



# AISSMS

COLLEGE OF PHARMACY

IMPARTING EXCELLENCE IN EDUCATION & RESEARCH



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

## Students placed in A Y 2021-22

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.	Abhijit Pawar	B Pharm	Cognizant Contact- Maya Shrikumar	2.5 lac/annum
2.	Dhiraj Dhande	B Pharm	Cognizant Contact- Maya Shrikumar	2.5 lac/annum
3.	Bhuvaneshwari Patil	B Pharm	Shraddha Medical Conatct-Dr Archana Gore	1.8 lac/annum
4.	Dhanashree Dhaigude	B Pharm	Cognizant Contact- Maya Shrikumar	2.5 lac/annum
5.	Suyash Chaudhari	B Pharm	Cognizant Contact- Maya Shrikumar	2.5 lac/annum
6.	Akshata Jadhav	B Pharm	HDFC life Contact -Sushil Chander +91-2267516666	3.75 lac/annum
7.	Tejas Kakade	B Pharm	Aquity Solutons India pvt ltd Contact No.+91-22-33077000	4.2 lac/annum
8.	Ojas Jadhav	B Pharm	Biosphere clinical research Pvt Ltd Contact-Dr Neeta Nargundkar 022-41006794	1.2 lac/annum
9.	Sachin Mehta	B Pharm	TCS, Mumbai Contact- Girish V Nandimath <a href="mailto:corporate.office@tcs.com">corporate.office@tcs.com</a> +912267783000	2.5 lac/annum
10.	Krushna Shendre	B Pharm	Cognizant Contact- Maya Shrikumar	2.5 lac/annum

Sr No.	Name of student placed	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
11.	Rucha Shinde	B Pharm	Medica Press Ltd, Contact-Varsha Talgaonkar +91-22-28736600	( 2 lacs pa)
12.	Nisarga Sokate	B Pharm	Aquity Solutions India Pvt ltd Contact No.+91-22-33077000	4.2 lac/annum
13.	Ruchita Takawale	B Pharm	Aquity Solutions India Pvt Ltd Contact No.+91-22-33077000	4.2 lac/annum
14.	Ms. Gautami Vijapure	B Pharm	Aquity Solutons India Pvt Ltd Contact No.+91-22-33077000	4.2 lac/annum
15.	Ankita Ingale	M.Pharm	AISSMS COP Pune Contact- +91-20-26058204	3 lac/annum
16.	Aishwarya Katrela	M.Pharm	Shin Etsu Contact -Nitin Bhusane	2.5 lac/annum
17.	Sanika Meghal	M.Pharm	Alembic Pharmaceuticals Ltd. Contact- Saurabh Goswami saurabh.goswami@alembic.co.in	3.5 lac/annum
18.	Pooja Lanke	M.Pharm	AISSMS COP Pune Contact- +91-20-26058204	3 lac/annum
19.	Aditi Misar	M.Pharm	Alembic Pharmaceuticals Ltd. Contact- Saurabh Goswami saurabh.goswami@alembic.co.in	4.5 lac/annum
20.	Meghana Pansare	M.Pharm	TCS, Mumbai Contact- Girish V Nandimath <a href="mailto:corporate.office@tcs.com">corporate.office@tcs.com</a> +912267783000	2.5 lac/annum
21.	Pooja Gurav	M.Pharm	TCS, Mumbai Contact- Girish V Nandimath	2.5 lac/annum



Sr No.	Name of student placed	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
			<a href="mailto:corporate.office@tcs.com">corporate.office@tcs.com</a> +912267783000	
22.	Manisha Jagtap	M.Pharm	Eversane India Private Ltd. Conatct -Anad Biradar <a href="http://www.eversana.com">www.eversana.com</a>	3 lac/annum
23.	Kiran Somsetwar	M.Pharm	IQVIA RDS Pvt. Ltd Contact-Rashmi Avinash +91 22 7109 7200; +91 22 7109 7299	3.3 lac/annum
24.	Shreya Mantri	M.Pharm	Allied Analytics Contact -Vijay Singh	4.2 lac/annum
25.	Jay Mehta	M.Pharm	Allied Analytics Contact -Vijay Singh	4.2 lac/annum
26.	Shivani Sawarkar	M.Pharm	Assitant Prof GS Rasoni University	3 lac/annum
27.	Om Nagras	M.Pharm	AISSMS COP Pune Contact- +91-20-26058204	3 lac/annum
28.	Laxman Sule	M.Pharm	GEMSCAP, Global Analyst Private Limited.	
29.	Sushruti Tanksali	M.Pharm	Indigo Remedies Pvt Ltd Contact-N C Datar 0240-2554047	1.2 lac/annum
30.	Nikita Kedari	M.Pharm	AISSMS COP Pune Contact- +91-20-26058204	3 lac/annum
31.	Onkar Dindore	M.Pharm	Triomics Healthcare Pvt. Ltd. Contact-Sarim Khan	3 lac/annum
32.	Aparna Lakare	M.Pharm	Wissen Infotech Pvt. Ltd.,Banglore Contact: Santosh Bhanumati	3lac/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)
			+918040349600	
33.	Pritam Palkar	M.Pharm	Pharmed Ltd. Bangalore Contact-+91-8069278000	
34.	Apurva Pawar	M.Pharm	Wissen Infotech Pvt. Ltd., Bangalore Contact: Santosh Bhanumati +918040349600	3.5 lac/annum
35.	Nikhil Potdar	M.Pharm	GrowMan Group Baner. Pune Contact-+9102067312100	2.5 lac/annum
36.	Nisha Satpute	M.Pharm	IQVIA RDS Pvt. Ltd Contact-Rashmi Avinash +91 22 7109 7200; +91 22 7109 7299	4.9 lac/annum
37.	Kunal Pradhan	M.Pharm	GrowMan Group Baner. Pune Contact-+9102067312100	2.5 lac/annum
38.	Shivani Jadhav	M.Pharm	Labcorp Pune	2.5 lac/annum
39.	Prajakta Raut	M.Pharm	Armed Forces Medical College Pune Contact-D Vivekanand	6 lac/annum
40.	Sushant Deshpande	M.Pharm	UniChem Laboratories GOA Contact- +91-22-66888333	2.5 lac/annum
41.	Shriram Thorat	M.Pharm	360 Research, Wagholi Pune Contact- Suraj Darandale	2.4 lac/annum
42.	Pranav Uttekar	M.Pharm	Sanofi Syntheolab- AD/R and D Contact No.8007546917	2.5 lac/annum
43.	Hanumant Bade	M.Pharm	Hetero Labs Ltd. Jeedimetla Contact- 040-23400339 mailadmin@cruxmanagement.com	2 lac/annum
44.	Bhagyashree Patil	M.Pharm	Meyer Organics R and D ,Thane	3.2 lac/annum

Sr No.	Name of student placed	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
			Contact -Sunil Kulkarni	
45.	Jidnyasa Pawar	M.Pharm	360 Research, Wagholi Pune Contatc- Suraj Darandale	2.4 lac/annum
46.	Snehal Dhamodkar	M.Pharm	TCS, Pune Contact- Girish V Nandimath <a href="mailto:corporate.office@tcs.com">corporate.office@tcs.com</a> +912267783000	2.5 lac/annum
47.	Shyamsundar Dhage	M.Pharm	Torrent Pharma Contact-Axay Shah +917926599000	3 lac/annum
48.	Sharaddha Kamthe	M.Pharm	Indivirtus AB7 Scribing and RCM Pvt.Ltd, Pune Contact-Sonia Sachdeva <a href="mailto:Sonia.s@indivirtusab7.com">Sonia.s@indivirtusab7.com</a> +91-8591873535	4.8 lac/annum



Dr. Ashwini R Madgulkar

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





27-Apr-2022

Dear **Abhijeet Mohan Pawar**,  
B.Pharm, Pharmacy  
AISSMS College of Pharmacy, Pune

Candidate ID – 21087069

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.284,111/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

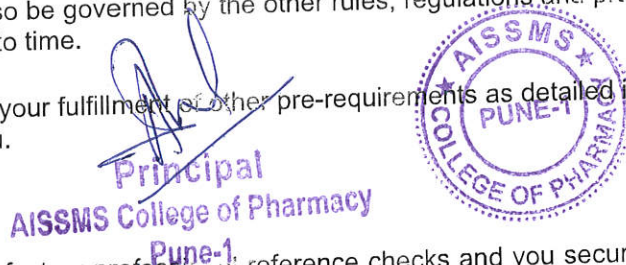
1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized





based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship (If offered to you):

Successful completion of Cognizant Internship (if offered to you), which is a pre-requisite skill and capability development program will form a critical part of your employment with Cognizant.

### 3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 4. Training - Post Joining Cognizant:

Upon successful completion of Internship program (If offered to you), one of the below options would be followed based on business demands.

- a) You could be onboarded directly to business without any additional training.
- b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
- c) You could be onboarded directly to business and be given on-the-job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

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




Maya Sreekumar

**Vice President – Human Resources**

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

Signature: 

Date: 7/7/2022

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





## Compensation and Benefits

Name: Abhijeet Mohan Pawar

Designation: Programmer Trainee

SI. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1476	17,712
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
<b>Annual Gross Compensation</b>			<b>220,500</b>
Incentive Indication (per annum)**			12,000
<b>Annual Total Compensation</b>			<b>232,500</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>252,000</b>

Note: The Insurance amount may vary subject to the conditions from time to time.

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance Coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

## Leave &amp; Vacation:

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

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

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

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

\*\* **Incentive Indication:** Incentive amount may be high or lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

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

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

Principal  
AISSMS College of Pharmacy  
Pune-1



Employment Agreement -- Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made this \_\_\_\_\_ day of \_\_\_\_\_ between:

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

AND

Abhijeet Mohan Pawar, 22, residing at 55-NO 4814 Ganeshnagar wadgaonsheri Pune-14 (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

1. Duties and Responsibilities

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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

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

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PUNE-1

Abhijeet



engage in any conduct in conflict with or adverse to the interests of the Company, as determined by the Company in its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or the Company's proprietary or confidential information, or violate any agreement or obligations that you have with any third party.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or other third parties (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially defamatory, libelous, obscene, political, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers of any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

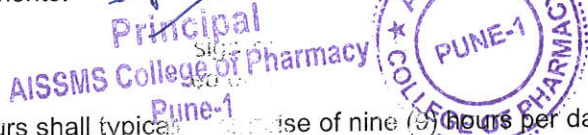
5. Data Protection

By signing below,

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

6. Work Schedule

- a. The Company's normal working hours shall typically be a span of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended work hours/days including weekends, depending on the project requirements, business exigencies and/or for the efficient and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings/days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24



Object



hours a day, 7 days a week and 365 days a year. The timings may change from time to time as per any Company policy and which will be notified to you in advance. d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance with the processes and policies at all times.

7. Background Check

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

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

8. Compliance with Company Policies

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

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

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

9. Non-Compete and Non-Solicit Restrictions

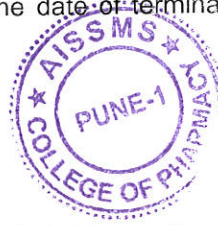
During the term of your employment with Cognizant, you will not directly or indirectly, either as an individual or your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function),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

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company is not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority and do not require the consent of any third party to be employed with the Company.

Principal
AISSMS College of Pharmacy
Pune-1





Company;

- c. you represent and warrant that you shall not bring to the Company premises or systems (or use in any manner) any third-party documents (regardless of whether they are proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligations (financial or otherwise) upon the Company.

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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

13. Unauthorized Absence

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

14. Retirement

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


15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to receive your salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

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

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

*(Handwritten Signature)*  
**Principal**  
**AISSMS College of Pharmacy**  
**Pune-1**



*(Handwritten Signature)*



client.

16. Deputation, Assignment and Transfer

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

17. Survival

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

18. Dispute Resolution and Governing law

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

19. General

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

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

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

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

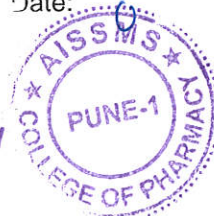
Cognizant Technology Solutions India Private Limited

Abhijeet Mohan Pawar

Sign: Abhijeet  
Name: Abhijeet Mohan Pawar

Sign: Abhijeet  
Date: 0

Principal  
AISSMS College of Pharmacy  
Pune-1





Letter of Intent (LOI)

Superset ID: 2332261

March 22, 2022

Dear Dhiraj Dilip Dhande,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be Programmer Trainee. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be INR 252,000/-. This includes an annual incentive target of INR 12,000/-. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 1 week from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

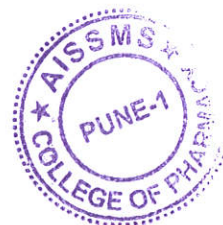
Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources

Principal  
AISSMS College of Pharmacy  
Pune-1





29/8/2022

**Bhuvaneshwari Deepak Patil**

Guru Krupa colony,  
Bhosari, Pune 411039

**Subject: Appointment for post of Pharmacist**

Dear Ms. Bhuvaneshwari Deepak Patil,

We are pleased to offer you, the position of Pharmacist with Shradha medical on the following terms and conditions:

Your employment will be effective, as of 1<sup>st</sup> September 2022.

Your job title will be Pharmacist and you will report to Dr. Archana gore.

The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 10 to 10 and you are expected to work not less than 30 hours each week, and if necessary for additional hours depending on your responsibilities.

**Leave/Holidays**

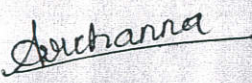
You are entitled to casual leave of 2 days.


