reaching People, Touching Lives



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



Mr. Yash Bhagwatkar,

Jagnade square before SD hospital vrushabh apartments , Jagnade square, SD hospital, Nagpur -  
440024, Maharashtra, India

**SUB: APPOINTMENT LETTER**

Dear Mr. Yash ,

This has reference to your application and subsequent interviews you had with us. We are pleased to appoint you as **Territory Managerin Emcutix in FI-Field** with effect from **10-02-2022** on the following terms and conditions.

You have been assigned the job responsibilities viz. **Development of Territory & Company Image, Bringing Company to a Profitable Base, Good Team Building and Imparting Good Product Knowledge to your colleagues.**

**A. EMOLUMENTS AND BENEFITS:**

In light of the above, please note that your Salary is **Rs. 3,25,000/-** per annum cost to company. The detailed structure of the same is attached herewith as **Annexure A.**

1. You will be on a Probation for a period of Six (6) months from the date of your joining during which you will undergo On-the-job Training at **PUNE (HQ) & Nagpur.**

2. For HQ/Ex HQ, Out Station and Other Allowance please refer Emforce portal.

3. You will be eligible for benefits viz. Provident Fund, Gratuity, Accident Insurance, Bonus and Incentive as applicable to you under the prevailing laws applicable to you.

**B. WORKING HOURS:**

1. The working hours shall be as required to fulfill your duties and responsibilities.

2. You would report to Superior as directed by the Company.

**C. PROBATION**

You will be on Probation for a period of six months from the date of joining. The probation period can be extended at the discretion of the Management. You will continue to remain on probation until you are confirmed or otherwise as may be advised to you in writing.

**D. TRAINING/CONFIRMATION AND TERMINATION OF EMPLOYMENT**

1. You will undergo induction & In-house Training program during the probation period of 6 months as decided by Management.

---

**Emcure Pharmaceuticals Ltd., "Emcure House", T-184, MID C, Bhosari, Pune - 411 026**

Tel +91 20 27120084 Fax: +91 20 30610111 Website: www.emcure.com

E-mail : corporate@emcure.co.in CIN: U24231PN1981PLC024251

**Emcure**




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



Khushbu Arun Sayankar

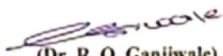


Employee ID : 51820  
Date of Joining : 7-Mar-22  
Designation : Medical Coder Trainee  
Department : Coding  
Age : 22 Years  
Blood Group : A-ve  
Emergency Contact No. : 9763421694

Signature of employer :  02-05-2022  
& issue date

GeBBS Healthcare Solutions Pvt. Ltd.  
First Floor, Building No. 1, Golden IT Business Park,  
Plot no. E-26/27, MIDC Chikalthana,  
Aurangabad - 431210, Maharashtra.  
Admin Helpline No. 7385699936



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



25-10-2021  
Employee ID: ESPM2632

Apurva Ubhate  
Swami Ramkrishna nager,  
sainager road, ward no 10,  
Wardha  
Maharashtra - 442001

Dear Apurva Ubhate,

**Sub: Appointment Letter**

A warm welcome to the Episource family.

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

**With reference to our Offer Letter dated 25-10-2021, We are pleased to appoint you as Trainee - MCC effective 25-10-2021.**

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

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

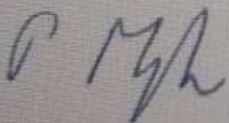
We congratulate you on this occasion and we hope you will render your good services with commitment and dedication.

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

We look forward to a long rewarding career with Episource.


With best Wishes,

For EpisourceIndia Pvt Ltd



Manjula Palanisamy  
Vice President-HR



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

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



Name : Ms. Samta S. Shambharkar  
Designation : Lecturer  
Date of Birth : 1<sup>st</sup> January, 1996  
Address : At Post Hingani, Tah. Seloo,  
Dist. Wardha  
Contact No. : 7350998561

**Principal**

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



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





Ref:GHRU/HR/2022/088

Date: 28-03-2022

To,  
Ms. PRANITA MADHUSUDANJI BHATTAD  
Nagpur.

**Subject: Order of Appointment**

Dear Sir/Madam,

Following your application and subsequent interview held for the post of Assistant Professor, before duly constituted local selection Committee, I am pleased to inform that you have been appointed as Assistant Professor in School of Pharmacy at G.H. Raison University, Amravati. The terms and conditions of the appointment are as follows:-

1. Your appointment is till 30 April 2023.
2. Your pay in the pay scale of Rs. 15600-39100 AGP 6000 & present basic will be Rs.15600 /-
3. You shall deposit with the office the originals as well as certified true copies of relevant documents such as birth date certificate, mark sheets, experience certificate, relieving certificate, and last pay certificate before joining the duties.
4. You will submit 2 passport size photographs.
5. You are required to give the correct mailing address as soon as you join your duties. Any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly & signed, by you.
6. You will not conduct or engage yourself in private tuitions or private coaching classes.
7. You will not engage yourself in any other paid job, full time, part time, honorary or otherwise during the continuance of your service in this Institution.
8. You will not appear for any examinations without prior permission of the Vice-Chancellor while in service of this University.
9. You will not take any part in politics.
10. You will not directly or indirectly involve yourself in any anti-management activities.
11. Your behavior with colleagues and entire college staff should be polite, co-operative & gentle.
12. You will not form any union or organization amongst yourself and colleagues.
13. You will not process any letters either signed by you or signed jointly on any issues against the University without prior permission.
14. If any information given in the application form is found incorrect or contradictory at any time after the appointment, your services will be terminated forthwith and no further correspondence will be entertained thereafter.
15. In case you want to leave the job, you shall have to serve a notice period of one month or will have to pay gross salary of one month in lieu thereof. If the Management wants to terminate your services you will be given one month's notice or one month's salary in lieu of the notice.
16. You will not apply elsewhere for service without getting / obtaining the proper permission from the Vice-Chancellor. If it is found that, you have applied elsewhere without prior permission of the Vice-Chancellor, the Vice-Chancellor will impose the penalty of the three months salary on you before issuing the relieving certificate or otherwise you may not be relieved from the service of the college.
17. **Progress Report:** - You will submit your report on research activities, seminars, presentation of papers, workshop etc. twice every year in the months of June & December.
18. **Motivation:** - It is expected that as a member of the staff you will guide and motivate junior staff members and the students and feedback taken from students be submitted to the H.O.D.

Address : G H Raison Nagar, Anjangaon Bari Road,  
Amravati - 444701 (MH)  
Tel. : +91-0721-2385429 / 32 / 35

Web: www.ghru.edu.in | Email: enquiry@ghru.edu.in  
Corporate Office : 345, Shradha House, Kingsway, Nagpur- 440001 (MH)  
Tel.: +91-712-6617481/82

RAISONI GROUP  
Vision Beyond



(Dr. R. O. Ganjivale)

Principal  
PRINCIPAL

Institute of Pharmaceutical Education & Research  
Borgoun (Biccho), Wardha



**Annexure-A**

<b>Particulars</b>	<b>Amt</b>
Basic+DA	15000
HRA	7500
Other Allowance	6216
<b>Fixed Monthly Gross</b>	<b>28716</b>
Statutory Bonus	1000
Employer's Cont. To PF	1950
LWF (Employer)	1
<b>Monthly CTC</b>	<b>31667</b>
<b>Deductions</b>	
Employee's Contb. To PF	1800
Income Tax	As applicable
LWF	1
P. Tax	200
<b>NET PAY</b>	<b>26715</b>
<b>Annual CTC</b>	<b>380000</b>

**For Persolkelly India Pvt. Ltd**

**Authorized Signatory**

PERSOLKELLY India Pvt Ltd (Formerly known as Kelly Services India Pvt Ltd.)

601 & 602, 6<sup>th</sup> Floor, INZIO Towers,  
Cardinal Gracious Road  
Village Chakola - Andheri East  
Mumbai, Maharashtra - 400099  
T +91 22 6681 6900

CIN: U74910KA2001PTC029517

Registered Office  
Sriyam Samanthur Chambers, #3287,  
12<sup>th</sup> Lane, DAI, 2nd Stage,  
Indiranagar, Bangalore - 560038  
T +91 80 6708 1500  
persolkelly.co.in



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



Ref:GHRU/HR/2022/092

Date: 29-03-2022

To,  
Ms. SHUBHANGI NARENDRA PILLEWAN  
Nagpur.

**Subject: Order of Appointment**

Dear Sir/Madam,

Following your application and subsequent interview held for the post of Assistant Professor, before duly constituted local selection Committee, I am pleased to inform that you have been appointed as Assistant Professor in School of Pharmacy at G.H. Raisoni University, Amravati. The terms and conditions of the appointment are as follows:-

1. Your appointment is till 30 April 2023.
2. Your pay in the pay scale of Rs. 15600-39100 AGP 6000 & present basic will be Rs.15600 /-
3. You shall deposit with the office the originals as well as certified true copies of relevant documents such as birth date certificate, mark sheets, experience certificate, relieving certificate, and last pay certificate before joining the duties.
4. You will submit 2 passport size photographs.
5. You are required to give the correct mailing address as soon as you join your duties. Any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly & signed, by you.
6. You will not conduct or engage yourself in private tuitions or private coaching classes.
7. You will not engage yourself in any other paid job, full time, part time, honorary or otherwise during the continuance of your service in this Institution.
8. You will not appear for any examinations without prior permission of the Vice-Chancellor while in service of this University.
9. You will not take any part in politics.
10. You will not directly or indirectly involve yourself in any anti-management activities.
11. Your behavior with colleagues and entire college staff should be polite, co-operative & gentle.
12. You will not form any union or organization amongst yourself and colleagues.
13. You will not process any letters either signed by you or signed jointly on any issues against the University without prior permission.
14. If any information given in the application form is found incorrect or contradictory at any time after the appointment, your services will be terminated forthwith and no further correspondence will be entertained thereafter.
15. In case you want to leave the job, you shall have to serve a notice period of one month or will have to pay gross salary of one month in lieu thereof. If the Management wants to terminate your services you will be given one month's notice or one month's salary in lieu of the notice.
16. You will not apply elsewhere for service without getting / obtaining the proper permission from the Vice-Chancellor. If it is found that, you have applied elsewhere without prior permission of the Vice-Chancellor, the Vice-Chancellor will impose the penalty of the three months salary on you before issuing the relieving certificate or otherwise you may not be relieved from the service of the college.
17. **Progress Report:** - You will submit your report on research activities, seminars, presentation of papers, workshop etc. twice every year in the months of June & December.
18. **Motivation:** - It is expected that as a member of the staff you will guide and motivate junior staff members and the students and feedback taken from students be submitted to the H.O.D.

