

Representative documents of student's placement
2017-2018





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

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

Number and List of students placed along with placement details

Sr. No.	Name of student who has been placed	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1.	Ku. C. B. Madavi	Cognizant Technology Solutions India Private Limited, Pune (M. S.)	249296
2.	Ku. S. A. Mahajan	Omega Healthcare Management Services Pvt. Ltd., Bangalore	302400
3.	Mr. S. D. Nawghare	Troikaa Pharmaceuticals Ltd., Nagpur (M. S.)	-
4.	Mr. A. S. Kuhikar	Alembic Pharmaceuticals Ltd. Vadodara	255004
5.	Mr. A. S. Raut	Institute of Pharmacy and Research, Badnera, Amravati (M. S.)	-
6.	Ms. D. M. Dhabaliya	IQVIA, 7th Floor, Tower A - World Trade Center Kochi, Kakkanad, Kochi, 682030 India	-
7.	Mr. R. D. Akojwar	Alembic Pharmaceuticals Ltd. Vadodara	300000
8.	Ms. T. A. Gaikwad	Dr. R. G. Bhojar Institute of Pharmaceutical Education and Research, Wardha (M. S.)	-
9.	Ms. H. N. Joshi	Institute of Pharmaceutical Education and Research, Wardha, Maharashtra	180000
10.	Mr. M. B Mangtani	New Montfort College of Pharmacy, Asti, Dist Wardha	-
11.	Mr. A. B. Singare	Accutest Research Laboratories (I) Pvt Ltd Navi Mumbai	-
12.	Ms. G. G. Bobade	Alembic Pharmaceuticals Ltd. Vadodara	-
13.	Ms. S. P. Deshmukh	Cognizant, Old mahaballipuram Road, Thoraipakkam, Chennai	269496




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

Ref No: 15978502
23-Mar-2021



Madavi Chetna Bharatrao

Dear Madavi Chetna,

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

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

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

We request that you join us on or before **24-Mar-2021**.

Please note:

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

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

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

Best regards,

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

Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature:

Date:

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



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



12th May 2021

Ms Shweta Ashokrao Mahajan,

Dear Shweta Ashokrao Mahajan,

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

01. You will draw a Basic Salary of Rs.14050/- (Rupees Fourteen Thousand and Fifty Only) per month. In addition to this, you will be paid HRA of Rs.7025/- (Rupees Seven Thousand and Twenty Five Only), Special Allowance of Rs.2720/- (Rupees Two Thousand Seven Hundred and Twenty Only) and Statutory Bonus of Rs.1405/- (Rupees One Thousand Four Hundred and Five Only) per month as other allowances.
02. You will be entitled to Leave, Gratuity, P.F., Medical Insurance & Personal Accident Insurance, etc. in accordance with the Law / Company Policy from time to time.
03. Depending on your performance and the company's requirement, your employment can be extended on completion of 6 months.
04. Your place of posting will be at Bangalore and you will report for duty on 13th May 2021 at 8.30 AM.
05. This letter of offer is subject to completing other joining formalities as specified in Annexure-1 and on completion a detailed appointment letter will be given.
06. Your first monthly salary will be calculated only from 4th business day of your joining and not from actual DOJ.

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

Thanking you,
Yours faithfully,

For Omega Healthcare Management Services Pvt. Limited.

Vikram Kumar N

Vikram Kumar N
Senior Manager – Talent Acquisition

	Omega Healthcare Management Services Pvt. Ltd. 0 th Floor, Tower - 2, 1 st Mile, M. Road, 14 th Cross, 1 st Stage, Kalyan Nagar, Bangalore Chennai - 600 004 Tel: 01 44 4507 0101 Registered Office: 140/33, Nallasopara Junction Road, Marathahalli, Bangalore - 560037, Tel: 01 44 4557333 US Office: 2424 North Loop West Highway, Suite 200, Houston, Texas 77009 Website: www.omega-hms.com General Email ID: info@omega-hms.com, hr@omega-hms.com PAN: 110KA2034FTU 032840					
	BENGALURU	CHENNAI	TRICHY	BHIMAVARAM		HYDERABAD

