



AISSMS

COLLEGE OF PHARMACY

IMPARTING EXCELLENCE IN EDUCATION & RESEARCH



Approved by AICTE & PCI New Delhi, Recognized by the Government of Maharashtra,
2F,12B recognition by UGC, Affiliated to Savitribai Phule Pune University
Accredited by NAAC with A Grade

Students placed in A Y 2020-21

Sr No.	Name of student placed	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1.	Nikita Dhurde	B. Pharm	Cognizant Technology Solutions India Pvt. Ltd., Pune. Contact: Suresh Bathavandu Email: TAGCDBOT@cognizant.com	2.4 lac/annum
2.	Megha Kadam	B. Pharm	Cognizant Technology Solutions India Pvt. Ltd., Pune. Contact: Suresh Bathavandu TAGCDBOT@cognizant.com	2.4 lac/annum
3.	Sneha Kamble	B. Pharm	Cognizant Technology Solutions India Pvt. Ltd., Mumbai. Contact: Ardeshir R Dastur	2.6 lac/annum
4.	Tejal Kawade	B. Pharm	Cognizant Technology Solutions India Pvt. Ltd., Pune. Contact: Suresh Bathavandu TAGCDBOT@cognizant.com	2.4 lac/annum
5.	Shraddha Khurpe	B. Pharm	Tata Consultancy Services, Pune. Contact: serena.fernandes@tcs.com	2.6 lac/annum
6.	Manmath Mane	B. Pharm	TCS, Mumbai Contact- Girish V Nandimath corporate.office@tcs.com	2.6 lac/annum
7.	Shubham Naikwadi	B. Pharm	Cognizant Technology Solutions India Pvt. Ltd., Pune. Contact: Suresh Bathavandu TAGCDBOT@cognizant.com	2.4 lac/annum
8.	Pranav Pate	B. Pharm	Zu Technologies Pvt Ltd., Jaipur. Contact: contact@zupay.in +917073261168 Arpit Jain	7.0 lac/annum
9.	Neha Raka	B. Pharm	Cognizant Technology Solutions India Pvt. Ltd., Pune. Contact: Suresh Bathavandu TAGCDBOT@cognizant.com	2.4 lac/annum
10.	Shivraj Rakore	B. Pharm	Cognizant Technology Solutions India Pvt. Ltd., Pune. Contact: Suresh Bathavandu TAGCDBOT@cognizant.com	2.4 lac/annum
11.	Neeraj Sharma	B. Pharm	Government High school of Jammu and Kashmir.	2 lac/annum

Sr No.	Name of student placed	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
12.	Ayush Thole	B. Pharm	Cognizant Technology Solutions India Pvt. Ltd., Pune. Contact: Suresh Bathavandu TAGCDBOT@cognizant.com	2.4 lac/annum
13.	Pratiksha Undre	B. Pharm	Innoplexus Consulting Services Pvt.LTD. Hinjewadi, Pune. Contact: 020 6652 7300	3.5 lac/annum
14.	Sharvari Naik	M. Pharm	Cognizant Technology Solutions India Pvt. Ltd., Pune. Contact: Suresh Bathavandu TAGCDBOT@cognizant.com	2.4 lac/annum
15.	Sharvari Sapate	M. Pharm	Cognizant Technology Solutions India Pvt. Ltd., Pune. Contact: Suresh Bathavandu TAGCDBOT@cognizant.com	2.4 lac/annum
16.	Ashwini Sonawane	M. Pharm	Cognizant Technology Solutions India Pvt. Ltd., Mumbai.	2.6 lac/annum
17.	Sayali Sugaonkar	M. Pharm	Cognizant Technology Solutions India Pvt. Ltd., Pune. Contact: Suresh Bathavandu TAGCDBOT@cognizant.com	2.4 lac/annum
18.	Namrata Bawaskar	M. Pharm	Cognizant Technology Solutions India Pvt. Ltd., Pune. Contact: Suresh Bathavandu TAGCDBOT@cognizant.com	2.4 lac/annum
19.	Akshay Chandan	M. Pharm	Wissen Infotech Pvt. Ltd., Hyderabad Contact: Santosh Bhanumati +914068237000	3.5 lac/annum
20.	Saurav Jadhav	M. Pharm	Wissen Infotech Pvt. Ltd., Bangalore Contact: Santosh Bhanumati +918040349600	3.5 lac/annum
21.	Shubham Pawar	M. Pharm	Encube Ethicals, Pvt, Ltd, Mumbai. Contact: Mansi Shah +912262288000	2.2 lac/annum
22.	Roshani Pardeshi	M. Pharm	Saitech Labs Ltd, Navi Mumbai Contact-022-69416200	
23.	Omkar Shinde	M. Pharm	Wissen Infotech Pvt. Ltd., Hyderabad Contact: Santosh Bhanumati +914068237000	3.5 lac/annum
24.	Smruti Shinde	M. Pharm	Pune District Education Associations College of Pharmacy, Hadapsar Pune	2.7lac/annum
25.	Dipak Supe	M. Pharm	Abott healthcare Pvt. Ltd, Mumbai. Contact: Talisman Kanak	2.5 lac/annum

Sr No.	Name of student placed	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
26.	Mayuri Suryawanshi	M. Pharm	Wissen Infotech Pvt. Ltd., Bangalore Contact: Santosh Bhanumati +918040349600	3.5 lac/annum
27.	Shriram Temgire	M. Pharm	Wissen Infotech Pvt. Ltd., Bangalore Contact: Santosh Bhanumati +918040349600	3.5 lac/annum
28.	Shital Parse	M. Pharm	Sai Life Sciences Ltd. Hyderabad	3 lac/annum
29.	Dongari Sagasawjanya	M. Pharm	Syngene International Ltd., Bangalore. Contact: Sanjeev Sukumaran 918028082808	3.3 lac/annum
30.	Vaibhav Raut	M. Pharm	IQVIA RDS Pvt. Ltd Contact-Rashmi Avinash +91 22 7109 7200; +91 22 7109 7299	2.5 lac/annum
31.	Shruti Suryawanshi	M. Pharm	Cognizant Technology Solutions India Pvt. Ltd., Pune. Contact: Suresh Bathavandu TAGCDBOT@cognizant.com	2.4 lac/annum
32.	Anirudha Chaskar	M. Pharm	Cognizant Technology Solutions India Pvt. Ltd., Mumbai. Contact: Shibu Balakrishnan	2.4 lac/annum
33.	Anup Deshmukh	M. Pharm	Wissen Infotech Pvt. Ltd., Hyderabad Contact: Santosh Bhanumati +914068237000	3.5 lac/annum
34.	Gautam Gundecha	M. Pharm	AISSMS's College of Pharmacy, Pune. Contact: 020 2605 8208	3.8 lac/annum
35.	Snehal Salve	M. Pharm	RSMNN Sattha College of Pharmacy Ahemadnagar	2.4 lac/annum
36.	Mrunmayee Pokharkar	M. Pharm	Lupin Research Park Pune Conatct-Mayur Burad +91-20-66749100	3.6 lac/annum
37.	Mr. Vikas Khatik	M. Pharm	Sanofi, Gao Contact- Srikar.Deshmukh@sanofi.com	2.2 lac/annum

Dr. Ashwini R Madgulkar

Principal
AISSMS College of Pharmacy
Pune-1



Cognizant

RefNo: 16938533

09-Jul-2021

Nikita Dhurde,
Bachelor of Pharmacy,
AISSMS College of Pharmacy.

Dear Nikita,

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 **Annexure A**.

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

Yours sincerely,
For **Cognizant Technology Solutions India Private Ltd.**

S. Bethavandu
Suresh Bethavandu
Global Head - Talent Acquisition

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

Signature: *Nikita Dhurde*

Date: 27/08/2021

TRUE COPY
[Signature]
Principal
AISSMS College of Pharmacy
Pune-1



Ref No: 16938534

09-Jul-2021

Megha Kadam,
Bachelor of Pharmacy,
AISSMS College of Pharmacy.

Dear Megha,

Designation: Trainee -Junior Data Analyst

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 **Annexure A**.

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

Yours sincerely,
For Cognizant Technology Solutions India Private Ltd.