Address : G H Raisoni Nagar, Anjangaon Bari Road,  
Amravati - 444701 (MH)  
Tel. : +91-0721-2385429 / 32 / 35  
Web: www.ghru.edu.in | Email: enquiry@ghru.edu.in  
Corporate Office : 345, Shradha House, Kingsway, Nagpur- 440001 (MH)  
Tel.: +91-712-6617181/82

RAISONI GROUP  
is vision beyond



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



19. In addition to your regular duties, you will have to carry out the duties assigned by the Vice Chancellor including coordination with other Departments, R & D activities, or any other activities/responsibilities that may be entrusted to you.
20. You are expected to join within 7 days from the date of this order.
21. On the Administrative/Academic ground you will be liable to be transferred/deputed.
22. During the tenure of service the VC reserves the right to terminate services of the appointee in case of poor performance /non observance or organizational policies or misconduct.
23. You are requested to please acknowledge the receipt of this order and return 02 copies (enclosed) duly signed in token of acceptance of this order.



  
Authorized Signatory

Cc: Vice Chancellor-GHRU, Saikheda  
Cc: Registrar/Director - HR/ Accounts Dept.

RAISONI GROUP  
a vision beyond

Address : G H Raisonni Nagar, Anjangaon Bari Road,  
Amravati - 444701 (MH)  
Tel. : +91-0721-2385429 / 32 / 35  
Web: www.ghru.edu.in | Email: enquiry@ghru.edu.in  
Corporate Office : 345, Shradha House, Kingsway, Nagpur-440001 (MH)  
Tel: +91-712-6617181/82



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



Date : 20<sup>th</sup> Oct 2021

To,  
Ms. Swati Vijay K,  
Nagpur.

**Subject: Offer for the position of US IT Recruiter**

Dear Swati,

Thank you for exploring career opportunity with **Zenfair India Pvt Ltd., Hyderabad**. You have successfully completed the Initial Selection process and we are pleased to make you an offer of employment beginning **25<sup>th</sup> October 2021**. Please note that the offer stands terminated, if you fail to join on the date mentioned above, unless extended at the sole discretion of the Company. You must treat the details of this offer with utmost confidentiality.

You have been selected for the position of **US IT Recruiter** at **Zenfair India Pvt Ltd.**, in Hyderabad. Annual gross compensation would be **Rs. 1,80,000.00 per annum**. You would be posted at Hyderabad, India. However as and when required, your service will be transferable to any of the office in India or abroad. You shall be on probation for a period of three (3) months which may be extended by the Company at its discretion. A detail on the probation period clause is detailed out in the appointment letter.

The Company may conduct Background verification on you and your services are liable to be terminated without any notice or salary in lieu thereof in case your Background Verification report is found to be unsatisfactory.

The detailed breakup of the compensation and additional benefits are in **Annexure A**.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by sending us the duly filled (**Annexure B**) and signed scanned copy of this offer letter within 24 hours.

We welcome you to **Zenfair India Pvt Ltd., Hyderabad** and look forward to your contribution to the growth of the organization and the self. Feel free to contact us in case of any query.


Wish you all the best.

For Zenfair India Pvt Ltd.,

Sreedhar Katta

Sr.Manager-HR



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

Please acknowledge your acceptance of the terms by signing and returning the duplicate copy.

Name .....

Date.....

Signature .....

**Annexure – A**

Fixed Components	Annual Amount (Rs)	Monthly Amount (Rs)
<b>CTC</b>	<b>1,80,000.00</b>	<b>15,000.00</b>
Basic	90,000.00	7,500.00
HRA	36,000.00	3,000.00
Conveyance	9,600.00	800.00
Other Allowance	44,400.00	3,700.00
<b>Gross Pay</b>	<b>1,80,000.00</b>	<b>15,000.00</b>
Professional Tax	0.00	0.00
<b>Net in Hand</b>	<b>1,80,000.00</b>	<b>15,000.00</b>
<b>Total CTC</b>	<b>1,80,000.00</b>	<b>15,000.00</b>

You shall be governed by HR policies of the company for all other benefits.

TDS, Professional Tax or any other tax deductions will be applicable as per the slabs of IT Declarations.



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

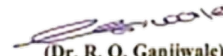


**Documents to be submitted on date of joining:**

- On the date of joining, please bring the following documents for verification / submission.
  - Identification
    - Pass port size photograph - 3 Number
    - ID Proof (Passport / Driving License / Voters ID, Aadhar)
    - Pan Card
  - Academic Records:
    - 10<sup>th</sup> and 12<sup>th</sup> Mark sheets
    - Graduation / Post Graduation certificates / mark sheets
    - Other professional certificates
  - Professional Records:
    - Offer Letters of Last Employers and latest 3 months pay slips
    - Relieving letter of Last Employers
    - Previous Company Salary Bank Statement latest
    - Form 16 / Form 12 B

This offer is purely based on the information/documents provided by you and by accepting the offer, you specifically authorize the Company or any external agency through the Company to verify your educational, service antecedents, your conduct and any other background checks prior to commencement of work under this Contract for the Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.

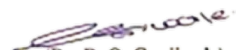


  
(Dr. R. O. Ganjwale)  
Principal  
PRINCIPAL  
Institute of Pharmaceutical Education & Research  
Borgnour (Steghe), Wardha

**Annexure B**

Particulars	To be filled
Name	
Employee ID	
Designation	
Period of Employment	
Remunerations	
Reason for Leaving	
<b>References</b>	
Reported to: Name: Designation: Contact No: Email-id:	
HR Information: Name: Designation: Contact No: Email-id:	



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





\* President \*

Digambarrao Patil Kshirsagar

\* Office \*

27, "Shir Krashna", Sambhaji Nagar, Nanded.

\* Secretary \*  
Avdhut Kshirsagar

Date: 01/01/2022

SVGSPM/DKP/2022/01/01

To,  
Mr. Thorat Abhijeet Bhaskarrao  
Pimpri (BK)  
Tq. Kalamnuri, Dist. Hingoli,  
Pin-431701



Subject: Appointment to the post of Assistant Professor.

**ORDER:**

With reference to your application and subsequent interview, we have the pleasure to inform you that hereby you are appointed as a **Assistant Professor** at Swami Vivekanand Gramin Shikshan Prasarak Mandal's **D. K. Patil Institute of Pharmacy**, Sayal Road, Loha, Nanded-431708 with effect from 01/01/2022.

**Terms & Conditions:**

1. I am pleased to inform you that the management has appointed you on the said post in D K Patil Institute of Pharmacy, Sayal Road, Loha. Dist. Nanded in the scale 15600-39100+AGP 6000 with effect from joining your appointment is subject to the following terms and conditions:
2. Please note that this appointment is subject to approval by the concern Technical authority (SRTMUN, MSBTE & DTE) Mumbai. If the authority does not approve your appointment, it may please be noted that your services will stand terminated without any notice.
3. You must produce all necessary documents within seven days from the date of appointment to the office of Secretary, S.V.G.S.P. M's. Nanded, failing to which you may not be allowed to continue the post. The certificates furnished by you, if found not genuine subsequently, your services will stand terminated.
4. In the case you desire to leave the institute, you will have to give one-month prior notice, failing which you will have to pay one month salary as a notice pay.

Copy to,  
Principal,  
D.K. Patil Institute of Pharmacy,  
Sayal Road, Loha, Nanded

SECRETARY

Swami Vivekanand Gramin  
Shikshan Prasarak Mandal  
Betsangvi Tq. Loha Dist. Nanded

(Dr. R. O. Ganjiwale)

Principal  
PRINCIPAL

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





ARL/JOL/22-23/1299  
24 June, 2022

Shallesh Gajanan Walke  
S/O Gajanan Walke  
Pench Project at Navodaya  
Vidyalaya post navegoan  
Khairi parshivni Nagpur  
Maharashtra 441105  
#9665728212

Dear Mr. Shallesh,

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 in our company as **Research Officer Trainee** at grade **R1T** in **Clinical Pharmacology Unit department** based at Mumbai.

The Company's appointment letter shall be issued on joining the Company, and on submission of your documents mentioned in **Annexure - A**. Your salary details are as per mutually agreed terms & conditions are mentioned in **Annexure - B**.

You are requested to join us latest by **June 27, 2022** failing which this offer of employment will stand withdrawn.

Kindly confirm your acceptance on the duplicate copy of this letter and courier the same to the undersigned.

Yours truly,  
For Accutest Research Laboratories (I) Pvt. Ltd.

Kriti Singh  
Deputy Manager - HR

Accepted: .....

Date: .....



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

Accutest Research Laboratories (I) Pvt. Ltd.

A - 31, MIDC, TTC Industrial Area, Khairne, Navi Mumbai - 400 709, Maharashtra, India

Tel. : 91-22-2778 0718 / 19 / 21 Mob.: 9967642889 Fax : 91-22-2778 0720 Website : www.accutestglobal.com

E-mail : business@accutestglobal.com / CIN : U24239MH2001PTC131153.



Offer-cum-Appointment Letter

25-10-2021

Mr/Ms. Vaibhav Kirit Roy

railway Station Shivaji Chouk, Lalachi Chal, Near MNP, Zone No.3, Amravati ,444601,Maharashtra

Dear Vaibhav

Welcome to Kotak Mahindra Group.

We hereby offer you an appointment as **Management Trainee** in the **L3** grade with Kotak Mahindra Life Insurance Company Limited ("Company") with effect from **01-11-2021** subject to your completing joining formalities, as prescribed by the Company, on or before the said date. If you join prior to the said date, your appointment shall take effect from the date of your joining.

With your selection, the Company has taken a step forward to fulfill a part of the Group Vision, i.e., being the preferred employer for the best talent. And now it is upon both of us to strive towards creating Value for our customers and stakeholders by offering individualized real-time, pragmatic solutions to service every financial requirement of our customers. We, together, shall live up to the entrepreneurial and innovative spirit of the Group and work with complete transparency & compliance to become a Global Indian financial services brand. It is expected that you will uphold all that we stand for and strive towards fulfillment of the Company's goals.

Your appointment shall be subject to the Terms and Conditions enclosed with this letter as Annexure-A. The same shall form part of this letter of appointment. Your joining shall be deemed to be an acceptance of these Terms and Conditions by you.

This offer shall stand withdrawn if you do not join on or before the date specified in this letter.

We look forward to your having a long and happy career with us.

Here's wishing you **#CareersForLife** at KLI.