You are entitled to 2 working days of paid sick leave.

The Company shall notify a list of declared holidays in the beginning of each year.

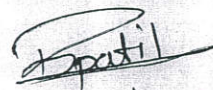
Yours Sincerely,

Shradha medical

  
Dr. Archana Gore.

  
Principal  
AISSMS College of Pharmacy  
Pune-1



  
29/08/2022





27-Apr-2022

Dear **Dhanashree Suresh Dhaygude**,  
B.Pharm, Pharmacy  
AISSMS College of Pharmacy, Pune

**Candidate ID – 21087084**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.284,111/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (If offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

*Hanashree*



**Compensation and Benefits**

**Name:** Dhanashree Suresh Dhaygude

**Designation:** Programmer Trainee

SI. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1476	17,712
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
<b>Annual Gross Compensation</b>			<b>220,500</b>
Incentive Indication (per annum)**			12,000
<b>Annual Total Compensation</b>			<b>232,500</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>252,000</b>

**Note: The Insurance amount may vary subject to market conditions from time to time.**

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

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

**Leave & Vacation:**

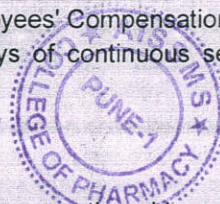
- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

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

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

*Handwritten signature*

Principal  
AISSMS College of Pharmacy  
Pune-1





## Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of \_\_\_\_\_ between:

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

AND

Dhanashree Suresh Dhaygude, 22, residing at seveno.175, old fursungi road, Swanand building, Bhekraingar, Hadapsar, Pune - 412308 (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

### 1. Duties and Responsibilities

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

### 2. Place of Employment

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

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

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

*handwritten signature*



- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
- d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

## 7. Background Check

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

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

## 8. Compliance with Company Policies

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

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

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

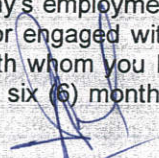
## 9. Non-Compete and Non-Solicit Restrictions

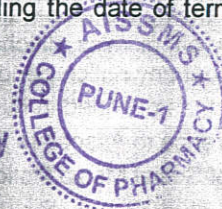
During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member,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

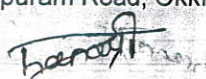
## 10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the

  
Principal  
AISSMS College of Pharmacy  
Pune-1







- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

## 16. Deputation, Assignment and Transfer

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

## 17. Survival

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

## 18. Dispute Resolution and Governing law

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

## 19. General

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

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

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

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

**Cognizant Technology Solutions India Private Limited**

**Dhanashree Suresh Dhaygude**

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

Sign: *Dhanashree*  
Date: 07/07/2022

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



*[Signature]*





Letter of Intent (LOI)

Superset ID: 2330853

March 22, 2022

Dear **Suyash Manohar Chaudhari,**

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 252,000/-**. This includes an annual incentive target of **INR 12,000/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 1 week from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

**Maya Sreekumar**

Vice President - Human Resources

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



Date: November 11, 2022

**Akshata Raju Jadhav**  
gadhave colony, shastrinagar,  
kothrud, pune - 411038,  
Maharashtra, India

Subject: Offer Cum Appointment Letter

Dear Akshata,

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement / acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:

**Designation:** Business Development Manager

**Department:** Agency

**Organizational Band / Grade:** 2

**Location:** Pune - Law College

**Date of Joining:** Within 15 days of November 14, 2022

#### Job Detail

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

#### Compensation & other Benefits

1. Your annual emoluments will be **3,75,000** per annum on Cost to Company basis. The brief details of which are shown in Annexure-1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).
3. Based on your grade entitlement and as per the rules and policies determined by the Company from time to time, you will participate in:
  - a. The Provident Fund Scheme and other retirement schemes, if any. The statutory Provident Fund (PF) contribution by the Company and your contributions (or deductions from your payroll) would follow the prevailing PF rules at the time.

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13<sup>th</sup> Floor, Lodha Excelus, Apollo Mills Compound,

N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CTN: L6511GMH2060PLC128285

+91 22 6751 6666

1860-267-9999


Available Mon-Sat from 10am to 7 pm (Local Charges apply)  
DO NOT prefix any country code e.g. +91 or 00.

www.hdfclife.com



Issued By Ashwini Rajesh Shetty (70001196)

Candidate ID: 0000037916

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





11. On your joining and during the course of your employment with the Company, you will relinquish all your previous interest, if any, either as a licensed agent or distribution agency of any other form with any other company, institution, firm, individual either in the same line of business or otherwise.
12. You will always maintain utmost confidentiality and shall not either during your engagement with the Company or thereafter, divulge to any person whatsoever any records, documents, formulae, processes, methods ideas or any other information or communication whether written, visual or oral and whether or not marked as confidential, concerning the business and affairs of the Company or any of its dealings, transactions which come to your knowledge during the course of your employment, or use any of the same for your own benefit.
13. Whilst in employment of the Company, you shall at all times whether or not you have any financial interest or otherwise either directly or indirectly, keep the Company disclosed fully of any conflicting business interest of your immediate relatives, if any, associated with the Company either as employee, distribution agent or otherwise.
14. Any invention, improvement, or idea conceived by you in connection with your employment with the Company, shall become the Company's exclusive property. For the purpose of this section / point, the Company shall in addition to (HDFC Life Insurance Company Limited) mean and include any other firm, person or company subsidiary to or affiliated with the Company.
15. Unless specifically authorized by the proper authority within the Company, you will not engage or represent the Company, whether in person or by way of any written document and, in any manner.
16. During the course of your employment you will be required to abide by governing laws, applicable rules and regulations and maintain highest standard of personal conduct and integrity and comply with all policies and procedures of the Company. Any breach, deviation, disobedience of code of conduct / procedures / policies / laws / regulations including but not restricted to any acts of insubordination, negligence, corruption, fraud, forgery, misappropriation and unacceptable behaviour, which bring disrepute to the Company either within or outside the Company premises would warrant stern disciplinary action, including dismissal from services of the Company without notice or wages in lieu of notice.

#### Notice Period on confirmation

17. This engagement may be terminated by either party by giving to the other, at any time, notice of 30 days in writing. In case of an ongoing internal investigation(s) / proceeding(s) against you, the Company has the right to extend your last working date, till the completion of said investigation(s) / proceeding(s). To mitigate the exigencies of the business and the possible risks, the decision of the Company will be final regarding the relieving date. In case the relieving date decided is short of the notice period, you will be bound to pay the notice period amount calculated on your last drawn salary. In case the Company decides to relieve you early, the Company will bear the notice period amount calculated on your last drawn basic pay. If you fail to report to duty till your last working date (as decided by the Company, except with prior approved leaves), your separation will be treated as per the abandonment clause(s).

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13<sup>th</sup> Floor, Lodha Excelus, Apollo Mills Compound,

N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CTN: L65116MH12600PLC128245

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10am to 7 pm (Local Charges apply)  
DO NOT prefix any country code e.g. +91 or 00.

www.hdfclife.com



Candidate ID: 0000037916

Issued By Ashwini Rajesh Shetty (70001196)

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**AIISSMS College of Pharmacy**  
**Pune-1**

23. If for any reason, you remain absent / abstain from duty for a continuous period of seven (7) days without pre-approved leave or without intimating and obtaining the prior approval of your manager / immediate superior, or if you remain absent / abstain from duty for a period of seven (7) days beyond the period of leave originally granted without intimation or without obtaining the approval of your manager/immediate superior, it would be treated as abandonment of service and you will be deemed to have voluntarily abandoned your service without notice. The Company / employer would not be responsible for any further intimation towards such separation / abandonment of service nor any compensation or any full and final settlement payouts towards the same.
24. In case your employment with the Company is discontinued for any reason within 30 days from the date of joining, you will not be eligible for payment of dues or any other benefit from the Company on account of the expenses incurred by HDFC Life towards on-boarding activities.
25. It will be your sole responsibility to inform the Company in writing of any change in your address, failing which any communication sent to you in the address last stated by you shall be deemed to be validly served on you.
26. On your joining, you will be required to undergo a Regional Induction program as per policy at the Specified Regional location as communicated by the Regional Human Resources Manager, designated to your location. In case you are required to travel and stay at another location other than your base location for your induction, you will be eligible for training allowance as per Company Policy or basis exception approval.
27. Whilst in the employment of the Company and for a period of three (3) months thereafter your salary bank account as reflected on the Company's records, may be subject to audit at any point of time. By signing this letter, you hereby authorize and provide to the Company an irrevocable right to access your salary bank account for audit purposes during the period specified herein. Failure in providing these details may lead to disciplinary action.
28. Employee will have to raise resignation only through Employee Self Service (ESS). Resignation through any other mode except ESS will not be considered.
29. As an active frontline sales employee, you are expected to purchase a Tablet to conduct business. You shall provide an undertaking in favor of the Company for the purchase of the tablet in the format set out in Annexure-2.
30. You will need to open a bank account with our banking partner for salary and reimbursement purposes; in case you have an existing account with the partner, you may choose to convert it to salary account or open a separate account for the same. Failure to do so will result in salary and reimbursements being kept on-hold, for such period of time, till the bank account is opened with the banking partner.

Management reserves the right to effect change in any of the above clauses and the same will be communicated to you through SAP or other communication channels as prevalent. All policies referred in the letter are available on company's intranet page. If you are agreeable to the above mentioned terms and conditions, please acknowledge your acceptance by signing the duplicate copy of this letter and duly signed undertaking as set out in Annexure-2.

We look forward to a mutually rewarding relationship.

**HDFC Life Insurance Company Limited**

**Corporate & Registered Office:**

13<sup>th</sup> Floor, Lodha Excelus, Apollo Mills Compound,  
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CTN: L6511GMH2000PLC128245


+91 22 6751 6666

1860-267-9999

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### Annexure 1

Date: November 11, 2022  
 Name: Akshata Raju Jadhav  
 Designation: Business Development Manager  
 Location: Pune - Law College  
 Band: 2

CTC STRUCTURE	
Components	Per Annum
<b>(I) Fixed Pay</b>	
Basic	112,500
House Rent Allowance	67,500
Other Allowance	85,016
Bonus	32,971
<b>(II) Reimbursements</b>	
LTA	9,375
Fuel	21,600
Mobile Handset	10,000
<b>Total Fixed Pay and Reimbursements</b>	
	<b>338,962</b>
<b>(III) Retirals</b>	
Provident Fund	21,600
Gratuity	5,438
<b>(IV) Valued Benefits</b>	
Group Insurance Benefit	9,000
<b>Fixed Cost to Company (FCTC)</b>	
	<b>375,000</b>

#### Other Eligibilities

On appointment you will be covered under the Group Term insurance as per Company policy.  
 You will be eligible to be enrolled into sales incentive schemes as and when announced by the Company.

**Note:** The Bonus / Advance Bonus component shown above would be paid as part of monthly salary. All payments made towards Bonus / Sales incentives/VPP paid will be in accordance with the Payment of Bonus Act.

HDFC Life Insurance Company Limited

Corporate & Registered Office:  
 13<sup>th</sup> Floor, Lodha Exceius, Apollo Mills Compound,  
 N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.  
 CTN: L65110MH2660PLC124245

+91 22 6751 6666  
 1860-267-9999  
 Available Mon-Sat from 10am to 7 pm (Local Charges apply)  
 DO NOT prefix any country code e.g. +91 or 00.  
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# Aquity

2021-22

Aquity Solutions/Pune, India - Service Center/Medical Scribing

November 03, 2022

Mr. **Tejas Sunil Kakade**

Address: Flat No.705,Solitaire Society,Pune- Saswad Road  
Fursungi, Pune  
Maharashtra - 412308

**Subject: Offer Letter**

Dear Tejas Sunil Kakade,

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

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

1. Your Annual Cost to the company (CTC) shall be **Rs. 4,20,012/-** only (**Rupees Four Lakh Twenty Thousand and Twelve only**) and the same will be structured as per the attached Annexure I.
2. You shall join us on or before **07-Nov-2022** failing which the offer will be void.
3. This Offer Letter and your employment with Aquity Solutions shall be subject to satisfactory Background Verification Report as per the Company's process.
4. Your employment with Aquity Solutions will be governed by your Appointment Letter, which will be issued to you at the time of your joining.
5. Your services with the Company will be subject to a probation period of three (3) months from the date of your joining, during which period your performance would be monitored and evaluated prior to confirming your services with the Company.
6. The terms of this Offer Letter are valid for seven (7) days from the date of this letter. If we do not receive your acceptance of this offer, the terms of this letter and this offer will be deemed to have been rejected by you unless otherwise communicated to you by the Company in writing.
7. Please provide all the documentation as listed in Annexure II, on or before joining the Company.
8. To indicate your acceptance of this Offer Letter, please sign and return a duplicate copy of this letter.

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

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

Sincerely yours,  
For Aquity Solutions India Private Limited



Authorised Signatory

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

Accepted:

Signature: \_\_\_\_\_

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

Date: \_\_\_\_\_


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Pune-1



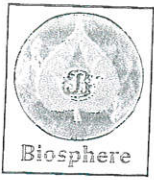
## Annexure II

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

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

  
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Pune-1





# Biosphere Clinical Research Pvt. Ltd.

Ref. No. BCR/HR/2022-23/0056

Date: 24<sup>th</sup> August, 2022.

Mr. **Ojas Sanket Jadhav**

Permanent Address: Bldg. 4, Room No: E5, Mukund Jadhav Road, Parel Village, Mumbai-400012.