Date: 29/08/2018

To,

Mr. Sachin Nawghare,

Sub: Provisional Offer Letter

With reference to the interview you had with Mr. Bhavin Patel for the post of **Business Executive** for our **Spektra** division, we are pleased to inform that you have been shortlisted for the position stated above, and initially you will be based at **Nagpur H.Q.**

Further, you are invited to attend training program from **11th September 2018 to 24th September 2018** at Ahmedabad.

You are requested to report at our Head Office on **10th September 2018 at 9:30 am.**

Please note you are entitled for **SL (second class)** fare on submission of original railway ticket. You may book your return ticket on **24th September 2018** (after 7 pm) or on **25th September 2018** morning.

Your accommodation is arranged at following Hotel from **09th September 2018.**

Hotel Treatotel,
Gurukul Road, Tarun Nagar Part 1,
Nr. Sterling Hospital, Memnagar,
Ahmedabad, Gujarat 380052
Phone: 079-3048 8882

You are suggested to carry following documents (photocopy for submission and original for verification) at the time of reporting at HO.

1. Four latest Passport size color photographs
2. All Mark Sheets (SSC, HSC, Graduation or Post Graduation etc)
3. Degree Certificate
4. Experience certificate or appointment letter of previous employments (if applicable)
5. Last three month's salary slips or bank statements (if applicable)
6. PAN Card
7. Aadhar Card
8. Medical fitness form (in the format attached)
9. Copy of resignation letter sent to current employer (if applicable)

Kindly note that appointment letter will be issued only after successful completion of training & submission of all necessary documents.

Thanking you,

For, Troikaa Pharmaceuticals Ltd.


Bhavin Patel


Sr. Manager – HRD Mktg.

Troikaa Pharmaceuticals Ltd.

(Formerly Known as Troikaa Chemicals Pvt. Ltd.)

Regd. Office : "Commerce House - 1", Satya Marg, Bodakdev, Ahmedabad-380 054 Ph: (079) 26856242/43/44/45, Fax: 26856246
Corporate Identity Number: U24100GJ1994PLC022162, Email: troikaa@troikaapharma.com, Website: www.troikaa.com




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

APL/HRM/PANELAV - FORMULATION/11809/2018- 19

May 26, 2018

Mr. Amit S Kuhikar
At. Post- Bela
Tal. Umrer
Nagpur
Mobile : 7350502474

Dear Mr. Kuhikar,

This is with reference to your application and subsequent to the discussion you had with us. We take pleasure in informing you that you have been selected for the position of **Trainee - Production** in **IBU Formulation Unit - I** based at **Panelav - Formulation** on the following terms and conditions:-

- 1 This appointment is subject to your successfully clearing the M. PHARM qualification and subject submission of final mark-sheet /degree certificate signifying successful completion.
- 2 You will be undergo training for a period of **6 Months** from the date of joining. The company however, shall have the right to extend or curtail the said period of **6 Months** subject to your performance. You will continue as a trainee unless your status is changed to a probationer, through written communication.
- 3 Your compensation details are as per the attached Annexure - A.
- 4 During the period of your training the relationship shall be that of a master and a student. You shall, therefore, be not considered as a regular employee of the company and shall not become entitled to the benefits arising out of Bonus, or any other benefits or allowances which may become due to our regular employees.
- 5 The training may comprise of classroom sessions and on-the-job training in nominated departments of the company, and may include the assignment of independent work.
- 6 The company will have the sole discretion of setting out your training program and for the purpose, you may be required to be posted from one shift to another or from one department to another, if the company is of the opinion that it is necessary for the purpose of your training.
- 7 The company will review at the end of every month your training progress and for that purpose may be given some trade tests, if it so desires.