Yours Sincerely,

For Kotak Mahindra Life Insurance Company Limited



Mehul Oza  
Authorized Signatory

Kotak Mahindra Life Insurance Company Limited

CIN: U66030MH2000PLC128503

Registered Office:

7<sup>th</sup> Floor  
Plot # C - 12  
3-Block, BKC, Bandra (E),  
Mumbai - 400051

Corporate Office:

7<sup>th</sup> Floor, Kotak Infinit Bldg, No. 21,  
Infinity Park, Off W. E. Highway,  
General AK Vaidya Marg, Malad (E),  
Mumbai - 400097, India

T +91 22 66057777  
F +91 22 67425649 / 50  
<https://insurance.kotak.com>

*Hum hai hamsha*



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

Annexure-A



सर्वे सन्तु निरामयाः

# DATTA MEGHE COLLEGE OF PHARMACY

Constituent unit of Datta Meghe Institute of Medical sciences (Deemed to be University)  
Conferred 'A' Grade Status by Ministry of HRD, Govt. of India  
Re-accredited by NAAC (3<sup>rd</sup> Cycle) with 'A+' Grade

Office : Salod (Hirapur) 442002 Maharashtra (India).

e-mail : medical\_wda@sancharnet.in, principaldmcp@gmail.com Website : www.dmimsu.edu.in

Ref. No.: DMCP/Adm/2021-22/222

Date: 15.11.2021

To,  
Ms. Megha K. Marwal  
Lecturer

Sub. : Appointment for the post of Lecturer.

Sir,

With reference to your application and subsequent interview held and recommendations made by the Local Staff Selection Committee, the Hon'ble Vice Chancellor, DMIMS DU has approved your appointment for the post of Lecturer in **Pharmacology at Datta Meghe College of Pharmacy** with effect from **15-11-2021**, on the following terms and conditions:

1) **Nature of Appointment:**

- 1.1) You have been appointed post of Lecturer on Ad-hoc basis from 15-11-2021 to 14-10-2022.
- 1.2) Your appointment is for the above mentioned period from the date of joining. The same will be discontinued automatically on completion of academic session 2020-21 unless and otherwise it is renewed by the competent authority on mutual agreed terms.
- 1.3) Your services can be discontinued at any time without assigning any reasons, by issuing one month notice or one month salary in lieu of said notice.
- 1.4) In case you desire to resign from the services, you shall serve a resignation notice of one month or pay salary of one month to the employer, in lieu of the said notice.

2) **Salary and other benefits:**

- 2.1) your gross monthly salary shall be Rs 20,000/-
- 2.2) Net salary will be paid subject to statutory deductions such as PF/PT/PDS/IT as per the prevailing rules as the case may be.

1



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



10<sup>th</sup> December 2021

Mr. Nazish Sheikh

**Sub.: Employment Offer Letter**

In pursuance of your application followed by your interview, we are pleased to offer you the position of 'Drug Safety Associate I' with our client 'Parexel International India Pvt. Ltd.' at 'Hyderabad' on the mutually agreed terms and conditions.

The Salary structure is attached herewith as **Annexure-A**

Please submit the following documents once you join:

- Educational Certificates
- Experience Certificate, if applicable
- Salary slips of last three months, if applicable
- Signed copy of updated Resume
- Resignation acceptance letter from previous employer, if applicable
- Cancelled cheque of savings bank account
- 4 Passport size photographs
- Copy of PAN Card
- Proof of Address (Voter ID, Passport, Aadhar Card, Driving License etc.)
- Copy of Aadhar Card for verification

**Your Date of Joining is 20<sup>th</sup> December 2021 & Please reply with your acceptance within 48 hours of the receipt of the offer.**

**This Contract is from 20<sup>th</sup> December 2021 to 19<sup>th</sup> June 2022 the same will be renewed based on your performance and client confirmation**

Best Wishes,

For Persolkelly India Pvt. Ltd

**Authorized Signatory**

**Disclaimer: Employment is not guaranteed for a specific length of time. The offer can be withdrawn without notice after communication of acceptance.**

PERSOLKELLY India Pvt. Ltd. (Formerly known as Kelly Services India Pvt. Ltd.)

601 & 602, 6<sup>th</sup> Floor, INIZIO Towers,  
Cardinal Gracious Road,  
Village Chakala, Andheri East,  
Mumbai, Maharashtra - 400099  
T: +91 22 6681 6900

CIN: U74919KA2001PTC029517

Registered Office  
Sriam Samanthu Chambers #3287  
12<sup>th</sup> Main, HMI 2nd Stage,  
Indiranagar, Bengaluru - 560038  
T: +91 80 6708 1800  
persolkelly.co.in



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



टाटा स्मारक केंद्र  
TATA MEMORIAL CENTRE

टाटा स्मारक अस्पताल  
TATA MEMORIAL HOSPITAL

AA No. 1078893

प. ऊ. वि. भारत सरकार का एक सहायता अनुदान प्राप्त संस्थान  
A GRANT-IN-AID INSTITUTION OF THE DEPARTMENT OF ATOMIC ENERGY, GOVT OF INDIA

H.R.D. DEPARTMENT

AA NO.1078893  
07.01.2022

EO/T/22/135

CC: 228048

Ms. Priya Shirture

Om Shiv Darshan Apt. B/09,

Jai Bai School Rd,

Katemanivali Kalyan (E), 421306

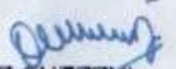
Madam,

You are appointed as **Clinical Trial Co-ordinator** borne on "R1-02-003-Reditux TM Registry To Compare Effectiveness Safety And Resource Utilization Of Reditux VS The Reference Medicinal Product To Treat Diffuse Large B Cell Lymphoma And Chonic Lymphocytic Leukemia In Routine Clinical Practice" Project (A/c No.3599) for a fixed period from **03.01.2022 to 29.06.2022** on the following terms and conditions:

1. Your appointment is purely on fixed term basis.
2. Your appointment on the above project will be only till the project continues or till the appointment date whichever is earlier. Your services are liable for termination without assigning any reason or giving any notice.
3. You will be paid a consolidated remuneration @ Rs.22000/- p.m. (Rupees Twenty Two Thousand Only)
4. You are required to continue for a full tenure of the Project, subject to your work being found satisfactory. You will have to give one month's notice in case you wish to resign the post before the completion of the tenure **failing which the salary for that specified period will not be released.**
5. You will have to work full-time and will not be permitted to apply or accept any employment/post/assistantship elsewhere during the period of your tenure.
6. You will be entitled for 15 days leave during the above tenure.
7. You will carry out the work as assigned by the Principal Investigator/Co-investigator of the Project.
8. You are required to mark biometric attendance on entry and exit.
9. You shall produce original documentary evidence regarding your date of birth, nationality, educational qualifications, experience, Caste Certificate etc.
10. It is mandatory to submit the copy of PAN CARD, AADHAR CARD, Bank pass book or one cancelled cheque at the time of joining.
11. The appointment will not confer on you any right or claim for permanent absorption in TMC.

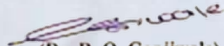
Please let us have your acceptance of the appointment on the above terms and conditions hereon and submit the enclosed forms to the HRD Department duly completed and signed.

Yours faithfully,

  
(C.T. SHETTY)

DY. ADMIN.OFFICER(HR)



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

Dr. E. Borges Marg, Parel  
Mumbai - 400 012, India.  
Phone : +91-22-2417 7000  
Fax : +91-22-2414 6937

डॉ. ई. बोरजेस मार्ग, परेल,  
मुंबई - ४०० ०१२, भारत.  
दूरभाष : +९१-२२-२४१७ ७०००  
फैक्स : +९१-२२-२४१४ ६९३७





Malala Vikas Sanstha's

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

Behind New Arts College, Bachelor Road, Nalwadi, Wardha, Maharashtra - 431 001

Phone: 020-26611000

Fax: 020-26611000

E-mail: rgbiper@gmail.com

Website: www.rgbiper.org

Approved by All India Council For Technical Education (AICTE), New Delhi, India, 07/10/2008

Directorate of Technical Education (DTE), Maharashtra

& Affiliated to Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur

Dr. Mrs. Pranita P. Kashyap  
Principal  
Dr. RGRPER Wardha

Dr. R. G. Bhojar  
Chairman  
Malala Vikas Sanstha, Wardha

Dr. Abhaji V. Jankar  
Secretary  
Malala Vikas Sanstha, Wardha

Ref. No.

Reference No. :- RGBIPER/B.Pharm/APO/2021-22/14

Date :- 18/09/2021

### APPOINTMENT ORDER

To,

Ms. Swati U. Dhurve  
At Kinhal Bothali, Post. Pimpalkhuta,  
Tah. Arvi, Dist Wardha-442 106.

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.

Received  
Swati U. Dhurve  
2

Dr. Mrs. Pranita P. Kashyap



Principal (Dr. R. O. Ganjivale)

Principal  
Institute of Pharmaceutical Education & Research  
Borgnon (Bicho), Wardha

Ref. No. :ADM/201/333

Date: 08/09/2021

To,

Mr. Sunil D. Panjwani  
C/o Dayal Kirana Store,  
Dayal Nagar, Wardha 442 001


I have pleasure to inform you that you are here by appointed as **Assistant Professor in Pharmacology** on adhoc basis on fixed monthly emolument of Rs 18,000 /- (Eighteen thousand only). Your appointment is on purely temporary basis i.e. from joining date to **30<sup>th</sup> April 2022**. No any other kind of allowances is admissible to you.

Your contact hours in Institute should not be less than 42 hours per week. Apart from your basic job responsibilities you are entitled for any other responsibility assigned to you by the Principal, You are abide to such rule frame by Institute time to time.

If you are agreeable to the terms & conditions mentioned above you should send your acceptance on or before **14<sup>th</sup> September 2021**.

Copy to:-

The President  
Vidarbha Youth Welfare Society, Amravati

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

Received  
Sunil P  
14/9/2021



October 28, 2022

**Employee ID** : 52149  
**Name** : Saurabh Lalaji Thikare  
**Grade** : 05  
**Designation** : Medical Coder  
**Department** : Coding  
  
**Subject** : Salary Re-structuring Letter

Dear Saurabh,

We have reviewed overall compensation structure and with the view to align this in accordance to industry benchmark, the company is initiating a change in the way of Compensation and Benefits.

A detailed stack-up of your re-structured compensation is attached in the Annexure for your reference. This change is effective from **October 01, 2022**.