Dear Mr. Ojas Sanket Jadhav

Welcome aboard to "Biosphere Clinical Research Pvt. Ltd." an organization formed in the year 2012 with union of industry experienced like-minded domain experts with the zest of delivering quality Clinical Research Services.

This is in reference to your application and subsequent interviews held on 23<sup>rd</sup> August, 2022 with you, we are pleased to offer you the position of "Clinical Trial Assistant" with our company.

On joining your cost to company, CTC will be **INR 1, 20,000/- per annum.**

This offer is made subject to your fulfilling the documents and background check in support of your Age, Academic qualification, Residence proof and your previous employment in case of experienced candidates made as per the company norms. If at any time company finds you have furnished wrong information or have falsified any data company shall be entitled to terminate your employment without any notice.

Note: You have to submit all the Educational & Employment Documents (if any) with us for 2 years as for verification and security purpose.

You are required to join on, **24<sup>th</sup> August, 2022.**

Please sign and return one copy of this letter as a token of your acceptance of the offer.

Looking forward to having you as a part of our team.

Regards,

*Nargundkar*  
24 Aug 2022

Dr. Neeta Nargundkar  
Managing Director,  
Biosphere Clinical Research Pvt. Ltd.



*[Signature]*

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Pune-1

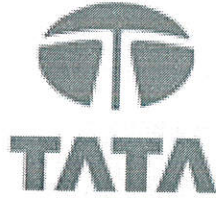


Acknowledged

*O. S. Jadhav*

24/08/22





41

**Provisional Offer : BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20219156638/Pune/BPS/BTN**  
**Date:30/08/2022**

Dear Mr. Sachin Ashok Mehta,

**Sub: Letter of Provisional Offer and Terms of Employment.**

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

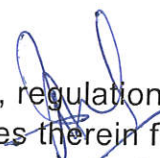
Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

  
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Pune-1



# Cognizant

## Letter of Intent (LOI)

Superset ID: 2332147

March 22, 2022

Dear Krishna Ashokrao Shendre,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be INR 252,000/-. This includes an annual incentive target of **INR 12,000/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 1 week from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources

Principal  
AISSMS College of Pharmacy  
Pune-1



CIN : U21098MH1990PLC057261

**Registered Office :**  
703, Shri Sai Corporate Park, Laxmi Nagar  
Off Link Road, Goregaon (West), Mumbai - 400 104  
Tel : +91-22-2873 6600/11, Fax : +91-22-2873 6677  
E-mail: publications@mediccapress.in  
Web: www.mediccapress.in

**GSTIN: 27AAACA4247L1ZM**

**29<sup>th</sup> Aug 2022**

To,  
**Ms. Rucha Shinde,**  
Greencity, Hadapsar, Pune  
1028, Maharashtra  
[Ruchashinde8999@gmail.com](mailto:Ruchashinde8999@gmail.com)  
Contact: 8999248526

Dear Ms.Rucha,

In line with our discussion and the subsequent interview you had with us on **23<sup>rd</sup> Aug 2022**, we are pleased to inform that you are selected as a Trainee- Medical Content Writer, in our organization on the terms discussed.

The role and responsibility have been explained in detail during your interview and has been accepted by you.

We would like you join us on / before **5<sup>th</sup> September 2022**. An appointment letter and two-year agreement indicating the details terms and conditions would be issued to you on your joining.

This offer is further subject to successful completion of your Background Verification Check.

Please note that compensation is personal to you and is not to be shared with others.

This offer is valid till Saturday **3<sup>rd</sup> September 2022**.

Kindly sign the duplicate if this letter in token of your acceptance.

Thanks & Regards,

For MEDICCA PRESS Limited

Varsha Talgaonkar

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



I accept



(Rucha Shinde)



2021-22

# Aquity

Aquity Solutions/Pune, India - Service Center/Medical Scribing

December 16, 2022

Ms. Nisarga Vilas Sokate

Address: Opp Ayyapa Mandir, Flat No 05, Datta Niwas Apt,  
Rasta Peth, Pune, Maharashtra - 411011

**Subject: Offer Letter**

Dear Nisarga Vilas Sokate,

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

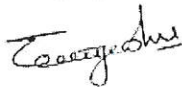
We welcome you to Aquity Solutions, and we are confident that you will enjoy being a part of it, as much as we shall cherish our association with you. This Offer Letter confirms your total emoluments and other terms of your employment, which if accepted by you, will be as follows:

1. Your Annual Cost to the company (CTC) shall be **Rs. 4,20,012/- only (Rupees Four Lakh Twenty Thousand and Twelve only)** and the same will be structured as per the attached Annexure I.
2. You shall join us on or before **19-Dec-2022** failing which the offer will be void.
3. This Offer Letter and your employment with Aquity Solutions shall be subject to satisfactory Background Verification Report as per the Company's process.
4. Your employment with Aquity Solutions will be governed by your Appointment Letter, which will be issued to you at the time of your joining.
5. Your services with the Company will be subject to a probation period of three (3) months from the date of your joining, during which period your performance would be monitored and evaluated prior to confirming your services with the Company.
6. The terms of this Offer Letter are valid for seven (7) days from the date of this letter. If we do not receive your acceptance of this offer, the terms of this letter and this offer will be deemed to have been rejected by you unless otherwise communicated to you by the Company in writing.
7. Please provide all the documentation as listed in Annexure II, on or before joining the Company.
8. To indicate your acceptance of this Offer Letter, please sign and return a duplicate copy of this letter.

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

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

Sincerely yours,  
For Aquity Solutions India Private Limited



Authorised Signatory

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

Accepted:

Signature: \_\_\_\_\_  
SYS/HR/F/1.3a Rev08/Date of issue-01-Jan-2020

*N. Sokate*  
16/12/22

Date: \_\_\_\_\_


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Pune-1




## Annexure I

Annual Cost to Company (CTC)		
Name of the Employee: Nisarga Vilas Sokate		
Designation / Division: Medical Scribe Trainee/Medical Scribing		
Particulars	Compensation Per Month Rs.	Compensation Per Annum Rs.
Basic	9812	117744
HRA	5397	64764
Medical Allowance	1250	15000
Meal Coupons	1100	13200
Attire Allowance/Reimbursement	1600	19200
Education	200	2400
Leave Travel Allowance (LTA)	736	8832
City Compensatory Allowance (CCA)	2086	25032
Interim Bonus (IB)	2348	28176
<b>Gross Earnings (Rs.) - 1. (Rs.)</b>	<b>24,529</b>	<b>2,94,348</b>
Hardship Allowance	2500	30000
<b>Total Earnings (Rs.) - 2. (Rs.)</b>	<b>27,029</b>	<b>3,24,348</b>
<b>Company's Contribution to</b>		
Provident Fund	1276	15312
ESI Employer Contribution	0	0
Gratuity	472	5664
Mediclaime Insurance	412	4944
Subsidized Canteen facility	520	6240
Bonus	292	3504
Retention Bonus	5000	60000
<b>Company's Contribution (Rs.) -3.</b>	<b>7,972</b>	<b>95,664</b>
<b>Total Monthly CTC (Rs.) - 1+ 2 +3</b>	<b>35,001</b>	<b>4,20,012</b>
<b>Total Annual CTC (Rs.)</b>	<b>4,20,012</b>	
<b>Comments:</b>		
PF is calculated as 13 % of Basic Salary		
Gratuity calculated as per the Gratuity Act 1972 (Payable on completion of five years of service)		
Mediclaime Insurance - Mediclaime Insurance as per the company policy		
Provision of Subsidised canteen facilities		
You will also be eligible to earn line Incentive over and above your CTC, subject to meeting Productivity and Quality Parameters		

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

  
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16/12/22




## Annexure II

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

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

*Atokate*  
16/12/22

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

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



# Aquity

Aquity Solutions/Mumbai, India - Service Center -1/Medical Scribing / April -2021

Date : 17-Oct-2022

Ms. Ruchita Satish Takawale  
Address: Near Idea Mobile Tower, Nimbut,  
Pune, Maharashtra - 412102  
Ph - 7387094717

Dear Ruchita,

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

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

## 01. COMMENCEMENT / TERM

- 1.1 Your appointment with the Organization is with effect from **17-Oct-2022** which is your date of joining.
- 1.2 Your employee code is **AQ023345**
- 1.3 Your place of work is **Pune**

## 02. SALARY & ALLOWANCES

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

## 03. STATUTORY BENEFITS

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

## 04. PROBATION, CONFIRMATION & APPOINTMENT

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

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

Aquity Solutions India Private Limited (CIN U72900MH1998PTC120346)  
(Formerly Known as MModal Global Services Private Limited)  
Registered Office: 1st Floor, Unit No. 103, Reliable Plaza, Plot No. K 10, Kalwa Industrial Area, Village - Elthen,  
Taluka & Dist. Thane, Airoli, Navi Mumbai, Maharashtra - 400 700, India. Tel: +91-22-3307 7000 Fax: +91-22-3307 7076  
www.aquitysolutions.com

Principal  
AISSMS College of Pharmacy



*S. Patil*



An ISO 9001:2015 Certified Company



# AQuity

## 09. NOTICE PERIOD & TERMINATION

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

## 10. SECRECY/ CONFIDENTIALITY CLAUSE

- 10.1 You will be governed by provisions of the Confidentiality and Non-Disclosure Agreement (NDA) that has been signed and acknowledged by you at the time of you joining the Company.
- 10.2 You shall not divulge, publish or disclose to any person whomsoever or make use whatsoever for your own purposes or for any other purpose other than that of the Company, of any information, knowledge, methods, trade secrets or any confidential information relating to the business and affairs of the Company or any of its vendors obtained by you during your employment with the Company and in case of breach of discipline/trust, your services may be terminated by the Company.
- 10.3 All work executed during the period of your employment right from the date of your appointment with the Company till the date of termination of your employment with the Company is the sole property of the Company and you shall not have any right over it either during the employment or thereafter and such work shall be in the nature of work-for-hire developed for and on behalf of the Company and for its exclusive purposes and use.
- 10.4 You shall not at any point of me during the period of your employment with the Company or at any time after that, disclose to anyone or use for your own purposes or for or on behalf of any third party, any information, any form, knowledge, plans, text, secrets, processes, samples, sketches, blueprints, plans, source code, object code, design, customer / client lists, third party information rightfully held and disclosed by the Company or any information that by its very nature, is or could reasonably be perceived to be confidential, etc. that you learned of or had or gained access to as an employee of the Company (referred to as "**Confidential information**").
- 10.5 During the period of the employment with the Company you shall not carry on any business, profession any other kind of employment. Your position with the Company calls for a full time employment and you will devote yourself exclusively to the business of the Company.

# AQuity

aware of such planning in any geographical area where the Company Group manufactures, produces, sells, leases, rents, licenses or otherwise provides its products or services (a "Competitive Business");

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

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

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

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

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

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

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

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

## 12. PREVENTION OF CORRUPT PRACTICES

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

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

## 13. INTELLECTUAL PROPERTY

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

13.2 If you create, invent, design, develop, author, conceive, contribute to or improve any works either alone or with third parties, at any time during your employment with the Company and within the scope of such employment and/or with the use of any resources of the Company ("Company Works"), you shall

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

  
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# AQuity


Company business, you are entitled to such travel expenses / allowance as per Company policies, as may be in force from time to time.

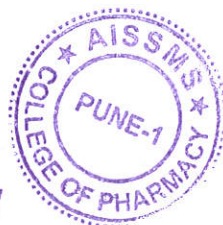
- 16.5 You should immediately intimate any change in your residential address. Even when you are on leave, you should not leave the station without intimating the management and also give the correct address /contact details at which the management can get in touch with you in case of need.
- 16.6 We are an Equal Opportunity Employer. You will be considered all employment related benefits and promotion without regard to race, age, gender, sexual orientation, gender history, marital status, family status and responsibility, political and religious conviction.
- 16.7 Your appointment is being made on the basis of the particulars such as qualifications, experience, address etc. provided by you. In case any information as given by you is found false or incorrect, your appointment will be deemed void and liable for termination without notice or compensation there of and you will also be held responsible for the losses / damages the Company has incurred in this regard.
- 16.8 Upon termination of your services, you shall handover charge to such person as may be nominated for that purposes by the Company and shall deliver to such person such papers, documents, source codes, object codes, any other relevant and important information and other property of the Company as may be in your possession, custody, control or power.
- 16.9 The normal age of your retirement shall be on your completion of 60 years. The date of retirement will be the last day of the month in which you will attain the age of 60 years. You have recorded and confirmed that your date of birth as **9-Feb-2000**.
- 16.10 You will abide by the instructions contained in the Company's HR Policy manual and various other instructions issued by the Company from time to time.
- 16.11 Your appointment will be valid subject to favorable Background Verification Report as per the company process.
- 16.12 Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of the Courts in Mumbai only.

## 17. PROHIBITION OF WORKPLACE AND SEXUAL HARASSMENT

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

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Annexure I

Annual Cost to Company (CTC)		
Name of the Employee: Ruchita Satish Takawale		
Employee Code – AQ023345		
Designation / Division: Medical Scribe Trainee/Medical Scribing		
Particulars	Compensation Per Month Rs.	Compensation Per Annum Rs.
Basic	9812	117744
HRA	5397	64764
Medical Allowance	1250	15000
Food Coupons	1100	13200
Attire Allowance/Reimbursement	1600	19200
Education	200	2400
Leave Travel Allowance (LTA)	736	8832
City Compensatory Allowance (CCA)	2086	25032
Interim Bonus (IB)	2348	28176
<b>Gross Earnings (Rs.) - 1. (Rs.)</b>	<b>24,529</b>	<b>2,94,348</b>
Performance Allowance	2500	30000
<b>Total Earnings (Rs.) - 2. (Rs.)</b>	<b>27,029</b>	<b>3,24,348</b>
<b>Company's Contribution to</b>		
Provident Fund	1276	15312
ESI Employer Contribution	0	0
Gratuity	472	5664
Mediclaime Insurance	412	4944
Subsidised Canteen facility	520	6240
Bonus	292	3504
Retention Bonus	5000	60000
<b>Company's Contribution (Rs.) -3.</b>	<b>7,972</b>	<b>95,664</b>
<b>Total Monthly CTC (Rs.) - 1+ 2 +3</b>	<b>35,001</b>	<b>4,20,012</b>
<b>Total Annual CTC (Rs.)</b>	<b>4,20,012</b>	
<b>Comments:</b>		
PF is calculated as 13 % of Basic Salary		
Gratuity calculated as per the Gratuity Act 1972 (Payable on completion of five years of service)		
Mediclaime Insurance - Mediclaime Insurance as per the company policy		
Provision of Subsidised canteen facilities		
You will also be eligible to earn line Incentive over and above your CTC, subject to meeting Productivity and Quality Parameters		



2021-2

# Aquity

Aquity Solutions/Pune, India - Service Center/Medical Scribing

November 15, 2022

**Ms. Gautami Sanjay Vijapure**

Address: Opp Thakur Savdekar Building,  
Nana Peth, Ashok Chowk, Pune City  
Pune, Maharashtra - 411002

**Subject: Offer Letter**

Dear Gautami Sanjay Vijapure,

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

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

1. Your Annual Cost to the company (CTC) shall be **Rs. 4,20,012/- only (Rupees Four Lakh Twenty Thousand and Twelve only)** and the same will be structured as per the attached Annexure I.
2. You shall join us on or before **16-Nov-2022** failing which the offer will be void.
3. This Offer Letter and your employment with Aquity Solutions shall be subject to satisfactory Background Verification Report as per the Company's process.
4. Your employment with Aquity Solutions will be governed by your Appointment Letter, which will be issued to you at the time of your joining.
5. Your services with the Company will be subject to a probation period of three (3) months from the date of your joining, during which period your performance would be monitored and evaluated prior to confirming your services with the Company.
6. The terms of this Offer Letter are valid for seven (7) days from the date of this letter. If we do not receive your acceptance of this offer, the terms of this letter and this offer will be deemed to have been rejected by you unless otherwise communicated to you by the Company in writing.
7. Please provide all the documentation as listed in Annexure II, on or before joining the Company.
8. To indicate your acceptance of this Offer Letter, please sign and return a duplicate copy of this letter.

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

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

Sincerely yours,  
For Aquity Solutions India Private Limited

Authorised Signatory

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

Accepted:

Signature:

SYS/HR/F/1.3a Rev 08/Date of issue-01-Jan-2020

Date: 15/11/22

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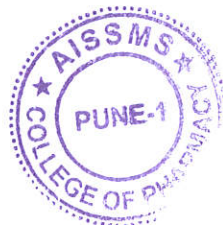


## Annexure I

Annual Cost to Company (CTC)		
Name of the Employee: Gautami Sanjay Vijapure		
Designation / Division: Medical Scribe Trainee/Medical Scribing		
Particulars	Compensation Per Month Rs.	Compensation Per Annum Rs.
Basic	9812	117744
HRA	5397	64764
Medical Allowance	1250	15000
Meal Coupons	1100	13200
Attire Allowance/Reimbursement	1600	19200
Education	200	2400
Leave Travel Allowance (LTA)	736	8832
City Compensatory Allowance (CCA)	2086	25032
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Hardship Allowance	2500	30000
<b>Total Earnings (Rs.) - 2. (Rs.)</b>	<b>27,029</b>	<b>3,24,348</b>
<b>Company's Contribution to</b>		
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ESI Employer Contribution	0	0
Gratuity	472	5664
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Subsidized Canteen facility	520	6240
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<b>Total Monthly CTC (Rs.) - 1+ 2 +3</b>	<b>35,001</b>	<b>4,20,012</b>
<b>Total Annual CTC (Rs.)</b>	<b>4,20,012</b>	
<b>Comments:</b>		
PF is calculated as 13 % of Basic Salary		
Gratuity calculated as per the Gratuity Act 1972 (Payable on completion of five years of service)		
Mediclaime Insurance - Mediclaime Insurance as per the company policy		
Provision of Subsidised canteen facilities		
You will also be eligible to earn line Incentive over and above your CTC, subject to meeting Productivity and Quality Parameters		

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



*[Signature]*



## Annexure II

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

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

*Gautami*

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

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







## AISSMS COLLEGE OF PHARMACY



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

No.: COP/PN/EST/2022-23/94 (2)

Date: 01.11.2022

### Order of Appointment

To,  
Ms. Ankita Somnath Ingale  
Swapnankit Sr. No. 215,  
Ganaganagar,  
Hadpsar  
Pune-412308

**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 (UG) 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 1<sup>st</sup> November, 2022 to the end of academic year 2022-2023.

You are required to communicate your acceptance on or before 7<sup>th</sup> 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.

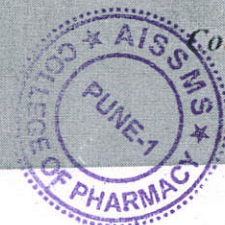
The above contract is subject to the following terms and conditions:

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, AISSMS 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 1<sup>st</sup> 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/-

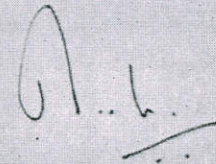
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Pune-1






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 Shreeji Memorial Society*  
*Pune-411005.*

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



**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. Ms.~~ Ms. Ankita Somnath Ingale.

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

97-2.

Dated:- 01.11.2022.

for the post of Assistant Professor

I shall join the duties on or before 1<sup>st</sup> Nov, 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 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<sup>st</sup> Nov, 2022

Signature:-

Ankita  
Name:- Ankita Somnath Ingale

Address:- Swapnankit, Sr. No-215,  
Ganganagar, Hadapsar,  
Pune - 412308.

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

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







Shin-Etsu Chemical Tylose India Pvt. Ltd.

Building D, 7th floor, MBC Park,  
Near Hyper City Mall,  
Kasar Wadavali, Ghodbunder Road,  
Thane (West) 400615, Maharashtra, India.

## OFFER LETTER FOR APPOINTMENT OF INTERN TRAINEE

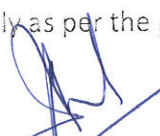
Date: 11/05/2022

Name: Ms. Aishwarya Katrela

Dear Ms. Aishwarya,

We are pleased to offer you an internship in our organization. The terms and conditions of your internship are as under: -

- ❖ Your training will be for six months which will commence on 1<sup>st</sup> June 2022 and conclude on 31<sup>st</sup> November 2022.
- ❖ You are expected to follow the working hours (9.00AM to 5.30PM), holidays, dress code and decorum as per the policies of SHIN-ETSU. You are expected to be conversant with same. SHIN-ETSU retains right to make any amendment without giving any formal notice. You further agree that the same shall be binding to yourselves.
- ❖ You will be entitled for the leaves as one leave per month throughout the duration of 6 months with prior permission from reporting manager.
- ❖ Your work base will be the Thane office; however, SHIN-ETSU reserves the right, to change your work base should the needs of the business require this. Such need is not currently envisaged.
- ❖ You need to report to Asst. Lab Manager at Shin-Etsu Chemical Tylose India Pvt. Ltd., Office no. 3, 7th Floor, D Building, MBC Park, Ghodbunder Road, Kasarwadavali, Thane West- 400615, India.
- ❖ You will undertake the project work under the guidance of Asst. Lab Manager or any other person deputed by him.
- ❖ The salary for your role is INR 25,000 per month. This is an all-inclusive payment and the Intern shall not be entitled to any other benefits that accrue to the employees of SHINE-UTSU. The payment shall be subject to applicable taxes regulations in India. There will be no payments for overtime hours.
- ❖ If SHIN-ETSU makes an overpayment to you to which you are not entitled, or is more than that to which you are entitled for whatever reason, you agree to allow SHIN-ETSU to recover the overpayment by deductions from your salary or other payments due to you. Any deductions will normally be made over the same period that the overpayment was made. It is in your interests to regularly check your pay slips.
- ❖ You will be paid monthly as per the policies of the company to a bank account of your choice.

  
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AISSMS College of Pharmacy  
Pune-1



- ❖ In the event of your being found unsuitable at any time during the period of training, the Company will be free to discontinue your training without any notice
- ❖ You will not disclose without the authority of the Company to anyone other than the Company's Officers authorized to receive the same, any technical, manufacturing, trade or business information or secrets acquired by you during your training and which according to the Company form confidential and valuable property of the Company.
- ❖ You are also obliged to comply with our confidential disclosure rule
- ❖ The Company shall not be liable to pay any damages or compensation to you on account of any injury or disability suffered by you during the training period
- ❖ The Company may recover from you a sum of money to cover loss, occasioned by any damage to machinery, tools, equipment, plants, etc. due to wilful or negligent act on your part
- ❖ You will be subject to the terms and conditions as agreed and amended from time to time by SHIN-ETSU as outlined in any of its policies, procedures, handbooks and other relevant documents.
- ❖ You will not be entitled to provident fund or any other payment or bonus that may be declared by the Company from time to time to its employees or participation in Gratuity or other welfare schemes of the Company or be entitled to any other benefits applicable to the employees of the Company
- ❖ Nothing herein contained shall be construed as contract of service or employment so as to constitute you as an employee of the Company.
- ❖ Your intern placement with SHIN-ETSU is based on the declaration of facts mentioned in your CV including those relating to your Qualifications, past experience, referrals. Any incorrect reporting is considered as a serious default and management may without recourse be entitled to terminate the internship. You shall submit the necessary evidence of on the date of joining. Failure to produce such evidence may lead to the termination of your intern placement.
- ❖ Notwithstanding anything mentioned above, SHIN-ETSU and yourselves will act as an independent contractor in the performance of its duties and that there is no creation of an employer – employee relationship in discharge of this Internship.



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



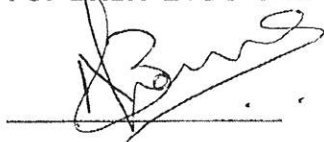


Confidentiality Disclosure Rule

1. You shall hold in strict confidence any and all Technical Information disclosed or provided by us, and without our prior written consent, you shall not use such Technical Information, and shall not disclose such Technical Information to any third party.
2. In the event that you make any invention or improvement involving any data and information of the Technical Information, you shall notify us in writing and will consult with us about the ownership and the patent protection for such invention or improvement. You shall not file any patent application on such invention or improvement without consulting with us.
3. Your obligation under this letter agreement shall not apply to any data and information which;
  - (a) is or becomes known to the public without your fault,
  - (b) is known to you prior to your receipt hereunder, as shown by written records, or
  - (c) becomes known to you through disclosure by a third party entitled to disclose it, as shown by written records.
4. Upon your completion of purpose hereof or our written request to you, you shall promptly return all Technical Information in the possession, furnished by us in written or other tangible form, and destroy all copies of documents containing any and all data and information relating to and/or contained in such Technical Information, in the possession.
5. The obligations under this letter agreement will continue for a period of five (5) years from the date of each disclosure of the Technical Information.

Yours sincerely,

For SHIN-ETSU CHEMICAL TYLOSE INDIA PRIVATE LIMITED



Nitin Bhusane


Director

**FORM OF ACCEPTANCE: I accept this appointment on the terms and conditions stated above, and agree to the following:**

SIGNATURE

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

DATE: \_\_\_\_\_

  
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AISSMS College of Pharmacy  
Pune-1



ALEMBIC / HRM / 2022

4<sup>th</sup> August 2022

Ms. Sanika Meghal  
Flat No. 12, Fifth Floor,  
Rudra Residency,  
Narayan Peth,  
Pune - 411030  
Mobile: +91 - 9145258838

Subject: Offer Letter

Dear Ms. Sanika,

This is with reference to your application and subsequent to the discussion you had with us; we take pleasure in inviting you to join our organization as Marketing Trainee (AT). The date of joining would be on or before 22<sup>nd</sup> August 2022.

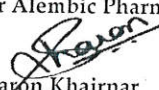
1. Your stipend details are as per the attached Annexure -A.
2. This offer is valid subject to clearance of your pre-employment medical check-up.
3. This offer is valid subject to you passing the graduation examination. In case you fail to clear the examination, we reserve the right to withdraw this offer.
4. Your place of posting as decided during the discussion shall be at Mumbai. However in future, you may be transferred to any of our office/ plant location anywhere in India.
5. A detailed appointment letter would be issued to you at the time of your joining.
6. You are required to bring along with you the following documents at the time of joining:
  - Certificates in support of your educational qualification (from Class X onwards)
  - Proof of date of birth
  - 4 recent passport size colour photographs
  - PAN Card and Aadhar Card copy
  - Last 3 months' salary slips / salary certificates (if applicable)
  - Proof of Income Tax returns (if applicable)
  - Cancelled cheque of HDFC/ Axis Bank (if available)

For any further clarifications feel free to contact, Mr. Saurabh Goswami on saurabh.goswami@alembic.co.in & cell no 9699579711.

Kindly return the duplicate copy of this letter duly signed as a token of your acceptance of our offer.

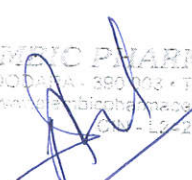
Looking forward to a long and fruitful association and your contribution in building the future of Alembic.

For Alembic Pharmaceuticals Limited

  
Sharon Khairnar  
Senior Manager - Human Resources

-----  
Signature  
Date:

ALEMBIC PHARMACEUTICALS LIMITED  
ALEMBIC ROAD, VADODRA - 390 003 • TEL : (0265) 2280550, 2280555 • FAX : (0265) 2280508  
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in

  
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Annexure - A

Name	Sanika Meghal
Designation	Marketing Trainee (AT)
Components	Amount in rupees (Per Month)
Stipend	28386
Premium on Hospitalization	781
Total	29167


You will be covered under group personal accident policy and mediclaim policy.

For Alembic Pharmaceuticals Limited



Sharon Khairnar  
 Senior Manager - Human Resources

-----  
 Signature  
 Date:

  
**Principal**  
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# AISSMS

## COLLEGE OF PHARMACY

IMPARTING EXCELLENCE IN EDUCATION & RESEARCH

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



No.: COP/PN/EST/2022-23/ 52 - 2

Date: 17.10.2022

### Order of Appointment

To,

Ms. Pooja Praksah Lanke

C/o. Rukmini Mane

356, Charch Jayal Late Ali

Shirur, Pune-412210

**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 Quality Assurance 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 1<sup>st</sup> November, 2022 to the end of academic year 2022-2023.**

You are required to communicate your acceptance on or before **7<sup>th</sup> 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 **1<sup>st</sup> 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/-

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**Pune-1**





JOINING REPORT / UNDERTAKING

I, the understating Mr./Mrs./Ms. Pooja Prakash Lanke

Acknowledge with thanks the receipt of the Appointment Order No. \_\_\_\_\_

COP/PN/EST/2022-23/92 - (2) Dated:- 17/10/2022

for the post of Assistant Professor

I shall join the duties on or before 1 November 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) Adhoc - Basis 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 November 2022

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

Signature:-

Planke

Name:- Ms. Pooja Prakash Lanke

Address:- 356, Rukmini Niwas,  
Late Ali, Shirur,  
Tal- Shirur, Dist- Pune,  
412210.

[Signature]

Principal

AISSMS College of Pharmacy  
Pune-1



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AISSMS College of Pharmacy  
Pune-1

Alembic / HRM / Mumbai / Ecode (25050)

28th July 2023

Ms. Aaditi Misar


G-102, Daulatnagar,  
Off Suncity Road,  
Besides Singhgad Road,  
Police Station  
Pune - 411051  
Mobile: 7083725732

Subject: Appointment Letter

Dear Ms. Misar,

Consequent to the review of your performance during your training period, we are pleased to appoint you as **Product Executive in our Marketing Team** based at Mumbai w.e.f. 1<sup>st</sup> July 2023 on the following terms and conditions:

1. You will be on probation for a period of six months from the date of joining. The period of probation can be curtailed or extended depending on the assessment of your performance. You will continue to be on probation unless your services are confirmed in writing.
2. Your initial place of posting will be Mumbai; however, your services are liable to be transferred to any location, department of Alembic Pharmaceuticals Limited or its group companies, at any point in time during your tenure.
3. Your Basic salary will be Rs. 13,125/- per month and your gross Compensation (annual CTC) will be Rs. 4,50,000/-. Details of your compensation are provided in the annexure. Compensation payable to you shall be subject to deduction of Income Tax or any other deduction as required by law.
4. Your appointment is subject to your being found medically fit and certified to this effect in writing by a registered medical practitioner having a minimum qualification of MBBS. Your continuance in employment will be further subject to your remaining medically fit. The management will have the right to get you examined or re-examined from company's medical officer, whose decision shall be final and binding.
5. You will discharge your duties diligently and honestly and will not disclose, utilize or divulge to any other company, firm or person, the affairs, processes, techniques, etc. without written consent from the management.
6. You will be governed by the policies, norms rules & regulations as applicable to your grade and establishment of your postings.
7. You will not engage yourself in any other trade, profession or vocation, directly or indirectly, part time or full time, and whether for gainful purpose or otherwise.
8. This appointment is made on the basis of the information you have furnished in your application. If at any time it is found that any information / document furnished by you is incorrect, your appointment will be liable to be terminated without notice or compensation.

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Ref: Pat 080 22 22

Date: 01-06-2022

Mrs. Shagyashee Patil,  
C/O. Pangra, Tq. Kandhar Dist.  
K. J. 968,  
MAHARASHTRA - 431714

**SUB. : LETTER OF OFFER**

Dear Ms. Patil,

In reference to your application and subsequent interview you had for the post of "Management Trainee - R & D".

In this connection, we have pleasure to inform you that, we are making an offer of appointment to you as under:

- 1) You will be initially designated as an 'Management Trainee - R & D' based at Head Office.
- 2) Your emoluments will be as per the mutually agreed terms and conditions.
- 3) This offer is subject to you being medically fit, which is to be certified by our medical consultant.
- 4) This offer is issued to you on the understanding that you have furnished all the required relevant information and all the information furnished by you is correct and complete.
- 5) The regular letter of appointment, incorporating the detailed terms and conditions will be issued to you consequent upon resuming duties. You are also requested to submit the copies of your certificate of educational qualification and certificate towards the proof of date of birth.
- 6) This offer of employment is valid until 20/06/2022 for joining, failing which the offer will automatically stand withdrawn.
- 7) You will report to Mr. Sunil Kulkarni - Manager R & D as informed to you.

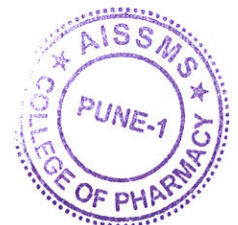
Please endorse your acceptance by signing on the duplicate copy of this letter.

Thanking you,

Yours faithfully,  
For MEYER ORGANICS PVT. LTD.

SANJAY THAKUR  
DEPUTY MANAGER - HR

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HR SOLUTIONS • BPO SOLUTIONS • BUSINESS CONSULTANCY • TRAINING SOLUTIONS

Date: 11/10/2022

Hanmant Attmaram

Hanmant Jawalga(At),Chakur(Tq),Latur(dist),MH  
9623010402  
Email Id badehanmant05@gmail.com

Dear Hanmant Attmaram

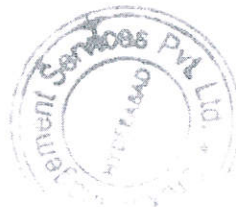
With reference to your application and subsequent interview with us, we have pleasure in offering you an appointment on the following terms and conditions with effect from 10/17/2022

- 1.Designation & Place of work - You will be designated as " Jr.Officer" " QA-IPQA" 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.

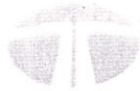
CRUX MANAGEMENT SERVICES (P) LTD.

# 410 Life Style Building, 4<sup>th</sup> Floor,  
My Home Tycoon, Kundanbagh,  
Begumpet, Hyderabad - 500 016.  
Phone : 040 - 2340 0339  
email: mailadmin@cruxmanagement.com  
email : crux\_backend@gmail.com

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AISSMS College of Pharmacy  
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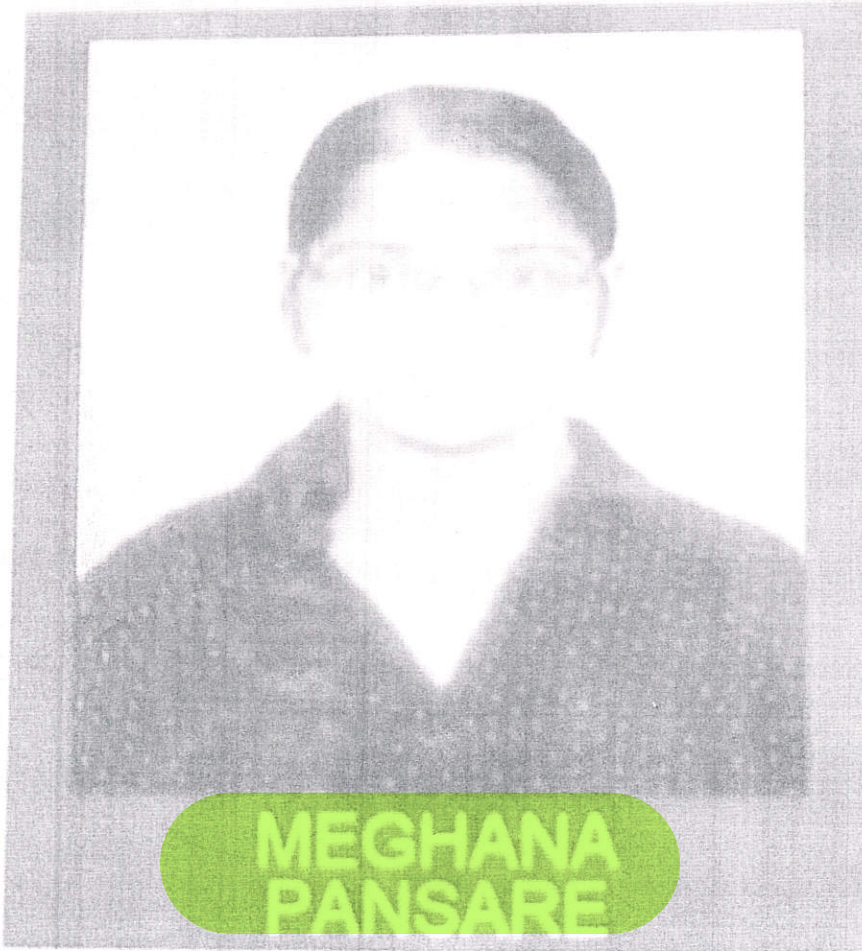






TATA

TATA CONSULTANCY SERVICES



MEGHANA  
PANSARE

Card No 770436

Associate No 2667303

Tata Consultancy Services Ltd.

TCS House, Raveline Street, Fort

Mumbai 400001, India



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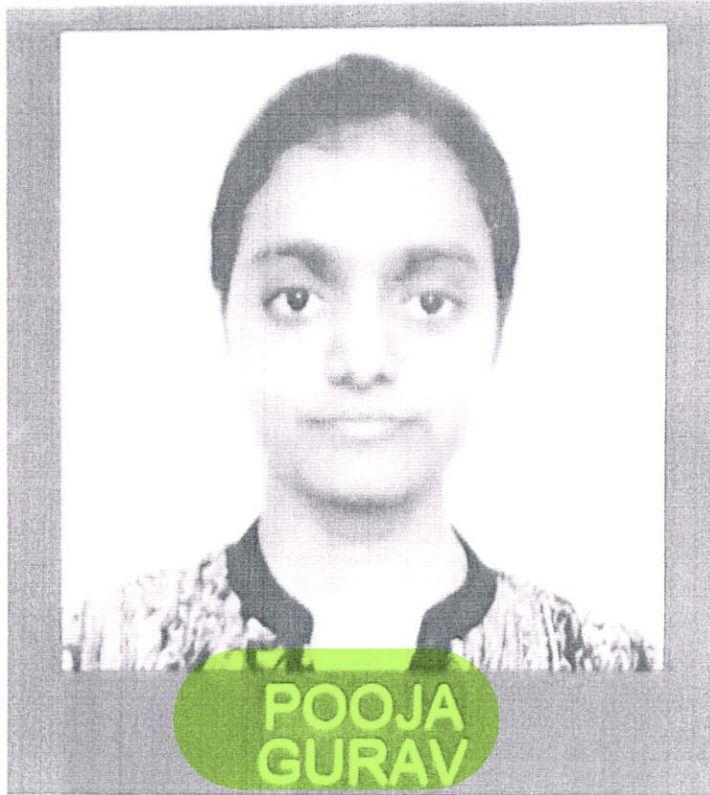
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TATA

TATA CONSULTANCY SERVICES



POOJA  
GURAV

Card No 588741

Associate No 2662701

Tata Consultancy Services Ltd

TCS House, Raveline Street, Fort

Mumbai 400001, India



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Date- 30-Mar-23

**CONTRACTUAL AGREEMENT**

**Dear Manisha S Jagtap,**

Congratulations! With reference to our on-going discussions, we're pleased to offer you a contract position with Eversana India Pvt. Ltd., commencing on **April 3, 2023 and ending on October 3, 2023**. Your contractual agreement relationship is described in the paragraphs, below.

- 1) You will perform the services and duties primary responsibilities and accountability for the D&A Department and report to **Anand Biradar**, or to any other person which would be appointed by Eversana India Pvt Ltd.
- 2) You will be designated as an **Associate Analyst**, during the contract period.
- 3) The company will pay you **INR 25000/- per month**, during the contractual period of 6 months.
- 4) Payment would be subject to relevant statutory deductions like TDS as per the IT act, etc. such deductions are generally deductible in proportion to your monthly contractual earnings. such monthly contractual earnings further based on your monthly attendance. Amount would be payable upon production of relevant time sheet and invoices within a period of 7 days.
- 5) As your position is temporary and contractual you would not be entitled to any Medclaim / life insurance benefits.
- 6) Your contractual working with Eversana is conditional upon: (i) execution by you of the following Eversana agreements: contractual agreement (including non-solicitation and non-competition clauses), non-disclosure agreement, invention and intellectual property assignments agreement; (ii) your agreement to comply with all standard Eversana corporate policies including our Code of Conduct; (iii) verification of your credentials; (iv) your securing of all required legal work documentation.
- 7) After the contract period of 9 months, this contract will be auto renewed or you may be hired on direct rolls of Eversana India Pvt Ltd, however, that is at the management's discretion. During the contract period, either party can terminate the engagement by providing the other a 60-day notice.
- 8) Further, the company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. This in no way limits Eversana's right to terminate your employment without notice in the event of serious misconduct. Such circumstances can include but are not limited to, criminal offence, theft, fraud, embezzlement, intoxication, violence, sexual harassment, damage to Eversana's reputation, etc., On termination, you shall immediately deliver to Eversana or as may be directed, all Confidential Information in your possession, Return to Eversana all equipment, security keys, and other property belonging to Eversana.

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Smartworks – AP81, 7<sup>th</sup> Floor, 83, N Main Rd, Near Hard Rock Café, Mundhwa Pune Maharashtra – 411036

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

CIN - U72200PN2009FTC142299

9) Warranties And Indemnity

Contractor represents, warrants and covenants to Eversana that:

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

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

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

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

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

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

12) You will be entitled to take 1 leave per month (Paid Time Off), which can not be accumulated to the following month.

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

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

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

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EVERSANA™

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

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

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

**For,  
Eversana India Pvt. Ltd.**

**Amlan Basu  
Director – Human Resources  
Date: 30-Mar-23**

**Accepted**

**Manisha S Jagtap  
Date: 30-Mar-23**



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



5/06/2023

Kiran Somshetwar

B3springsfield villa, 2nd floor  
Borda  
403602

Dear Kiran,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 55,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be (Medical Writing Trainee - 110). You will be based in Thane, India (INMUM1, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

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

ANNUAL GROSS PAY (AGP) - ₹331,440.00

PROVIDENT FUND - 21600


FIXED COST TO COMPANY (1+2) - 353,040

ANNUAL INCENTIVE PAY TARGET\* - 26515

TOTAL COST TO COMPANY (3+4) - 379,555

ANNUAL INCENTIVE PAY TARGET\*

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in

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which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

You will be required to work in shifts as per the company requirements.

**BENEFITS:**

- **Gratuity:** The eligibility and amount of this benefit is as per the applicable laws
- **Leave Eligibility:** All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.
- **Group Medclaim:** Employee and family members are covered as per prevailing Company Policy.
- **Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.**

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA

Sincerely,

Rashmi Avinash  
Director, Talent Acquisition Team

For IQVIA RDS (India) Private Limited

Joining Date: 12-Jun-2023



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Allied Analytics  
Accuracy and Precision  
**EMPLOYMENT AGREEMENT**

Allied Analytics LLP

AND

Shreya Dnyaneshwar Mantri

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**CONFIDENTIAL**

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APPENDIX A  
INDIA EMPLOYMENT AGREEMENT



Allied Analytics LLP.  
Office No. 102D & E, 2<sup>nd</sup> Floor,  
A-3 Building E space IT park,  
Pune Nagar Road, Pune 411014, Maharashtra, India

Employee: Shreya Dnyaneshwar Mantri  
Designation: Research Associate  
Commencement Date: 3<sup>rd</sup> October 2022  
Annual Salary Cost to Company (CTC): INR 4,26,000/- per annum


The above listed CTC amount includes the Employee's and the Employer's portion of any contributions to current and future mandatory schemes and benefits (including an Employee Provident Fund), which will be deducted from the Employee's salary. The detailed breakup of your Salary Structure is mentioned in Appendix B.

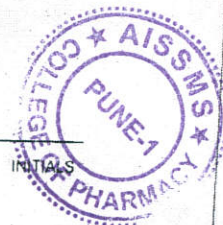
Annual Holidays: In addition to local national holidays, you are entitled to annual paid holidays per calendar year in accordance with the statutory rules and Allied Analytics LLP policy in this regard.

Benefits: You are eligible to participate in the Company's standard benefit plans, including medical insurance and accidental insurance. Subject to the terms & conditions of such scheme(s) from time to time in force. Details of these scheme(s) can be obtained from the Human Resources Department.

The Company reserves the right to terminate its participation in any of the scheme(s) or substitute another scheme(s), or alter the benefits available to you under any scheme(s). If a scheme provider refuses for any reason (whether under its own interpretation of the terms of the relevant insurance policy or otherwise) to provide the relevant benefit(s) to you under the applicable scheme, the Company shall not be liable to provide, or compensate for the loss of such benefit(s).

ALLIED ANALYTICS LLP  
EMPLOYMENT AGREEMENT

TRUE COPY  
  
Principal  
AISSMS College of Pharmacy  
Pune-1





## APPENDIX

## SALARY PARTICULARS APPLICABLE TO MS. SHREYA DNYANESHWAR MANTRI

Compensation Component		Monthly	Annual
Earnings	Basic + DA	12,630.00	151,560.00
	HRA	5,052.00	60,624.00
	Uniform Allowance	800.00	9,600.00
	Canteen Allowance	1,500.00	18,000.00
	Other Allowance	5,278.00	63,336.00
<b>Gross</b>		<b>25,260.00</b>	<b>303,120.00</b>
Employee Deductions	Employee PF	1,800.00	21,600.00
	PT	200.00	2,500.00
<b>Net</b>		<b>23,260.00</b>	<b>279,020.00</b>
Employer Deductions	Employer PF	1,800.00	21,600.00
	Gratuity*	607.00	7,284.00
	Shift Allowance**	3,000.00	36,000.00
	Insurance***		18,000.00
	Employee Welfare Fund		10,000.00
	Performance Retention Bonus****		30,000.00
<b>CTC</b>		<b>4,26,000.00</b>	

\*Employees will be eligible to receive gratuity payout on exit, provided he / she has rendered continuous service with the organization per the Payment of Gratuity Act 1972.

\*\*Shift Allowance is applicable for Evening/Night Shift (Shift starting from 4:00 PM and onwards) only.

\*\*\*Health Insurance Annual Premium paid by the company covers self only.

\*\*\* Performance/Retention Bonus if applicable is paid upon completion of a year & will not be applicable there on.

Your salary will be reviewed in accordance with the Company's remuneration policy. The Company will however not be obliged to make any increase in salary upon such review. All statutory requirements of tax to be deducted at source by the Company will be complied with by the Company and all funds paid to you will be after all such appropriate deductions have been made there from.

\*Please note that Your compensation information is highly confidential, you are requested to keep it that way.

TRUE COPY  
Principal  
AISSMS College of Pharmacy  
Pune-1





**16.10 Specific Performance**

The right and remedy to have the Restrictive Covenants specifically enforced to have any actual or threatened breach thereof enjoined by any court having jurisdiction, all without the need to post a bond or another security or to prove any amount of actual damage or that money damages would not provide an adequate remedy, it being acknowledged and agreed that any such breach will cause irreparable injury to the Company and that monetary damages alone will not provide an adequate remedy to the Company.

**16.11 Miscellaneous**

All section headings are for convenience only. This Agreement may be executed in several counterparts, each of which is an original.

**17 GOVERNING LAW**

This Agreement shall be governed and construed in accordance with the laws of Republic of India and jurisdiction limited to, subject to clause 13 above, the courts at Pune.

IN WITNESS HEREOF, the Parties have executed this Agreement as of the date above written.

Allied Analytics LLP

The Employee: Shreya Dnyaneshwar Mantri

*Vijay Singh*

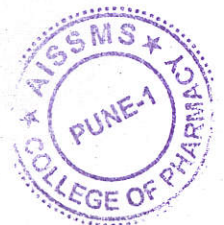
Name: Vijay Singh  
Title: General Manager - HR  
Date: 3<sup>rd</sup> October 2022

Name:  
Date:

Witness

Name:  
Date:

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





Allied Analytics  
Accuracy and Precision  
**EMPLOYMENT AGREEMENT**

Allied Analytics LLP

AND

Jay Yogendra Mehta

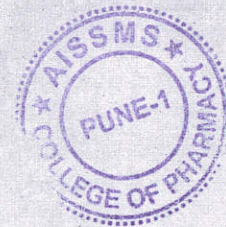
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**CONFIDENTIAL**

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Pune-1



APPENDIX A  
INDIA EMPLOYMENT AGREEMENT

**Allied Analytics**  
Accuracy and Precision

**Allied Analytics LLP.**

Office No. 102D & E, 2<sup>nd</sup> Floor,

A-3 Building E space IT park,

Pune Nagar Road, Pune 411014, Maharashtra, India

Employee: **Jay Yogendra Mehta**  
Designation: **Research Associate**  
Commencement Date: **3<sup>rd</sup> October 2022**  
Annual Salary Cost to Company (CTC): **INR 4,26,000/- per annum**

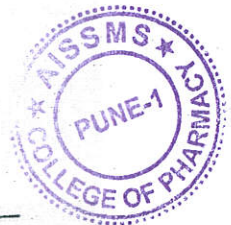
The above listed CTC amount includes the Employee's and the Employer's portion of any contributions to current and future mandatory schemes and benefits (including an Employee Provident Fund), which will be deducted from the Employee's salary. The detailed breakup of your Salary Structure is mentioned in Appendix B.

Annual Holidays: In addition to local national holidays, you are entitled to annual paid holidays per calendar year in accordance with the statutory rules and Allied Analytics LLP policy in this regard

Benefits: You are eligible to participate in the Company's standard benefit plans, including medical insurance and accidental insurance Subject to the terms & conditions of such scheme(s) from time to time in force. Details of these scheme(s) can be obtained from the Human Resources Department.

The Company reserves the right to terminate its participation in any of the scheme(s) or substitute another scheme(s), or alter the benefits available to you under any scheme(s). If a scheme provider refuses for any reason (whether under its own interpretation of the terms of the relevant insurance policy or otherwise) to provide the relevant benefit(s) to you under the applicable scheme, the Company shall not be liable to provide, or compensate for the loss of such benefit(s)

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



INITIALS



CONFIDENTIAL

CONFIDENTIAL

## APPENDIX

## SALARY PARTICULARS APPLICABLE TO MR. JAY YOGENDRA MEHTA

Compensation Component		Monthly	Annual
Earnings	Basic + DA	12,630.00	151,560.00
	HRA	5,052.00	60,624.00
	Uniform Allowance	800.00	9,600.00
	Canteen Allowance	1,500.00	18,000.00
	Other Allowance	5,278.00	63,336.00
<b>Gross</b>		<b>25,260.00</b>	<b>303,120.00</b>
Employee Deductions	Employee PF	1,800.00	21,600.00
	PT	200.00	2,500.00
<b>Net</b>		<b>23,260.00</b>	<b>279,020.00</b>
Employer Deductions	Employer PF	1,800.00	21,600.00
	Gratuity*	607.00	7,284.00
	Shift Allowance**	3,000.00	36,000.00
	Insurance***		18,000.00
	Employee Welfare Fund		10,000.00
	Performance Retention Bonus****		30,000.00
<b>CTC</b>		<b>4,26,000.00</b>	

\*Employees will be eligible to receive gratuity payout on exit, provided he / she has rendered continuous service with the organization per the Payment of Gratuity Act 1972.

\*\*Shift Allowance is applicable for Evening/Night Shift (Shift starting from 4:00 PM and onwards) only.

\*\*\*Health Insurance Annual Premium paid by the company covers self only.

\*\*\*\* Performance/Retention Bonus if applicable is paid upon completion of a year & will not be applicable there on.

Your salary will be reviewed in accordance with the Company's remuneration policy. The Company will however not be obliged to make any increase in salary upon such review. All statutory requirements of tax to be deducted at source by the Company will be complied with by the Company and all funds paid to you will be after all such appropriate deductions have been made there from.

\*Please note that Your compensation information is highly confidential, you are requested to keep it that way.

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Principal

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Pune-1

INITIALS



16.10 Specific Performance

The right and remedy to have the Restrictive Covenants specifically enforced to have any actual or threatened breach thereof enjoined by any court having jurisdiction, all without the need to post a bond or another security or to prove any amount of actual damage or that money damages would not provide an adequate remedy, it being acknowledged and agreed that any such breach will cause irreparable injury to the Company and that monetary damages alone will not provide an adequate remedy to the Company.

16.11 Miscellaneous

All section headings are for convenience only. This Agreement may be executed in several counterparts, each of which is an original.

17 GOVERNING LAW

This Agreement shall be governed and construed in accordance with the laws of Republic of India and jurisdiction limited to, subject to clause 13 above, the courts at Pune.

IN WITNESS HEREOF, the Parties have executed this Agreement as of the date above written.

Allied Analytics LLP

The Employee: Jay Yogendra Mehta

*Vijay Singh*

Name: Vijay Singh  
Title: General Manager - HR  
Date: 3<sup>rd</sup> October 2022

Name: \_\_\_\_\_  
Date: \_\_\_\_\_

Witness \_\_\_\_\_

Name: \_\_\_\_\_  
Date: \_\_\_\_\_



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



To  
Ms. Shivani Sawarkar,  
(Pharmacy)

With reference to your application and subsequent interview you had with us, we are pleased to offer you as an **Assistant Professor in Pharmacy Dept.** at **G H Rasoni University, Amravati.** Your **Gross Salary** will be **Rs. 24,000/-** per month. We are confident you will be able to make a significant contribution to the success of our Institute and look forward to working with you.

**Your date of Joining is effective from 1st August 2022.**

**Corporate Office Address:** HR Department, 345, Shradha House Kingsway Nagpur-440001

**Amravati Campus Address:**

G. H. Rasoni University, Amravati  
Anjangaon Bari Road, Amravati, Maharashtra.  
Ph: 0721-2385429/32/35  
Amravati.

**Kindly acknowledge this Offer and for further guidance please revert to this mail.**



Ashwin Pande

HR Director


Rasoni Group of Institutions

P: 0712-6617181-82 (318)

A: 345, Shradha House Kingsway Nagpur

W: [www.rasoni.net](http://www.rasoni.net)

E: [directorhr@rasoni.net](mailto:directorhr@rasoni.net)

  
Principal  
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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 by Savitribai Phule Pune University



No.: COP/PN/EST/2022-23/97 (2)

Date: 01-11-2022

### Order of Appointment

To,

Mr. OM Girish Nagras  
House No. 318 Near Gurudwara,  
Aundh, Pune-411007

**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 Pharm. Chemistry Department (UG) 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 1<sup>st</sup> November, 2022 to the end of academic year 2022-2023.

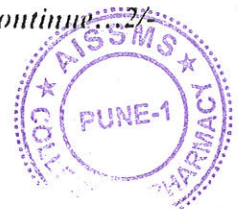
You are required to communicate your acceptance on or before 7<sup>th</sup> November, 2022 failing which it will be presumed that you are not interested in the offer and this appointment will be treated as cancelled. No further communication will be entertained in this regard after the due date.

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

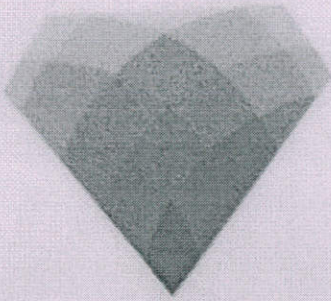
1. Your services will be governed by the Maharashtra Universities Act, 1994, Statutes, Code of conduct, Ordinances and rules and regulations laid down by the Savitribai Phule Pune University, State Government, AISSM Society and College and your undertaking from time to time without prejudice to each other.
2. You are appointed is purely on temporary basis for the period from 1<sup>st</sup> 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.

Continued on 2/

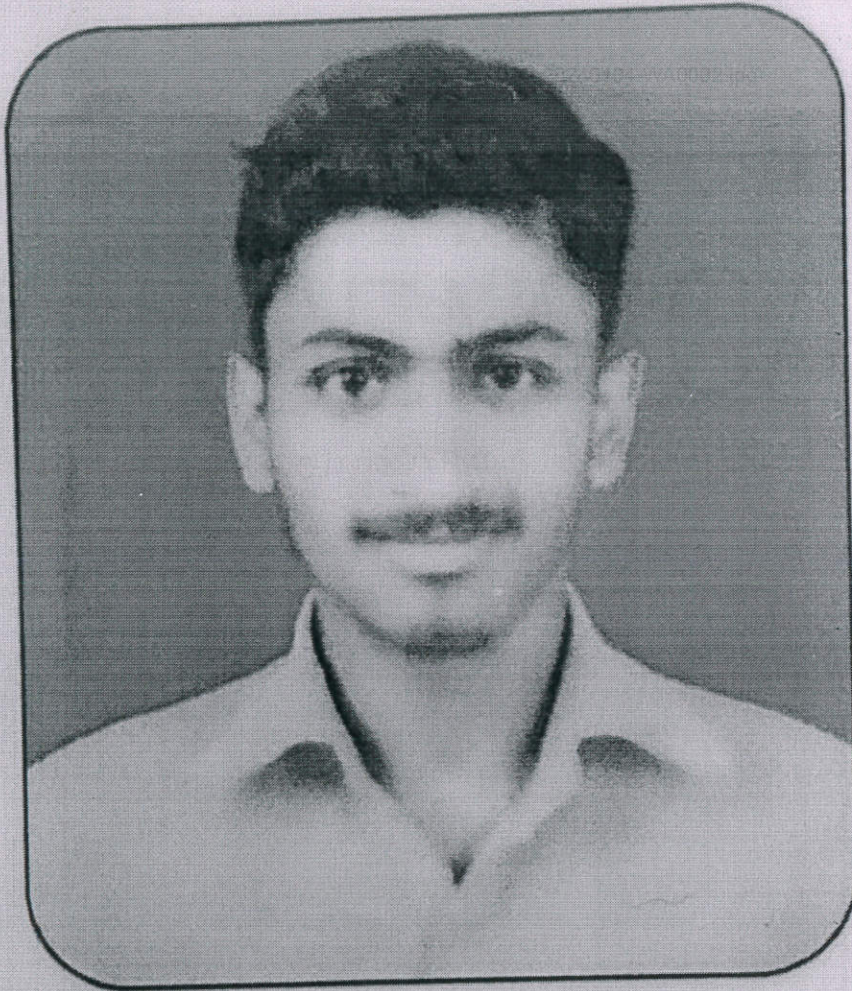
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Principal  
AISSMS College of Pharmacy  
Pune-1







**GEMSCAP**  
Global Analyst Private Limited



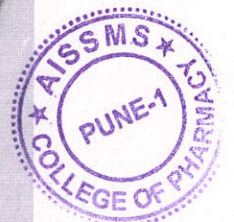
**LAXMAN MAHADEV SULE**  
EQUITY ANALYST

**Emergency Contact No.: 7666920797**

**Blood Group : A +ve**

**14th Floor, ITPP, Kharadi, Pune - 411014**

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





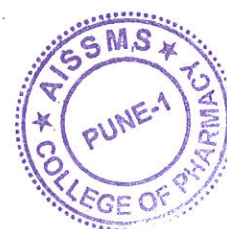
CN022301424

Model Contract of Apprenticeship Training for Major/Minor\* Apprentices

1. Name and Registered Address of Establishment : INDOCO REMEDIES LIMITED (E12222700049)  
with Telephone no. & E-mail address : B-20 MIDC Waluj, Aurangabad, Aurangabad, Maharashtra  
: 0240-2554047  
: N/A
2. (a) Name of Apprentice (Block Letters) : TANKSALI SUSHRUTI SATYABODHA (A0123144950)  
(b) Father's/Mother's /Spouse's Name : Satyabodha Tanksali
3. Address of apprentice : Near MIT Hospital N-4 F-61 Cidco, aurangabad,  
: Aurangabad, Maharashtra, Aurangabad, 431003,  
: Aurangabad,, Aurangabad, Maharashtra
4. Gender : Female
5. Date of Birth : 02-04-1998
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No  
(b) Name of the Category : General
7. Educational Qualification (Highest) : Post Graduate - M.Pharma
8. (a) Category of Apprenticeship : Optional  
(b) Name of the trade for which Apprentice is training : Lab Technician-Research and Quality Control: Wet Lab
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 :  
(ii) Duration of Training/Course : N/A  
(iii) Name of the Institute :  
(iv) Name of the Sector Skill Council (if applicable) : N/A
10. Apprenticeship Training duration (Total) : 2160 Hours  
(a) Duration of Basic Training : N/A  
Period of Basic Training : N/A  
(b) Duration of On-the-Job Training : 2160 Hours  
Period of On-the-Job Training : From 27-01-2023 to 21-01-2024  
(c) Training Type : Sequential
11. Apprenticeship Training Location : Waluj  
(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 : INDOCO REMEDIES LIMITED  
Waluj  
Aurangabad  
Maharashtra
12. (a) Date of execution of contract : 04-03-2023  
(b) Age of Apprentice on the date of execution of contract : 24 years, 9 months and 30 days
13. Is the establishment opting for benefits under NAPS\*? : Yes  
\*If yes, Annexure 2 to this contract will also be applicable.



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AISSMS College of Pharmacy  
Pune-1



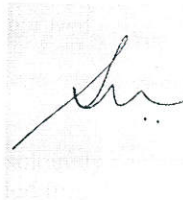
- (a) During 1st year of training : 10000  
(b) During 2nd year of training : N/A  
(c) During 3rd and 4th year of training : N/A

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

15. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A  
(b) Relationship with the Apprentice : N/A
16. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes  
(b) Name of TPA (if applicable) : YASHASWI ACADEMY FOR SKILLS
17. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
18. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
19. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
20. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
21. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS), if applicable.

*NCDATAR*

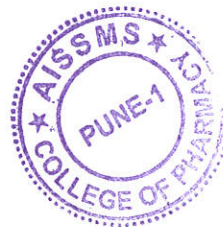


Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian

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






FOR OFFICE USE ONLY

Contract Registration No. : CN022301424  
(To be given by the Office of the Apprenticeship Adviser)  
(Mandatory only for Registered Trades)

Auto-Approved

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

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




## Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.




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**Principal**  
**AISSMS College of Pharmacy**  
Pune



## 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://www.apprenticeshipindia.gov.in>) and maybe updated from time to time.



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



# AISSMS

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2F, 12B recognition by UGC, Affiliated to Savitribai Phule Pune University  
Accredited by NAAC with A Grade



No.: COP/PN/EST/2022-23/ 106-5

Date: 01.12.2022

## Order of Appointment

To,  
Ms. Nikita Kedari  
Sr. No. 7/2, Raigad Colony Lane No. 10,  
Kedari Niwas,  
Karvenagar, Pune-411052

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

I am pleased to inform you that the Management has appointed you as a Full Time 'Assistant Professor' in Pharmacology Department (UG) 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 1<sup>st</sup> December, 2022 to the end of academic year 2022-2023.

You are required to communicate your acceptance on or before 7<sup>th</sup> December, 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 1<sup>st</sup> December, 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.

Principal  
AISSMS College of Pharmacy  
Pune-1



Continue...2/-



# Triomics

CIN NO. U85300UP2020PTC136648  
TRIOMICS HEALTHCARE PRIVATE LIMITED

Dear Onkar Arvind Dindore,

We were all very excited to meet and get to know you better over the last few days. We have been impressed with your background and would like to formally offer you a two-month internship position as a Clinical Research Coordinator. This is a full-time and on-site position.

This position is scheduled to begin on or before 16/01/2023. We will be offering you a monthly amount of INR 15,000 and 10,000 rent allowances. In this role, you will report directly to Harsh Jain, Growth Manager. Further details will be communicated to you via email. Your compensation plan will be communicated in the internship agreement.

During your internship with Triomics, you may have access to trade secrets and confidential or proprietary business information belonging to Triomics. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclose it to anyone outside of Triomics.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact me. Please review this letter in full, and sign and return it via email to confirm your acceptance of the position. We look forward to having you at Triomics.

Welcome to our team!

Sincerely,




Sarim Khan  
Chief Executive Officer

I, Onkar Arvind Dindore, accept the above offer.



Onkar Arvind Dindore  
12/01/2023

TRUE COPY  
  
Principal  
AISSMS College of Pharmacy  
Pune-1

17-Oct-2022


To,

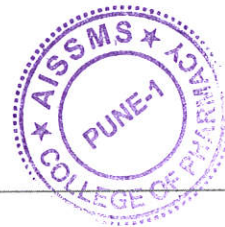
**Aparna Ashok Lakare**

Dear Aparna Ashok,

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

- 1. Salary and Emoluments** Please refer to your offer letter
- 2. Palace of Posting:** Administrative office at 4th Floor, Adarsh Eco place, KIADB  
EPIP 2nd Phase, Bangalore, Karnataka-560066
- 3. Date of Posting** 17-Oct-2022
- 4. Dress Code** Monday through Thursday - Formal wear  
Friday & Weekends - Casual wear
- 5. Secrecy and Non-Disclosure** In accepting this appointment, you agree to protect the Company's intellectual property rights and shall not indulge in any act that will compromise the same. This appointment is subject to your signing the prescribed secrecy agreement (agreement as to patents, inventions and other creative property rights and regarding competitive activities etc.) as per the Company's policies and practices at the time of joining the service and as amended from time to time by Management.
- 6. Conflict of Interest** You shall not carry any activity that brings about a Conflict of interest with our business objectives.

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



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

U.S. Office  
2225 Parklawn Dr. Suite G  
Waukesha, WI 53186 USA  
T: (262) 510-2900

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

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



**7. Commitments on behalf of Company**

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

**8. Notice Period**

Please refer to your offer letter.

**9. General**

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

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

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


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

Sincerely,

For Wissen Infotech Pvt. Ltd.

*Bhanumathi S*

**Bhanumathi Santosh**  
Manager - HR

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



Date: November 26, 2022

**MS. PREETAM PALKAR PANDURANG**

601, 4 th floor,  
Siddhai building,  
Morya Park lane 5,  
Pimple Gurav,  
Pune - 411027  
Mobile: +91 97631 80239

Dear Ms. Preetam Palkar,

This has reference to your application for the post of **EXECUTIVE – MEDICAL AFFAIRS** in our company and the subsequent interview you had with us.

We are pleased to inform you that you have been selected as **EXECUTIVE – MEDICAL AFFAIRS** to be based at **BANGALORE** on the terms and conditions outlined to you at the time of interview with effect from **DECEMBER 05, 2022**. Please note your services are transferable to any part of India depending upon the exigencies of work.

A formal letter of appointment will be issued to you in due course of time.

Kindly sign and return the enclosed copy of this letter in acknowledgement and acceptance of the same. Please ensure that at the time of joining you produce the following documents for our records:

1. Three Passport size photographs
2. Xerox copies of your educational certificates along with original for verification
3. Relieving letters from previous employments
4. Proof of your residential address & PAN Card


If for any reason you do not join us within 7 days of the joining date mentioned above the company will have the option of recruiting a new candidate for the same position.

Yours sincerely,  
for PHARMED LIMITED

ACCEPTED

AUTHORIZED SIGNATORY

MS. PREETAM PALKAR PANDURANG

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





16-May-22

Ms. Apurva Keru Pawar

**LETTER OF OFFER**

Dear **Apurva Keru**,

With reference to your application and subsequent interview with us, we are pleased to offer you a Fixed Term Assignment as "**Junior Regulatory Affairs Specialist**". The Fixed Term Assignment will be for a period of one year, commencing from **30-May-22**. 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-May-22. During the term of employment your CTC will be Rs 29602.00 (Twenty Nine Thousand Six Hundred and Two Only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you are expected to abide by the rules and regulations which will be conveyed to you by your supervisor.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your employment is subject to your clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 1 day in a month during the entire contract period)
9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written

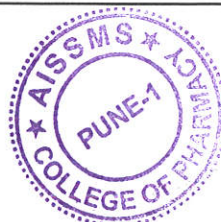
Corporate Office  
Q-4, 9th Floor  
Cyber Towers, Hi-tec City  
Madhapur, Hyderabad  
Telangana - 500 081  
India T : +91-40-68237000

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

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

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

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**Pune-1**





**Nikhil Potdar**

Research Associate

GRN612


Department : G - DQ  
Location : Pune, India  
Blood Group : O+ (O Positive)

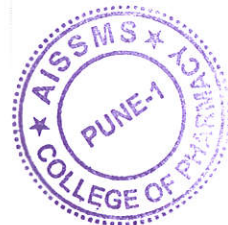
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**Growman Group**

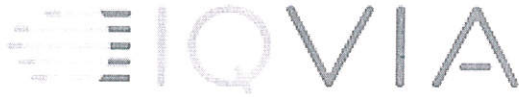
7th Floor, Workflo by OYO, Icon Tower,  
Baner Road, Baner,, Pune, MH, India -  
411045

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**AISSMS College of Pharmacy**  
Pune-1



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9/01/2023

Nisha Satpute

Srno. 63/1 Raja Ram Patil Nagar  
Lane no.16, Kharadi, Chandannagar  
Pune - 411014  
India

Dear Nisha,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 55,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Lab Project Svcs Coord - 120}. You will be based in Thane, India (INMUM1, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

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

ANNUAL GROSS PAY (AGP) - ₹496,400.00

PROVIDENT FUND - 23827

FIXED COST TO COMPANY (1+2) - 520,227

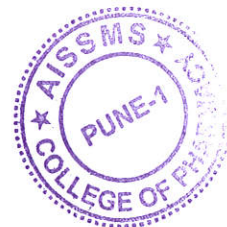
ANNUAL INCENTIVE PAY TARGET\* - 39712

TOTAL COST TO COMPANY (3+4) - 559,939

ANNUAL INCENTIVE PAY TARGET\*

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later

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Principal  
AISSMS College of Pharmacy  
Pune-1





date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

You will be required to work in shifts as per the company requirements.

Relocation Allowance : You will be given an amount of ₹44,000.00 towards relocation assistance.

#### Important Guidelines

1. Relocation allowance will be paid to you along with your monthly compensation for the month following the date you confirm in writing that you have relocated to your new office location
2. The full relocation amounts will have to be returned in case you voluntarily leave the company before 12 months from the date of relocation payout.

#### BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.
- Group Mediciam: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

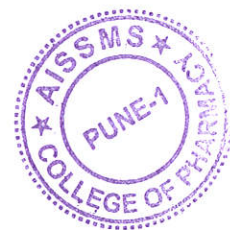
The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.


We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Rashmi Avinash  
Director, Talent Acquisition Team

For IQVIA RDS (India) Private Limited



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Pune-1





**Kunal Pradhan**

**Emp. ID : GRN443**



**Blood Group : B+**


**If this ID Card is found unattended  
please return this to**

**admin@grgonline.com  
Mob. : +91 020 67312100**

**Pune :  
1102, 1103 & 1104,  
Teerth Technospace,  
Mumbai - Bangalore Highway,  
Baner, Pune, Maharashtra-411045**


**Gurugram :  
Plot No 65, 8th Floor, Sector 44,  
Gurugram, Haryana - 122 003.**



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

Shivani Jadhav



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





सशस्त्र सेना चिकित्सा महाविद्यालय  
पुणे - 411 040.  
Armed Forces Medical College,  
Pune 411 040.

## APPOINTMENT LETTER

It is to certify that **Miss. Prajakta Rajkumar Raut** M Pharma, has been appointed as Lecturer in the Department of Pharmacy, Armed Forces Medical College Pune, with effect from 01 May 2023 to 21 Oct 2023 on contractual basis through outsourcing.

No. 7300/Pharmacy/Trg/2023

Dated: 02 JUN 2023



(D Vivekanand)  
Maj Gen  
Dean & Dy Comdt  
AFMC Pune-40.



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Principal  
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Pune-1





**UNICHEM**  
**LABORATORIES LTD.**

August 17, 2023

905823

**Mr. Sushant Deshpande**

Ram Mandir Galli, Georai,  
Georai, Beed,  
Maharashtra - 431127

**LETTER OF APPOINTMENT**

Dear **Mr. Sushant,**

We are pleased to appoint you as **Research Associate** in the **Formulation Development Analytix** department of the organization based at **Goa** with effect from **August 16, 2023**. You will be reporting to the person as may be communicated to you from time to time.

**1. PROBATION**

- (i) You will be on probation for a period of six months from the date of joining in this organization. You will continue to be on probation, unless confirmed to you otherwise in writing by the management.
- (ii) During the probation period, your services are liable for termination without assigning any reason whatsoever. After satisfactory completion of the probation period, your appointment will be confirmed in writing.

**2. RESIGNATION/TERMINATION OF SERVICE**

- (i) Your services during probation period can be discontinued/terminated without assigning any reasons and by giving 30 days' notice on either side.
- (ii) Upon confirmation, the contract of service may be terminated by either party by giving 30 days' notice in writing. If such termination is initiated by the Company, the Company may at its sole discretion offer 30 days salary in lieu of such notice. However, due to business exigencies the Management may require you to serve the partial or full notice period. The Management may choose to relieve you early during your notice period without any compensation thereof. In case you leave the employment without notice, the Management may adjust your dues to the extent of notice period not served.
- (iii) During the period of notice, you can avail sick leaves only in case of medical emergency and after submission of medical certificate. Casual Leave balance, if any, lapses. On notice, you are

Registered Office: Unichem Bhavan, Prabhat Estate, Offs. (Prabhat Estate) Panaji (West), Mumbai-400102, Maharashtra, India.  
Tel.: +91(22)66888333 • Fax.: +91(22)26784391 • Website: www.unichemlabs.com • CIN: L99509MH1962P0002451

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





# 360iResearch

B17-802, Nyati Elan, Wagholi, Pune, Maharashtra, India - 412207.

---

July 01, 2022

Dear Shriram Thorat,

## Letter of Appointment

Thank you for your interest in 360iResearch LLP. 360iResearch (hereinafter "the Company") is an early stage market research start-up with an innovative solution under product development. This has reference to your application and subsequent interviews you have had with Company. We are pleased to appoint you as "**Client Research Associate**" in based at Vimannagar, Pune, Maharashtra, India - 411014. Your employment will be governed by the following terms and conditions:

- 1. Gross Salary:** You will be paid a yearly gross salary of [REDACTED] per annum.
- 2. Working Hours:** Your working hours will be 10:00 am to 7:00 pm as per the current company policy. The company observes a 6 day's work week.
- 3. Date of Joining:** Your date of joining as per company records is **July 01, 2022**.
- 4. Salary Increase:** Increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance during the period of review.
- 5. Probation Period:** You will be on probation for a period of six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.

YASHASWI ACADEMY FOR SKILL

NAME OF THE COMPANY:- SANOFI HEALTHCARE INDIA PVT.LTD

STIPEND SLIP FOR Jul-23

NAME THE TRAINEE	<b>PRANAV Uttekar</b>	PRESENT DAYS	31
DOJ	6/13/2022	PAID HOLIDAY	0
LOCATION	GOA	WEEKLY OFF	0
DESIGNATION	TRAINEE	LEAVE WITH PAY	0
BASIC STIPEND	21000	ABSENT	0
STIPEND PER DAY	677.4193548	TOTAL DAYS	31
DEDUCTIONS	0	EXTRA TRAINING HOURS	7
ACCOUNT NO	'60392112096	EXTRA TRAINING HOURS AMOUNT	1050
IFCS COAD	MAHB0000822	TOTAL EARNINGS	22050
<b>NET STIPEND</b>			<b>22050</b>







HR SOLUTIONS • BPO SOLUTIONS • BUSINESS CONSULTANCY • TRAINING SOLUTIONS

Date: 11/10/2022

**Hanmant Attmaram**

Hanmant Jawalga(At),Chakur(Tq),Latur(dist),MH  
9623010402  
Email Id badehanmant05@gmail.com

Dear **Hanmant Attmaram**

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 **10/17/2022**

1. **Designation & Place of work** - You will be designated as “ **Jr.Officer**” “ **QA-IPQA**” 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.**

# 410 Life Style Building, 4<sup>th</sup> Floor,  
My Home Tycoon, Kundanbagh,  
Begumpet, Hyderabad - 500 016.  
Phone : 040 - 2340 0339  
email: mailadmin@cruxmanagement.com  
email : crux.backend@gmail.com



MOPL/P&A/889/22-23

Date: 01/06/2022

Ms Bhagyashree Patil,  
Post Pangra, Tq Kandhar Dist.  
Nanded,  
MAHARASHTRA - 431714

**SUB. : LETTER OF OFFER**

Dear Ms. Patil,

This has reference to your application and subsequent interview you had for the post of "Management Trainee - R & D".

In this connection, we have pleasure to inform you that, we are making an offer of appointment to you as under:

- 1) You will be initially designated as an 'Management Trainee - R & D' based at **Head Office**.
- 2) Your emoluments will be as per the mutually agreed terms and conditions.
- 3) This offer is subject to you being medically fit, which is to be certified by our medical consultant.
- 4) This offer is issued to you on the understanding that you have furnished all the required relevant information and all the information furnished by you is correct and complete.
- 5) The regular letter of appointment, incorporating the detailed terms and conditions will be issued to you consequent upon resuming duties. You are also requested to submit the copies of your certificate of educational qualification and certificate towards the proof of date of birth.
- 6) This offer of employment is valid until **20/06/2022** for joining, failing which the offer will automatically stand withdrawn.
- 7) You will report to Mr. Sunil Kulkarni - Manager R & D as informed to you.

Please endorse your acceptance by signing on the duplicate copy of this letter.

Thanking you,

Yours faithfully,

For **MEYER ORGANICS PVT. LTD.**



**SANJAY THAKUR**  
**DEPUTY MANAGER - HR**



August 17, 2022

Dear Jidnyasa Pawar,

## Letter of Appointment

Thank you for your interest in 360iResearch LLP. 360iResearch (hereinafter "the Company") is an early stage market research start-up with an innovative solution under product development. This has reference to your application and subsequent interviews you have had with Company. We are pleased to appoint you as "**Client Research Associate**" in based at Vimannagar, Pune, Maharashtra, India - 411014. Your employment will be governed by the following terms and conditions:

- 1. Gross Salary:** You will be paid a yearly gross salary of **₹2,40,000/-** per annum.
- 2. Working Hours:** Your working hours will be 10:00 am to 7:00 pm as per the current company policy. The company observes a 6 day's work week.
- 3. Date of Joining:** Your date of joining as per company records is **September 01, 2022**.
- 4. Salary Increase:** Increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance during the period of review.
- 5. Probation Period:** You will be on probation for a period of six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.



- 6. Leave:** You will be governed by the current Leave Policy of the company for permanent employees.
- 7. Travel:** Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company rules.
- 8. Responsibilities:** In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System.
- 9. Retirement Age:** The normal retirement age for all employees is 58 years.
- 10. Notice Period:** While on probation, this appointment may be terminated by either side by giving seven days' notice, or seven days' salary in lieu of notice period. On confirmation, this appointment may be terminated by either side by giving one months' notice or one months' salary in lieu of notice period. Should you resign after confirmation, the Company will have the option to accept your resignation either with immediate effect, and pay you one months' salary in lieu of notice period or accept it effective any day up to the end of the notice period and pay you salary for the remaining period from the acceptance of resignation till the end of the notice period.
- 11. Transfer:** You will be liable to be transferred to any other department or establishment or branch or subsidiary of the Company in India or abroad. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.
- 12. Other Work:** Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the Company, without written permission from the Company.
- 13. Conflict of Interest:** You will not seek full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 6 months in the event of cessation of your employment with the Company.





**14. Confidential Information:** You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.

**15. Contract/Bond with Previous Employers:** It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.

**16. Termination:** On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.

**17. General:** The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

We request you to confirm your acceptance of this appointment by returning a copy of this letter duly signed by you on all pages. If you have any questions please contact your 360iResearch point of contact or write to Suraj Darandale at [suraj@360iresearch.com](mailto:suraj@360iresearch.com) who will direct your questions to the appropriate person within 360iResearch. We look forward to a mutually beneficial association with you.

Sincerely,



For 360iResearch LLP,  
Suraj Darandale  
Managing Director,  
360iResearch LLP.




---

Acceptance by the recipient

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this document as a token of my having accepted employment with the company and the terms and conditions set out in this letter.

Name: Jidnyasa A. Pawar

Date: 17- Aug - 2022

Signature: 







05-JUL-2023

Letter Of Appointment

To,  
Ms. Snehal Dhamodkar  
49, Narayan Peth, Flat 1, Kabir Baug Math Sanstha, Pune  
Narayan Peth, Flat 1, Kabir Baug Math Sanstha, Pune  
Narayan Peth, Flat 1, Kabir Baug Math Sanstha, Pune  
8698323205

Dear Ms. