



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 AY 2019-20

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.	Hole Kunal	B. Pharm	Myhealth life sciences, Bibvewadi, Pune-411037 Contact: Suhas Wawale 9822429789	2.24 (Lacs/annum)
2.	Vinay Rathod	B. Pharm	Alembic Pharmaceuticals limited, Vadodara-390003 Contact: Chitra Shetty (0266)2280550	2.5 (Lacs/annum)
3.	Manjushree Athavale	M. Pharm	Emcure Pharmaceuticals limited, Hinjewadi, Pune. Contact: 02039821300	1.68 (Lacs/annum)
4.	Tejas Athavale	M. Pharm	Harman Finocem Ltd, Aurangabad-431007 Contact: (240)2622001	1.8 (Lacs/annum)
5.	Sanket Basate	M. Pharm	Ascentrik Research Pvt Ltd, Pune. Contact: +9102241280700	2.7 (Lacs/annum)
6.	Gangwal Tejal	M. Pharm	PharmaleafIndia Private Limited Mr. Mohammed Zakr Khaleeli	3.2 (Lacs/annum)
7.	Kharade Rohit	M. Pharm	Intas Pharmaceuticals Ltd, Matoda. Contact:	2.6 (Lacs/annum)
8.	Ranjit Padakanti	M. Pharm	Crux Management Services Pvt. Ltd, Hyderabad. Contact: 04026400338	1 (Lacs/annum)
9.	Shradhha Chaudhari	M. Pharm	Cognizant Technology Solutions India Pvt. Ltd., Pune. Contact: Suresh Bathavandu	2 (Lacs/annum)
10.	Jyoti Galande	M. Pharm	Ascentrik Research Pvt Ltd, Pune. Contact: +9102241280700	2.8 (Lacs/annum)
11.	Shubhada Jagdale	M. Pharm	Ascentrik Research Pvt Ltd, Pune. Contact: +9102241280700	2.8 (Lacs/annum)
12.	Kajal Kabra	M. Pharm	Wissen Infotech Pvt. Ltd., Hyderabad Contact: +914068237000	3.5 (Lacs/annum)
13.	Mohini More	M. Pharm	MDIndia Health Insurance TPA Pvt. Ltd., Pune. Contact: 18002097777 Email: customercare@mdindia.com	2.8 (Lacs/annum)
14.	Patil Pushparaj	M. Pharm	Eisen Pharmaceuticals Pvt Ltd. Pune. Contact: +912025431174 Email: info@eisenpharma.com	1.9 (Lacs/annum)
15.	Pawar Nivedita	M. Pharm	Ascentrik Research Pvt Ltd, Pune. Contact: +9102241280700	2.8 (Lacs/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)
16.	Sheth Sayali	M. Pharm	Cognizant Technolgy Solutions India Pvt. Ltd., Pune. Contact: Suresh Bathavandu	2 (Lacs/annum)
17.	Sumit Soundale	M. Pharm	Agio Pharmaceuticals Ltd. Pune Contact: +9102040730000	2.5 (Lacs/annum)
18.	Ithape Aniket	M. Pharm	Agio Pharmaceuticals Ltd. Pune Contact: +9102040730000	2.5 (Lacs/annum)
19.	Khandare Shweta	M. Pharm	Emcure Pharmaceuticals limited, Bhosari, Pune. Contact: +912027120084	3.1 (Lacs/annum)
20.	Shelke Priyanka	M. Pharm	Agio Pharmaceuticals Ltd. Pune Contact: +9102040730000	2.5 (Lacs/annum)
21.	Muskan Singh	M. Pharm	Sanjay Ghodawat University, Kolhapur. Contact: 0230-2463700 Email: registerar@sanjayghodawatuniversity.ac.in	2.5 (Lacs/annum)
22.	Naresh Choudhary	M. Pharm	Pharmaleaf India Private Limited Mr. Mohammed Zakr Khaleeli	3.2 (Lacs/annum)
23.	Shubhangi Deshpande	M. Pharm	Sai Lifesciences Ltd., Hyderabad. Contact: +914033156000	2.8(Lacs/annum)
24.	Rutuja Vibhute	M. Pharm	Gurukrupa Sevabhavi Sanstha, Majalgaon, Beed.	2.5 (Lacs/annum)
25.	Deepali Hanamgar		AbhinavEducation Society, Dhankawadi Pune 020-24378020	2.5 (Lacs/annum)
26.	Kedar Gangadhar	M.Pharm	Labcorp Pune	6.5
27.	Shubham Lavhe	M.Pharm	Qualigens Pharma Private Limited	2.8 lac/annum
28.	Snehal Dalvi	M.Pharm	Tech Mahindra Ltd. Pune.	9 lac/annum
29.	Abhijeet Valvi	M.Pharm	AISSMS's College of Pharmacy, Pune. Contact: 020 2605 8208	3 lac/annum

Dr. Ashwini R Madgulkar

Principal
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MYHEALTH LIFESCIENCES

Enriching healthy lives of common people

05th November 2020

Mr Kunal Hole,
Hole nagar
Wanavadi , Pune - 411 040

Dear Mr. Kunal ,

Subject: Letter of offer

With reference to the interview you had with us.
We are pleased to offer you the position of " Medical Representative" based at Pune Head
Quarter.

Training : One Month	: Stipend + D.A.+ TA.
Probation : Two Months	: Stipend + D.A. + TA. + Incentive
After Confirmation Package	: Rs.2.24 Lakhs + Incentive

A formal letter of appointment together with detail salary structure , terms , and conditions of
employment will be issued to you on your joining .You will join duty on or before 05.11.2020.


With warm regards,

Your's faithfully ,
For Myhealth Lifesciences.

Suhas Wawale
Marketing Co-ordinator

CC : Sales Admn. / HR




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Office Address : 6, Prithvi Residency, Near Konark Garden, Bibvewadi, Pune : 411 037
H O Contact : +91 9822429789 ,+91 9767905099, +91 9767905099
E-mail : myhealth.lifesciences@yahoo.com , suhaswawale@yahoo.co.in
: suhaswawale@gmail.com

Vinay Rathod

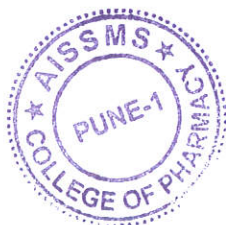
Shastri Nagar Near,
Bhagaya Nagar Waghi,
Nanded - 431602, Maharashtra
Mobile: 9158843523


Dear **Vinay Rathod**,

Reference our discussion, we are pleased to select you as an **Apprentice (Field)** in our **Corazon Division** based at **Pune - 2 HQ** on the following terms & conditions:

1. You will undertake field working for a period of 1 Year starting **17-Nov-20** to **16-Nov-21** as **Apprentice (Field)**.
2. You have to make your own arrangements for lodging, boarding, conveyance etc. in the HQ assigned to you.
3. You shall not claim your right as regular employee of the company, neither during the Training nor after completion of the Training.
4. Your stipend details are as per the attached Annexure –A.
5. These Terms are valid subject to clearance of your pre-employment medical check-up.
6. These Terms are valid subject to you passing the graduation examination. In case you fail to clear the examination, we reserve the right to withdraw These Terms.
7. Any instance of misconduct, breach of rules and regulation governing traineeship, neglect of your duties, insubordination, riotous behavior, insolence, absence without prior sanction, dishonesty, loss of confidence, embezzlement and accepting any commission or discount from any merchant or outsider or such behavior in contravention of traditional/ common for doing a traineeship or if you are tried and/ or convicted for any criminal offence, your traineeship are liable to be discharged and shall be dealt with appropriately.
8. In the event of your being indulging in any acts of omission or commission constituting misconduct, including unwelcome physical contact and advances and /or a demand or request for sexual favours and /or sexually colored remarks / jokes, and/or showing pornography and/ or any other physical, verbal or non-verbal conduct of sexual nature, which will tantamount to an act of moral turpitude, you shall be dealt with appropriately.

ALEMBIC PHARMACEUTICALS LIMITED
ALEMBIC ROAD, WAKODARA - 430 003 • TEL. (0236) 2181550 2250780 • FAX: (0236) 2252305
Website: www.alembicpharmaceuticals.com • E-mail: alembic@alembic.com
CIN: L2-230620 CPL1997 MS




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9. On completion of the traineeship as specified above, the training period shall automatically end and the company will have no obligation to offer you any employment or compensation thereof.
10. During the training period, if your performance is any way found unsatisfactory, your training period will be discontinued on any day without giving any notice and without assigning any reason or compensation whatsoever. The Division will review at the end of every month your training progress and for that purpose may give some trade tests, if it is so desired. You must show satisfactory periodical progress during the training period.
11. Your place of posting and territory will be determined at the management's discretion and informed to you. Your territory is liable to be transferred to any place and at any time in India without any extra remuneration. Also, you are liable to be transferred to any Department, Division and Headquarter without any extra remuneration.
12. If at any time during your training period, you are found dishonest, disobedient, intemperate, irregular in attendance or at work or commit a breach of the terms and conditions of your internship, the Division shall notwithstanding anything to the contrary that may be contained herein, be entitled to terminate your project forthwith without any notice whatsoever and may deduct without prejudice to any other rights and remedies which the Division may have against you from the emoluments, if any then due to you, the amount of any loss to the Division may have sustained has occurred, shall be final conclusive and binding upon you in all respect and shall not be questioned by you on any grounds whatsoever.
13. You shall not either during the continuance of your training or thereafter disclose, divulge, or make public or use any information / knowledge which you may acquire in the course of your project in any way about any of the affairs or secrets of the Division, Company or any processes, accounts, transactions and dealings of the Division, Company to any person, firm or Division, Company to the prejudice of organization.

If you have any questions, please feel free to contact Mr. Sumit Haryana (Human Resources) on sumit.haryana@alembic.co.in

We wish you good luck for the assignment!

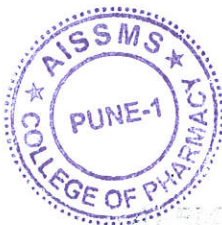
For Alembic Pharmaceuticals Limited


Chitra Shetty
Deputy General Manager– Human Resources

Signature

(Acknowledgement, Agreed & Accepted)

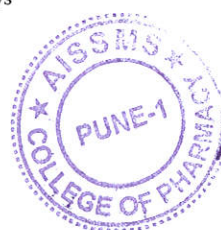

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CN0720145878

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : EMCURE PHARMACEUTICALS LIMITED (E06202700264)
with Telephone no. & E-mail address : Plot I & II, I.T.B.T. Park- Phase II, M.I.D.C.,
PunePune, Maharashtra
: 020-39821300
: N/A
2. (a) Name of Apprentice (Block Letters) : MANJUSHREE TEJAS ATHAVALE (A072062251)
(b) Father's/Mother's /Spouse's Name : TEJAS
3. Address of apprentice : SADASHIV PETH, KUMTHEKAR ROAD, PUNE CITY
MAHARASHTRA-411030, SADASHIV PETH, Pune, Maharashtra
4. Gender : Female
5. Date of Birth : 25-10-1996
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : Yes
(b) Name of the Category : Sc
7. Educational Qualification (Highest) : Post Graduate - M.Sc
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Research Associate-Product Development/Synthesis/Medicinal Chemistry
9. (a) Whether Basic Training is to be provided as part of Apprenticeship : No
(b) If Basic Training is exempt - reason for exemption
(i) Name of the Course : Post Graduate
(ii) Duration of Training/Course : N/A
(iii) Name of the Institute : SAVITRIBAI PHULE PUNE UNIVERSITY
(iv) Name of the Sector Skill Council (if applicable) : N/A
10. Apprenticeship Training duration (Total) : 1152 Hours
(a) Duration of Basic Training : N/A
Period of Basic Training : N/A
(b) Duration of On-the-Job Training : 1152 Hours
Period of On-the-Job Training : From 24-07-2020 to 23-01-2021
11. Apprenticeship Training Location : Hinjawadi, Pune
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-Job Training is to be provided : EMCURE PHARMACEUTICALS LIMITED
Hinjawadi, Pune
Pune
Maharashtra
12. (a) Date of execution of contract : 29-07-2020
(b) Age of Apprentice on the date of execution of contract : 23 years, 9 months and 4 days
13. Is the establishment opting for benefits under NAPS*? : Yes
*If yes, Annexure 2 to this contract will also be applicable.
14. Monthly stipend amount
(a) During 1st year of training : 13000
(b) During 2nd year of training : 14300




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FOR OFFICE USE ONLY

Contract Registration No. : CN0720145878
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

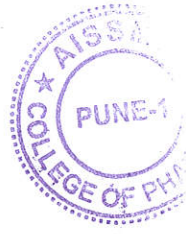
Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

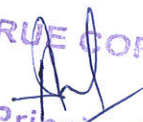


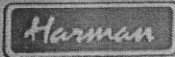
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Annexure -2 | Covenants and conditions specific to NAPS scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://apprenticeshipindia.org>) and maybe updated from time to time.