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

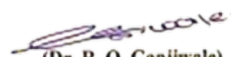
With Regards,

For **GeBBS Healthcare Solutions Pvt. Ltd**



**Manoj Narkar**  
Director – HR



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

**Registered Office**

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

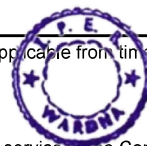
Tel: +91-22-39487300  
[www.gebbs.com](http://www.gebbs.com)

Employee Code : 52149  
Employee Name : Saurabh Lalaji Thikare  
Grade : 05  
Designation : Medical Coder  
Department : Coding

**Salary Annexure:**

Sr. No.	Component	Per Month (INR)	Per Annum (INR)
<b>Section A</b>			
1	Basic	11,632	1,39,584
2	HRA	671	8,052
3	Advance Statutory Bonus	1,118	13,416
4	Special Allowance	1,794	21,528
	<b>Section A - Total</b>	<b>15,215</b>	<b>1,82,580</b>
<b>Section B</b>			
5	Coding Skill upgrade Allowance (if any)	4,000	48,000
6	Coding Cert. upgrade Allowance (if any)	3,000	36,000
	<b>Section B - Total</b>	<b>7,000</b>	<b>84,000</b>
<b>Section C</b>			
7	Minimum Variable Incentive	-	-
8	Maximum Variable Incentive (upto)	5,000	60,000
	<b>Section C - Total</b>	<b>60,000</b>	<b>60,000</b>
<b>Section D</b>			
<b>Retirals &amp; Non - Monetary Benefits</b>			
9	Employer's Provident Fund		19,332
10	Employer's ESIC Contribution		-
11	Gratuity		6,711
12	Insurance		3,000
	<b>Section D - Total</b>		<b>29,043</b>
	<b>Total (Section A+B+C+D)</b>		<b>3,55,623</b>

The above compensation package is subject to Income Tax regulations and other laws applicable from time to time.  
Gratuity will be paid out to the employee as per the payment of Gratuity Act, 1972.  
GeBBS Reimbursement Flexi Plan applicable as per existing policy.  
GPA / GMC / GTL Insurance are prevalent as per policy.  
The Employee will be paid monthly / quarterly variable amount only if s/he remains in the service of the Company at the end of that period.



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





**Sipra Labs Limited**



Emp. ID. 021475  
Blood Group : A-ve

**W. Sangam Narshing**



*(Signature)*  
(Dr. R. O. Ganjiwale)  
Principal  
PRINCIPAL  
Institute of Pharmaceutical Education & Research  
Borgnour (Siegha), Wardha

Date: 22-Nov-2021

To,  
Mr. Shubham Potpate  
Nandani, Post-Kharbadi,  
TAH-Narkhed, Nandani,  
Kharbadi, Nagpur  
Maharashtra – 441301  
Email- shubhampotpate94@gmail.com  
Mob -91 - 7058300105

**Sub: Appointment letter**

Dear Mr. Shubham Potpate,

With reference to our letter dated 08-Nov-2021 and your subsequent acceptance of it, we are pleased to appoint you in our organization as Research Associate – Clinical Data Management from 22-Nov-2021 on the following terms and conditions:

1. Your appointment to our organization comes into effect from 22-Nov-2021, based at Ahmedabad.
2. Duties and Responsibilities :-
  - I. Your duties & responsibilities shall be as assigned to you by authorized representative of the Company from time to time. Your designation, place of posting, assignment of duties and job description may change as and when the Company is restructured or reorganized to meet its requirements, at the discretion of the management.
  - II. You shall not accept any other employment or indulge in any trade/business, any other activity, which is detrimental, or conflicts with the interest of the Company during the tenure of your appointment with the Company. If so, we shall be constrained to discontinue your services without any notice.
  - III. You shall be responsible for adhering to safety norms and hygienic work practices and will ensure to protect and maintain the Company's property that may be handled by you. You shall be liable for recovery of cost against any loss or damage to the property caused due to negligence on your part.
  - IV. You will owe full allegiance to the company and shall not discuss/ divulge/ part with any information of confidential nature, in any manner whatsoever, unless specially permitted in writing by the management. This information could pertain to the operations, policy and plans of the Company, which you may receive during the course of your employment with the Company. If so, we shall be constrained to discontinue your services without any notice. Further, you are bound by the Non-Disclosure and Inventions Agreement signed as a term of appointment, which is enforceable while in employment and after you leave the services of the organization. During the course of your employment and after you leave the services of the organization, you shall maintain confidentiality of the proprietary technical and business information and data received by you during your employment with the organization.

301, I Square, Nr. Shukan Mall Cross Road,  
Science City Road, Ahmedabad – 380060  
Gujarat (INDIA). Tel :- 079-29608246

CIN – U73100GJ2019PTC110308

www.cod-research.com

(Dr. R. O. Ganjivale)

Principal  
PRINCIPAL

Institute of Pharmaceutical Education & Research  
Borgun (Bicche), Wardha

Confidential and Proprietary Document







# Institute for Industrial Research & Toxicology औद्योगिक अनुसंधान एवं विष विज्ञान संस्थान

Registration No. 1303/C/09/CPCSEA (Ministry of Environment & Forests, Government of India)  
License No.; 01/2015 (Food and Drug Administration, UP)

An OHSAS 18001:18001. ISO 9001:2008, GLP Certified, NABL Accredited and FDA Approved ( Drug & Cosmetics )

File No.HR/FL/2021/ADMDated:  
28/09/2022

## **"We welcome you to our innovative and dynamic team" Letter to Join the Organization**

### **Mr. Vibhor Kumar Ukey**

Ward NO. 33 Hariom Nagar Balaghat  
Madhya Pradesh 481001  
E-mail: uvibhorkumar@gmail.com  
Mobile: +91 6260612793  
Delhi

Welcome to **INSTITUTE FOR INDUSTRIAL RESEARCH & TOXICOLOGY**, Ghaziabad

We invite you to attend the IIRT organization as a **"Research Scientist" (Pharmacologist)** with the **INSTITUTE FOR INDUSTRIAL RESEARCH & TOXICOLOGY(IIRT)**, F-209 UPSIDC, M.G. Road, Ghaziabad (Hapur), U.P. at an earliest on the following terms and conditions. After success full joining a separate Appointment Letter will be issued after joining the organization.

1. That initially you shall be posted at our Ghaziabad Research Institute (IIRT) and shall report to the **Director/Top Management** of the institute. The after your place of posting would be decided based on the need of the Institute.
2. That you're working hours with the Institutes shall be from 9.00 AM to 5.30PM including a half-hour lunch break at the premises of the IIRT at MG Road, Ghaziabad (Hapur).
3. That your continued employment at IIRT shall be subject to successful completion of 4 months period from the date of your appointment with us and thereafter your emoluments shall be reviewed.



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



# Institute for Industrial Research & Toxicology

## औद्योगिक अनुसंधान एवं विष विज्ञान संस्थान

Registration No. 1303/C/09/CPCSEA (Ministry of Environment & Forests, Government of India)  
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4. That you have to work in the **Toxicology and Pharmacology Department** and are supposed to report to **the Director/ Top Management** of the Institute.
5. That as a Research Scientist (**Pharmacologist**) you shall be entitled to an initial remuneration of **INR 18,000/ month (Eighteen Thousand Only)** as a cost to IIRT.
6. That your regular performance review shall be conducted to assess your performance and suitability every year.
7. That as per the rules of the institute your annual appraisal/assessment shall be done every year and accordingly you shall be entitled to all allowances/perks decided by the management of the Institute.
8. That your services/postings in the Institute are transferable anywhere in India/abroad and you shall fully abide by such laws/rules of the Institute.
9. That you shall submit all your testimonials/certificates to the Institute upon signing this appointment letter, in original, and if any of the information submitted by you is found to be false and untrue, the Institute reserves all rights to review your appointment in the manner deemed fit and viable by the management.
10. That in case of leaving the Institute, you shall inform your immediate boss in writing, well in advance, i.e. 3 months before leaving, which shall be considered as a notice period.
11. That during the tenure of your service with us, you shall neither do any part-time job nor you shall apply anywhere for a similar/different nature of the job.
12. That the Institute shall give your remuneration on the 10<sup>th</sup> of every month through cheque/online transfer to your bank account. Leave and other Institute policies are as per rules framed by the IIRT. These policies are reviewed from time to time by the management of the Institute (IIRT).



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





# Institute for Industrial Research & Toxicology

## औद्योगिक अनुसंधान एवं विष विज्ञान संस्थान

Registration No. 1303/C/09/CPCSEA (Ministry of Environment & Forests, Government of India)  
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13. If the above term and conditions are acceptable to you, please return the duplicate of this letter duly signed as a token of your acknowledgment and having accepted all the terms and conditions mentioned herein. You are also advised to report for an appointment at the Company's Office address not later than **01/10/2022**, failing which the Institute shall consider that you are not interested in joining us and shall look for alternative arrangements in lieu of your appointment.

We welcome you to our Institute and wish you all the success. Sincerely,

**For INSTITUTE FOR INDUSTRIAL RESEARCH & TOXICOLOGY**

**N. N. Mishra**  
**Director**

Date: 28/09/2022

Director  
Institute for Industrial Research & Toxicology  
Ghaziabad



**Accepted by**

Date:



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



**G H RAISONI UNIVERSITY**  
 Village : Dhoda Borgoon, Sakhedra, Tehsil Sonzar, Dist. Chhindwara (M.P.)  
 E : info.ghru@raisoni.net | W : http://ghru.edu.in | Ph. : +91-9111104291

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**50754**

Name **Mrs. Hemlata R. More**  
 Desig- **ASSISTANT PROFESSOR**  
 School of Pharmacy  
 DOB **22-Oct-97** Blood Grp: **O+**  
 Add **W.NO.4 TARSA ROAD**  
**KANHAN NAGPUR-441401**

E-mail **hemlata.more@ghru.edu.in**  
 Mobile **9765018322**

Engineering Management Law Schools Other Courses  
 NAGPUR PUNE JALGAON AMRAGTI FARAZNAGAR CHINDWARA

**RAISONI**  
 GROUP OF INSTITUTIONS



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





Estd : 1991

VIDARBHA YOUTH WELFARE SOCIETY'S

# INSTITUTE OF PHARMACEUTICAL EDUCATION AND RESEARCH

Borgaon (Meghe), Wardha, Maharashtra State, India - 442 001

Ph. 07152 -240284 Fax 07152-241684

Dr. Nitin R. Dhande President    Adv. Uday S. Deshmukh Vice President    Prof. (Dr.) Hemant M. Deshmukh Treasurer    Shri. Yuvrajsingh V. Choudhary Secretary

Dr. R. O. Ganjiwale  
I/c Principal

E-mail: iper4160@gmail.com  
Web Side: www.iperwardha.com

Conducting Degree, Post Graduate and Doctorate Programme in Pharmaceutical Sciences

Ref. No. :ADM/201/350

Date: 06/07/2022

To,

Ms. Jayashree A. Waratkar  
At Post Ghorad, Tah. Seloo  
Dist., Wardha

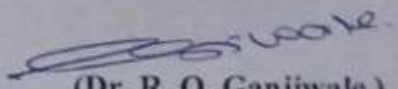
I have pleasure to inform you that you are here by appointed as **Assistant Professor in Quality Assurance** on contractual basis on fixed monthly emolument of Rs 18,000 /- (Eighteen thousand only). Your appointment is on purely temporary basis i.e. from joining date to **30<sup>th</sup> April 2023**. No any other kind of allowances is admissible to you.

Your contact hours in Institute should not be less than 42 hours per week. Apart from your basic job responsibilities you are entitled for any other responsibility assigned to you by the Principal, You are abide to such rule frame by Institute time to time.