Suresh Bethavandu
GlobalHead - Talent Acquisition

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

Signature:

Date:



TRUE COPY

Principal
AISSMS College of Pharmacy
Pune-1

Ref No: 17183068
10-Sep-2021



Sneha Kamble

Dear Sneha,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive** 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 **24-Sep-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"),

Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date: 30/9/2021

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AISSMS College of Pharmacy
Pune-1



Provident Fund Wages:

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

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

Employee State Insurance (ESI):

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

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

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

*** Flexible Benefit Plan:**

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

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

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

Note:

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

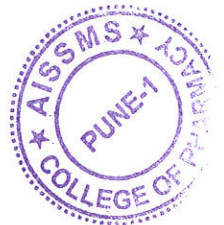
Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 10-Sep-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 counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART,

AND

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



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Principal
AISSMS College of Pharmacy
Pune-1

any agreement or obligations that you have with them.

4. Confidentiality

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

5. Data Protection

By signing below,

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

6. Work Schedule

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Pune-1



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

10. Representations and Warranties

By signing below,

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

11. Indemnity

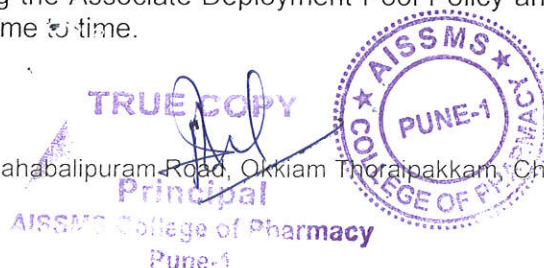
You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you,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

12. Business Engagement, Learning and Development and Project Deployment

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

13. Unauthorized Absence

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



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

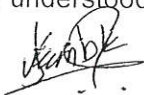
Sneha Kamble



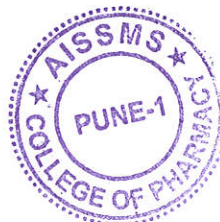
Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:



Date: 30/09/2021



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Principal
AISSMS College of Pharmacy
Pune-1



Ref No: 16938536

09-Jul-2021

Tejal Kawade
Bachelor of Pharmacy,
AISSMS College of Pharmacy,

Dear Tejal,

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 **Annexure A**.

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

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- 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.

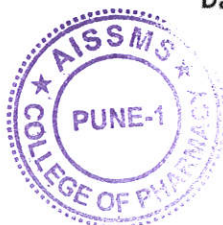
Yours sincerely,
For **Cognizant Technology Solutions India Private Ltd.**



Suresh Bethavandu
Global Head - Talent Acquisition

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

Signature: 

Date:



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Principal
AISSMS College of Pharmacy
Pune-1

- College Registration- Life Science.xlsx
10K
- Life Science JD.odt
12K
- College Registration- Life Science - AISSMS College of Pharmacy Pune.xlsx
10K

Serena Fernandes <serena.fernandes@tcs.com>
 To: gandhi_sv AISSMSCOP <gandhi_sv@aissmscop.com>
 Cc: monica r p rao <monicarp_6@hotmail.com>, rao_mrp AISSMSCOP <rao_mrp@aissmscop.com>

Mon, Jun 28, 2021 at 4

Hi Sir,

PFB the results of the interview process -

Name	Mobile	Email ID	Degree	College Other	Status
Mrunal More	7798916688	moremrunal@gmail.com	Bachelor of Pharmacy - B.Pharm	AISSMS COLLEGE OF PHARMACY	Did not clear the interview
Shraddha Khurpe	8411091400	shraddhaa.khurpe@gmail.com	Bachelor of Pharmacy - B.Pharm	AISSMS COLLEGE OF PHARMACY	Final Select

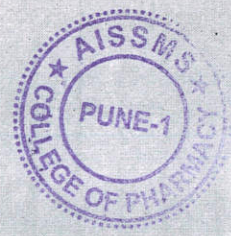
Incase there are any more students who are interested in the process or who could not attempt the previous process, do let know
 We would schedule their test accordingly

Thanks & Regards,
 Serena

From: gandhi_sv AISSMSCOP <gandhi_sv@aissmscop.com>
 Sent: Tuesday, February 9, 2021 10:29 AM
 To: Serena Fernandes <serena.fernandes@tcs.com>
 Cc: monica r p rao <monicarp_6@hotmail.com>; rao_mrp AISSMSCOP <rao_mrp@aissmscop.com>
 Subject: Fwd: Fw: TCS Off Campus drive _ Pharmacy 2020 Batch

"External email. Open with Caution"

[Quoted text hidden]



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 Principal
 AISSMS College of Pharmacy
 Pune-1



TATA

TATA CONSULTANCY SERVICES



**MANMATH
MANE**

Card No 964456
Associate No 2388992

Tata Consultancy Services Ltd.
TCS House, Raveline Street Fort
Mumbai 400001, India

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Principal
AISSMS College of Pharmacy
Pune-1



Ref No: 16938537

09-Jul-2021

Shubham Naikwadi,
Bachelor of Pharmacy,
AISSMS College of Pharmacy,

Dear Shubham,

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 **Annexure A**.

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

Yours sincerely,
For **Cognizant Technology Solutions India Private Ltd.**




Suresh Bethavandu
Global Head - Talent Acquisition

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

Signature:

Date:



TRUE COPY

Principal
AISSMS College of Pharmacy
Pune-1



Zu Technologies

EMPLOYMENT AGREEMENT

Pranav Pate

A602, Rohan Tapovan, Gokhale Nagar,
Senapati Bapat Road, Pune 411016

Email: pranav_pate@yahoo.co.in

Dear Pranav,

We are pleased to offer you the position of Growth Hacker with Zu Technologies Private Limited, a private limited company incorporated under the Companies Act, 2013 (the "Company") having its registered office at: U.No. - T-1 3rd Floor Kbc- 21 P.No. - 4, Panchayawala, Sanganer, Jaipur, Rj, IN - 302021 on the terms described below.

1. Compensation

The annual fixed component of your cost to the company ("CTC") will be Rupees Seven Lakh Only (Rs. 7,00,000/-). The salary break-up is attached herewith as Attachment A. Your compensation will be reviewed on an annual basis and increments will be determined based on performance and provided at the sole discretion of the Company. You shall be eligible for a quarterly/annual bonus determined based on a quarterly/annual performance review.

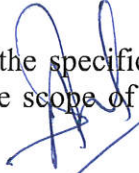
2. Duties

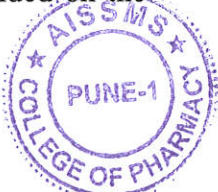
A schedule of your broad duties and responsibilities will be given to you in due course, which may be subject to revision from time to time. The Company shall assign to you such other duties and responsibilities as may be considered advisable in the Company's interests and at the sole discretion of the Company.

3. Terms and Conditions of Employment

Your employment with the Company shall be governed by the specific terms and conditions provided on the attached herewith as Attachment B and the scope of work provided on the attached Attachment C.

4. Employment Invention Assignment Agreement


Principal
AISSMS College of Pharmacy
Pune-1



1



Like all Company employees, you are required, as a condition of your employment with the Company, to sign the Company's Employment Invention Assignment Agreement (the "Assignment Agreement") in substantially the form attached hereto as Attachment D.

5. Entire Agreement

This Agreement supersedes any prior agreements, representations or promises of any kind, whether written, oral, express or implied between you and the Company with respect to the subject matters herein. This Agreement may not be modified or amended except by a written agreement between you and the Company.


6. Severability

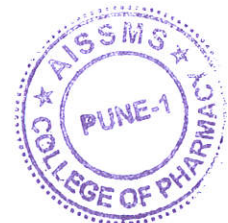
Each provision of this Agreement including the attachments attached to it shall, to the extent possible, be interpreted in such manner as to be effective and valid under applicable law, but, if any provision of this agreement shall be invalid or prohibited under such applicable law, such invalidity shall not affect the validity of the other provisions of this agreement. The said other provisions shall continue in full force and effect unless such unenforceable provision shall materially affect the essence of the agreement and the party benefiting from the said unenforceable provision does not waive its rights to benefit therefrom.

7. Waiver

The failure of either the employer or the employee to insist upon strict adherence to any term of this agreement on any occasion shall not be considered a waiver thereof or deprive the employer or the employee of the right thereof to insist upon strict adherence to that term or any other term of this Agreement. Employer reserves its right to initiate separate legal action.

[Signature page follows]


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Pune-1





Zu Technologies

If you wish to accept this offer, please sign and date both the enclosed duplicate original of this letter and the enclosed Employment Invention Assignment Agreement and return them to me.

We look forward to having you join us no later than 16th November 2021.

Very truly yours,

**ZU TECHNOLOGIES PRIVATE
LIMITED**

Arpit Jain

Authenticated through
Leegality.com (Fx7gF9e)
Arpit Jain
Date: Fri Nov 12 13:29:48 IST
2021

By: _____

Name: Arpit Jain

Title: Co-Founder

ACCEPTED AND AGREED BY:

PRANAV PATE

PPate

Authenticated through
Leegality.com (Fx7gF9e)
Pranav Pate
Date: Fri Nov 12 13:22:50 IST
2021

(Signature)

Date: 12 November 2021

Permanent Account Number (PAN): DERPP3759D

Anticipated Start Date: 13th November 2021

Attachment D: Employment Invention Assignment Agreement

[Handwritten Signature]

**Principal
AISSMS College of Pharmacy
Pune-1**






Zu Technologies

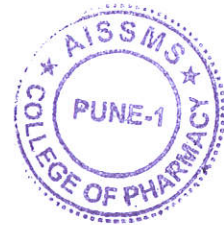
ATTACHMENT A

SALARY BREAK UP (FIXED PAY)

Payment Component	Monthly (INR)	Yearly (INR)
Basic Salary	29,166	3,49,992
House Rent Allowance	11,583	1,38,996
Special Allowance	7,749	92,988
Leave & Travel Allowance	4,635	55,620
Professional Development	2,000	24000
Telephone and Internet	2,000	24000
Books and Periodicals	1,200	14,400
ESI Employer Contribution	0	0
PF Employer Contribution	0	0
TOTAL	58,333	6,99,996
Less: Professional Tax	200	2,400
In-hand Salary*	58,133	6,97,596

Note: You will receive a salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI (PF & ES may change in future) and professional taxes in accordance with applicable law


Principal
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Pune-1



Ref No: 16938538

09-Jul-2021

Neha Raka,
Bachelor of Pharmacy,
AISSMS College of Pharmacy,

Dear Neha,

Designation: Trainee -Junior Data Analyst

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 **Annexure A**.

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

Yours sincerely,
For **Cognizant Technology Solutions India Private Ltd.**



Suresh Bethavandu
Global Head - Talent Acquisition



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Principal
AISSMS College of Pharmacy
Pune-1

Ref No: 16938548

09-Jul-2021

Shivraj Rakore

Bachelor of Pharmacy,
AISSMS College of Pharmacy,

Dear Shivraj,

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 **Annexure A**.

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

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We look forward to you joining us. Should you have any further questions or clarifications, please reach us on TAGCDBOTeam@cognizant.com.

Yours sincerely,

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



Suresh Bethavandu


Global Head - Talent Acquisition

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

Signature:



Date:

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Principal
AISSMS College of Pharmacy
Pune-1



Shivraj
Rakore



TRUE COPY
Principal
AISSMS College of Pharme
Pune-1
AISSMS
PUNE-1
COLLEGE OF PHARMACY




Government of Jammu & Kashmir
GOVT HIGH SCHOOL PREY


Pay Slip May 2022

Employee name	NEERAJ KUMAR SHARMA (RMNEDU00420002)	Designation	Laboratory Bearer
Place Of Posting	GOVT HS PREY	Account Number	*****4041
GPF A/C No		Grade Pay	0
Pay Scale	14800-47100	Pay in PayBand	14800
Address	Govt High School Prey		

Allowances	Amount	Deductions	Amount
BASIC	14800	STAMP DUTY	2
MA	300		
Total	15100	Total	2

Net Pay 15098


Principal
AISSMS College of Pharmacy
Pune-1



Ref No: 16938539

09-Jul-2021

Ayush Thole,
Bachelor of Pharmacy,
AISSMS College of Pharmacy,

Dear Ayush,

Designation: Trainee -Junior Data Analyst

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 **Annexure A**.

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

Please note:

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We look forward to you joining us. Should you have any further questions or clarifications, please reach us on TAGCDBOTeam@cognizant.com.

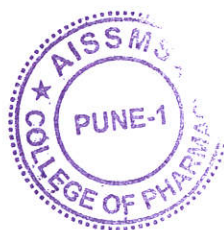
Yours sincerely,
For **Cognizant Technology Solutions India Private Ltd.**




Suresh Bethavandu
Global Head - Talent Acquisition

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

Signature:



Date:


TRUE COPY
Principal
AISSMS College of Pharmacy
Pune-1



Selection on Position of Junior Knowledge Associate



Inbox



HR CRB Tech Sep 25

to Hr, bcc: me



Congratulations, this mail is to formally notify you that you are selected in our company for the position of Junior Knowledge Associate with our client Innoplexus Consulting Services Pvt. Ltd.. Your experience and credentials will be an asset to our client.

As already discussed, your starting date is 27th September 2021 and you will have to report at **7th Floor, Midas Tower, Next to STPI Building, Phase 1, Hinjewadi Rajiv Gandhi Infotech Park, Hinjawadi, Pune, Maharashtra 411057.**

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Principal

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Pune-1



We are happy to welcome you to our team.

Request you to provide the required details in the attached master along with the same we will require a copy of your Adhar Card and Pan Card after which a detailed appointment letter will be issued.

18/10/2024

Ref No: 16938544

09-Jul-2021

Shavari Naik

Bachelor of Pharmacy,
AISSMS College of Pharmacy,

Dear Sharvari,

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 **Annexure A**.

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

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Please note:

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- 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.

Yours sincerely,

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

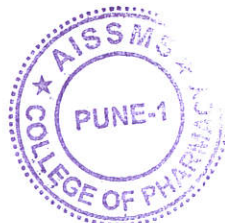


Suresh Bethavandu


Global Head - Talent Acquisition

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

Signature:



Date:

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Principal
AISSMS College of Pharmacy
Pune

Ref No: 16938543

09-Jul-2021

Sharwari Sapate

Bachelor of Pharmacy,
AISSMS College of Pharmacy,

Dear Sharwari,

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 **Annexure A**.

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

Please note:

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- 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.

Yours sincerely,
For **Cognizant Technology Solutions India Private Ltd.**



Suresh Bethavandu

Global Head - Talent Acquisition




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Principal
AISSMS College of Pharmacy
Pune-1

Cognizant

Ref No: 18541027
24-Nov-2021



Ashwini Sanjay Sonawane

Dear Ashwini Sanjay,


We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive** 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 **26-Nov-2021**.



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Pune-1

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.

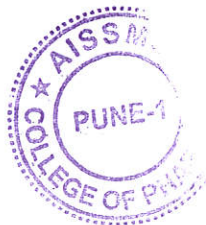
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations,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

Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature:**Date:**

TRUE COPY

Principal
AISSMS College of Pharmacy
Pune-1

9. Non-Compete and Non-Solicit Restrictions

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

10. Representations and Warranties

By signing below,

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

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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



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 any group/statutory bodies/authorities as required under applicable law/requirements.



TRUE COPY
Principal
AISSMS College of Pharmacy

Provident Fund Wages:

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

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

Employee State Insurance (ESI):

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

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

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

*** Flexible Benefit Plan:**

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

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

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

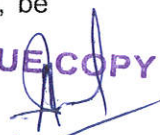
Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 15-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 counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

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

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Pune-1



Ref No: 16567627
15-May-2021



Sayali Sugaonkar

Dear **Sayali**,

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 **25-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,

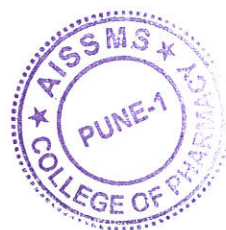
For **Cognizant Technology Solutions India Private Limited ("Cognizant")**,

Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature:

Date:



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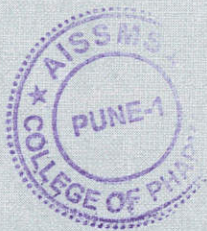
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Pune-1


e. I agree that, Cognizant shall terminate my employment agreement or any other document containing the terms and conditions of my employment with Cognizant, upon it being found that any representations or statements made by me or documents submitted by me to Cognizant are found to be false/untrue/ fabricated/ fake, or upon the verification or checks as set out above being concluded as unsatisfactory/negative

I hereby certify that all the statements made in this document are true and are given by me out of my own free will and as a request to Cognizant.

SIGNATURE: Sayali

NAME (IN BLOCK LETTERS): SAYALI SUNILRAO SUGAONKAR



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Pune-1

AFFIDAVIT
(Annexure C-Lateral recruitment)

194711 5., s/d/054015. aged 24 years, having my address at Ambajogai, Beed hereby solemnly affirm and sincere state as follows:

I hereby confirm that, M/s. Cognizant Technology Solutions India Private Limited, herein after referred as "Cognizant", has accepted my request to join their employment and initiate my onboarding in spite of the fact that I have not submitted the below listed documents before onboarding

- Documents evidencing my Educational qualifications
- Documents evidencing my past Employment experience
- Identity & Address proofs (PAN/Passport/Aadhar/Driving License/Voter ID, etc.)

I am thankful to Cognizant to consider and accept my request and giving me an opportunity to be part of the prestigious employer.

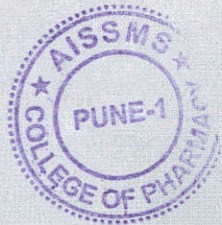



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[Signature]
Principal
AISSMS College of Pharmacy
Pune-1.

I understand that the eligibility conditions cited out in the offer letter dated 25/05/21 shall be enforceable as per the terms mentioned in the offer letter. I agree that, acceptance by Cognizant and permitting me to join the employment does not forego/waive any conditions set out in the offer letter.

I hereby state that I am in receipt of an offer letter dated 25/05/21 based on the representations made by me to Cognizant. In addition to the representations already made by me to Cognizant I hereby represent/acknowledge/agree as follows:

- a. I agree that, I shall submit all the required documents evidencing my educational qualifications, past employment experience as well as Identity & address proof documents within 30 days from my date of joining with Cognizant.
- b. I agree that it is my responsibility to contact the Cognizant point of contact to submit all the required documents within 30 days from my date of joining with Cognizant.
- c. I agree that, in case of my failure to submit the documents referred in point a (above) within the defined timeline, Cognizant shall be at liberty to take necessary actions including suspension and / or termination of my employment with Cognizant.
- d. I agree that, Cognizant shall be at liberty to conduct background verification or necessary professional reference checks as it deems appropriate to ascertain the veracity of the representations made by me and authenticity of documents submitted by me to Cognizant.



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Pune-1

Ref No: 16938548

09-Jul-2021

Namrata Bawaskar

Bachelor of Pharmacy,
AISSMS College of Pharmacy,

Dear Namrata,

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 **Annexure A**.

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

Yours sincerely,

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



Suresh Bethavandu


Global Head - Talent Acquisition

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

Signature:



Date:

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Annexure A

Name: Namrata Bawaskar


Designation: Trainee -Junior Data Analyst

Sl. No.	Description	Monthly	Annual
1	Basic	7,300	87,600
2	HRA	2,920	35,040
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1,250	15,000
5	Company's contribution of PF #	1,800	21,600
6	Advance Statutory Bonus***	2,000	24,000
7	Special Allowance*	4,227	50,724
8	Company's Contribution for ESI @ 3.25% of Monthly Gross Minus Statutory exclusions	536	6,432
	Annual Gross Compensation (AGC)		249,996
	Annual Total Compensation (ATC)		249,996
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		269,496

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.



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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.




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*** **Advance Satutory 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.



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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:



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Pune-1

26-Oct-21

Mr. Akshay Dilip Chandan

LETTER OF OFFER

Dear Akshay Dilip,

With reference to your application and subsequent interview with us, we are pleased to offer you a Fixed Term Assignment as "Junior Regulatory Affairs Specialist". The Fixed Term Assignment will be for a period of 6 months, commencing from 01-Nov-21. The assignment is to be carried out by you for our client, Covance India Pharmaceutical Services Pvt. Ltd., the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

1. The employment will be effective from 01-Nov-21. During the term of employment your CTC will be Rs 29602.00 (Twenty Nine Thousand Six Hundred and Two Only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you are expected to abide by the rules and regulations which will be conveyed to you by your supervisor.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your employment is subject to your clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 1 day in a month during the entire contract period).
9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written

Corporate Office
4th, 9th Floor
Cyber Towers, Hi-Tec City
Madhapur, Hyderabad
Telangana - 500 081
India T : +91-40-68237000

U.S. Office
2925 Parkview Dr Suite G
Waukesha, WI 53186, USA
T : (262) 510-2900

www.wissen.com



Bangalore Office
Adarsh Eco Place
4th Floor, #176, KIADB
EPIP 2nd Phase, Whitefield
Bangalore - 560 086
India T : +91-80-40049600

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Pune-1

notice or salary in lieu of notice. In addition, in case of breach of any terms and conditions of this Agreement, Wissen can terminate this Agreement forthwith.

10. During the period of such deputation to client through this fixed term employment with Wissen Infotech Pvt Ltd, at no point in time will you be considered as an employee of our client.

S No	Particulars	Monthly Amount (in ₹)
1	Basic	12,500.00
2	HRA	5,000.00
3	Conveyance	1,600.00
4	Bonus	1,041.00
5	Allowance	6,460.00
	Gross Pay	26,601.00
6	Company PF	1,800.00
7	Gratuity	601.00
8	Health & Life Insurance	600.00
	CTC	29,602.00

If these terms and conditions are acceptable to you, please do signify your acceptance by signing the duplicate copy of this contract and return the same to us.

We trust we will mutually build a meaningful career for you.

Best wishes sincerely
For Wissen Infotech Pvt Ltd

Bhanumathi

Bhanumathi Santhosh
Manager - HR

The above terms of employment are agreeable to me.

Full Name: **Akshay Dilip Chandan**

Signature: *Akshay*

Date: **27-10-2021**



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Corporate Office
Q-4, 9th Floor
Cyber Towers, Hi-Tec City
Madhapur, Hyderabad
Telangana - 500 081
India T : +91-40-68237000

U.S. Office
2323 Parklawn Dr. Suite G
Waukesha, WI 53186, USA
T: (262) 510-2900

www.wissen.com

Bangalore Office
Adarsh Eco Plaza,
4th Floor, #476,
PIP 2nd Phase, Whitefield
Bangalore - 560 066
India T : +91-80-40349600

29-Nov-2021

To,

Saurabh Radhaji Jadhav

Dear Saurabh,

It is a pleasure to inform you of your appointment as a **Junior Regulatory Affairs Specialist with Grade 1** in Wissen Infotech Private Limited.

1. **Salary and Emoluments** Please refer to your offer letter
2. **Palace of Posting:** Administrative office at 4th Floor, Adarsh Eco place, KIADB
EPIP 2nd Phase, Bangalore, Karnataka-560066
3. **Date of Posting** 29-Nov-2021
4. **Dress Code** Monday through Thursday - Formal wear
Friday & Weekends - Casual wear
5. **Secrecy and Non-Disclosure** In accepting this appointment, you agree to protect the Company's intellectual property rights and shall not indulge in any act that will compromise the same. This appointment is subject to your signing the prescribed secrecy agreement (agreement as to patents, inventions and other creative property rights and regarding competitive activities etc.) as per the Company's policies and practices at the time of joining the service and as amended from time to time by Management.
6. **Conflict of Interest** You shall not carry any activity that brings about a Conflict of interest with our business objectives.

Corporate Office
Q-4, 9th Floor
Cyber Towers, Hi-Tec City
Madhapur, Hyderabad
Telangana - 500 081
India T: +91-40-68237000

U.S. Office
2325 Parklawn Dr. Suite G
Waukesha, WI 53186, USA
T: (262) 510-2900

Bangalore Office
Adarsh Eco Place
4th Floor, #176, KIADB
EPIP 2nd Phase, Whitefield
Bangalore - 560 066
India T: +91-80-40349600

www.wissen.com


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AISSMS College of Pharmacy,
Pune-1



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7. Commitments on behalf of Company

While making Presentations to prospective Clients and Associates, you will ensure compliance with Directives and guidelines of our Principles, and also ensure that they shall be on the basis of factual information only. You shall not commit on behalf of the Company, any form of service or obligation unless it is part of the clearly laid out list of deliverables and services approved in writing by the Managing Director.

8. Notice Period

Please refer to your offer letter.

9. General

Observance of punctuality, discipline and a strict code of conduct and ethics are expected of you.

The appointment will also be governed by policies of the Company that may be laid down / modified from time to time.

As a token of your acceptance of this appointment please sign on the duplicate of this letter and return to us.

On behalf of the management and staff of Wissen Infotech, I extend a warm welcome to you and wish you all success in your endeavors.

Sincerely,

For Wissen Infotech Pvt. Ltd.

Bhanumathi's

Bhanumathi Santosh
Manager - HR



Principal
AISSMS College of Pharmacy
Pune-1



27th September, 2021

To,
Mr. Shubham Pawar,
 Aurangabad.

Dear Shubham,

With reference to your application for employment and the discussions we had with you in connection thereof, we are pleased to offer you the position of **“Trainee-Regulatory Affairs” in Regulatory Affairs Department** in our Organization subject to the agreed terms & conditions.

The CTC compensation offered to you would be **INR. 2,20,000/- annum.**

We would like you to join service on/ before **28th September, 2021.** Kindly communicate the acceptance of the offer letter within two days, failing which the offer will be treated as withdrawn.

Kindly note this offer stands valid subject to authenticity & verification of documents or information provided by you for employment process and reference check.


Our best wishes for a long and mutually rewarding career with us.

Yours Faithfully,

For **ENCUBE ETHICALS PVT. LTD.**



Mansi Shah
Head – Human Resources

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AISSMS College of Pharmacy
Pune-1

I, Shubham Pawar, confirm having read the above terms & conditions of employment and accept the same.

Date: _____



Signature: _____

Encube Ethicals Pvt. Ltd.

Registered Office : 803, B Wing, HDIL Kaledonia, Sahar Road, Andheri (E), Mumbai – 400069-INDIA

P : +91-22-6228-8000

Factory : Plot No. C-1, Madkaim Industrial Estate, Madkaim, Post:Mardol, Ponda, Goa - 403 404-INDIA

P : +91-0832-2392223 / 2392314

F : +91-0832-2392225

W : www.encubeethicals.com

CIN No.: U24230MH1995PTC092485



October 03, 2023

Ms. Roshani Ramesh Pardeshi
A-507, Dreams Onella,
Satavnagar,
Handewadi Road,
Hadapsar,
Pune- 411028.

Appointment Letter

Dear Ms. Roshani,

This is with reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you as a member of management staff with effect from October 03, 2023. You will be posted at Mahape..

Following are the terms of employment with us.

1. Your Total Salary will be Rs. 28,340/-per month. The details of the salary are provided in Annexure A.
2. You will be eligible for various benefits like Leave, Health Insurance and Group Term Insurance etc. of the Company. You will be eligible for further review of the emoluments as per the Company policy.
3. Your services are transferable to any of the existing establishments / location of the Company as well as to any new establishments / locations including sister concerns / establishments, etc that may be set up by the Company in future at the discretion of the Company without any extra remuneration. You are also liable to be transferred from one department to another department at the discretion of the Company.
4. You will be governed by all the rules and regulations of the Company including for employment, hours of work, holidays, discipline and general work practices applicable to the establishment / Location where you are posted for work and as amended from time to time. For details of the rules, please visit the Sitec HR site or seek assistance of the Human Resource department.
5. In the course of your employment, you may be given samples of our products, promotional materials, stationery and other materials for the purpose of being used while in employment. You shall be responsible for the safekeeping, appropriate usage and rendering account of such materials in your possession. You are requested to sign the enclosed undertaking and return it to the Human Resource Department. In the event of your employment coming to an end, you shall return all such materials with proper accounting and reconciliation before you are relieved from the services of the company. In case you fail to account for and return such materials within seven days of your employment coming to an end



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Registered Office : Plot No.: Gen 40, TTC Industrial Area, MIDC, Behind Millennium Business Park,
Near Nelco Bus Stop, Mahape, Navi Mumbai - 400 710.

Phone : (022) 6941 6200 • Email : support@siteclabs.com • Website : www.siteclabs.com

GST No : 27AABCD2739B1Z2 • CIN : U74999MH2000PLC129210

SITEC LABS



Roshani Pardeshi

Department : Bio Analytical

Employee Code : SL03211

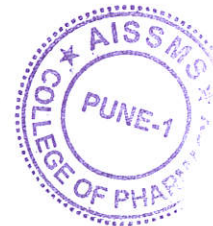
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Emg. Contact : 9764853250

Authorized by : *Amichman*

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Pune-1



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Pharmacy

**SITEC LABS LTD,
Plot No.Gen 40, TTC, MIDC, Behind MBP,
Nr. Nelco Bus Stop, Mahape, Navi Mumbai - 400710.
Phone No:(022) 69416200
(If found, please return to above office address)**

26-Oct-21

Mr..Omkar Anil Shinde

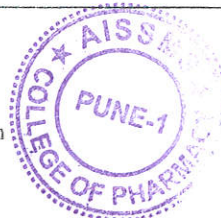
LETTER OF OFFER

Dear **Omkar Anil**,

With reference to your application and subsequent interview with us, we are pleased to offer you a Fixed Term Assignment as "**Junior Regulatory Affairs Specialist**". The Fixed Term Assignment will be for a period of 6 months, commencing from **01-Nov-21**. The assignment is to be carried out by you for our client, **Covance India Pharmaceutical Services Pvt. Ltd.**, the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

1. The employment will be effective from 01-Nov-21. During the term of employment your CTC will be Rs 29602.00 (Twenty Nine Thousand Six Hundred and Two Only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you are expected to abide by the rules and regulations which will be conveyed to you by your supervisor.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your employment is subject to your clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 1 day in a month during the entire contract period)
9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written



notice or salary in lieu of notice. In addition, in case of breach of any terms and conditions of this Agreement, Wissen can terminate this Agreement forthwith.

10. During the period of such deputation to client through this fixed term employment with Wissen Infotech Pvt Ltd, at no point in time will you be considered as an employee of our client.

S No	Particulars	Monthly Amount (in ₹)
1	Basic	12,500.00
2	HRA	5,000.00
3	Conveyance	1,600.00
4	Bonus	1,041.00
5	Allowance	6,460.00
	Gross Pay	26,601.00
6	Company PF	1,800.00
7	Gratuity	601.00
8	Health & Life Insurance	600.00
	CTC	29,602.00

If these terms and conditions are acceptable to you, please do signify your acceptance by signing the duplicate copy of this contract and return the same to us.

We trust we will mutually build a meaningful career for you.

Best wishes sincerely
For Wissen Infotech Pvt Ltd

Bhanumathi's

Bhanumathi Santhosh
Manager - HR

The above terms of employment are agreeable to me.

Full Name: *Omkar Anil Shinde*

Signature: *(Signature)*

Date: *28/10/2021*



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Principal

AISSMS College of Pharmacy
Bangalore Office
Pune-1



Pune District Education Association, Pune

48/1 A, Erandavana, Paud Road, Pune- 411 038

Email :- honasecretary@pdeapune.org Web :- www.pdeapune.org

O.No:- PDEA/EST-8/App./2023-24/ (20-1)

Date:

11 SEP 2023


Order of Appointment

To,
Smt. Smruti Chandrakant Shinde
Plot No.68, Nandini Takale nagar,
Manajari Bk., Pune- 412 307.

I am pleased to inform you that you are hereby appointed as a Assistant Professor in Pharmaceutical Chemistry at College of Pharmacy, Hadapsar, Pune- 411 028 of Pune District Education Association, Pune purely on temporary basis for a period from **11/09/2023 to 30/04/2024** on a consolidated salary of Rs. 23,000/- (Rupees twenty three thousand only) per month.

Your appointment is subject to the following service terms and conditions :-

1. Your appointment is on a full-time basis & purely temporary and after the expiry of the said period, your services shall stand terminated automatically.
2. Your services will be governed by the Society rules & regulations.
3. Your appointment may be terminated at any time by giving seven days notice.
4. You are not entitled to vacation or any leave other than casual leave.
5. You shall submit the original as well as certified true copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate, degree certificate, discharge/relieving certificate, last pay certificate, caste validity certificate, change of name certificate (if any), etc. as the case may be, before joining the duties.
6. You will have to submit (a) Two passport size photographs (b) Character certificate from two eminent persons, one of them should be a Government Gazetted Officer and (c) Discharge Certificate from previous employer (if any) before joining duties.
7. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon, within one month from the date of joining. The appointment is provisional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment.
8. If you are found absent continuously for more than 15 days without permission, your service shall stand terminated automatically. If you are found guilty of violation of any rules and regulations of the society, your service shall be terminated.
9. You have to communicate your acceptance to the Management within seven days from the date of receipt of this order, failing which your appointment is liable to be cancelled.


Hon. Secretary
Pune District Education Association,
Pune-38.

Copy forwarded for information and necessary action to :-

The Principal, College of Pharmacy, Hadapsar, Pune- 411 028

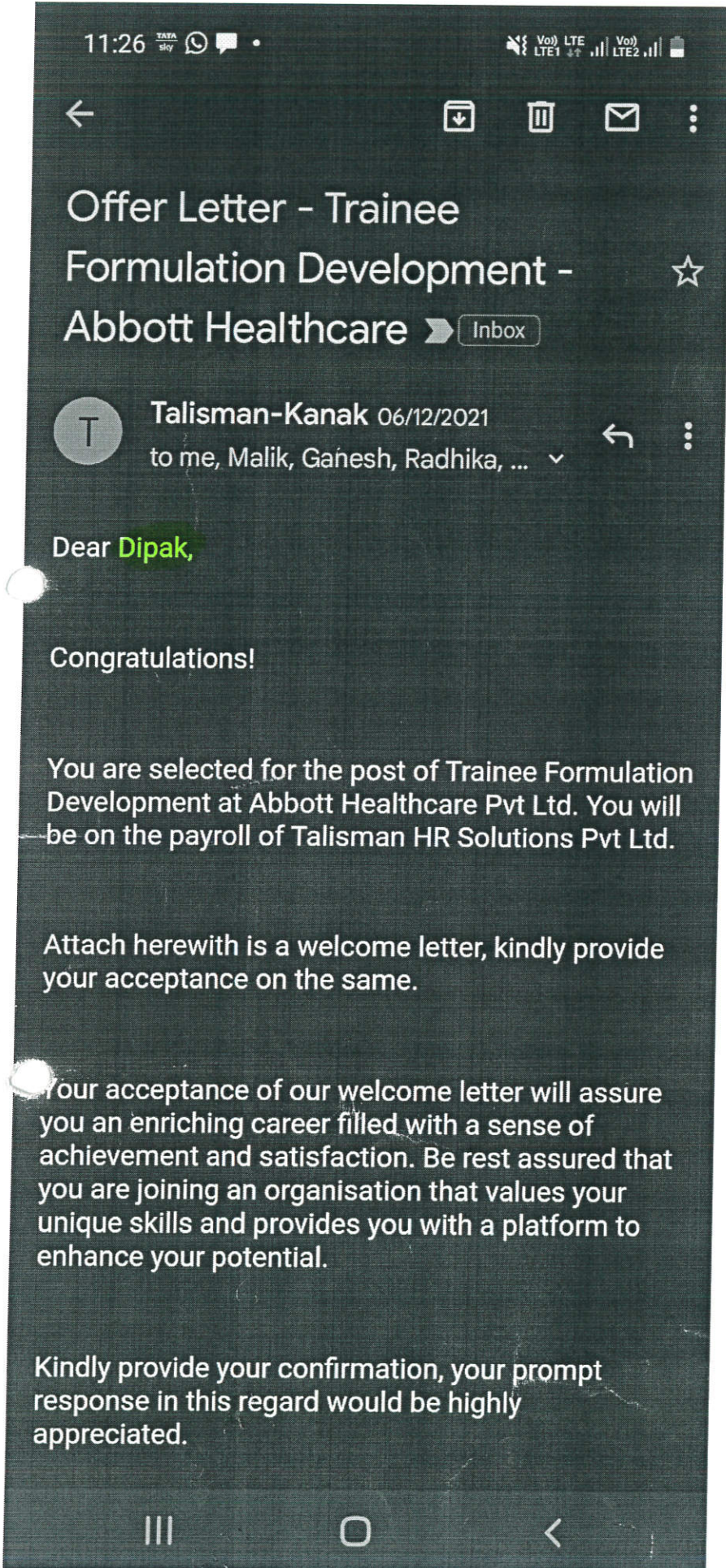
He/she is informed to report to this office immediately the date on which the above person joins his/ her duties.

P.D.E.A'S College of Pharmacy

Hadapsar, Pune- 28.

Inward No.: 365

Date: 11/09/2023



TRUE COPY

[Signature]
Principal
AISSMS College of Pharmacy
Pune-1

01-Nov-2021

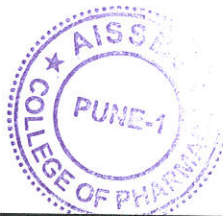
To,

Mayuri Himmat Suryawanshi

Dear Mayuri,

It is a pleasure to inform you of your appointment as a **Junior Regulatory Affairs Specialist with Grade 1** in Wissen Infotech Private Limited.

1. **Salary and Emoluments** Please refer to your offer letter
2. **Palace of Posting:** Administrative office at 4th Floor, Adarsh Eco place, KIADB
EPIP 2nd Phase, Bangalore, Karnataka-560066
3. **Date of Posting** 01-Nov-2021
4. **Dress Code**
Monday through Thursday - Formal wear
Friday & Weekends - Casual wear
5. **Secrecy and Non-Disclosure**
In accepting this appointment, you agree to protect the Company's intellectual property rights and shall not indulge in any act that will compromise the same. This appointment is subject to your signing the prescribed secrecy agreement (agreement as to patents, inventions and other creative property rights and regarding competitive activities etc.) as per the Company's policies and practices at the time of joining the service and as amended from time to time by Management.
6. **Conflict of Interest**
You shall not carry any activity that brings about a Conflict of interest with our business objectives.



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Principal

Corporate Office
Q-4, 9th Floor
Cyber Towers, Hi-tec City
Madhapur, Hyderabad
Telangana - 500 081
India T : +91-40-68237000

U.S. Office
2325 Parklawn Dr. Suite G
Waukesha, WI 53186, USA
T: (262) 510-2900

AISSMS College of Pharmacy
Pune-1

Bangalore Office
Adarsh Eco Place
4th Floor, #176, KIADB
EPIP 2nd Phase, Whitefield
Bangalore - 560 066
India T : +91-80-40349600

7. Commitments on behalf of Company

While making Presentations to prospective Clients and Associates, you will ensure compliance with Directives and guidelines of our Principles, and also ensure that they shall be on the basis of factual information only. You shall not commit on behalf of the Company, any form of service or obligation unless it is part of the clearly laid out list of deliverables and services approved in writing by the Managing Director.

8. Notice Period

Please refer to your offer letter.

9. General

Observance of punctuality, discipline and a strict code of conduct and ethics are expected of you.

The appointment will also be governed by policies of the Company that may be laid down / modified from time to time.

As a token of your acceptance of this appointment please sign on the duplicate of this letter and return to us.

On behalf of the management and staff of Wissen Infotech, I extend a warm welcome to you and wish you all success in your endeavors.

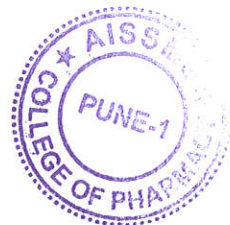
Sincerely,


For Wissen Infotech Pvt. Ltd.



Bhanumathi Santosh

Manager - HR




TRUE COPY
Principal
AISSMS College of Pharmacy
Pune-1

01-Nov-2021

To,

Mayuri Himmat Suryawanshi

Dear Mayuri,

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Waukesha, WI 53186, USA
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Adarsh Eco Place
4th Floor, #178, KIADB
EPIP 2nd Phase, Whitefield
Bangalore - 560 066
India T : +91-80-40349600

www.wissen.com

7. Commitments on behalf of Company

While making Presentations to prospective Clients and Associates, you will ensure compliance with Directives and guidelines of our Principles, and also ensure that they shall be on the basis of factual information only. You shall not commit on behalf of the Company, any form of service or obligation unless it is part of the clearly laid out list of deliverables and services approved in writing by the Managing Director.

8. Notice Period

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On behalf of the management and staff of Wissen Infotech, I extend a warm welcome to you and wish you all success in your endeavors.

Sincerely,


For Wissen Infotech Pvt. Ltd.

Bhanumathi Santosh

Bhanumathi Santosh

Manager - HR



TRUE COPY

Principal
AISSMS College of Pharmacy
Pune-1



29-Nov-2021

To,

Shriram Sukhdeo Temgire

Dear Shriram,

It is a pleasure to inform you of your appointment as a Junior Regulatory Affairs Specialist with Grade 1 in Wissen Infotech Private Limited.

- | | | |
|----|----------------------------|---|
| 1. | Salary and Emoluments | Please refer to your offer letter |
| 2. | Palace of Posting: | Administrative office at 4th Floor, Adarsh Eco place, KIADB
EPIP 2nd Phase, Bangalore, Karnataka-560066 |
| 3. | Date of Posting | 29-Nov-2021 |
| 4. | Dress Code | Monday through Thursday - Formal wear
Friday & Weekends - Casual wear |
| 5. | Secrecy and Non-Disclosure | In accepting this appointment, you agree to protect the Company's intellectual property rights and shall not indulge in any act that will compromise the same. This appointment is subject to your signing the prescribed secrecy agreement (agreement as to patents, inventions and other creative property rights and regarding competitive activities etc.) as per the Company's policies and practices at the time of joining the service and as amended from time to time by Management. |
| 6. | Conflict of Interest | You shall not carry any activity that brings about a Conflict of interest with our business objectives. |



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Bangalore Office
Adarsh Eco Place
4th Floor, #176, K&A
EPIP 2nd Phase, Whitefield
Bangalore - 560 066
India T : +91-80-40349600

www.wissen.com



Ref: OL/2021-32/882
28 March 2022

SHEETAL PARSE

Shameerpet, Hyderabad, Telangana, India, (Shameerpet)

Dear SHEETAL PARSE,

OFFER LETTER

It gives us immense pleasure to extend you an Offer to join us as "Trainee" in "Project Management" department at "Shameerpet, Hyderabad, Telangana, India, (Shameerpet)" Unit of our Organization. We believe that there is an excellent match between your profile and the career opportunity available with us as an Associate of our Organization.

Your total compensation as CTC (Cost to Company) is **Rs. 300000** (Three Lakh Rupees). Please find the Annexure-I for CTC Breakup, Variable component (Delivery Linked Performance Pay) if any mentioned in Salary annexure, will be payable on annual basis subject to your not being on notice period at the time of payment. You will be given a formal Appointment Letter upon your joining the Organization, indicating the Company's standard Terms and Conditions of appointment.

This Offer is conditional upon your complying with the following:

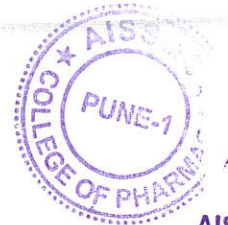
- 1. Medical Fitness:** Please undergo medical tests and follow the instructions as mentioned in Annexure II. This offer is subject to you being found medically fit.
- 2. Background verification (BGV)** through a third party for which you have given consent as part of selection process.
- 3. Satisfactory References:** You are requested to provide the full names and contact details of your Reporting Manager and your HR department along with their E-mail addresses. If you confirm your acceptance of this offer of employment, the Company will take this acceptance as your permission to automatically seek oral or written references from any of the referees named by you. All references will be received in strictest confidence.
- 4. Submission of following documents/Certificates (all mandatory) on the day of joining**
Please get all the Original Copies and 1 set of photo copies of the below mentioned documents:
 - Copy of the Offer Letter.
 - Aadhaar Card, PAN Card
 - Proof of Educational Qualifications: Matriculation, Intermediate/Diploma, Graduation and Post-Graduation (If Applicable), Any other if available.
 - Proof of Work Experience - Service Certificates/Relieving Letter of all the previous organizations you worked with.
 - Latest three months' Pay Slips from the previous employer and Increment Letter, if Applicable.
 - 6 Passport size photographs of self and 1 each in case of Spouse and children. Also required two family photographs if covered under E.S.I.
 - Form No.16 or Salary Certificate from the previous employer for computation of Income Tax liability.
 - P.F. Account Number, UAN (Universal Account Number) and E.S.I number (if covered under E.S.I).
 - Appointment Letter of previous organization
 - Last 6 months bank statement of the salary account.

Notable Points:

- Please note reimbursement such as relocation expenses, notice period buy out as applicable will be recovered in full, in case of your separation within 2 years from Date of Joining.

Sai Life Sciences Limited

DN: U241D701990PLC000010; Office: E-14-07 G 02, 4th Floor, SLN Terraces,
Survey No. 121, Gachibowli Miyapur Rd., Gachibowli, Hyderabad 500032, Telangana, India.

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Principal
AISSMS College of Pharmacy
Pune-1

- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- Any tax liability arising out of your compensation should be borne by you and it will be as per Income Tax Rules.
- If you accept this Offer of Employment and comply with the above conditions to our satisfaction, the Terms and Conditions of your employment shall be provided to you on your joining the Company.

You are hereby requested to confirm the date of joining within 7 working days from the date of along with the resignation acceptance from your current employer, after the completion of pre medical check-up.

This Offer is valid till 04 April 2022. If you are unable to join on or before the specified date, it shall be automatically withdrawn, and further extension of the joining dates are subjected to the respective HR / HOD/ Organization need- company reserves the right to extend or cease

Please feel free to contact **Thulasi Gudavalli** on 7995111763 or mail to thulasi.g@sailife.com for any further clarifications.

2/5

Syngene

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

Ref: S/HR/LET-OFR/41661/137681
Date: 11 February 2022

Dear Nagasawjanya Dongari,

Congratulations and thank you for your interest in Syngene International!

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

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

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

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

The appointment is effective from the date of your joining and we request you to join on or before 02 March 2022.

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


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

Best Regards,
for Syngene International Ltd.



Sanjeev Sukumaran
Chief Human Resource Officer



TRUE COPY

Principal
AISSMS College of Pharmacy
Pune-1



9:07 PM



Ghosh, Moumita 1:05 pm

to me, Singh



Dear Candidate,

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 Trainee Clin Data Coordinator. - G110. 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 24 hours.**

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.

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**Principal
AISSMS College of Pharmacy
Pune-1**



Ref No: 16938547

09-Jul-2021

Shruti Suryawanshi,

Master of Sciences of Pharmacy,
AISSMS College of Pharmacy,

Dear Shruti,

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 **Annexure A**.

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

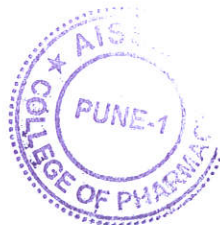
Yours sincerely,
For **Cognizant Technology Solutions India Private Ltd.**




Suresh Bethavandu
Global Head - Talent Acquisition

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

Signature:



Date:

TRUE COPY

Principal
AISSMS College of Pharmacy
Pune-1

Ref No: 19498829
06-Jan-2022



Anirudha Chaskar

Dear Anirudha,

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 **21-Jan-2022**.

Please note:

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

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

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

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



Shibu Balakrishnan
Sr. Director-Talent Acquisition

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

Signature:

Date:



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Principal
AISSMS College of Pharmacy
Pune-1

Mr..Anup Sudhir Deshmukh

26-Oct-21

LETTER OF OFFER

Dear Anup Sudhir,

With reference to your application and subsequent interview with us, we are pleased to offer you a Fixed Term Assignment as " **Junior Regulatory Affairs Specialist**". The Fixed Term Assignment will be for a period of 6 months, commencing from **01-Nov-21** . The assignment is to be carried out by you for our client, **Covance India Pharmaceutical Services Pvt. Ltd.**, the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

1. The employment will be effective from 01-Nov-21. During the term of employment your CTC will be Rs 29602.00 (Twenty Nine Thousand Six Hundred and Two Only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you are expected to abide by the rules and regulations which will be conveyed to you by your supervisor.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your employment is subject to your clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 1 day in a month during the entire contract period
9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written

Corporate Office
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Principal
AISSMS College of Pharmacy
Pune-1

notice or salary in lieu of notice. In addition, in case of breach of any terms and conditions of this Agreement, Wissen can terminate this Agreement forthwith.

10. During the period of such deputation to client through this fixed term employment with Wissen Infotech Pvt Ltd, at no point in time will you be considered as an employee of our client.

S No	Particulars	Monthly Amount (in ₹)
1	Basic	12,500.00
2	HRA	5,000.00
3	Conveyance	1,600.00
4	Bonus	1,041.00
5	Allowance	6,460.00
	Gross Pay	26,601.00
6	Company PF	1,800.00
7	Gratuity	601.00
8	Health & Life Insurance	600.00
	CTC	29,602.00

If these terms and conditions are acceptable to you, please do signify your acceptance by signing the duplicate copy of this contract and return the same to us.

We trust we will mutually build a meaningful career for you.

Best wishes sincerely
For Wissen Infotech Pvt Ltd

Bhanumathi's

Bhanumathi Santhosh
Manager - HR

The above terms of employment are agreeable to me.

Full Name: *Anup Sudhie Deshmukh*

AS kh.
Signature:

Date: *27/10/2021*

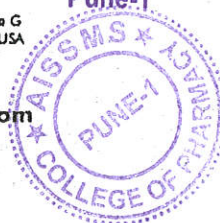
TRUE COPY
[Signature]
Principal
AISSMS College of Pharmacy

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AISSMS

COLLEGE OF PHARMACY

IMPARTING EXCELLENCE IN EDUCATION & RESEARCH

Approved by AICTE & PCI New Delhi, Recognized by the Government of Maharashtra,
2F,12B recognition by UGC, Affiliated to Savitribai Phule Pune University
Accredited by NAAC with A Grade



Ref. No. COP /PN/ 2023-2024/ 33 (3)

Date: 7 6 JUN 2023

ORDER OF APPOINTMENT

To,

Mr. Gautam Sanjay Gundecha
81, Arihant Niwas Ambika Medical,
At . Po. Kangoni,
Tal-Newasa, Dist-Ahmednagar-414607

Subject: Order of appointment to the post of Assistant Professor on Ad-hoc basis.

I am pleased to inform you that the Management has appointed you as a Full Time 'Assistant Professor' in Pharmacology Department All India Shri Shivaji Memorial Society's, College of Pharmacy, Kennedy Road, Near R.T.O., Pune - 411001, purely temporary on Ad-basis on the consolidated salary of Rs. 32,000/- per month for the period from 15th June, 2023 to till the end of academic year 2023-2024.

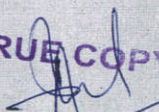
You are required to communicate your acceptance on or before 21st June, 2023 failing which it will be presumed that you are not interested in the offer and this appointment will be treated as cancelled. No further communication will be entertained in this regard after the due date.

The above contract is subject to the following terms and conditions:

1. Your services will be governed by the Maharashtra Universities Act, 1994, Statutes, Code of conduct, Ordinances and rules and regulations laid down by the Savitribai Phule Pune University, State Government, AISSM Society and College and your undertaking from time to time without prejudice to each other.
2. You are appointed is purely on temporary basis for the period from 15th June, 2023 to till the end of academic year 2023-2024 or till the staff member selected by Selection Committee constituted by Society join their duties.
3. You are not entitled for vacation as of right or any leave than casual leave. After the expiry of the above period, your services shall remain automatically terminated without any notice and you shall have no claim whatsoever on the said post.
4. The examination work assigned by the College / Savitribai Phule Pune University from time to time is obligatory on your part. You shall not avoid said work on any count whatsoever.
5. You shall submit the originals as well as certified true copies of relevant testimonials such as birth certificate, mark sheets, experience certificate, degree certificate, discharge / relieving certificate, last pay certificate, caste certificate, caste validity certificate, change of name certificate (if any), etc., before joining your services.

Continue...2/-



TRUE COPY

Principal
AISSMS College of Pharmacy
Pune-1

JOINING REPORT

To,

The Principal,

R. S. M. N N Sattha College of Pharmacy

Anand Dham Road, Ahmednagar, Dist - Ahmednagar.

Subject: - Joining Report

Respected Sir,

With reference to the Appointment Order no.-----dated
----- received form Rashtriya Shikshan Mandal Ahmednagar Dist-Ahmednagar.
I am joining my regular college duty as a - Lecturer ---at R. S. M. N N Sattha College of
Pharmacy, Anand Dham Road, Ahmednagar Dist-Ahmednagar before office hours on ---
-03 April 2023 .

Date: 3/4/23

Place: Ahmednagar

Yours faithfully

(Miss. Salve Snehal Raosaheb)

This is to certify that - Miss. Salve Snehal Raosaheb - joined duty as a --03 April
2023-- R. S. M. N N Sattha College of Pharmacy, Anand Dham Road, Ahmednagar Dist-
Ahmednagar before office hours on -03 April 2023.

Date: 3/4/23

Place: Ahmednagar



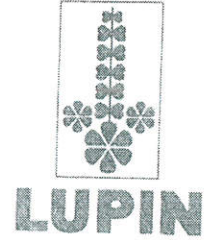
Principal
PRINCIPAL
Rashtriya Shikshan Mandal
N. N. Sattha College of Pharmacy
Ahmednagar



TRUE COPY

Principal
AISSMS College of Pharmacy
Pune-1

LUPIN LIMITED (RESEARCH PARK)
46A/47A, Village Nande, Taluka Mulshi,
Pune 412 115
Tel : +91-20-66749100



PROVISIONAL OFFER LETTER

Date: 13.09.2021

Mrunmayi Pokharkar

**A-3/202, 10 Elite,,
Pimple gurav, Pune-61**

Dear Mrunmayi,

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

This is with reference to our discussion we are pleased to offer you the position of **Trainee Executive (TRE)** in **Pharma Analytical department** in our organization on CTC of **Rs 364,712** per annum which is inclusive of retrials.

You need to join on or before **01.10.2021** at **Lupin Research Park, Pune** or else our offer would stand cancelled.

This offer is valid subject to your successful completion of your terminal examinations in the first attempt with aggregate 60% or above. A detailed offer/appointment letter will be issued to you at the time of joining, subject to the satisfactory completion of all regulatory / reference checks / submission & accuracy of the testimonials / medical & health checkup etc.

Pls. ensure that you carry the following documents mentioned in the checklist when you come for joining formalities.

Yours truly,
For Lupin Limited

Mayur Burad
Manager – Human Resources

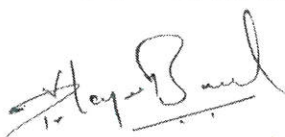


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Principal
AISSMS College of Pharmacy
Pune-1

COMPENSATION STRUCTURE			
	Name	Mrunmayi Pokharkar	
	Department	Pharma Analytical	
	Grade	TRE	
	Designation	Trainee Executive	
		PM	PA
A.	Basic	16,814	201,768
	HRA	8,445	101,340
	Total [A]	25,259	303,108
B.	Provident Fund (12%)	2,018	24,212
	Gratuity (4.81%)	809	9,705
	Total Retirals [B]		33,917
C.	Fixed Cost To Company [A+B]		337,025
D.	Bonus / Exgratia		27,687
	Total Cost To Company [C+D]		364,712


- In-addition to the above, you will be covered under the following Schemes as per Company Policy:
 - Mediclaim Policy : This Policy covers self, parents, spouse and two children, subject to a limit of Rs.125000/- as defined by the policy
 - Group Accident Insurance Policy : The Insurance coverage for this grade is Rs.1000000/- as per Company Policy
 - Group Term Life Insurance Scheme : The Insurance coverage for this grade is Rs.800000/- as per Company Policy
- All payments are subject to the provisions of Income Tax Act.



Mayur Burad
 Manager - HR



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 Principal
 AISSMS College of Pharmacy
 Pune-1

to me, Deshmukh ^

From Naik, Geeta /IN · Geeta.Naik@sanofi.com
To Vikas Khatik · vikasr.khatik@gmail.com
Cc Deshmukh, Srikar /IN ·
Srikar.Deshmukh@sanofi.com
Date 24 Jun 2022, 9:26 am
Standard encryption (TLS).
See security details


Dear Vikas,

Your date of joining will be 01/07/22. You need to report to work at 07:30 am.

Following documents required for joining:

1. Resume
2. Copy of Aadhar card (02 nos.)
3. Copy of PAN card (02 nos.)
4. 4 passport size photo
5. Educational qualification
6. Covid vaccination certificate



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