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Harman Finocem Ltd.

FACTORY : PLOT NO. A-100, A-100/1, A-100/2 & D-1, MIDC INDL. AREA, SHENDRA, AURANGABAD - 431 007.
PH.: + 91 (240) 2622001 / 6605500/ 6605580 • TELEFAX+ 91 (240) 2622002 • E-mail: info@harmanfinocem.com

HFC/HR/Appt/2020-21

Date: 05th September 2020

Mr. Tejas Mahesh Athavale
Aurangabad.

Dear Tejas,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as "Trainee" in "R&D Formulation Department" on the following terms & conditions:-

- 1 You will be on training for a period of 1 year from your date of joining i.e. 02nd September 2020.
- 2 You will be paid compensation of Rs. 15,000/- CTC per month. You will be paid PF, ESI as per the statutory rules.
- 3 You shall not divulge or disclose in any manner any information and or knowledge that you may gather during the course of our training with us.
- 4 You will be required to furnish documentary proof of the facts mentioned in your application and non-compliance of such detection of any discrepancy.
- 5 You will abide by the rules and regulations of the Company now in force or amended/alterd/added to from time to time.
- 6 You will devote full time and energy for successful completion of training and you will make use of all the training facilities provided to you.
- 7 You will abide by the working hours, shifts and rules and regulations as applicable to you and to your place of training.
- 8 During the period of training the company may terminate your training without any notice or compensation thereof, if your performance is unacceptable or it has sufficient reasons to believe that you do not have interest in your training.
- 9 The company gives this training to you with clear understanding that, this is an opportunity being provided to you for getting industrial exposure and this doesn't in any way amount to provide employment. Your training shall automatically stand terminated on completion of the training period.



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OFFER LETTER

Date: 24-October-2020

Dear Sanket Basate,

Re: Offer of Employment

Dear Sanket,

Welcome to Ascentrik Research Pvt Ltd

This has reference to your application and the subsequent interview you had with us on 23rd October'20.

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

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

1. Position:

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

2. Compensation:

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

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

Mumbai:
A-106/107, Rupa Solitaire, Millenium
Business Park, Mahape, Navi Mumbai-
400 710, Maharashtra, India

Phone: +91-022-41280700
<http://www.ascentrik.com>
info@ascentrik.com

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



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7. Reference Check:

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

8. Other terms & conditions:

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

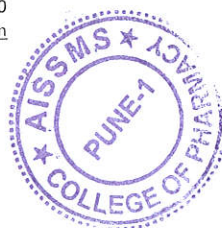
By accepting this offer, you agree to abide by all Ascentrik policies and procedures as well as the terms and conditions as mentioned in this offer letter. We welcome you to Ascentrik and request your acceptance of these employment terms by signing and dating the offer letter and enclosed Employment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


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

Mumbai:
A-106/107, Rupa Solitaire, Millenium
Business Park, Mahape, Navi Mumbai-
400 710, Maharashtra, India

Phone: +91-022-41280700
<http://www.ascentrik.com>
info@ascentrik.com

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




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Annexure – I

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



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Mumbai:
A-106/107, Rupa Solitaire, Millenium
Business Park, Mahape, Navi Mumbai-
400 710, Maharashtra, India

Phone: +91-022-41280700
<http://www.ascentrik.com>
info@ascentrik.com

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

Date: 27/11/2020
 PLIPL/HR-PR/COVANCE-APL/032/20-21

CONFIDENTIAL


Tejal Gangwal
 Arihant, Hanuman sharan,
 maldad road,
 sangamner

Dear Tejal Gangwal,

This has reference to your application and subsequent interview with us. We are pleased to offer you a Fixed Term Assignment as "Safety Science Analyst". The Fixed Term Assignment will be for a period of 6 months, commencing from 30/11/2020. 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 30/11/2020. During the term of employment, you will be paid a compensation of **Rs 27,381 CTC (Rupees twenty-seven thousand three hundred eighty-one) per month**. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you will be expected to abide by the rules and regulations which will be conveyed to you by your supervisor at the client organization.
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 you clearing the background verification process at Pharmaleaf India Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client company'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. At the end of your assignment you may be assigned to another company. In such an event, you will be required to execute a separate agreement with the company and will be governed by the terms and conditions applicable to that company.

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IPL /Offer Letter/ IMT /1138

02 September 2021

Rohit Shivaji Kharade

Malthan

Near Malthan railway station

Pune - 413801, Maharashtra

Subject: Offer Letter

Dear Rohit Kharade,

1. With reference to your application and subsequent interviews you had with us, we are pleased to offer you a position of TRAINEE OFFICER - QUALITY ASSURANCE & Grade - T6-TR-MPH/ME,BPH+MBA.
2. You will be joining QUALITY ASSURANCE at Intas Pharmaceuticals Limited, Matoda on or before 06 September 2021 failing which the offer herein shall stand withdrawn at the sole discretion of the Company.
3. The compensation payable to you on joining, as mutually discussed and agreed by you is mentioned in the annexure attached to this letter and marked as 'Annexure-I', which is also subject to satisfaction of all the terms and conditions mentioned herein.
4. In token of your acceptance of this offer, you are requested to sign the duplicate copy of this offer letter and return the same to us or confirm your acceptance vide email within 24 working hours. You are also required to send us a copy of resignation acceptance by your current organization within 7 working days from date of acceptance.



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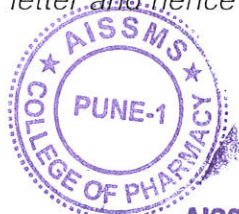
5. On your reporting at work, you will be further briefed about your induction details by your manager. A detailed letter of appointment shall be given upon joining subject to submission of all the required document and their verification which shall govern the said terms and conditions of your employment.
6. Kindly note that your appointment is subject to your medical check-up by an authorized doctor as informed to you by the concerned HR. This offer and your continuance in the employment are subject to you being found medically, physically and mentally fit, that are required to discharge your functional responsibilities, by the authorized medical officer of the Company.
7. You agree and unconditionally accept that as part of the standard employment process of the company your antecedents and experiences from the referees, previous employers and/ or others will be checked as and when it may deem fit by the company either directly or through third party agencies and you shall be required to comply with the Background verification process of the company. Upon you accepting this offer, you will be contacted by a representative from the Background Verification Agency. You undertake to submit the relevant documents for such background verification; failing which, the company shall be constrained to not further process your appointment and this offer will automatically stands as withdrawn.
8. You agree and undertake to complete the exit formalities or any other responsibilities with your current / previous employer and ensure that the full and final settlement or any other procedure on exit as may be applicable is cleared at the earliest especially before you're joining with the Company.
9. The company shall reimburse relocation charges / notice pay to you, which is mutually agreed / as per company policy, during the interview process, subject to submission of relevant supporting documents and the same shall be claimed within 3 (three) months from the date of formal joining. In case you leave the services of the organization within a period of two years, the company shall recover the same from the amounts payable to you.
10. At the time of joining, we expect you to bring the documents mentioned in the Annexure-II.


We welcome you to Intas family and wish you a happy and rewarding career with us.

With Warm Regards,

Human Resources
Intas Pharmaceuticals Ltd

This is a System generated offer letter and hence does not require any signature



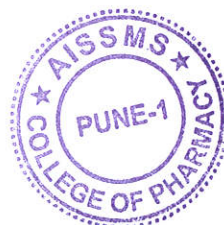
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Annexure – I (Offered Compensation breakup)

Particulars	Designation
Basic	₹7,583.00
HRA (40% of Basic)	₹3,033.00
Addl. Allowance	₹8,441.00
LTA	₹0.00
Education	₹0.00
Hostel	₹0.00
Conveyance	₹0.00
Mobile Allowance	₹0.00
Sodexo Meal Voucher	[[JOB_OFFER_DETAIL_CUSTOM11]]
Bonus	₹1,700.00
Total P.M.	₹20,757.00
Retiral Benefits	
P.F. (12% of Basic)	₹910.00
Gratuity (4.81% of Basic)*	₹0.00
Gross Salary p.m.	₹21,667.00
Gross Salary p.a.	₹260,000.00

*Gratuity will be payable as per Gratuity Act, 1972.

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OTHER BENEFITS

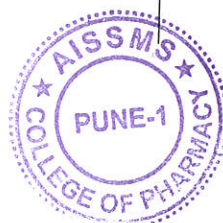
i. Group Medi-claim and Group Personal Accident Policy

Sr No	Designation/ Grade	Medi-claim Coverage	Personal Accident Coverage
1	Up to Senior Officer Grade	₹ 1,50,000	₹ 1,50,000
2	Management Trainee till Senior Manager Grade	₹ 2,00,000	₹ 2,50,000
3	AGM & DGM Grade	₹ 2,50,000	₹ 5,00,000
4	GM till AVP Grade	₹ 3,50,000	
5	VP & Sr. VP Grade	₹ 4,50,000	
6	EVP & President Grade	₹ 4,50,000	

ii. Group Term Life Insurance Policy

Sr No	Designation/ Grade	Group Term Life Insurance Coverage
1	Fixed Term Employee till Technician Grade	₹ 12,00,000
2	Trainee Assistant till Senior Officer Grade	₹ 15,00,000
3	Management Trainee till Sr. Executive Grade	₹ 30,00,000
4	Assistant Manager till Marketing Manager Grade	₹ 50,00,000
5	A.G.M till A.V.P Grade	₹ 75,00,000
6	VP till President Grade	₹ 1,00,00,000

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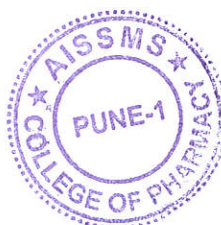
- iii. If you are part of the Marketing team, you shall be entitled for sales incentive as per company policy

Annexure – II (Documents required on joining day)

This is in reference to our offer letter, you are requested to carry in original as well as photocopies of below mentioned documents (as applicable to you).