If you are agreeable to the terms & conditions mentioned above you should send your acceptance on or before **7<sup>th</sup> July 2022**.

Copy to:-

The President  
Vidarbha Youth Welfare Society, Amravati

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



## LEBEN LABORATORIES PVT. LTD.

Works : Plot No. 14A/16, Phase III, M. I. D. C. AKOLA, 444 104, M.S., INDIA  
Ph. No. 0201 224 225901/02/03 Fax: 2259371 Email: info@lebenlab.com  
Mumbai Office : 11 Mahadev Marapur, 70, Trishy Street, MUMBAI, 400 002, M.S., INDIA  
Ph. (091) 22 22015/10/102 Fax: 22015303 Email: mumbai@lebenlab.com  
CN: U24235MH1988PTC048316 Web: www.lebenlab.com

### APPOINTMENT LETTER

Date: 27/09/2021

To,  
Ms. Mayuri H. Deulkar,  
Plot No- 395,  
Prabhag No-1, Housing Colony,  
At. Post- Kalmeshwar, Nagpur - 441501.  
Mobile - 9561556170.

Subject: Appointment for the post of Trainee.

Dear Ms. Mayuri,

With reference to our Offer dated 27/09/2021 & your acceptance of the same dated 27/09/2021, we are pleased to offer you an appointment in Leben Laboratories Pvt. Ltd., Akola. You shall be working in the QA. (Doc.) Department as a Trainee.

Your salary details are already conveyed to you in the Offer Letter.

The terms & conditions of your employment will be as under:

#### A. Commencement:

- a. Your employment will commence on 27/09/2021.
- b. Your employment is deemed to be permanent subjected to your successful completion of initial six (6) months of probationary period & our written confirmation. After the completion of this period, based on your satisfactory performance, we may confirm your services; alternatively your probation may be extended, or your appointment stands terminated, in case we do not intimate you about your confirmation in writing.
- c. The Company's satisfaction, in its sole discretion, with the results of a background and reference check and verification of your salary and employment history.
- d. Your attaining of superannuation age of 58 years, which is the age of retirement from the Company.

#### B. Duties and Responsibilities:

- a. You agree that, during your employment with the Company you will:
  - Perform to the best of your abilities and knowledge, the duties assigned to you by the Company from time to time, whether during or outside Business Hours and at such places as the Company requires;
  - Serve the Company faithfully and diligently to the best of your ability;
  - Use all reasonable efforts and Act such as to promote the interests of the Company;
  - Comply with the Company's policies and procedures in place from time to time; and
  - Report to the person or persons nominated by the Company from time to time.
- b. You agree that, the Company may assign you additional tasks or to a new manager; modify or remove your assigned duties; or change the place of your employment, in accordance with the Company's needs.

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(Dr. H. S. Ganjivale)  
Principal  
PRINCIPAL  
Institute of Pharmaceutical Education & Research  
Borgun (Bichga), Wardha



//02\\

- c. Your specific Job Responsibility along with the exercisable Authority to shoulder the responsibility shall be given to you in your Department Manual after your acceptance to this Appointment Letter.
- C. Provident Fund Contributions, ESIC, Bonus & Gratuity:**  
You will be entitled to Provident Fund, ESIC, Bonus & Gratuity benefits as per the prevailing Rules.
- D. Leave:**
- During your Employment with the Company, you shall be entitled for leaves as per the Company's Leave policy in place from time to time.
  - You are entitled to public holidays.
  - Upon termination of your employment for any reason whatsoever, any outstanding leaves shall be paid to you at the time of Full & Final Settlement.
- E. Medical Fitness:**  
The Company reserves the right to get you medically examined periodically by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job, with immediate effect.
- F. General:**
- You will be subjected to the Rules and Regulations of the Company and the service conditions as are in force at present or as may be introduced or amended or extended from time to time.
  - You will inform, in writing, to the Company, any change of address within a week from the change of the same, failing which any communication sent to your last known address shall be deemed to have been served on you.
  - You shall bear your own taxes that shall be deducted from your salary and /or other dues.
  - You are expected to work during the Company's normal business hours. The normal working days will be 6 days a week. However, you may be required to work in excess of the Business Hours or outside normal working days as necessary to perform your duties and responsibilities.
  - Your duties may require you to engage in travel on behalf of the Company. As a consequence, you may be required to work for any additional hours.
  - The Expenses incurred by you, for travelling on behalf of or for the Company, shall be reimbursed by the Company on actual basis, upon your presentation of documentary evidence of each expense acceptable to the Company.
  - As any Gift given by you on behalf of the Company to any Stakeholders is sponsored by the Company. Similarly any Gift received by you, in any form, even in your Personal capacity, because you being the Employee of the Company shall be submitted by you in the Company.
- G. Termination of Employment Relationship:**
- Notwithstanding anything herein contained, your employment may be terminated immediately by the Company at any time without notice or payment in lieu thereof or any compensation whatsoever, if, among other things:
    - You disobey a lawful direction of the Company;
    - You are guilty of any other serious misconduct;
    - You commit any serious or persistent breach or non-observance of the terms, conditions or stipulations contained in this agreement, or are guilty of any negligence or misconduct in connection with or affecting the business or affairs of the Company;
    - You engage in conduct that could bring you or the Company into disrepute.



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





//03\\

- b. During the Probation period, your employment may be terminated at any time without any prior written notice.
- c. After the completion of the probationary period, your employment may be terminated at any time:
  - By you giving to the Company 30 days' written notice; or by paying an amount equal to 30 days' fixed salary; or
  - By the Company giving you 30 days' written notice or by paying you an amount equal to 30 days' fixed salary, less any applicable or required tax or other deduction.
- d. However, you must not take up any alternate employment until the expiration of such notice period.
- e. If your employment is terminated for any reason:
  - The Company may off-set amounts you owe the Company against any amounts the Company owes you at the date of termination;
  - You must return all the Company's property (including property leased by the Company) to the Company on termination including all written or machine readable material, mobiles, laptops, keys and vehicles;
  - You are not supposed to retain any form of information during your service & you will not disclose any record or information to anybody after termination.

#### H. No Conflict of Interest:

During your employment with the Company:

- a. You agree not to become associated as an owner, employee, agent, consultant, officer or partner or in any other capacity with any business which furnishes services or products similar to those of the Leben or which in any way otherwise compete with Leben. While you are employed by the Company, you also agree not to become a director of any company or business, without the Company's prior written consent.
- b. You warrant that you have not entered into any other agreement or arrangement which may be in conflict with the terms and conditions of your employment with the Company, or which would preclude you from fully performing your job responsibilities for the Company.
- c. You will not engage yourself in any academic or educational course like diploma, degree, postal, correspondence, part time, full time or what so ever, without prior written permission of the Company.
- d. You will not at any time publish any book, leaflet, brochure, pamphlet, newspaper, journals, etc. whether for remuneration or without, relating to the chemical or pharmaceutical products or any other products which are manufactured by the Company, without prior written permission of the Company.
- e. You shall not give out to anyone, during or even after your employment ceases, by word of mouth or physically or electronically in hard or soft copy or otherwise, particulars or details of our manufacturing or other processes, technical knowhow, security arrangements, administrative and / or any organizational matter of confidential or secretive nature, which may be your privilege to know by virtue of you being our employee.
- f. You shall keep confidential all the Information and material provided to you by or on behalf of the Company or by its clients concerning their affairs to enable the Company to perform the service. This excludes only such material as is already known to the public which also you will not release, use or disclose except with prior written permission of the Company. Your obligation to keep such information confidential shall survive even after your employment ceases.

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

//04\

g. You will be responsible for the safe keeping in good condition and order of all the properties of the Company which may be in your use, custody, care or charge. For the loss of any property of the Company while in your possession, the Company will have the right to assess on its own basis and recover the damages of all such material from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

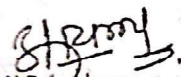
Besides the above conditions you shall abide by the Service Rules/Regulations or Standing orders as in operation besides office orders which are issued from time to time. The service Rules/Regulations can be modified / replaced by the certified standing orders, which will be binding upon you.

Please sign the duplicate copy of the letter towards your acceptance of the above terms and conditions and return the same to us.

We once again Welcome you in Leben Laboratories Pvt. Ltd. and wish you a long & fruitful career with us!

With sincere regards,

For, Leben Laboratories Pvt. Ltd.

  
H.R. In charge



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

I, hereby confirm that, I have read, understood & accept all the terms & conditions mentioned in this Appointment Letter.

Yours' Truly,

Ms. Mayuri H. Deulkar,

Signature: M Deulkar

Date: 27/09/2021



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(Dr. R. O. Ganjivale)

Principal

PRINCIPAL

Institute of Pharmaceutical Education & Research  
Borgnole (Bichga), Wardha





19. In addition to your regular duties, you will have to carry out the duties assigned by the Vice Chancellor including coordination with other Departments, R & D activities, or any other activities/responsibilities that may be entrusted to you.
20. You are expected to join within 7 days from the date of this order.
21. On the Administrative/Academic ground you will be liable to be transferred/deputed.
22. During the tenure of service the VC reserves the right to terminate services of the appointee in case of poor performance /non observance or organizational policies or misconduct.
23. You are requested to please acknowledge the receipt of this order and return 02 copies (enclosed) duly signed in token of acceptance of this order.



  
Authorized Signatory

Cc: Vice Chancellor-GHRU, Saikheda  
Cc: Registrar/Director - HR/ Accounts Dept.

**RAISONI GROUP**  
A Vision Beyond

Address : G H RaisonI Nagar, Anjangaon Bari Road,  
Amravati - 444701 (MH)  
Tel. : +91-0721-2385429 / 32 / 35

Corporate Office : 345, Shradha House, Kingsway, Nagpur-440001 (MH)  
Tel. : +91-712-6617181/82



**(Dr. R. O. Ganjivale)**  
Principal  
**PRINCIPAL**  
Institute of Pharmaceutical Education & Research  
Borgnon (Biccho), Wardha





Mahila Vikas Sanstha's

Cell: 0207, 07E (66-407)

## 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.rgbeer@gmail.com

Website: rgbeer.rgbi.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

Reference No. :-RGBIPER/B.Pharm/APO/2021-22/84

Ref. No.

Date :- 20/12/2021

### APPOINTMENT ORDER

To,

**Ms. Pratiksha Kushab Bongade**

Poddar Layout, Ward No. 2, Anji (Mothi),

Tah. Dist. Wardha-442 001

Maharashtra.

You are hereby appointed as a Lecturer in Dr. R. G. Bhoyar 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

*[Signature]*  
Principal

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



*[Signature]*  
(Dr. R. O. Ganjiwale)

Principal

PRINCIPAL

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

# Cognizant



Ref No: 17334817  
12-Aug-2021

Shifa Sheikh,  
Iper, Wardha

Dear Shifa,

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 Services India Private Limited ("Cognizant").