A.S. Kuhikar



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

ALEMBIC PHARMACEUTICALS LIMITED

REGD. OFFICE : ALEMBIC ROAD, VADODARA - 390 003 • TEL : (0265) 2280550, 2280880, 3053333 • FAX : (0265) 2284729
www.alembicpharmaceuticals.com • E-mail : hrd@alembic.co.in • CIN : L24230GJ2010PLC061123 • PAN No. : AACAS591M

- 8 You must show satisfactory periodical progress during the training period to avoid extension of training period or even termination. Your suitability for absorption will be determined on the basis of your evaluation of your performance and company need, you may be absorbed in the company. The decision of the company regarding your suitability for absorption shall be final.
- 9 During this training period, your services will be liable to be terminated upon giving 1 month notice or 1 month basic salary in lieu of notice period, by either party.
- 10 During the period of training, you shall make every sincere endeavor to exert yourself to the best of your ability. You shall follow and give effects to all orders, instructions and guidance given to you by your superiors and shall abide by the organizational code of conduct.
- 11 During the period of your training with the company, you will devote your whole time and attention to your training and will not engage yourself directly or indirectly in any service, trade, profession, business or occupation.
- 12 The company will not be liable to pay any damage or compensation to you on account of any injury sustained or disability suffered during your training period.
- 13 In the event of your causing any damage to company property in the course of your training program or of your losing or spoiling any tools or accessories given under your care or charge willfully or out of negligence, then in all such cases the company reserves its right to deduct from your stipend such amount/s as it deems appropriate.
- 14 During the period of your training you shall full comply with and abide by all rules and regulations as are in force on the date of your being taken up as a trainee and to all such other rules and regulations made or orders given thereafter.
- 15 Your placement in appropriate function and posting to any of the company's offices, divisions, will be at discretion of the company.
- 16 In the event of your being indulging in any acts or commission constituting misconduct, including unwelcome physical contact and advances and / or a demand or request for sexual favour and /or sexually colored remarks/jokes, and /or showing pornography and / or any other physical, verbal or non-verbal conduct of a sexual nature, which will tantamount to an act of moral turpitude, you shall be dealt with appropriately.

A.S. Kulkarni



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

ALEMBIC PHARMACEUTICALS LIMITED

- 17 Please note that this engagement is offered on the basis of information furnished by you.
- (a) If at any time it is revealed that traineeship has been obtained by furnishing false/misleading insufficient information or withholding material information, the company will be free to terminate your training/service at any time without notice.
- (b) In respect of any other matter related to your service not covered above, you shall be governed by the rules of the company as in force from time to time.

On the question of interpretation of any of the terms and condition, the decision of the company shall be final and binding on you.

If the above terms and conditions are acceptable to you, please sign and return a copy of this letter signifying your acceptance.

To confirm about your Joining date well in advance or any further clarifications feel free to contact Mrs. Fomi Dwivedi on (0265)3005643 / 9879006928 or e.mail to fomi.dwivedi@alembic.co.in.

Your presence is solicited as per following schedule for completing joining process:-

Date: July 5, 2018

Time: 09:30 AM

Venue: HRM Division, 3rd Floor, Corporate Office, Alembic Road, Vadodara

You need to compulsory submit 2 set photocopies of the following testimonials (self attested) on the date of joining. Please also bring the original documents for verification.

List of documents to bring with you at the time of reporting:

- ✓ PAN card and Adhar Card - mandatory
- ✓ Certificates in support of your educations qualification (From SSC onwards)
- ✓ Proof of birth date (School leaving certificate/ Birth Certificate / Passport)
- ✓ 08 (Eight Colour) passport size photographs
- ✓ Medical Examination Form duly completed and signed by a Medical Practitioner (not less than an M.B.B.S.) certifying your medical fitness. You will be reimbursed expenses incurred in this regard maximum upto Rs. 800/- on submission of bills. This offer is subject to your being found medically fit.

We heartily welcome you for a long and mutually rewarding association

For Alembic Pharmaceuticals Ltd,

Shant Kumar
Shant Kumar Mankodi

Head - Human Resources

I accept this offer and would be joining from 5 July 2018

Date: July 5/2018

A.S. Kulkarni (Received)
(Signature)

(Dr. R. O. Ganjwale)

Principal
PRINCIPAL

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

ALEMBIC PHARMACEUTICALS LIMITED

APL/HRM/PANELAV - FORMULATION/11809/2018- 19

ANNEXURE - A (Compensation Details)

Name : Mr. Amit S Kuhikar

Position Offered : Trainee- Production

Location : Panelav - Formulation

Division : IBU Formulation Unit - I

Sr. No.	Salary Head	Monthly Payable (Rs.)	Yearly Payable (Rs.)
1	Basic	6563	
2	Company contribution on P.F.	788	
3	H. R. A.	2625	
4	Transport Allowance	1600	
5	Supplementary Allowance	4877	
6	Domiciliary Medical	1250	
7	L. T. A.		6560
8	Gratuity		3788
9	Hospitalization Premium		2220
Grand Total		17703	12568
Annual CTC / Gross Pay		2,25,004	
Rupees Two Lac Twenty Five Thousand Four Only.			

Date: 26th May, 2018

-> Hospitalization Insurance premium mentioned above is for self, spouse and dependent children which will be remitted by the company.

-> Gratuity will be payable as per the applicable payment of Gratuity Act and employee will be eligible for Gratuity only after rendering 5 years of continuous service in organisation.

A.S. Kuhikar

Manoj Kumar



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

ALEMBIC PHARMACEUTICALS LIMITED

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www.alembicpharmaceuticals.com • E-mail : hrd@alembic7.co.in • CIN : L24230GJ2010PLC061123 • PAN No. : AAICA5591M



VIDARBHA YOUTH WELFARE SOCIETY'S INSTITUTE OF PHARMACY AND RESEARCH

DTE Code : 1286

Anjanaganon Barl Road, Badnera, Amravati - 444701

Dr. Nitin R. Dhande
PresidentProf.(Dr.) H.M. Deshmukh
Vice-PresidentPankaj S. Deshmukh
TreasurerYuvrajsingh V. Choudhary
Secretary

Ref. No: IOPR/EST/2018/25

Date: 03/11/2018

To,
Mr. Akshay S. Raut,
Deshpande Layout,
Nalwadi, Wardha.

With reference to your application the undersigned is pleased to inform you that you are here by appointed as Lecturer/ Assistant Professor in Pharmacy in the pay scale of Rs. 15600-37400 (A.G.P. 6000/-) with effect from 12th Nov. 2018.

Your appointment is on purely on temporary basis for academic session 2018-2019 i.e. from 12th Nov. 2018 to 30th April 2019.

Your contact hours in Institute shall not be less than 42 hours per week. Apart from your basic job responsibility assigned to you by the Principal, you are abide to such rules frame by Institute time to time.

If you are agreeable to the terms and conditions mentioned above you should send your acceptance letter on or before 12th Nov. 2018.



Sach
Dr. S. J. Dighade
PRINCIPAL
Institute of Pharmacy and Research
Badnera-Amravati

*Received
A. S. Raut.*

www.iopr.in

principal@iopr@gmail.com



(Dr. R. O. Ganjiwale)

Ph : 0721-2970405

Institute of Pharmaceutical Education & Research
Borgnon (Singhe), Wardha



Offer from IQVIA™ - We invite you to join us!

1 message

Abdul Rahiman, Niffi EX1 <niffi.abdulrahiman@iqvia.com>

Thu, 18 Feb, 2021 at 18:31

To: d.dhabliya@gmail.com <d.dhabliya@gmail.com>

Cc: N, Varalakshmi EX1 <Varalakshmi.N@iqvia.com>, L, Kavya <Kavya.L2@iqvia.com>

Dear Darshana,

We want to welcome you to IQVIA™

On behalf of IQVIA, we are pleased to extend an **offer of employment** for you to join us

Your designation will be Operations Specialist 1. You will be based in Thane.

IQVIA's talented professionals across the globe help clients create solutions that drive healthcare forward to advance clinical outcomes and commercial performance. Our employees are passionate about channeling their insights, commercial and scientific depth, and executional expertise to help improve health outcomes for patients around the globe.

Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits. Request you to review this and let us know your decision within 2 business days.


Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

Post your email acceptance and confirmation of the joining date you will receive the offer letter from workday. It is necessary to complete all onboarding tasks by digitally signing the documents to ensure a smooth integration with our systems.

We request you to share the following details along with the email acceptance of this offer:

- a. Signed copy of conflict of interest (Attached):
- b. Date of Birth:
- c. Father's/Spouse's Name:
- d. Communication address to reflect in offer letter:
- e. **Date of Joining:**




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

We are really excited to welcome you to IQVIA™. Whatever your career goals, we are here to ensure you get there!

Please join us to move healthcare forward. Together.

Kind Regards,

Niffi Abdul Rahiman

Recruiter 1

Talent Acquisition




[Learn more](#) about IQVIA

7th Floor, Tower A - World Trade Center Kochi, Kakkanad, Kochi, 682030
India

O: +918105058287 | M: +91 9567382791 | E: niffi.abdulrahiman@iqvia.com

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

December 27, 2018

Ritesh Akojwar (EMP#16180)
Vadodara

Dear Ritesh Akojwar,

This has reference to you joining this organization as a Trainee vide letter dated May 26, 2018. We are pleased to inform you that you have successfully completed the training and you are absorbed as Executive - Manufacturing, with effect from January 01, 2019 on the following terms and conditions.


1. You will be on probation for a period of six months from January 01, 2019. The period of probation can be curtailed or extended depending on the assessment of your performance. You will continue to be on probation unless your services are confirmed in writing.
2. Your services are liable to be transferred to any location, department of Alembic Pharmaceuticals Limited or its group companies, at any point in time during your tenure.
3. Your Basic salary will be Rs.7292/- per month and your gross Compensation (annual CTC) will be Rs.250000/- Compensation payable to you shall be subject to deduction of Income Tax or any other deduction as required by law.
4. Your continuance in employment will be further subject to your remaining medically fit. The management will have the right to get you examined or re-examined from company's medical officer, whose decision shall be final and binding.
5. You will discharge your duties diligently and honestly and will not disclose, utilize or divulge to any other company, firm or person, the affairs, processes, techniques, etc. without written consent from the management.
6. You will be governed by the policies, norms rules & regulations as applicable to your grade and establishment of your postings.
7. This appointment is made on the basis of the information you have furnished in your application. If at any time it is found that any information / document furnished by you is incorrect, your appointment will be liable to be terminated without notice or compensation.

ALEMBIC PHARMACEUTICALS LIMITED

REGD. OFFICE : ALEMBIC ROAD, VADODARA - 390 003. • TEL : (0265) 2280550, 2280880, 3063333 • FAX : (0265) 2284729
www.alembicpharmaceuticals.com • E-mail : hrd@alembic.co.in • CIN : L24230GJ2010PLC061123 • PAN No. : AAICA591M



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



Mahila Vikas Sanstha

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

Behind New Arts College, Bachelor Road, Nalwadi, Wardha - 442 001, Maharashtra
 Phone: 020-2290001 Fax: 020-2290003
 E-mail: rgbiper@rediffmail.com Website: rgbiper.org

Autonomous Institute of Pharmaceutical Education (AIPTE) - New Delhi, Govt. Of Maharashtra
 Institute of Technical Education (ITE), Mumbai
 Affiliated to Maharashtra State Mahara Nigam University, Nagpur

Dr. Mrs. Pranita P. Kashyap Principal Dr. RGBIPER, Wardha	Dr. R. G. Bhoyar Chairman Mahila Vikas Sanstha, Wardha	Dr. Abhijit V. Vrudkar Secretary Mahila Vikas Sanstha, Wardha
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Reference No. :- RGBIPER/B.Pharm/AFO/2020-21/138

Date :- 25/02/2021

APPOINTMENT ORDER

To,


Ms. Tejshwini A. Gaikwad
Turak Layout,
Borgaon (Meghe)
Wardha-442 001

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

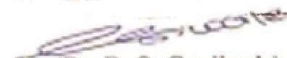
Beside the teaching job, you will have to attend and perform all the duties as assigned by the Principal of the Institute from time to time. Without written permission from the Principal you shall not be allowed to undertake any other part time job, study, and participate in any activity.

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

*Received
Delivered
25/02/2021*


Dr. Mrs. Pranita P. Kashyap
Principal
Dr. R. G. Bhoyar Institute of Pharmaceutical Education & Research, Wardha




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



Estd : 1991

VIDARBHA YOUTH WELFARE SOCIETY'S

INSTITUTE OF PHARMACEUTICAL EDUCATION AND RESEARCH

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

NAAC accredited Grade 'A'

Dr. R. O. Ganjiwale
I/C. Principal

Ph. : 07152 - 240284
Fax. : 07152 - 241684

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

Conducting Degree, Post Graduate and Doctorate Programme in Pharmaceutical Sciences

Ref. No. :ADM/201/281

Date: - 28th Nov. 2018

To,

Ms. Hemlata N. Joshi
Govind Nagar, Raut Wadi
Wardha


I have pleasure to inform you that you are here by appointed as **Assistant Professor in Pharmacology** on contractual basis on fixed monthly emolument of Rs 15,000 /- (Fifteen thousand only). Your appointment is on purely temporary basis i.e. from joining date to **30th April 2019**. 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 **3rd December 2018**.

Copy to:-

The President
Vidarbha Youth Welfare Society, Amravati


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



REF/ARL/APPT/18-19/52428
October 15, 2018

Ashok Shingare
Tulasi Residency,
Behind Moriya Residency,
Gothiwalli Gaon,
Rabale - 400701
#7709249294

Dear Mr. Ashok,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as a "Research Associate Trainee in Clinical Pharmacology Unit" in "R2T" grade with effect from **October 11, 2018** on following terms and conditions:

01. PLACE OF POSTING:

Your posting will be at **Mumbai**.

However, during employment with the Company, you may be posted/ transferred to any of the offices/ projects/ divisions/ departments/units of the Company existing or to be set at any other location in India or abroad, without any additional remuneration.

02. PROBATION /CONFIRMATION:

You will be on probation for a period of one year, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by the company without any notice. However, you will have to serve a stipulated notice period of three months, in the event of your resignation. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation.

03. PROVIDENT FUND SCHEME:

You will be eligible to become a member of our Provident Fund Scheme immediately on joining, as per the rules enforced from time to time and as per the company policy.

You will be eligible for Bonus payable under the Payment of Bonus Act.

04. DUTY HOURS:

Your working hours will be fixed by the management from time to time. You may be required to work for extra hours, in case of requirements by your superiors in the interest of the Company's work.

05. LEAVES:

Your leave entitlement will be in accordance with the Company rules applicable from time to time. Grant of leave will depend on exigencies of work and shall be at the discretion of the Management. Before proceeding on leave, you will have to apply for leave on the prescribed form and take prior sanction. Similarly for extension of Leave, an application will have to be made in writing, well in advance.

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 Fax : 91-22-2778 0720 E-mail : business@accutestglobal.com

Website : www.accutestglobal.com CIN : U24239MH2001PTC131153.

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2023/01/13 19:30



(Dr. R. O. Ganjivale)
Principal

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

APL/HRM/PANELAV - FORMULATION/13653/2019- 20

July 31, 2019

Ms. Gayatri Bobade

Dhairyshil Nagar

Shivaji Ward No. 2 Rohana Arvi

Wardha 442302

Mobile : 7709304474

Dear Ms. Bobade,

This is with reference to your application and subsequent to the discussion you had with us. We take pleasure in informing you that you have been selected for the position of **Trainee - Quality Assurance** in **IBU Formulation Unit - II** based at **Panelav - Formulation** on the following terms and conditions:-

1. This appointment is subject to your successfully clearing the M. PHARM qualification and subject to submission of a true copy of all final marksheets/degree certificates signifying successful completion.
2. You will undergo training for a period of **6 months** from the date of joining. The company however, shall have the right to extend or curtail the said period of **6 months** subject to your performance. You will continue as a trainee unless your status is changed to a probationer, through written communication.
3. Your compensation details are as per the attached Annexure - A.
4. During the period of your training the relationship shall be that of a master and a student. You shall, therefore, be not considered as a regular employee of the company and shall not become entitled to the benefits or allowances which may become due to our regular employees.
5. The company will have the sole discretion of setting out your training program and for the purpose, you may be required to be posted from one shift to another or from one department to another, if the company is of the opinion that it is necessary for the purpose of your training.
6. The training may comprise of classroom sessions and on-the-job training in nominated departments of the company, and may include the assignment or independent work.
7. The company will review your training progress at regular intervals; for that purpose you may be given some trade tests, if desired.

GH
20/08/2019



Page 1 of 3

(Dr. R. O. Ganjivale)
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Borguon (Mighe), Wardha

ALEMBIC PHARMACEUTICALS LIMITED

8. You must show satisfactory periodical progress during the training period to avoid extension of training period or even termination. Your suitability for absorption will be determined on the basis of your evaluation of your performance and company's need, you may be absorbed in the company. The decision of the company regarding your suitability for absorption shall be final.
9. During this training period, your services will be liable to be terminated upon giving 1 month notice or 1 month basic salary in lieu of notice period, by either party.
10. During the period of training, you shall make every sincere endeavor to exert yourself to the best of your ability. You shall follow and give effects to all orders, instructions and guidance given to you by your superiors and shall abide by the organizational code of conduct.
11. During the period of your training with the company, you will devote your whole time and attention to your training and will not engage yourself directly or indirectly in any service, trade, profession, business or occupation.
12. The company will not be liable to pay any damage or compensation to you on account of any injury sustained or disability suffered during your training period.
13. In the event of your causing any damage to company property in the course of your training program or of your losing or spoiling any tools or accessories given under your care or charge willfully or out of negligence, then in all such cases the company reserves its right to deduct from your stipend such amount/s as it deems appropriate.
14. During the period of your training, you shall comply with and abide by all rules and regulations as are in force on the date of your being taken up as a trainee and to all such other rules and regulations made or orders given thereafter.
15. Your placement in appropriate function and posting to any of the company's offices or divisions will be at discretion of the company.
16. In the event of your being indulging in any acts or commission constituting misconduct, including unwelcome physical contact and advances and / or a demand or request for sexual favour and /or sexually colored remarks/jokes, and /or showing pornography and / or any other physical, verbal or non-verbal conduct of a sexual nature, which will tantamount to an act of moral turpitude, you shall be dealt with appropriately.

GRS
20/02/2019



(Dr. R. O. Ganjiwale)
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Borgoo (Steghe), Wardha

ALEMBIC PHARMACEUTICALS LIMITED

17. Please note that this engagement is offered on the basis of information furnished by you.

(a) If at any time it is revealed that traineeship has been obtained by furnishing false/misleading insufficient information or withholding material information, the company will be free to terminate your training/service at any time without notice.

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

18. On the question of interpretation of any of the terms and condition, the decision of the company shall be final and binding on you.

Your presence is solicited as per following schedule for completing joining process:-

Date: August 1, 2019

Time: 09:30 AM

Venue: HRM Division, 3rd floor, Corporate Office, Alembic Road, Vadodara - 390003

You need to compulsory submit 2 set photocopies of the following testimonials (self attested) on the date of joining.

- ✓ Certificates and all marksheets in support of your educations qualification (from SSC onwards)
- ✓ Proof of birth date (School leaving certificate/ Birth Certificate / Passport)
- ✓ Eight Colour passport size photographs
- ✓ Medical Examination Form duly completed and signed by a Medical Practitioner (not less than an M.B.B.S.) certifying your medical fitness. You will be reimbursed expenses incurred in this regard maximum upto Rs. 800/- on submission of actual bills. This offer is subject to your being found medically fit.
- ✓ Copy of PAN card and Adhar Card - mandatory

Please bring the original documents for verification.

For Alembic Pharmaceuticals Ltd,



Devesh Pareek

Senior Manager - Human Resources

If the above terms and conditions are acceptable to you, please sign and return a copy of this letter signifying your acceptance.

You may please get in touch with Mr. Devesh Pareek on (0265)3007180 / 7575055485 or e.mail to devesh.pareek@alembic.co.in in case of any query or help.

I accept the appointment on terms and conditions stated above and will join on _____

Date : 20/08/2019

Place : vadodara



Name and Signature _____

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

ALEMBIC PHARMACEUTICALS LIMITED

Ref No: 15558663
25-May-2021



Swati Prakashrao Deshmukh

Dear Swati,

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

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

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

We request that you join us on or before **28-May-2021**.

Please note:

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

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

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

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

Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature:

Date: 28/05/2021



(Dr. R. O. Ganjiwale)
Principal
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Borgaon (Moghe), Wardha

Compensation and Benefits

Name: Swati Prakashrao Deshmukh

Designation: Trainee - Junior Data Analyst

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

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

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act, 2010
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act, 1972

Leave and vacation:

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

Category of Leave

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act, 2017

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



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Principal
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Bhamburda Road, Wadgaon

[Signature]

Provident Fund Wages:

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

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

Employee State Insurance (ESI):

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

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

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

* Flexible Benefit Plan:

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

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

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

Note:

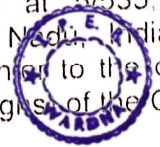
- Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same
- Cognizant has made this offer in good faith after expending significant time and resources during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

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 25-May-2021 between

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



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

AND

Swati Prakashrao Deshmukh, 27 (Age) ,residing at _____ (hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL

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

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

1. Duties and Responsibilities

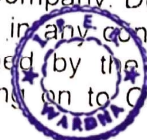
- a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

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



Dr. R. O. Ganjivale
Principal
Bharatiya Vidyalaya
Borjason (Sicche), Warde

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

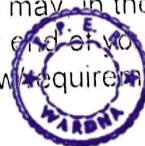
4. Confidentiality

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

5. Data Protection

By signing below,

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



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

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6. Work Schedule

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

7. Background Check

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

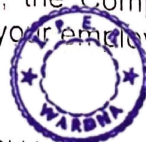
The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, if your background verification report is found to be unfavorable or unsuccessful after you join the Company, the Company reserves the right to terminate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

8. Compliance with Company Policies

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

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

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



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

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,

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

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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



(Dr. R. O. Ganjiwale)
Principal
Principal
Institute of Pharmaceutical Education & Research
Borgnur (M.S.), Warananagar

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13. Unauthorized Absence

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

14. Retirement

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

15. Termination of Employment

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

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

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

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

16. Deputation, Assignment and Transfer

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

17. Survival

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



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

18. Dispute Resolution and Governing law

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

19. General

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

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

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

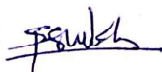
Cognizant Technology Solutions India Private Limited
Deshmukh

Swati Prakashrao



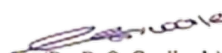
Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature: 

Date: 28/05/2021




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