Sr. No	Description	Documents
1	Educational certificates	All Mark sheets and Degree certificates (X, XII, Graduation, Post-Graduation)
2	Professional Qualification (If applicable)	Any relevant Mark sheets, and Certification.
3	Proof of Birth	Birth certificate or School Leaving certificate.
4	Compensation details of Last employer*	Last 3 months Salary slips or Appointment letter or Increment letter
5	Reliving details of last employer*	1. Resignation acceptance copy 2. Reliving letter 3. Experience certificate
7	National Identity Proof	1. Pan Card 2. Aadhar Card.
8	Latest Photograph	5 passport size photos.
9	Residential address proof (permanent as well as present)	Passport or Voter ID or Electricity bill or Telephone bill or Rent Agreement (Any one)

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10	Photo Identity	Valid License or Valid Passport (Any one)
11	Employee Group Term Life Insurance Nomination details	One copy each of Nominee : 1. Aadhar Card 2. PAN Card 3. Blank Cheque or Passbook copy

* Not applicable in case of Fresher Candidate.

This is a System generated offer letter and hence does not require any signature



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CRUX

Date: 13.08.2021

P. Ranjeet Prabhakar


Flat No. 804, Lake View, 'A' Building, Bhivandi (D), Maharashtra, 421305
7620630639
Email Id ranjeethpadakanti@gmail.com

Dear P. Ranjeet Prabhakar

With reference to your application and subsequent interview with us, we have pleasure in offering you an appointment on the following terms and conditions with effect from 23.08.2021

1. **Designation & Place of work** - You will be designated as " Jr. Officer" " TT" and assigned to work on Project with our client Hetero Labs Limited Jeedimetla, Unit - III
2. **Basic Salary** - You will be paid a basic salary of Rs 7500 /- per month
3. **House Rent Allowance** - You will be paid HRA of Rs. 3000 /- per month
4. **Conveyance Reimbursement** - You will be reimbursed an amount of Rs. 3000 /- per month
5. **Other Allowance** - You will be entitled to an amount of Rs. 1500 /- per month other Allowance
6. You are eligible for **Provident Fund & ESIC** in accordance with the existing statutes and the rules and regulations of the Company.
7. The rules and regulations of the client organization will govern you and you shall abide by it.
8. The firm reserves the right to terminate your services on giving you a notice of Three month or payment in lieu thereof. Similarly, you shall be at liberty to resign from services after giving three-months notice or salary in lieu thereof.

CRUX MANAGEMENT SERVICES (P) LTD.


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Ref No: 14542477

24-Jun-2020

Shraddha Chaudhari



Dear Shraddha,

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

Your Annual Total Compensation will be Rs.205,002. The other details about your compensation is presented in Annexure A. We would like to inform you that Cognizant has considered 0 months of your experience as relevant, which would be updated in our records.

Your appointment will be governed by the terms and conditions of employment presented in 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 Manager.

We request you to join us on or before 29-Jun-2020.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note:

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

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

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Suresh Bathavandu

Global Head-Talent Acquisition

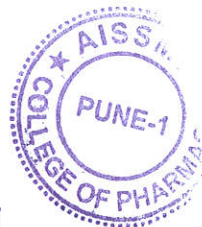
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

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ascentrik
RESEARCH

Date: 03 October 2020

To,

Ms. Jyoti Galande,
Pune

Dear Jyoti,

Appointment Letter for Employment

With reference to your interview with us and the subsequent offer dated: 29th September'20, we have pleasure in appointing you as Clinical Research Associate with "Ascentrik Research Pvt. Ltd." (hereinafter referred to as Ascentrik), inter-alia on the following broad terms and conditions stated herein below, should you accept the employment. This appointment is in contingent on you providing Ascentrik, in a timely manner, with appropriate documents, such as relieving letter, identity proof etc. within 1 (one) week of joining:

1. **Date of Joining:**

The employment will commence from 03rd October'20. You will be designated as Clinical Research Associate, Level 1.


2. **Remuneration:**

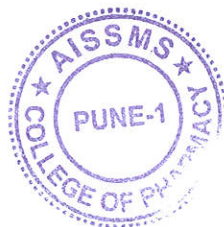
Your Cost to the Company (CTC) will be **INR 23,465/- (Rupees Twenty-Three Thousand Four Hundred & Sixty-five)** on monthly basis (**INR 2,81,580 per annum**). The details of your salary break up and benefits are as described in detail in the Annexure A enclosed herein. Your compensation will be subject to applicable tax deductions and Central and State level levies as may be mandated under the Indian law at the time of such payment. Future adjustments in compensation, if any, will be made by Company in its sole and absolute discretion based on performance review. There is no contractual entitlement to any increase to compensation on such review.

Your salary will be paid to you on monthly basis on or before 7th day of the month immediately following the month for which it is due.

You shall get all expenses required to be incurred in relation to carrying out his / her duties pre-approved by the Company and shall be reimbursed on producing the details of expenses including original vouchers/ bills Evidencing incurring of expenses.

Any payment made to you by the Company shall be subject to tax deduction at source under the Income Tax Act, 1961.

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case may be, the Company may in its sole discretion confirm your services. You will be deemed to

be on probation until you receive the Letter of confirmation in writing from the Company and to that extent your probation would be deemed to be extended by the Company.

During the probationary period, the Company may terminate your employment by giving you fifteen (15) days' written notice, without assigning any reasons thereof. The Company may at its discretion relieve you from service early by paying you salary in lieu of any unexpired notice period.

5. **Reporting, Duties and Responsibilities:**

All the Employee activities in the course of employment shall be under the superintendence, supervision, direction and control of the Management. The Employee shall abide by various policies, guidelines, rules, regulations etc., relating to employees, terms of service, leave, etc., that may be laid down by the Company from time to time. The Employee shall agree and accept the duties assigned from time to time at the discretion of the management.

Your duties and responsibilities will be as assigned to you from time to time by the Company. The Company has the right to make any modifications to the scope / nature of duties to be performed by you and the same shall not be questioned, disputed or challenged by you under any circumstances.


You understand that you shall at all-times be subject to the superintendence, guidance and control of the Company or any entity in which you are sent on deputation at the discretion of the Company. You agree to devote whole of your time throughout the day and your attention in discharging the duties as may be assigned to you from time to time.

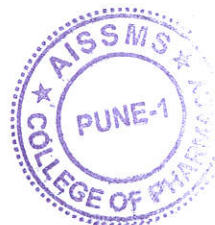
During the term of your employment, you shall devote yourself exclusively to the business and interests of the Company. You shall not take up employment with any other concern or engage in full time/part time business, profession or occupation whatsoever.

You shall not do any act (except where such act has been pre-approved and specifically authorized), which has or may have the effect of exposing Company to any third-party liability.

6. **Working Hours:**

Your office timing's will be from 10:00 AM to 07:00 PM, with a break of 1 hour, Monday through Saturday in the 1st, 3rd and 5th week of the Month and Monday through Friday in the

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You will be eligible to receive any payment which the Company is required to make to you under the applicable laws in accordance with Indian law during the course of your employment.

8. **Resignation:**

In case of resignation, you will be relieved from the services only after serving 60 days' notice or by paying 60 days of salary in lieu thereof.

9. **Termination of Employment:**

Upon confirmation, unless otherwise agreed in writing, your employment may be terminated by either you or the Company by giving 30 days' notice or upon giving 30 days' salary in lieu of notice. In addition, in the event, you are working on any assignment or assignments during the said notice period, such assignment or assignments must be completed to the satisfaction of the Company, before your services are released. Should you fail to make yourself available for work during any period of notice of termination (otherwise than with the Company's consent or at the Company's direction) you shall not be entitled to payment of any salary or any benefits in respect of such absence.

The Company reserves the right in its absolute discretion to require you to stay away from the Company premises and engagement in work for the Company during the notice period, or require you to carry out specific duties for the Company during the notice period.

During the period of employment, if your work is not found satisfactory or your attendance is not regular, the Company may at its sole discretion terminate the employment without notice, if in the opinion of the Company; the continuance of your employment is detrimental to the interest of the Company. Provided that, in the event of such termination as provided hereinabove, all benefits including salary / perquisites allowances shall stand forfeited immediately, and you will not receive any statutory benefits as applicable to you on the date of your termination. The Company will initiate appropriate Legal actions and will withhold the salary & the experience letter till matter is resolved via appropriate procedures.

If employee commits any breach of this agreement or is guilty of misconduct, dishonesty, absence without leave, disobedience of any lawful orders or instructions or any misconduct calculated to bring the company or its employees into disrepute (Inclusive of any act outside your duty hours and outside the premises of the establishment which has material bearing on the smooth and efficient functioning of the company), the employee's services will be terminated without notice or any payment in lieu of notice and in such case employee will have no claim on the company.

The Company is entitled to terminate your services for any reasonable cause, pursuant to conducting a disciplinary inquiry, without any notice period or payment in lieu of notice, if you are proved guilty of any of the following (including but not limited to):



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You will not either during the term of your services with the Company or in the period following the termination of your services, disclose to anyone any:

- (i) Confidential Information, that you may become party to or that may necessarily be disclosed to you in order for you to efficiently discharge your functions and duties.
- (ii) Possess and retain under your control, any soft and/or printed copy of the Confidential Information upon completion of the task/work/job for which such information was obtained and used by you for office purposes. You shall be under an obligation to return all such confidential information that may be in your possession upon the expiry of or earlier termination of this Agreement.
- (iii) All notes, memoranda, records and writing made by you during the tenure of your employment with the Company shall remain the property of the Company. You shall return/surrender the same in good conditions and order as and when demanded by the Company and/or upon your separation from the Company, as the case may be.

The confidentiality obligations herein shall be valid for a period of two (2) years from the date of termination, or until the Confidential Information is in the public domain, whichever is earlier.

All Intellectual Property (including but not limited to, copyrights, moral rights and related rights, all patents, rights in inventions, rights in designs, trademarks, trade and business names and all associated goodwill, rights in databases, topography rights, domain names, rights in information including trade secrets, copyright in computer programs, software programs including object code, source code, executable code, configuration files, documentation and media, applications software and diagnostics software, software packages, tools and methodologies) rights arising in the course of or as a consequence of work done by you during the tenure of your service with the Company shall belong to the Company.

You shall be required to sign a separate Non-Disclosure and Confidentiality as a condition of employment and shall be bound by the terms thereof.

11. Non- Solicitation / Non- Compete:

You agree and covenant that in consideration of the employment with the Company and the remuneration that you will receive during the employment, you will not do or indulge in any of the following, without the prior written consent of the Company:

During the term of your employment with the Company and for a period of at least one (1) year, thereafter, you will not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, executive, consultant or in any other capacity or manner whatsoever) which is similar to the business carried on by the Company nor engage in any activity that conflicts with the your obligations to the Company.

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this would be viewed as a serious breach of conduct. All compensation related discussion at the Company are expected to happen directly and only with the Management.

16. Pre-employment verification and Background Check:

You consent and authorize the Company, and its representative or agencies they might appoint to verify information with respect to your education, past employment, check criminal background & also carry out a drug /alcoholic test if required.


If it is discovered at any time before or after acceptance of the offer or employment with the Company, that the information is not correct, untrue or false in any material respect or if it is discovered that any material particulars or information has been deliberately suppressed, the offer of employment shall stand withdrawn or the employment shall be terminated. Falsification of personal records during service is a serious breach of contract and you are liable to immediate dismissal without compensation or notice.

17. Statutory and Other Regulations:

In addition to the above conditions, you will be governed by the statutory regulations as well as the rules and regulations of the Company presently in force, and as may be modified from time to time, including the policies stipulated in the Company's policies. In the event, you are found to be in breach of the rules and regulations of the Company, your services are liable to be terminated forthwith without notice or salary in lieu of notice or in accordance with the procedure for such termination as prescribed in the Company's employee manual, as existent at the point of time of such termination.

18. Other Matters:

- a) You are to devote your whole time, attention and ability to the affairs of the Company.
- b) You are to treat as strictly confidential the affairs of the Company and its customers of which you may be cognizant of.
- c) You are not to interest yourself in any business or do any trading on your own account.
- d) During the period of your employment & for one year after Termination of the employment, for whatever reason, you will ensure that all information which you may come across in the course of your employment is handled in a discreet and tactful manner. It is explicitly understood and deemed to be agreed by your signature on the duplicate copy of this letter that you shall not disclose to any outsider or insider not concerned with the material/ information / data that you are handling, any information whatsoever, that will have a detrimental effect on the outcome of the matter relating to the Company.
- e) You shall intimate to the Company any change in your residential address. Any communication made to you at your last known residential address shall be binding upon you.

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effect without any notice. The company won't be liable to give salary and experience letter in such instances and you will be tagged as absconding without Notice and clause No. 6.2 will be applicable further.

Upon termination of employment, you will immediately hand over, but in good condition, to the Company all correspondence, specifications, books, documents, data, records belonging to the Company or relating to its business and shall not retain or make copies of these items.


Upon termination of employment, you will also return all company property, viz. ID cards and access cards which may be in your possession. The Company reserves the right to deduct the money value of such property from the money payable to you or take such action as may be deemed proper, in the event of your failure to account for such property to the satisfaction of the Company. You will continue to be bound by the terms of the confidentiality clause.

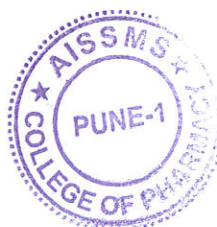
You will not be eligible to take avail any leaves during your notice period.

10. Confidentiality and Intellectual Property:

"Confidential Information" shall mean all and any non-public information, tangible or intangible, written or oral, whether direct or indirect, whether or not technical in nature, relating to the Company and / or its affiliates or associates, and / or any non-public information entrusted with the Company, and / or any non-public information entrusted with the Company by any third party, which may be furnished by the Company including their legal advisers, financial advisers, consultants, auditors, officers or agents, and which is reasonably understood to be confidential or proprietary to the Company and shall include without limitation. Any information that is designated by the Company as Confidential Information at the time of its disclosure. Confidential Information shall include commercial, business, financial, technical information and information concerning the services provided by and the business of the Company and its clients, vendors, programs, materials, documentation, prices, identity of existing or prospective customers, terms, conditions and prices of proposal or contract, existing or proposed, processing information, capacities and capabilities, designs, plans, and any other information relating to any work in process, future development, marketing plans, business plans, strategies, financial matters, personnel matters, present or future projects, sales, employees, investors or business operations, trade secrets, and know-how and the terms of this Letter.

Confidential Information shall not include any information that: (i) is/or subsequently becomes publicly available without your breach of any obligation of confidentiality owed to the Company; (ii) became known to you prior to disclosure of such information by the Company; (iii) became known to you from a source other than the Company, other than by breach of an obligation of confidentiality owed to the Company; or (iv) is independently developed by you without the use of any Confidential Information received from the Company.

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During and after the term of your employment with the Company, you will not solicit, endeavour to solicit, influence or attempt to influence any client, customer or other person directly or indirectly to direct her/his or its purchase of the Company's products and/or services to himself or any person, firm, corporation, institution or other entity in competition with the Company; and

During the term of your employment with the Company and for a period of at least one (1) year, thereafter, you will not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person or entity which is a competitor of the Company.

12. Outside Business Interests:

You are not permitted to undertake any other employment outside your normal working hours or to have any direct or indirect interest, whether as shareholder, agent, director or otherwise, either paid or unpaid, in a business or undertaking which directly or indirectly competes with the same or similar field of activity of the Company or the group without the prior written consent of the Company.

13. Use of Personal Data:

You acknowledge that during the course of your employment, the Company may require you to provide certain personal data. You acknowledge and accept that in order to process the data, it may be necessary to pass your personal data or sensitive personal data, as appropriate, to group companies, regulatory bodies, government agencies and other third parties as required by law or for administration purposes.


You acknowledge and accept that the Company may monitor electronic correspondence (including email, voice and text messages) which is received at work in order to ensure the integrity of its information technology or to prevent or detect criminal behaviour or behaviour which contravenes employment legislation or other the Company policies. You hereby agree to use all reasonable endeavours to keep the Company informed of any changes to your personal data or sensitive personal data and to comply with all relevant data protection legislation.

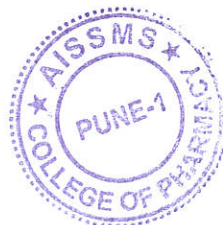
14. Retirement Age:

You shall retire upon completion of the age of 58 years.

15. Confidentiality of Compensation:

Your salary, allowances, benefits and rewards are strictly confidential. By accepting employment with the company, you undertake not to disclose these to anyone. Violation of

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- f) The date of birth submitted by you in the application shall be deemed as correct. The Management in the event of having any doubt, reserves its right to ascertain your age from any Registered Medical Practitioner of its choice. If during the period of your employment you are found to be suffering from any contagious or any incurable disease or suffering lunatic, or if the Medical Practitioner certifies that you are not fit to serve in the Company or perform duties assigned to you efficiently, your services will be terminated with immediate effect without notice/ salary in lieu of notice. In such a situation, you will not be entitled to any benefits.
- g) You are required to sign the Company's Non-Disclosure Agreement.
- h) Non- infringement of Intellectual Property Rights during the course of work:

The Company is very particular about not infringing the copyright of another person or entity in the process of work carried out by the employee.

The work being rendered by you for the Company may include may include activities relating to Computer Software and other fields and areas of information as may be deem fit, including but not limited to, use, reuse either commercially or otherwise as a whole or any part thereof in any form and or manner for the sale or commercialization of the same in electronic, print or any other media.

You agree and undertake that whilst doing your work, you will take all the necessary precaution and use due diligence and professional care to ascertain and confirm that you do not violate copyright of any third party or entity, in the course of employment with the Company, so as cause infringement of the copyright of any person or entity in any manner.

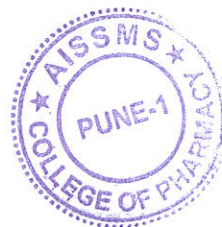
Though it is your primary responsibility to be aware of copyright matters concerning your work that is carried out by you, the Company may brief you about copyright laws in general and is willing to provide any information relating thereto as may be sought by you.


You expressly agree not to hold the Company responsible in the case of any Infringement of copyright laws, and that you take full responsibility for the same and agree to indemnify and keep indemnified the Company, the Management and officers at all times, against all claims, demands, rights, actions, proceedings of whatsoever kind of nature, made, taken or filed by any person for loss, damage, costs, charges, expenses and liabilities of any kind or nature whatsoever which may be suffered or sustained or incurred in respect of or in relation to the infringement in copyrights in the course of employment.

- i) The employee will also be governed by the terms and conditions of the company's Employee Manual in force and Employee Policies published in Employee Circulars from time to time.

19. Fitness:

- Your appointment is subject to your being found physically and mentally fit by the Company's Medical Adviser.




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Human Resources

I have read the above contents and accept the same.

Employee's Signature




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OFFER LETTER

Date: 04-September-2020

Dear Shubhada Jagdale,

Re: Offer of Employment

Dear Shubhada,

Welcome to Ascentrik Research Pvt Ltd

This has reference to your application and the subsequent interview you had with us on 25th August'20.

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

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

1. Position:

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

2. Compensation:

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

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

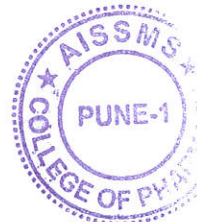
Mumbai:
A-106/107, Rupa Solitaire, Millenium
Business Park, Mahape, Navi Mumbai-
400 710, Maharashtra, India

Phone: +91-022-41280700
<http://www.ascentrik.com>
info@ascentrik.com

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

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7. Reference Check:

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

8. Other terms & conditions:

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


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

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

Mumbai:
A-106/107, Rupa Solitaire, Millenium
Business Park, Mahape, Navi Mumbai-
400 710, Maharashtra, India

Phone: +91-022-41280700
<http://www.ascentrik.com>
info@ascentrik.com

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

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Pune-1



Annexure – I

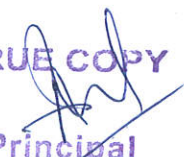
Fixed Pay	
Gross salary	21,767
Basic	13,060
HRA	6,530
LTA	1,088
Travel Reimbursement	1,088
Deductions	
Employee PF	1,567
PT	200
Total Deductions	1,767
Net pay	20,000
Add: Employer PF	1,698
Total CTC	23,465

Mumbai:
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Pune-1

Ms. Kajal Kabra

11-Dec-2020

**C-4, Shri Swami Society,
Sai Chowk, Pashan - Sus Road,
Pune - 411021**

Dear **Kajal**,

With reference to your application and subsequent interview with us, we are pleased to offer you a Fixed Term Assignment as "**Safety Science Analyst**". The Fixed Term Assignment will be for a period of 6 months, commencing from **21-Dec-2020**. 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 21st December 2020. During the term of employment your CTC will be **Rs 29,602** (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).

To,
Ms Mohini Shankar More
43/3a SOMNATH NAGAR, Wadgaon Sheri, Pune, Maharashtra -
411014

Code : 16549
Grade : M2

Department : Authorization
Location : Head Office

Appointment Letter

Dear Ms Mohini,

We are pleased to appoint you as a Sr. Executive, In Grade M2, In the Authorization Department of our Company with effect from 21st January, 2021 on the following terms and conditions:

1. **Appointment:**

- a) **Probation:** You will be on probation for a period of three (03) months from the date of your joining. During the probation period your services can be terminated without assigning any reason whatsoever, by giving to you one (01) days' notice or one (01) day's salary in lieu thereof. If you resign during the probation period, you will be required to give to the Company seven (07) days' notice in writing or seven (07) day's salary in lieu of it.
- b) **Confirmation:** After successful completion of your probation, you will be confirmed in the services of the Company provided that your work and conduct are found to be satisfactory. You will be informed in writing about your confirmation into the services of the Company. In case of unsatisfactory performance, your probation period is deemed to be automatically extended and you will remain on probationer status till such time as a written confirmation letter is issued to you by the Company. Confirmation cannot be deemed to have been granted in absence of a Confirmation Letter Issued by the Company to you in writing. In case of your continued nonperformance despite extension/s in your probation period, then, the Company reserves the right to terminate your services forthwith during the probation period or in any of its extension thereof, in line with the previous clause as above.
- c) **Termination:** During your tenure, and after confirmation, if the Company wishes to terminate your services with cause, if you are found guilty of non-performance, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or of any other conduct considered by us to be detrimental to our interests, or violation of one or more terms of this Appointment Letter, your employment may be terminated without providing you with any notice.
- d) If you intend to leave the employment of the company, you will have to give two (2) month's notice in writing in advance and/or two (2) month's gross salary in lieu thereof. The Company may refuse to accept notice pay and in those circumstances you will be required to serve for the full notice period. Similarly, if the Company wishes to terminate your services (without cause), the company will give you two (2) months' notice in writing in advance 'Or' two (2) month's gross salary in lieu thereof and terminate your services.
- e) In the event that you terminate your employment for any reason prior to completion of twelve months of service, you agree that would not be eligible to receive or be issued an Experience Certificate from the Company.
- f) **Single Occupation/Conflict of Interest:** You are hereby expressly accepting that you will not take part in any other activity with the insurance companies, our business competitors, professional practice /consultancies /advisories/ practitioner whichever is applicable to you in any way as a part time job during the period of employment of our organization without prior written permission / No Objection in writing from the competent authority of the management which will only be sanctioned/issued against a written application submitted by you and provided it is not inconsistent/ and /or against the business interests of the organization and does not create any conflict of interests or risks to the Companies (business) interests.