You are entitled to an Annual Total Compensation (ATC) of **Rs.249,996**. The other details about your compensation are presented in **Compensation and Benefits**

We are glad to also offer you one time Joining Bonus. Please refer **Annexure C** for further details

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other 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 Project Manager.

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 you joining us. Should you have any further questions or clarifications, please reach us on [TACCDROTeam@cognizant.com](mailto:TACCDROTeam@cognizant.com).

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar  
Vice President – Human Resources

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

Signature:

Date:

Rfqd. Office: 115/535, Old Mahabalpuram Road, Okkiam Therapakkam, Chennai - 600 097



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



Compensation and Benefits

Name: Shifa Sheikh

Designation: Trainee - Junior Data Analyst

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

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 Payment of Gratuity Act.

**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.

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- 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.

Rt'd. Office: 115/535, Old Mahabalipuram Road, Okkiam, Chennai - 600 097



(Dr. R. O. Ganjiwale)

Principal

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

॥ विद्या परम देवता ॥

# WAINGANGA BAHU-UDDISHIYA VIKAS SANSTHA

Reg. No. : Mah. 243/90 (Nag.) F-9039 (Nag.)

10, Corporation Colony, North-Ambazari Road, NAGPUR. - 440-033. Ph. : 223 52 88

Dr. B.B. KARANJEKAR  
M.Sc., Ph.D., B.Ed., LL.B  
President

Dr. (Mrs.) V.B. KARANJEKAR  
M.Sc., Ph.D., B.Ed., LL.B  
Secretary

## INSTITUTIONS

Nagpur District

Wainganga College of  
Engineering & Management,  
Dongargaon, Nagpur

Bhandara District

Shri. Santaji  
Arts & Science College,  
Palandur.

Wainganga Polytechnic  
Sakoli.

N.P. Singh Memorial  
Wainganga College of Physical  
Education, Sakoli.

Wainganga Institute of  
Advance Studies, Sakoli.

Bajiraoji Karanjeekar College of  
Pharmacy, Sakoli

Wainganga Technical Institute,  
Sakoli

Dr. S. Radhakrishnan College  
of Education, Sakoli.

Terachandji Nkhade Adyapak  
Vidyalyaya, Sakoli.

Swami Vivekanand College of  
Education & Yoga, Sakoli

Karnai Karanjeekar  
Secondary & H.S. School,  
Ekoli, Tah. Sakoli

Vitthal Rakhumai Vidyalyaya  
Bhugoon Tah. Sakoli.

Navjeevan High School,  
Jarnapur.

Navjeevan Convent  
Sakoli.

Navjeevan English School,  
(CBSE) Sakoli

Gondia District

Rajiv Gandhi Mahavidyalaya,  
Sadak Arjunt

Rajiv Gandhi Shikshan  
Mahavidyalaya  
Sadak Arjunt.

Ref. No. WBYS/APP/OL/2021-22

Date: 01/09/2021

To,

Miss. Sonal S. Gupta  
Shivaji Ward Sakoli, Tah- Sakoli,  
Dist Bhandara. 441802

### Sub:- Appointment Order.

With reference to your application this is to inform you that you are hereby appointed as a Lecturer at Bajiraoji Karanjeekar College of Pharmacy, Sakoli, (D. Pharm.) Dist.- Bhandara 441802.

1. Your appointment shall be on Ad-hoc basis.
2. Your salary will be in the pay scale of Rs. 15600-39100 per month or as per AICTE rules.
3. If your performance is found to be unsatisfactory, your services shall liable to be terminated without assigning any reason
4. In case you desire to resign, you will have to serve one month's notice or will have to pay one month's salary in lieu thereof. It will be applicable to our Sanstha in case of your termination.
5. You shall be at the headquarters and abide by all the rules and regulations as laid down by the Sanstha from time to time.
6. If you agree all the above terms & conditions, you have to report within 7 days from the receipt of this appointment order. Period of joining may be extended for genuine reasons.
7. You are required to submit latest experience certificate with last pay certificate and clearance from the previous employer if any
8. 2<sup>nd</sup> copy of this appointment order duly signed by you as acceptance of all terms & conditions of this order may please be returned to the undersigned.

Received

(Supt.)

01/09/21

M. Karanjeekar

अध्यक्ष/सचिव  
वेनगंगा बहुउद्देशीय विकास संस्था  
नागपुर

(Dr. R. O. Ganjivale)

Principal

PRINCIPAL

Institute of Pharmaceutical Education & Research  
Borgoon (Biche), Wardha







महाराष्ट्र MAHARASHTRA

2021

YY 044234



12 NOV 2021

क्र. 7075 दिनांक 12/11/2021

कार्यालय क्रमांक  
 एल नौदनी होमवर्क इन्डिया प्रा. लि. अ. न. न. न.  
 धरामपथ धरामपथ, नागूर 440010, (C/O. Add. AVBRH, Dream Land City Sawangi (Meghe),  
 वर्धा



मुद्रांक अंगिका/अम-लेखापालक कार्यालय  
 कोषाध्यक्ष अंगिका, वर्धा.

एके अहमदाबाद निवासी - अ. न. न. न.  
 वयस सुमारे 24 वर्षे. 11/11/2021  
 अहमदाबाद निवासी - अ. न. न. न.  
 वयस सुमारे 24 वर्षे. 11/11/2021

**CONTRACT FOR THE SESSION-2021**

This Contract is hereby made on 04 day of 06 2021 between Spark Mall and Parking Private Limited, Reg. Office: 267, Ganesh Phadnavis Bhavan, Near Triangular Park, Dharampeth, Nagpur 440010, (C/O. Add. AVBRH, Dream Land City Sawangi (Meghe), Wardha through its Director SMPPL, aged about major, hereinafter referred to as PARTY NO.1.

AND

Mr./Ms./Mrs. Ujjwala P. Kowe Aged about 24 years,  
 Occupation: Private, R/O: Bardhaman Seloo Mobile No- 932317736  
 hereinafter referred to as PARTY NO.2

*(Handwritten signature)*

(Dr. R. O. Ganjiwale)

Principal  
 PRINCIPAL

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



1. That the Party No.2 is appointed by Party No.1 for providing Attendant work related services w.e.f. 04.10.2021 for a period of 11 months up to 03.09.2022
2. That this Contract will automatically come to an end on 03.09.2022
3. That Party No. 2 will be paid fixed contract amount of Rs. 10,258/- In Words. **Ten Thousand Two Hundred Fifty Eight per month.** TDS at applicable rates will be deducted from the contract amount.
4. Part No. 1 and Party No. 2 accepts that their respective shares for Provident Fund shall be paid to the PF Authorities.
5. The Party No. 2 will be diligent in providing the Contractual services and shall remain faithful in the observance of rules and procedures prescribed by Party No.1 from time to time.
6. That Party No.2 shall be bound by code of conduct laid down by Company and shall also abstain from smoking, drinking liquor, gambling etc and any other type of similar activities during working hours within the premises of Institute.
7. The Party No.2 will sincerely and honestly perform all the job responsibilities assigned from time to time in a time bound program. The details of the services to be provided by the Party No. 2 are mentioned in the Annexure- 1 which is enclosed with this contract.
8. That the Party No.2 undertakes to provide the services to the Party No.1 with full dedication, efficiency, and sincerity during the period of the Contract.
9. The Party No.2 will not divulge, communicate or use any information related to Party No.1 to any other Person / association/ corporate body or any other entity. The Party No.2 hereby solemnly states that at no point of time it will duplicate / copy / record or reproduce any information and make it available to any unauthorised person/ association/ corporate body or any other entity.

PTO



(Dr. R. O. Ganjiwale)  
Principal

Institute of Pharmaceutical Education & Research  
Borgoun (Sicghe), Wardha



10. The Party No. 2 shall provide the services from ..... AM to ..... PM during all working days at the office of ..... and also at places and time as required by Party No. 1.
11. The Party No. 2 may be allowed to remain absent from providing the services during the contract period for a maximum period of eight days during the period of contract after taking due approval of competent authority for which contractual amount shall not be deducted.
12. The Work of Party No. 2 shall be reviewed by concerned authority and on his/her certification about satisfactory work output; contractual amount shall be released on monthly basis.
13. The Party No. 2 accepts that in case for breach of any of the conditions in this contract, the contract shall be liable to be terminated by Party No. 1 with or without giving any notice with immediate effect.
14. This contract shall come to an end after expiry of the stipulated contract period or on serving of notice of thirty days on either side whichever is earlier.

Hence, signed in the presence of witness after reading and understanding the contents on the date written above.

**Witnesses:**

1. *[Signature]*

*[Signature]*  
( Party No.1 )

Name :

2. A.R. HOLE

*[Signature]*  
( Party No.2 )

Name :

*[Signature]*  
(Dr. R. O. Ganjiwale)

Principal  
**PRINCIPAS**  
Institute of Pharmaceutical Education & Research  
Borgun (Stogie), Wardha





# ABESS Healthcare OPC Pvt. Ltd.

Research Centre: Survey No. 101, Ground Floor, Near Rajiv Gandhi Stadium, CBD Belapur  
Navi Mumbai, India - 400614  
Visit us at: www.abess.in

REF: AH/HR-DOC/2022/01-006

Date: Jan 25, 2022

**Mr. Amitkumar Gautam**

S/O: Hariprakash Gautam

Address: L.C.H. Gate NO. D12, Bhayat Singh Ward, Sallerpur.

Dist - Chandrapur, Maharashtra - 442701

E-mail: ak.gautam7709@gmail.com

Mobile: 7709221163

## OFFER LETTER FOR EMPLOYMENT

This has reference to your application and the discussion we had with you. After careful consideration, Abess Healthcare OPC PVT Ltd. has decided to offer you the position of "Trainee" in Research & Development Lab on the following terms and conditions.

- You will stipend be with a package of 1.3 Lac per annum with a performance pay of 20% included in the package. There is a variable pay in the CTC and it depends upon the performance. Further increase in your compensation and future prospects in the Company shall entirely depend on your efficiency, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors, Company's performance and as per the policy of the Company after the completion of Probation period.
- You will be on Training period for six to twelve months and after the completion of training period you will be on Probation period for six months further terms and conditions will be discuss after you reach here.
- You will be governed by the rules and regulations of the company that will be in force from time to time, which will form part of this offer letter.
- This offer is subjected to you submitting medical fitness certificate from a Registered Medical Practitioner.

You are requested to bring the following documents in original at the time of reporting for duty.

- Proof of date of birth/ SSLC / HSC certificate stating date of birth.
  - Educational Qualification Certificates.
  - Medical fitness certificate with blood group.
  - Pan Card Proof is compulsory for opening bank account.
  - Experience Certificate or other necessary documents.
- A formal letter of appointment will be issued after joining when the documents get verified.
  - We request you to join the organization on or before Jan 25, 2022
  - Kindly sign the duplicate copy of this offer as an acceptance and confirm the date by which you will be joining this organization.
  - If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended you shall be considered as having voluntarily terminated your employment without giving any notice unless you. Return to work within 3 days from the commencement of such absence. Give an explanation to the satisfaction of the Management regarding such absence.

Amit  
Jan 25, 2022  
Candidate sign & Date

(Dr. R. O. Ganjivale)  
Principal  
PRINCIPAL  
Institute of Pharmaceutical Education & Research  
Borgoo (Biche), Wardha  
Page 1 of 2



03 Jan 2022

To,  
Mr. Nimish Tijare  
Plot No. 20, Jankinagar, Tinkhede Layout Katol, Nagpur 441302

Sub: **Appointment letter**

Dear Nimish,

With reference to our letter dated 28 Dec 2021 and your subsequent acceptance of it, we are pleased to appoint you in Quality Assurance Department of our organization the following terms and conditions.

1. Your designation shall be Clinical Associate and you will be posted at our Ahmedabad Unit.
2. Your date of joining is 03 Jan 2022.
3. Your date of birth as per the records furnished by you is 20 Mar 1997.
4. Probation

You will be on probation for a period of six months from the appointment date and will continue to be so unless and until you are expressly confirmed in the regular service of the Company. The probation period can be curtailed or extended by the Company at its sole discretion without assigning any reasons. During the period of probation, your appointment is liable for termination either by the Company or by yourself with one month's notice.

During the probationary period, your performance and other antecedents will be thoroughly assessed/evaluated by the Company and only on satisfactory completion of your initial or extended probationary period, will you be confirmed in the regular service of the Company on such terms and conditions as decided by the Company.

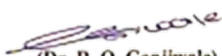
5. Duties and Responsibilities

Your duties & responsibilities shall be as assigned to you by the competent authority of the Company from time to time. Your designation, place of posting, assignment of duties, job content etc are liable to change as and when the Company is restructured or reorganized to meet its requirements, at the discretion of the management.

6. Exclusive contract

You will be in whole time service/employment of the Company and shall not engage or associate yourself directly/indirectly or in any other manner whatsoever, in any other post or work part time or pursue any course of study without the prior permission of the Company. You will devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected with concerned employed or engaged in any other business or activities, without the prior permission of the Company and shall not accept any emoluments, commission or honoraria whatsoever from any one.



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

**Veeda Clinical Research Ltd.**

Shivalik Plaza-A,  
Near I.I.M., Ambawadi,  
Ahmedabad-380 015  
India

Tel: +91 79 3003000

Fax: +91 79 3003010

info@veedacr.com

[www.veedacr.com](http://www.veedacr.com)

CIN: U73100GJ2004PTC044023

## 7. Salary and Benefits

Your total annual salary (Cost to the Company) has been fixed as 216000/-per annum, which is inclusive of all benefits. Your detailed remuneration package is attached herewith in Annexure-1.

No other benefits/allowances will be applicable unless sanctioned by the Company in writing. The management may at its discretion, consider re-organization of the salary structure and other service conditions of the employee on the basis that the earlier gross emoluments earned by the employee are protected.

## 8. Transferability

You may be transferred to any of the Company's locations/offices/associate companies/subsidiaries/affiliates/joint venture/sister concern/parent Company/the companies under the same management, as existing/operating presently/set up or acquired later anywhere in India or abroad at the sole discretion of the Company. You may also be deputed to any work or assigned the work of any associate companies/subsidiaries/affiliates/joint venture/sister concern/parent Company/the companies under the same management or any other companies/concerns/organizations/Firms with whom the Company may make such arrangements or agreement. On such transfer you will be governed by the terms and conditions, etc., which are applicable to your grade/category at the place of transfer or are specified by the management with the sole discretion of the Company.

## 9. Termination of contract with Notice

On confirmation of your services with the company and in case you wish to leave our employment, you will be required to give three months' notice in writing or three months' gross salary in lieu of the notice. Similarly in case if the company desires to terminate your services for any reasons whatsoever, it will be free to do so by either giving you three months' notice in writing or three months' gross salary in lieu of such notice.

In case of notice by you showing your desire to terminate this contract by giving notice pay, the Company shall reserve the right to direct you to serve the notice period in full to meet the existing work/ business requirements. Similarly, company also has the right to accept the termination with immediate effect and relieve you from the contract earlier than the expiry of the notice period given by you.

In case of your leaving the job or termination of the same in any way, your final accounts including terminal or retrial benefits can only be settled after you hand over the charge to the person nominated by the Company and deliver to him all documents, correspondence, information, notices goods, stores, property, money and other various materials supplied to you by the Company in the proper way suggested by us, failing which the Company shall have the right to withhold the payment of your final dues.

Employee serving notice period in Veeda Clinical Research upon resignation can avail three day leaves per month if entitled, and any additional leave/s taken during the month, he/she has to extend his/her notice period by the days which he/she has not worked ( i.e. leaves beyond three days/month). This shall be applicable for any type of leave i.e.- CL, SL, PL, RH taken during the notice period.

## 10. Secrecy

A. During your employment with Company, you shall not divulge or make known any information, secret processes or any information in any way whatsoever relating to the Company or its business, to any customer and/or any other business associates or any competitors nor will you publish any book, booklet, brochure, pamphlet or contribute any article to any newspaper or other media relating to the affairs of the Company or to your work in the Company without the written consent of the management. If any time, it is found that you have not conformed to these requirements, Company can initiate appropriate action against you as it deems fit. You will be required to sign a confidentiality non-disclosure agreement (NDA) with the Company, which will be given to you separately.

### Veeda Clinical Research Ltd.

Shivalik Plaza-A,  
Near I.I.M., Ambawadi,  
Ahmedabad-380 015  
India

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Fax: +91 79 3003010

info@veedacr.com

[www.veedacr.com](http://www.veedacr.com)

CIN: U73100GJ2004PTC044023



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



- B. Any Invention, concepts, discoveries, data, designs, formulas, ideas, methods, models, procedures, designs for experiments and tests and results of experimentation and testing, processes, specifications and techniques, laboratory records, clinical data, manufacturing data and information contained in submissions to regulatory authorities, development or improvement in process etc. made by you individually or with the help of others, during the course of your employment, work or in any way incidental to the work while in the service of the Company shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company, irrespective whether the same is protected/registered or not by Intellectual Property Rights or any other applicable laws.
- C. If and whenever required to do so you shall, at the expense of the Company, apply for patent or other equivalent protection within the country or in any other part of the world or both and shall execute and do all the necessary formalities for obtaining the patent or other equivalent protection which when obtained, all the rights, claim and title shall be assigned to Veeda Clinical Research Ltd. and shall be the sole property of the Company.

#### 11. Salary Review

Your salary will be reviewed annually as per the policy of the Company. Your increment in the salary is discretionary and will be subject to and on the basis of effective performance and results during the period.

In case in the salary review if you are awarded performance bonus, it shall be for a period of twelve months for the ensuing financial year (April to March ) and you will be paid the amount subject to the fulfillment of targets set for you one month after the completion of financial year. You will disqualify yourself for such amount if you are not in the services of the company at the time of disbursement of the amount.

#### 12. Agreement Not to Solicit Employees

You agree that, during the period of one (1) year after the date on which you cease to be employed by the Company, you will not directly or indirectly, including without limitation by assisting others, solicit, recruit, induce or attempt to persuade the employment of any Person then engaged by the Company and any of its affiliates, as an employee, officer, director, independent contractor or consultant, or so engaged within the then prior [six (6)] months (existing employee). It is clarified that you shall be deemed to have breached and failed to comply with the provisions of this clause if you directly or indirectly employ, engage or retain, or the organization of which you are an officer, employee or shareholder (or any person connected or affiliated to such organization) directly or indirectly employs, engages or retains, an existing employee whether or not such employment or retention arose on account of any act or omission by you.

#### 13. Agreement Not to Solicit Suppliers and Customers

- A. You undertake that, except as otherwise agreed in writing by the Company and without prejudice to any other duty implied by law or equity, you shall not either personally or through an agent, company or otherwise in any other manner directly or indirectly induce or attempt to induce any supplier of the Company or any of its affiliates to cease to supply, or to restrict or vary the terms of supply to, the Company or any of its affiliates or otherwise interfere with the relationship between such a supplier and the Company or any of its affiliates.
- B. You undertake that you shall not, except as otherwise agreed in writing by the Company and without prejudice to any other duty implied by law or equity, either personally or through an agent, company or otherwise in any other manner directly or indirectly induce or attempt to induce any customer of the Company or any of its affiliates to cease to obtain products or services from the Company or any of its affiliates or to procure such products and/or services from you or any other person, or to vary the terms on which such customer obtains products and/or services from the Company or any of its affiliates or otherwise interfere in the relationship between the Company or any of its affiliates and any of their customers.



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

#### Veeda Clinical Research Ltd.

Shivalik Plaza-A,  
 Near I.I.M., Ambawadi,  
 Ahmedabad-380 015  
 India

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info@veedacr.com

[www.veedacr.com](http://www.veedacr.com)

CIN: U73100GJ2004PTC044023

14. Service conditions

- A. You shall not indulge in any other work other than the work of the Company at the place of work during the working hours.
- B. You shall not eligible to participate in any of the Project/ Study/ BA-BE/ Trial as Volunteer/ Subject conducted by Veeda Clinical Research Pvt. Ltd. and In case, if you will found Participating in studies as mentioned, necessary action will be taken as deem fit by the management.
- C. In case you sign a service cum indemnity bond on joining the company, the terms and conditions of the same will be applicable to you from your date of joining.
- D. Any rules, regulations and orders promulgated by the Company and applicable to employees of your level/cadre will also be applicable to you.
- E. You will maintain the high standard of discipline & integrity in all your dealings with the Management, superiors, colleagues, employees, customers and the community you live in.
- F. You will diligently and faithfully serve the Company and perform all duties entrusted to you from time to time and will not without prior written sanction of the Management be interested or otherwise engage directly or indirectly in any other business or employment.
- G. During the tenure of your employment with the Company you will not resort to any action, which would hamper the day-to-day work nor would you involve any activity, which according to the Management is detrimental to the interest of the Company. Management will be entitled to terminate your services forthwith if you are found to have committed the breach of this clause.
- H. If required during the course of your employment with the Company, you will have to undergo medical tests and obtain a fitness certificate from any registered medical practitioners or from any one so directed by the Company.
- I. It shall be your responsibility to have all necessary certifications and complete all technical trainings successfully which are mandatory for the effective performance of your job and to meet regulatory and client compliances. In case you fail to obtain such certificates, complete such trainings and fulfill regulatory/ client compliances, your service will be subject to termination without any notice.
- J. In case the Company decides to send you to any foreign country for training and/or other employment and if you agree to go for it, you will be required to execute a Bond in a form specified by the Company, agreeing to terms and conditions therein before proceeding for the said training/employment.
- K. During the course of your employment you shall not use the internet for personal purpose during working hours or download any data which is not concerned or related to your work or copy any data /information in CD/Floppy from the Company for your personal use. Use of unauthorized/pirated software is not permitted. Also you shall use only Company email address for all official correspondences.
- L. You shall not borrow or accept any money, gift, reward or compensation etc for your personal gains from or otherwise place yourself under pecuniary obligation to any person with whom you may be having official dealings on behalf of the Company.
- M. The appointment is being made on the basis of the information and details given by you in the application for employment. If at any time, any information or detail given by you is found incorrect or false, your services will be liable for termination without any notice, salary in lieu of notice or compensation.
- N. Any change in your residential address (Permanent residence as well as temporary residence) should be communicated within 2 days to HR Department.

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

U73100GJ2004PTC044023

15. Retirement

You will be subject to retirement from the services on completion of 60 years of age, unless the management at their discretion for special reasons permits you to continue thereafter.

Please signify your acceptance of this appointment letter on the above-mentioned terms and conditions by signing and return the duplicate copy of this letter.

Welcome you to our family and assure that we will work together and succeed.

Thanking you,

Yours Sincerely,

For, **Veeda Clinical Research Ltd.**



Rudolph Pinto  
Head - Human Resources

**DECLARATION**

I, unconditionally accept the above appointment order with Veeda Clinical Research Ltd. on the terms and conditions mentioned in the aforesaid letter. I have understood the same in the language known to me and agree to abide by the same

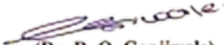
**DATE OF JOINING:**

**Place:**

**Date:**

**Signature:**

**Name: Nimish Tijare**



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

**Veeda Clinical Research Ltd.**

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CIN: U73100GJ2004PTC044023



**ANNEXURE**

<b>ANNUAL COMPENSATION BREAKUP</b>		
Name of the Employee	Nimish Tijare	
Designation	Clinical Associate	
Department	Quality Assurance Department	
Date of Joining	03 Jan 2022	
Location	Vedant	
Grade	T3	
<b>SALARY COMPONENTS</b>	<b>MONTHLY (INR)</b>	<b>ANNUAL (INR)</b>
Basic Salary	9000	108000
House Rent Allowance	0	0
Education Allowance	0	0
Food Coupons	0	0
Fix Allowance	0	0
Fixed Bonus	1800	21600
Special Allowance	5400	64800
<b>Gross Salary (A)</b>	<b>16200</b>	<b>194400</b>
<b>Benefits</b>		
LTA(Annual)	0	0
Gift Voucher(Annual)	0	0
PF Employer Contribution	1800	21600
<b>Total Benefits(B)</b>	<b>1800</b>	<b>21600</b>
<b>FIXED COST TO COMPANY (CTC) (A + B)</b>	<b>18000</b>	<b>216000</b>
	Eighteen Thousand Only	Two Lakhs Sixteen Thousand Only
For Veeda Clinical Research Ltd.		
 <b>Rudolph Pinto</b> Head – Human Resources Date : 03 Jan 2022		

**Veeda Clinical Research Ltd.**

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Tel: +91 79 3003000

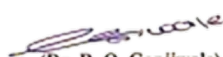
Fax: +91 79 3003010

info@veedacr.com

[www.veedacr.com](http://www.veedacr.com)

CIN: U73100GJ2004PTC044023



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

**CONFIDENTIALITY NON-DISCLOSURE AGREEMENT**

This Agreement is made between **Veeda Clinical Research Ltd.** hereinafter called as ("The Company") and **Mr. Nimish Tijare** here in after called as Employee.

In consideration of the service or the continued service extended by the Employee to the Company, both the Company and the Employee agree as following:

**1. Proprietary Information.**

- (a) The Employee agrees that all information, whether or not in writing, of a private, secret or confidential nature concerning the Company's business, business relationships or financial affairs (collectively, "Proprietary Information") is and shall be the exclusive property of the Company. By way of illustration, but not limitation, Proprietary Information may include inventions, products, processes, methods, techniques, projects, developments, plans, research data, clinical data, financial data, personnel data, computer programs, customer and supplier lists, and contacts at or knowledge of customers or prospective customers of the Company. The Employee will not disclose any Proprietary Information to any person or entity other than Employees of the Company or use the same for any purposes (other than in the performance of his/her duties as an Employee of the Company) without written approval from the authorized person of the Company, either during or after his/her service with the Company, unless and until such Proprietary Information has become public knowledge without fault by the Employee.
- (b) The Employee agrees that all files, letters, memoranda, reports, records, data sketches, drawings, laboratory notebooks, program listings or other written, photographic, or other tangible material containing Proprietary Information, whether created by the Employee or others, which shall come into his/her custody or possession, shall be and are the exclusive property of the Company to be used by the Employee only in the performance of his/her duties for the Company. All such materials or copies thereof and all tangible property of the Company in the custody or possession of the Employee shall be delivered to the Company, upon the earlier of (i) a request by the Company or (ii) discontinuation of his/her service. After such delivery, the Employee shall not retain any such materials or copies thereof or any such tangible property.
- (c) The Employee agrees that his/her obligation not to disclose or to use information and materials of the types set forth in paragraphs (a) and (b) above, and his/her obligation to return materials and tangible property, set forth in paragraph (b) above, also extends to such types of information, materials and tangible property of customers of the Company or suppliers to the Company or other third parties who may have disclosed or entrusted the same to the Company or to the Employee.

**2. Developments**

- (a) The Employee will make full and prompt disclosure to the Company of all inventions, improvements, discoveries, methods, developments, software, and works of authorship, whether patentable or not, which are created, made, conceived or reduced to practice by him/her or under his/her direction or jointly with others during his/her service by the Company, whether or not during normal working hours or on the premises of the Company (all of which are collectively referred to in this Agreement as "Developments").

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*(Signature)*  
(Dr. R. O. Ganjivale)  
Principal  
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Institute of Pharmaceutical Education & Research  
Borgooon (Moghe), Wardha

- (b) The Employee agrees to assign and does hereby assign to the Company (or any person or entity designated by the Company) all his/her right, title and interest in and to all Developments and all related patents, patent applications, copyrights and copyright applications. However, this paragraph 2(b) shall not apply to Developments which do not relate to the present or planned business or research and development of the Company and which are made and conceived by the Employee not during normal working hours, not on the Company's premises and not using the Company's tools, devices, equipment or Proprietary Information. The Employee understands that, to the extent this Agreement shall be construed in accordance with the laws of any state which precludes a requirement in an Employee agreement to assign certain classes of inventions made by an Employee, this paragraph 2(b) shall be interpreted not to apply to any invention which a court rules and/or the Company agrees falls within such classes. The Employee also hereby waives all claims to moral rights in any Developments.
- (c) The Employee agrees to cooperate fully with the Company, both during and after his/her service with the Company, with respect to the procurement, maintenance and enforcement of copyrights, patents and other intellectual property rights (both in India and in any foreign countries) relating to Developments. The Employee shall sign all papers, including, without limitation, copyright applications, patent applications, declarations, oaths, formal assignments, assignments of priority rights, and powers of attorney, which the Company may deem necessary or desirable in order to protect its rights and interests in any Development. The Employee further agrees that if the Company is unable, after reasonable effort, to secure the signature of the Employee on any such papers, any executive officer of the Company shall be entitled to execute any such papers as the agent and the attorney-in-fact of the Employee, and the Employee hereby irrevocably designates and appoints each executive officer of the Company as his/her agent and attorney-in-fact to execute any such papers on his/her behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any Development, under the conditions described in this sentence. The Employee further agrees to disclose to the Company (or to any persons designated by it) all patent applications filed by him/her if any within a year after the termination of their service.

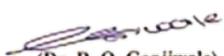
### 3. Other Agreements.

The Employee hereby represents that, except as the Employee has disclosed in writing to the Company, the Employee is not bound by the terms of any agreement with any previous employer or other party to refrain from using or disclosing any trade secret or confidential or proprietary information in the course of his/her service with the Company or to refrain from competing, directly or indirectly, with the business of such previous employer or any other party. The Employee further represents that his/her performance of all the terms of this Agreement and as an Employee of the Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by the Employee in confidence or in trust prior to his/her service with the Company, and the Employee will not disclose to the Company or induce the Company to use any confidential or proprietary information or material belonging to any previous employer or others.

### 4. Miscellaneous

- (a) The invalidity or unenforceability of any provision of this Agreement shall not affect the validity or enforceability of any other provision of this Agreement.
- (b) This Agreement supersedes all prior agreements, written or oral, between the Employee and the Company relating to the subject matter of this Agreement. This Agreement may not be modified, changed or discharged in whole or in part, except by an agreement in writing signed by the Employee and the Company. The Employee agrees that any change or changes in his/her responsibilities, honorarium after the signing of this Agreement shall not affect the validity or scope of this Agreement.



  
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 Borgoo (Stogie), Wardha

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- (c) This Agreement will be binding upon the Employee's heirs, executors and administrators and will inure to the benefit of the Company and its successors and assigns.
- (d) No delay or omission by the Company in exercising any right under this Agreement will operate as a waiver of that or any other right. A waiver or consent given by the Company on any one occasion is effective only in that instance and will not be construed as a bar to or waiver of any right on any other occasion.
- (e) The restrictions contained in this Agreement are necessary for the protection of the business and goodwill of the Company and are considered by the Employee to be reasonable for such purpose. The Employee agrees that any breach of this Agreement is likely to cause the Company substantial and irrevocable damage and therefore, in the event of any such breach, the Employee agrees that the Company, in addition to such other remedies which may be available, shall be entitled to specific performance and other injunctive relief.
- (f) This Agreement is governed by and will be construed as a sealed instrument under and in accordance with the laws of the country, without regard to conflict of law's provisions. Any action, suit, or other legal proceeding which is commenced to resolve any matter arising under or relating to any provision of this Agreement shall be commenced only in a court of the Gujarat State and the Company and the Employee each consents to the jurisdiction of such a court.

All the terms & conditions mentioned above in this agreement will be effective from the date of execution of this document.

THE EMPLOYEE ACKNOWLEDGES THAT HE/SHE HAS CAREFULLY READ THIS AGREEMENT AND UNDERSTANDS AND AGREES TO ALL OF THE PROVISIONS IN THIS AGREEMENT.

WITNESS our hands and seals:

For, **Veeda Clinical Research Ltd**



Date: 03 Jan 2022

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**Rudolph Pinto**  
Head - Human Resources

**EMPLOYEE:**

Date: 03 Jan 2022

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**Nimish Tijare**  
Clinical Associate-Quality Assurance  
Department



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