2. **Remuneration:** Your remuneration details are enclosed as Annexure - I.

3. Your joining is subject to submission of the following documents:

- a) Permanent & Temporary address proof of your residence along with your Telephone & Mobile numbers.
- b) Acknowledged/accepted Resignation/Relieving letter from the previous organization.
- c) Proof of Date of Birth, Experience, Academic/Technical/Professional Educations /Qualifications.
- d) Five Passport size colour Photographs.
- e) Blood Group detail.
- f) Photocopy of PAN Card and Aadhaar Card.
- g) Father's and Mother's Permanent Address with Relevant Govt. ID Proof (Aadhaar Card, Electricity/ Telephone Bill, Passport, Driving License, Election Commission ID Card, Ration Card with address, Bank Passbook with address (Any 1))
- h) Compliance with any other documents that the company will issue to you as a part of the joining/pre-employment formalities.

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CIN : U72900PN2000PTC015558

IRDAI Registration No. : 005

MDIndia Health Insurance TPA Private Limited
(Formerly Known as MDIndia Healthcare Services (TPA) Pvt. Ltd.)

General & Claim Enquiry Helpline
Fax No. : 1860 - 233 - 4449
Toll Free : 1800 - 209 - 7777
Email : customercare@mdindia.com

Head Office :
Sr. No. - 46/1, E-space, A2 Bldg., 3rd floor,
Pune - Nagar Road, Wadgaon Sheri,
Pune - 411 014, Maharashtra, India
Website : www.mdindiaonline.com

Cashless Enquiry Helpline
Fax No. : 1860 - 233 - 4449
Toll Free : 1800 - 209 - 7800
Email : authorisation@mdindia.com

EISEN PHARMACEUTICAL CO. (PVT.) LTD.

REGD Office : 34/7 ERANDWANA, PUNE, 411004, MAHARASHTRA, INDIA
PHONE : (+91) 20-25431174, (+91) 8888842805 FAX : (+91) 20-25430024
www.eisenpharma.com | email : info@eisenpharma.com
CIN : U24232PN1951PTC008610 GSTIN : 27AAACE4108N1ZM



To

15th January 2021

Mr. Pushpraj Kiran Patil

Flat No-402, Shriram Height

Sadashiv Dangat Nagar,

Dhayari


Pune-411046

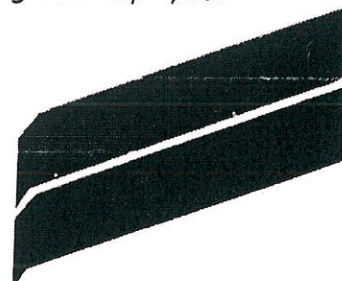
Sub: Appointment Letter

Dear Pushpraj,

With reference to your application and subsequent interview with us we have pleasure to offer you appointment for the post of **Trainee Operations** from **1st January 2021** on the following terms and conditions:

- (1) Initially your appointment shall be on probation, for a period of **Six** months, during which period your work and general conduct would be observed, and if it comes upto the expectations of the management the same shall be confirmed in writing, or your probation may be extended by a further period of three months at the sole discretion of the management. If during the extended period of probation your performance does not come upto expectation, your appointment shall be liable to be terminated without further notice.
- (2) You will be entitled to basic pay and other allowances is **16789/- (Sixteen Thousand Seven Hundred Eighty Nine only)**
- (3) You shall be liable to work conforming to the expectations of the management and in accordance with the directions given by your superiors from time to time.

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OFFER LETTER

Date: 15-October-2020

Dear Nivedita Pawar,

Re: Offer of Employment

Dear Nivedita,

Welcome to Ascentrik Research Pvt Ltd

This has reference to your application and the subsequent interview you had with us on 14th October'20.

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

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

1. Position:

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

2. Compensation:

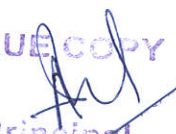
You will receive a gross compensation package of Rs. 2,81,580 Per Annum (all inclusive). In addition, you shall be entitled to all statutory benefits provided to you under applicable local laws. You may also be entitled to emoluments or benefits, if any announced by the Company from time to time, and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

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

Mumbai:
A-106/107, Rupa Solitaire, Millenium
Business Park, Mahape, Navi Mumbai-
400 710, Maharashtra, India

Phone: +91-022-41280700
<http://www.ascentrik.com>
info@ascentrik.com

Pune:
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B-Building, Wakad, Pune - 411 057,
Phone: +91-020-66537300

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7. Reference Check:


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

8. Other terms & conditions:

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

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

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

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Phone: +91-020-66537300

Annexure – I

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



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Business Park, Mahape, Navi Mumbai-
400 710, Maharashtra, India

Phone: +91-022-41280700
<http://www.ascentrik.com>
info@ascentrik.com

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

Ref No: 14626748

21-Jul-2020

Sayali Sheth



Dear Sayali,

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

Your Annual Total Compensation will be **Rs.205,002**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **0** months of your experience as relevant, which would be updated in our records.

Your appointment will be governed by the terms and conditions of employment presented in **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 Manager.

We request you to join us on or before **27-Jul-2020**.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note:

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

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:



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Pune-1

Cognizant

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

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



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Sree Siddhanta College of Pharmacy
Pune-1



PHARMACEUTICALS LIMITED

REF: HR/AGIO/DEF 437/Sept 2020

17th Sept 2020

To,
Mr. Sumit Satish Solundale
Sai Nagar, Lane No-3,
Kondhwa (BK), Pune

Sub: Offer Letter

Dear Mr. Sumit,

This has reference to your application for employment in our Company & the subsequent interview you had with us. We are pleased to offer you an employment with us as an "Trainee - ARDL"

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

You are requested to carry the following documents at the time of joining -

1. Copy of your Offer Letter
2. Academic Certificates
3. Relieving Letter/Resignation Acceptance Letter, Service Certificate of your previous employer, if any
4. Last Salary Slip, Form-16, Service Certificate
5. Five Passport size photographs
6. Address Proof - (Electricity bill, Pan Card, Driving License and Aadhar Card)
7. Marriage Certificate (in case of married women)

You are requested to join us on or before **20th Sept 2020** without fail, which this offer of employment stands withdrawn after completion of this period.

Kindly confirm your acceptance on the duplicate copy of this letter.

Yours truly,

For AGIO PHARMACEUTICALS LTD.

Shadara
Authorized Signatory

I accept and agree to the above terms & conditions.

Signature: _____

Name: _____

Date: _____

Head office: A-38 Nandiyot Indus. Estate, Safed Pool, Kuria Andheri Road, Mumbai-400 072, INDIA Tel: +91-022-2851 8206 /87
Fax: +91-022-28518204 Factory: T-81,82 MIDC, Bhosari, Pune-411 026. Tel: +91-020-40730000 Fax: +91-020-40730002
CIN - 024230MH1992PLC065031 Visit us at www.agio-pharma.com



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[Signature]
Principal

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14



AGIO PHARMACEUTICALS LIMITED

Ref: - AGIO / HR-196/ Aug 2020

17th Aug 2020.

To,

Mr. Aniket Ithape
Sr.No.46, Sagar Park Society,
Wadgaonsher, Pune 411014.

SUBJECT: APPOINTMENT LETTER

Dear Mr. Aniket,

This has reference to your application and subsequent interview you had with us; we have pleasure in appointing you in our organization as an "Trainee – ARDL Dept" From 17th Aug 2020 on following terms and conditions.

01. Remuneration: As per Annexure -1.
02. Overtime: Overtime & related allowances, if any do not apply for staff.
03. Probation: You will undergo training for a period of one year from date 17th Aug 2020 to 16th Aug 2021. On Completion of this period, you will be on Confirmation. Your Confirmation period may be extended if found unsatisfactory.
04. Hours of Work: You will observe the timings and the weekly holidays as per the rules and you shall be required to work in Shift, depending upon the Company priorities and exigencies of work.
05. Validity of the information: This appointment is offered to you based on the information provided by you in writing and during the course of subsequent correspondence and meetings in the event of the information being proved to be incorrect; the company will view it seriously and take appropriate action. If at any time you are incompetent to perform your duties, or if you are found to be dishonest, disobedient, intemperate, irregular in attendance, commit any breach of the terms of your appointment or of any of its rights under the terms here the Company is entitled to terminate your employment forthwith without any notice or other emolument (if any) due to you then against the amount of any loss the company may have sustained.
06. Termination:
 - a) In case you leave the services during the probation and also after confirmation you will be required to give one month notice in writing or by paying one month basic salary in lieu thereof. In case of resignation, if you give one month notice period in writing; you will not be eligible to take leaves during the notice period.
 - b) However, during the probation period, the company reserves the right to terminate your services at any time without assigning any reason and without giving notice or payment in lieu thereof, if your services or performance are not found satisfactory of which the Company will be the sole judge thereafter.
 - c) In case you leave the services after confirmation you will be required to give One month notice in writing or by paying one month basic salary in lieu thereof. The Company shall, likewise, be at liberty to terminate your services by giving One months notice in writing or by paying one month basic salary in lieu thereof.

Contd...2



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12 August 2020

Shweta Satish Khandare

60,Nana Peth,Near Doketalim,Pune,

India

Sub.: Offer Letter

Dear Shweta Satish Khandare,

This has reference to discussions you had with us on **7 August 2020**, we are now pleased to offer you the post of **Librarian - 001 (Grade - 001-Officer)** for our **P09-R&D API - Maan** on mutually agreed terms and conditions.

The detailed appointment letter will be issued on your joining the company.

You are expected to join us on or before **17 August 2020**, failing which this offer stands cancelled.

This offer letter is valid subject to you being declared medically fit on submission of medical fitness report as per company's medical policy.

We are looking forward to a mutually beneficial association.

Thanking you.

Yours truly,

For Emcure Pharmaceuticals Ltd.

Tulika R.K Joshi

Authorized Signatory



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[Signature]
Principal
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Pune-1

Annexure A

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	180000	15000
HRA	9000	750
Education Allowance	71191	5933
Gross Salary	260191	21683
Provident Fund	21600	1800
Gratuity	8658	721
Statutory Benefits	30258	2522
Bonus	29366	2447
Other Benefits	29366	2448
Fixed CTC	319815	26652
CTC	319815	26652
Total CTC	319815	26651

1 Provident Fund & Gratuity is as per the prevailing laws applicable to you.

2 Ex-Gratia (if applicable) will be calculated commencing from date of joining onwards till closer of the FY. At the time of disbursement employee should "Active" on Payroll.

3 All Payments are subject to the provision of Income Tax Act.

4 In addition to the above, your family (Self + Spouse + First 2 children upto age of 25yrs) is also covered for mediclaim policy.

5. You are also entitled for Emcure GPA (group personal accident policy) which has 24-hour coverage.



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Pune-1



PHARMACEUTICALS LIMITED

Ref: - AGIO / HR-197/ Aug 2020

17th Aug 2020.

To,

Ms. Priyanka Shelke

Sasoon quarters, Opp SBI Bank,
Somwar Peth, Pune 411001.

SUBJECT: APPOINTMENT LETTER

Dear Ms. Priyanka,

This has reference to your application and subsequent interview you had with us; we have pleasure in appointing you in our organization as an "Trainee – QA Dept" From 17th Aug 2020 on following terms and conditions.

01. **Remuneration:** As per Annexure -1.
02. **Overtime:** Overtime & related allowances, if any do not apply for staff.
03. **Probation:** You will undergo training for a period of one year from date 17th Aug 2020 to 16th Aug 2021. On Completion of this period, you will be on Confirmation. Your Confirmation period may be extended if found unsatisfactory.
04. **Hours of Work:** You will observe the timings and the weekly holidays as per the rules and you shall be required to work in Shift, depending upon the Company priorities and exigencies of work.
05. **Validity of the information:** This appointment is offered to you based on the information provided by you in writing and during the course of subsequent correspondence and meetings in the event of the information being proved to be incorrect; the company will view it seriously and take appropriate action. If at any time you are incompetent to perform your duties, or if you are found to be dishonest, disobedient, intemperate, irregular in attendance, commit any breach of the terms of your appointment or of any of its rights under the terms here the Company is entitled to terminate your employment forthwith without any notice or other emolument (if any) due to you then against the amount of any loss the company may have sustained.
06. **Termination:**
 - a) In case you leave the services during the probation and also after confirmation you will be required to give one month notice in writing or by paying one month basic salary in lieu thereof. In case of resignation, if you give one month notice period in writing; you will not be eligible to take leaves during the notice period.
 - b) However, during the probation period, the company reserves the right to terminate your services at any time without assigning any reason and without giving notice or payment in lieu thereof, if your services or performance are not found satisfactory of which the Company will be the sole judge thereafter.
 - c) In case you leave the services after confirmation you will be required to give One month notice in writing or by paying one month basic salary in lieu thereof. The Company shall, likewise, be at liberty to terminate your services by giving One months notice in writing or by paying one month basic salary in lieu thereof.

Contd...2

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Head office: A-38 Nandjyot Indus. Estate, Safed Pool, Kurla Andheri Road, Mumbai-400 072, INDIA Tel.: +91-022-2851 8206/07-1
Fax : +91-022-28518204 Factory: T-81,82 MIDC, Bhosari, Pune-411 026. Tel.: +91-020-40730000 Fax. +91-020-40730002

CIN - U24239MH1992PLC065031 Visit us at www.agio-pharma.com



AGIO

PHARMACEUTICALS LIMITED

- 07. Transfer:** Your services are transferable to any division, section, branch, office, work etc. of the company or its subsidiary in India or outside India. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply. You shall be required to adhere to the Rules and Regulation as prevalent at your new place of posting without any additional compensation / remuneration / allowances. In such an event the employee will be governed by the service conditions then applicable to his category of employees in the present company and also of the company / wherever he is transferred.
- 08. Training:** During your service with the company if you agree to be sent abroad for training at the company's expenses, you will be required to sign an agreement with the company to serve for 3 years from the date you return to India. The contract has a penalty clause in case you decide to leave the company before completion of the period of time specified.
- 09. Annual Leave:** You will be eligible for Leave in accordance with the rules of the company.
- 10. Provident Fund & ESI:** As per the provisions of the relevant acts.
- 11. Outside employment:** You will devote your full time and energy in the best interest of the Company and shall not, while in the service of the company, undertake or concern yourself directly or indirectly with any other Company's work or any business or enter into any contract without the prior permission of the Company in writing.
- 12. Secrecy:** You shall not take any documents, books, technical information, improvements literature,

Photographs or any other property of the establishment out of the work premises except with the written permission of your immediate superior nor shall in any way pass or disclose any information

Or matter concerning manufacturing process trade secrets and confidential documents of this establishment to any unauthorized person, company or competitors during as well as at cessation of employment with us.

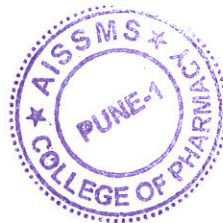
The management will treat violation of this condition as breach of trust liable for legal action. You shall devote the whole of your time and attention to your employment with the Company and shall discharge your duties to the best of your ability

13. Policies, Facilities and Amenities:

- The facilities and amenities granted by the company in excess of the statutory requirements do not form a part of the conditions of services and are subject to change at the discretion of the company.
- You shall abide by the rules and regulations of the company that are in force or will be enforced from time to time during the period of your employment in the company.
- Without previous written consent of the company at any time during the course of your employment you will not publish any book, leaflet, brochure, pamphlet, newspaper, journals etc. whether for remuneration or without relating to the chemical or pharmaceutical products or any other products which are manufactured by the company or intermediate chemical and its uses.

Contd...3


Principal
AISSMS College of Pharmacy
Pune-1





PHARMACEUTICALS LIMITED

- d) During the continuance of your employment you cannot accept any part time or fulltime employment in any organization whether with or without remuneration.
- e) As Per Rules of the Company you will not remain absent from the duties without obtaining prior permission from the higher authorities, if you remain absent without notice or prior Permission for Seven days continuously, you are liable to be discharged from the Employment of the company without notice pay in lieu thereof.
- f) You are to give your accelerated continuous performance during the period of your employment and should work with all full vigor, sincerity, devotion and full attendance on working days as well as being placed in the department wherever you are placed. You shall make yourself available for emergency or any kind of work as and when required during exigency of work.
- g) You will take up such assignment / duties as may be given to you from time to time by the management in this company or in subsidiary of this Company, in which this company has financial or other interest.
14. **Change of Address:** You will keep us informed of any change in your residential address.
15. **Date of Birth:** We have recorded your date of birth **13/02/1997** based on data given by you.
16. **Retirement:** It is a condition of your employment with the company that you shall retire from the service of the Company on attending the age of **58 years** without any notice whatsoever from the Company in this behalf.

17. Any dispute arising out of and/or related to your appointment shall be subject to Pune Jurisdiction only.

We welcome you as a member of our organization. We hope that our association with you will be a mutually happy and rewarding one.

Please sign and return the duplicate copy of this letter in token of your acceptance of the above terms and conditions at the earliest.

Yours cordially

For AGIO PHARMACEUTICALS LTD

Authorized Signatory



I confirm that all the information given by me is true and my appointment in your organization is subject to the validity of this information. I also hereby confirm having read and understood, agreed to abide by the above terms and conditions.

I have joined duty on 17/8/2020.

Signature - shelke

Name:- Prityanka N. Shelke

Principal
AISSMS College of Pharmacy
Pune-1



SHIVAJI UNIVERSITY, KOLHAPUR



Sanjay Ghodawat University, Kolhapur
 Established under section 2(f) of UGC Act 1956 | Sanjay Ghodawat University Act No. of 2017 of Govt. of Maharashtra
 Empowering Lives Globally

Ref-SGU/EST-HR/2020-21/

Date: 22nd December, 2020

Ms. Singh Muskan Tapendra
 Plot-208, Hanuman Nagar
 Shiye-416122
 Tal-Karveer, Dist-Kolhapur

Sub: Appointment as Assistant Professor

You are hereby appointed as full time Assistant Professor in the School of Pharmaceutical Sciences at Sanjay Ghodawat University, Atigre in the Pay Band of Rs 15600-39100+AGP 6000 with basic pay Rs. 21,600/- P.M.on the following terms and conditions:

1. Your appointment will be on purely temporary basis for the period from 22-12-2020 to 31-05-2021.
2. You have to fulfill the eligibility conditions for the post of Assistant Professor, as per the guidelines of UGC/AICTE/PCI.
3. PBAS and API will be applicable to your services as per the UGC/AICTE/PCI guidelines issued from time to time.
4. Your service shall be governed by the Act, Statues, Ordinance, Rules and Regulations of Sanjay Ghodawat University Kolhapur.
5. Your performance will be monitored quarterly/ semester wise/ yearly on the basis of norms & criteria decided from time to time by the University.
6. In case, you are found irregular and negligent of your duties; or any misconduct on your part, your appointment will be terminated without any notice with immediate effect.
7. If you are found absent continuously for more than ten days without permission, your service will stand automatically terminated from the date on which you have proceeded on leave.
8. You will be required to serve one month's notice or pay one month's salary, if you intend to resign the post.
9. Your services will be transferable to any other Institute run by the management/ University.
10. You have to carry out other job/work assigned by the management along with your regular duties, from time to time for the growth and development of the University..
11. In case documents submitted by you for this employment are found to be incorrect/ fake, this order will be withdrawn with immediate effect and you will be responsible for legal consequences.

If the above terms and conditions are acceptable to you, you are hereby informed to join the institution within 7 days failing which your appointment will stand cancelled.

Dr. N.K. Patil
 Registrar

SKK/E/2020-21

A/P - Atigre - 416118, Tal : Hatkanangale, Dist : Kolhapur, Maharashtra, India.

Phone : 0230 - 2463700, e-mail: registrar@sanjayghodawatuniversity.ac.in Website: www.sanjayghodawatuniversity.ac.in



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Principal
 AISSMS College of Pharmacy

Date: 27/11/2020
 PLIPL/HR- PR/COVANCE-APL/091/20-21

CONFIDENTIAL

Naresh Choudhary
 Sr.no 231, Bharat Super Market,
 opp of binawat complex, Kalepadal road,
 Hadapsar, Kalepadal road, Hadapsar,

Dear Naresh Choudhary,

This has reference to your application and subsequent interview with us. We are pleased to offer you a Fixed Term Assignment as "**Safety Science Analyst**". The Fixed Term Assignment will be for a period of 6 months, commencing from **30/11/2020**. 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 30/11/2020. During the term of employment, you will be paid a compensation of **Rs 27,381 CTC (Rupees twenty-seven thousand three hundred eighty-one) per month**. Tax Deducted at Source as applicable.
- 2 During the tenure of your assignment you will be expected to abide by the rules and regulations which will be conveyed to you by your supervisor at the client organization.
- 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 you clearing the background verification process at Pharmaleaf India Pvt Ltd.
- 7 Your fixed term assignment may be extended by one or more months depending upon our client company'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 At the end of your assignment you may be assigned to another company. In such an event, you will be required to execute a separate agreement with the company and will be governed by the terms and conditions applicable to that company.



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[Signature]
 AISSMS College of Pharmacy
 Pune-1

Ref: OL/2020-21/239

07 October 2020

Shubhangi Dhananjay Deshpande
Pune Pune, Maharashtra, India, (Pune)

Dear Shubhangi Dhananjay Deshpande,

OFFER LETTER

It gives us immense pleasure to extend you an Offer to join us as “**Trainee**” in “**DMPK**” department at “**Pune Pune, Maharashtra, India, (Pune)**” 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. 285000** (Two Lakh Eighty Five Thousand Rupees). Please find the Annexure-I for CTC Breakup. Variable component (Performance Bonus / Retention Bonus) 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:



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Pune-1

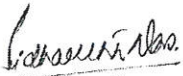
- Please note reimbursement such as relocation expenses, notice period buy out as applicable will be recovered in full, in case of your separation within 2 years from Date of Joining.
- All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
- 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 offer issued along with the resignation acceptance from your current employer, after the completion of pre-employment medical check-up.

This Offer is valid till 10 October 2020. If you are unable to join on or before the specified date, then this offer shall be automatically withdrawn, and further extension of the joining dates are subjected to approval from the respective HR / HOD/ Organization need- company reserves the right to extend or cease.

Please feel free to contact Saiprasad Natarajan on 9823425500 or mail to saiprasad.n@sailife.com for any further clarifications.

I would like to take this opportunity to welcome you as an Employee of Sai Life Sciences Limited and wish you a successful career with us.



Yours sincerely,
Sidhartha Das
Vice President & Head – Human Resources
SAI LIFE SCIENCES LIMITED



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Principal
AISSMS College of Pharmacy
Pune-1

GURUKRUPA SEVABHAVI SANSTHA

Samata Colony, Majalgaon Tq. Majalgaon Dist. Beed 431 131

Dr. Yashvant. P. RajebhonslePresident
M.B.B.S., M.D.**Dr. Priyanka Y. Rajebhonsle**Vice President
M.B.B.S., M.S.**Dr. Prashant P. Rajebhonsle**Secretary
M.B.B.S., DNB, FNBRef.: *GTSS/2020-21/113*Date: *19/06/2020*

To,

Miss. Vibhute Rutuja DilipA/P. Samarth Shikshan Colony, Georai
Tq. Georai, Dist. Beed.**Sub:- Appointment to the post of Asst. Professor at Gurukrupa Institute of Pharmacy
(Degree).**

We refer to your application and subsequent interview held on 15/06/2020 before duly constituted Selection committee. In this connection, we are pleased to inform you that you have been selected by the said committee and accordingly, we hereby offer you the appointment As **Asst. Professor** (M. Pharmacy in PHARMACOLOGY) in the Gurukrupa Institute of Pharmacy (Degree) w.e.f. 18/06/2019. You will be paid in the scale of Rs. 15600-39100 on Probation for a period of one year.

- 1) At the end of probation, if your overall performance, behavior or punctuality is found to be satisfactory, your services shall be confirmed; otherwise period of probation may be further extended or terminated without notice pay in lieu thereof.
- 2) Your appointment will be on adhoc basis till the approval of University.
- 3) During the period of probation, you will not be entitled for any benefits or privileges as received by the permanent employees of your category. During the period of probation, you will not be allowed to avail any vacation. However, you will be allowed 12 casual leave proportionate during the year.
- 4) During the period of probation, your services can be discontinued by giving one months' notice on either side or one month's pay in lieu of notice without assigning any reason.
- 5) Your services will be governed by the provisions of the University and the status including manuals, ordinances, Regulation and Rules of the Governing Body i.e Gurukrupa Institute of Pharmacy (Degree).
- 6) a) That you will join duties on at the earliest
b) The appointment will be effective from the date of joining.

**TRUE COPY**

Principal

Page-1

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GURUKRUPA SEVABHAVI SANSTHA

Samata Colony, Majalgaon Tq. Majalgaon Dist. Beed 431 131

Shivvant. P. Rajebhonsle

President

M.B.B.S., M.D.

Dr. Priyanka Y. Rajebhonsle

Vice President

M.B.B.S., M.S.

Dr. Prashant P. Rajebhonsle

Secretary

M.B.B.S., DNB, FNB

Ref.:

Date : 19/06/2020

- 7) That before joining, you shall produce authentic proof regarding date of birth, qualification, experience and your residential address etc.
- 8) The appointment is a full time one and does not permit the holder to engage himself/herself in any outside business, consulting, professional, tutorial and / or such other outside work, either with without remuneration, without the express sanction of college / Sanstha in such case.
- 9) That member of teaching staff shall not normally be permitted to apply for an outside post for a period of two years from the date of joining of the college.
- 10) You will be required to do the examination work of the institute as well as the examination conduct by the University or head of institute may assign any other work as to you.
- 11) After confirmation, giving three months' notice by either side can terminate your services or three months' pay in lieu of notice.
- 12) Your consideration in employment will subject to your remaining physically and mentally fit. The management shall have every right to get you medically examined at any time by medical practitioner / specialist / hospital appointed by the management, whose finding will be final and binding upon you.
- 13) You will carry out such duties as will be assigned to you by the Head of institution as also other duties by extracurricular of co-curricular nature which from part of the life of the college assigned to you by the head of the institution.

You are advised to acknowledge the duplicate copy of this signing the undertaking in token of acceptance of the above terms and conditions of your appointment.

Thanking you.

President

PRESIDENT

Gurukrupa Sevabhavi Sanstha
Samata Colony, Majaigaon

TRUE COPY
Principal
AISSMS College of Pharmacy
Pune-1



07

ABHINAV EDUCATION SOCIETY

20/2/1 "Ganaraj Heights" Kashinath Patil Nagar, Pune-Satara Road Behind Akshay Hotel,
Dhankawadi, Pune-411043 Phone (020) 24378020, 24319097

ACS/ 522-7/2021-22

27/12/2021

ORDER OF APPOINTMENT

To,

Mis.Dipali Kudale (Hanamghar)
G101 , Montvert Belair , Near Silver Cort Bhugon ,
Paud Road, Pune 412115

**Subject - Appointment to the post of Assi . Professor of College of Pharmacy,
(B. Pharmacy).Course Pharm D .**

Sir / Madam,

With reference to your application Dt.24/12/2021 and subsequent interview. pleased to inform you that the Management has appointed you on the said post Assi. Professor in Abhinav Education Society's College Of Pharmacy (B. Pharmacy) at Narhe,Tal:Haveli ,Pune 41. with effect from 27/12/2021

Your appointment is subject to the following terms and conditions:

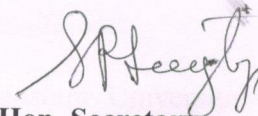
1. Your services will be governed by the Maharashtra Universities Act, 1994, Statutes, Code of Conduct, Ordinances and rules and regulations laid down by the University and State Government from time to time.
2. (a) You are appointed in clear vacancy on full time / part time basis on Probation for a period of---NA----- year (s) from the date of joining.
(b) **Your appointment is purely temporary for a period of 1 Year .**
(c) Your appointment is on the leave vacancy for the period from -----N.A.-- to -----N.A.-----
(d) The post is reserved for -----N.A.----- Since you belong to the said category , you are appointed on full-time basis on the probation for a period of ----N.A.----- year (s) from the date of joining.
(e) The post is reserved for -----N.A.----- Since you do not belong the said category, you are appointed full-time on temporary basis against the reserved post for a period of -----N.A.----- You shall not have any claim on the said post in future.
(f) This is temporary vacancy caused by -----N.A.----- Hence you are appointed full-time on purely temporary basis for a period of ----
(g) Your appointment is on part-time / clock hour basis only.
3. (i) You will not be paid basic pay as per rules of Government of Maharashtra & University . You will also not be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from

time to time. In case you are appointed for a period of more than one year you shall earn annual increment.

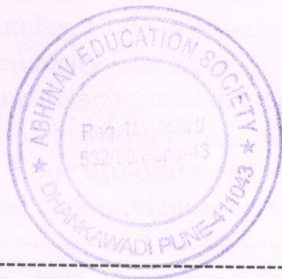
- (ii) You will be paid remuneration at the rate of Rs. -----N.A.----- per lecture / per hour.
 - (iii) Your appointment and salary shall be subject to approval by the University of and Director of Technical Education / Director of Medical Education & Research / Director of Higher Education as the case may be.
4. (a) You have to qualify the NET or the SET or similar test (as the case may be) laid down by the University or State Government /UGC or the Central Council pertaining to your faculty within the stipulated period.
 - (b) You shall have to acquire the qualifications ---N.A.---(M.Phil / Ph.D., M.D.S., etc.) as prescribed by the University / State Government or the Central Councils concerned within the -----N.A.----- period.
5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
 6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, mark sheets, experience certificate, discharge / relieving certificate, last Pay Certificate, Caste certificate, change of name certificate (if any), etc. before joining duties.
 7. In case you accept the appointment you shall have to execute Deed of Contract of Service as prescribed in the Statutes at the time of joining the duties.
 8. You will be allowed to join the duties on producing of-
 - (a) Two passport size Photographs.
 - (b) Character Certificate from two eminent persons, one of them should be Government Gazette Officer.
 - (c) Discharge Certificate from previous employer (if any)
 9. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the college / institution.
 - 10.. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgment Due (RPAD) on the address given shall be deemed to have been acknowledged duly signed by you.
 11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
 12. You will not conduct or engage yourself in any other job paid full-time or otherwise, during the continuance of your service, without the permission of the competent authority / Management.

13. Your services are transferable to any other colleges/institutions run by management.
14. Your appointment may be terminated, at any time, by either side / party, by giving one month's notice or one month's pay in lieu of notice period.
15. If you are found absent continuously for more than fifteen days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society / University / Institute / College / Students.
16. You have to communicate your acceptance to the Management / College / Institution within seven days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully,



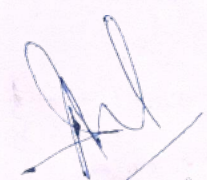
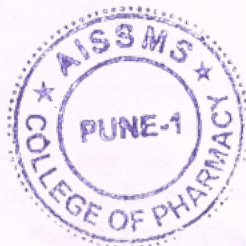
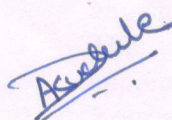
Hon. Secretary,
Abhinav Education Society
Pune-43



SECRETARY
ABHINAV EDUCATION SOCIETY
DHANKAWADI, PUNE-43.

Copy -

The Principal -----



Principal
AISSMS College of Pharmacy
Pune-1



Labcorp - CTC INPUT SCHEDULE

Employee ID:
Business Title: Technical Study Coordinator II
Department: Study Direction
Employee / Candidate Name: Gangadhar Kedar
Start Date: 19-Dec-2022

All figures are in INR

FIXED COMPENSATION (Base Salary)		600,000.00	
SECTION A: SALARY		Annual (INR)	Monthly (INR)
Basic Pay	40% of Fixed Comp or 180K Min	240,000.00	20,000.00
Flexi Basket	** P.A. of Fixed Comp	360,000.00	30,000.00
A. Subtotal		600,000.00	50,000.00

SECTION B: RETIREMENT BENEFITS			
Provident Fund (Employer Contribution)	12% of Basic Pay	28,800.00	2,400.00
Gratuity	4.81% of Basic Pay	11,544.00	962.00
B. Subtotal		40,344.00	3,362.00

SECTION C: ANNUAL LEAVE ENCASHMENT			
Encashment of Annual Leave	(Estimate for 15 days)	13,846.00	
C. Subtotal		13,846.00	-

CTC (Cost to Company) 654,190.00

NOTES:

- 1. Cost to Company:** This is calculated as: A. Subtotal + B. Subtotal + C. Subtotal
- 2. Fixed Compensation:** This is equal to A. Subtotal
- 3. Basic Pay:** This is calculated as 40% or minimum INR 1,80,000 / P.A of the Fixed Compensation Amount. This amount is taxable.
- 4. Flexi Basket:** This is calculated as: Fixed Comp - Basic pay. This amount is 100% taxable. Through the "Define your salary" program employees can allocate up to the total amount of the flexi basket depending on sufficient funds being available to the tax saving instruments such as: HRA, LTA, Meal Coupons, Journal Allowance and Telephone Allowance
- 5. Provident Fund (Employer):** The employer contribution percentage is 12% of Basic Pay. The minimum employer contribution is INR 1,800 per month. In case, of employees who wish to contribute towards the voluntary PF (VPF) they can apply for the same through the payroll portal within 1 month post onboarding.
- 6. Gratuity:** Gratuity is calculated as 4.81% of Basic Pay. Employees are entitled to Gratuity payment (on separation) if their tenure at the company is more than 4 years and 190 days.
- 7. Encashment of Annual Leave:** Annual leave entitlement is 21 days. Employees are required to use at least 6 days Annual Leave each year. They may elect to encash remaining leave or carry over a maximum of 21 days. Leave entitlement and other limits are pro-rated for new joiners during the year. In any given year the entitlement cannot exceed a maximum of 45 days (24 days carried forward + 21 days annual entitlement). Leave encashment applications are accepted in December month for the ongoing year.
- 8. Insurance Benefit:** In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by the prevailing Company guidelines:
Group Term Life Insurance and Group Personal Accident Insurance cover for Employee
Group Medical Insurance cover for Employee, Spouse and upto 2 children

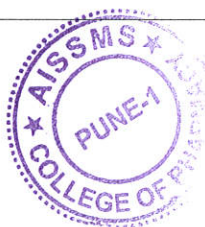
- All compensation will be paid to you after deduction of tax at source, in accordance with applicable laws. You will be solely liable for your personal tax liabilities, as per applicable laws, both in India and abroad.
- The above salary structure shall be modified at the discretion of Company without any changes to the Fixed Compensation.
- All benefits are defined and controlled by company policies and are subject to change from time to time at the sole discretion of the Management.

I signify my acceptance of the above:

Signed: _____

Print Name: _____

Date: _____



TRUE COPY

Principal
AISSMS College of Pharmacy
Pune-1



Qualigens Pharma Private Limited

Registered Office and Works : 151/2, Umbre, Khopoli-Pali Road, Taluka - Khalapur, Dist.- Raigad, Maharashtra, PIN - 410 203
Website :- www.qualigenspharma.com CIN No.: U24100MH2013PTC249071

Ref No: QPPL/HRD/CL/253
Date : 01/06/2022

Mr. Shubham R. Lavhe

Employee No. 0340
Quality Assurance.

Sub: CONFIRMATION LETTER


Dear Mr. Lavhe,

Consequent to the review of your performance during your probation, we have the pleasure in informing you that, your services are being confirmed as "Officer -Quality Assurance" with effect from "01/06/2022".


We look forward to your valuable contributions and wish you all the very best for a rewarding career with the organization.

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

For Qualigens Pharma Private Limited


Mr. Sanjay S. Khot
(Sr. Manager HR & Admin)
Authorised Signatory




TRUE COPY
Principal
AISSMS College of Pharmacy
Pune-1



Qualigens Pharma Private Limited

Registered Office and Works : 151/2, Umbre, Khopoli-Pali Road, Taluka - Khalapur, Dist.- Raigad, Maharashtra, PIN - 410 203
Website :- www.qualigenspharma.com CIN No.: U24100MH2013PTC249071

Date-28/05/2021

OFFER LETTER

Mr. Shubham R. Lavhe,
At- Mhasoba Nagar,
DHumalicha Mala, Kadegaon,
Pune, Daund, MH. 412203.

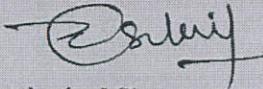
Dear Mr. Lavhe,

We are pleased to offer you an Employment with M/s QUALIGENS PHARMA PVT. LTD. based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:-


1. You will be designated as **Trainee – Quality Assurance** and will be based at our Plant Qualigens Pharma Pvt. Ltd.- Umbre, Khopoli-Pali Road. Dist- Raigad. Maharashtra
2. Your date of commencement of Employment will be on or before **02/06/2021**.
3. Your employment would be subject to the Terms & Conditions, mentioned in your Appointment letter, which will be issued to you on your joining.
4. You will be on probation for a period of six month from the date of joining.
5. Please bring along the below listed documents / details on your day of joining.
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)
 - b) Academic Certificates (all from 10th to Highest).
 - c) Two passport size photographs (Recent).
 - d) Family ID Proof & Details (Dependent family members only)
 - e) ID Proof (Pan Card & Aadhar Card)
6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,
Qualigens Pharma Pvt. Ltd.


Authorised Signatory



TRUE COPY

Principal
AISSMS College of Pharmacy
Pune-1

Ref: 976228 /2269573/Permt

Date: 16-Nov-2023

Ms. Snehal Jalindar Dalavi
Flat no. 203, second floor, Shankar Niwas, Near Ganesh
Hostel, Patil Nagar, Bavdhan
Pune (MAH) - 411021
Phone No: 9623161767


Subject - Offer of Appointment

Dear Ms. Snehal Jalindar Dalavi,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Business Analyst** on **U2** band operating out of our **PUNE** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 900,000 (Indian Rupees Nine Lakh)**. Please refer **Annexure-A** for details of the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **18-Jan-2024** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Shruti Kale** at 9:30 AM to complete the joining formalities at **TECH MAHINDRA LTD,PLOT NO 01, RAJIV GANDHI INFOTECH PARK, PHASE 3, HINJEWADI, PUNE,SPECIAL ECONOMIC ZONE,PUNE-411057(MAHARASHTRA),INDIA**.At the time of joining, You are expected to carry original of the documents as per Annexure – D and submit the copies of the same to the recruiter and HR Team respectively.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency. In case of any discrepancy in your background verification, the Company shall, in its absolute discretion, withdraw this Offer or terminate your employment with immediate effect, without any notice pay, by giving you a written notice thereof.



TRU COPY

Principal
AISSMS College of Pharmacy
Pune-1



8. This Offer is issued to you based on the information provided by you in your application form along with the supporting documents to be submitted within the timelines as stipulated in as per **Annexure D**. In case the Company notice any discrepancy and/or incorrect information in your application form or you fail to submit your supporting documents for background verification within one week of receiving the offer or before joining whichever is earlier, the Company shall, in its absolute discretion, withdraw this Offer or terminate your employment with immediate effect, without any notice pay, by giving you a written notice thereof.
9. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Saravanakumar Appadurai** latest by **23-Nov-2023**.
10. For any clarification / further Information on-
- Employment terms and conditions, please get in touch with **Saravanakumar Appadurai** (E-Mail **SA00811192@TechMahindra.com**)
 - On boarding logistics / operations, kindly drop a mail to Hub.Connect@techmahindra.com
(Please quote the Reference No. as mentioned above in emails)

For Tech Mahindra Limited

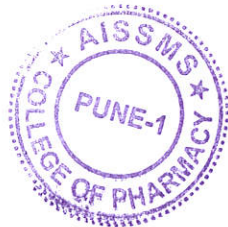
Krishna Ramaswami
Head - Resource Management Group


Enc: Annexure A (Salary Structure), Annexure B (Important / Indicative Terms & Conditions of Employment), Annexure C (Medical Self declaration), Annexure D (Check List of Documents), Annexure E (Confidentiality Agreement), Annexure F Intellectual property Assignment, Annexure G General Covenant, Annexure H (Code of Conduct and Ethics).

Accepted

Date:

Signature of Candidate:



TRUE COPY

Principal
AISSMS College of Pharmacy
Pune-1



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



No.: COP/PN/EST/2022-23/ 92 - ①

Date: 14.10.2022

Order of Appointment

To,
Mr. Abhijeet V. Valvi
Meenatai Thkare 7/207 Nagar
Near Alankar Police Station
Karvenagar, Pune-411038

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 Pharmaceutics Department (PG) All India Shri Shivaji Memorial Society's, College of Pharmacy, Kennedy Road, Near R.T.O., Pune - 411001, purely on temporary basis on the consolidated salary of Rs. 25,000/- per month for the period from 1st November, 2022 to the end of academic year 2022-2023.**

You are required to communicate your acceptance on or before **7th November, 2022** 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 **1st November, 2022 to the end of academic year 2022-2023** 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/-

6. Subject to the fulfillment of the requirements mentioned in the Clause No.5 above, you will be allowed to join the duties on production of:
- Two passport size photographs,
 - Character certificate from two eminent persons, one of them should be a Government Gazetted Officer and
 - Discharge certificate from previous employer (if any).
7. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by the Registered Post Acknowledgment Due (RPAD) on the address given, shall be deemed to have been acknowledged by you.
8. You will not conduct or engage yourself in any private tuitions or private coaching classes.
9. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service, without the permission of the Competent Authority.
10. You will not undertake any testing, consultancy or R & D work without the prior permission of the competent Authority.
11. You will not register for any degree / diploma / certificate or other course without the prior permission of the Competent Authority. You will follow all the rules and regulations existing at the time of application for registration to any degree / diploma / certificate or other course.
12. If you are found absent continuously for more than fifteen days without prior permission, your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Competent Authority as deemed fit. During the period of your services you shall not directly or indirectly do such things which are subversive to the interest of the Society / College / Students.
13. The contract can be terminated, at any time, by either side / party, by giving one month notice or one month pay in lieu of notice period.



(MALOJIRAJE CHHATRAPATI)

Hon. Secretary

*All India Shri Shivaji Memorial Society,
Pune-411 005.*

Copy to: The Principal, AISSMS' College of Pharmacy Kennedy Road, Near R.T.O., Pune – 411001 for information and necessary action.

JOINING REPORT / UNDERTAKING

I, the understating Mr./Mrs./Ms.

Abhijeet Vansing Valvi

Acknowledge with thanks the receipt of the Appointment Order No. COP/PN/EST/2022-23/92-①

Dated:- 17/10/2022

for the post of Assistant Professor C Adhoc-Basis 2022-23

I shall join the duties on or before 1/11/2022 AN/BN at the said post, and to the best of my knowledge and belief, I am giving the following undertaking.

1. The Terms and conditions mentioned in the above said appointment order are fully acceptable to me, I shall abide by them.
2. I shall work as full-time/Temporary/Part-time/Visiting Faculty/Adhoc-Basis (One Academic Year only) AISSMS Adhoc-Basis 2022-2023 in the Institute and shall not accept any part-time or so employment outside the Institution.
3. I shall observe strictly the code for professional ethics for College teachers as stipulated in Appendix VI, under Savitribai Phule Pune University, Statutes, under section 42 and /or 73 of the Savitribai Phule Pune University any consultancy work without the prior permission of the Institute/College.
4. I shall not register myself for any Degree/Post Graduate Degree/Ph.D or any other course without the prior permission of the Institution/College.
5. I fully understand and am aware of the facts that my services shall be liable to be terminated forthwith assigning any reason whatsoever in case of :
 - any breach of the above points;
 - any breach of my part related to the ethics of teaching profession;
 - disobedience of the orders from the Institute given from time to time in the ultimate interest of the Institute;
 - or any other such reason/action deemed fit to terminate my service.

PUNE-

DATE- 1/11/2022

Signature:- Abhijeet Valvi

Name:- Abhijeet Valvi

Address:- SPPU officer bungalow 2/11 back side of post office.

To,
The Principal,
All India Shri Shivaji Memorial Society's
College of Pharmacy
Kennedy Road, Near R.T.O., Pune-411001



Abhijeet Valvi
Principal
AISSMS College of Pharmacy
Pune-1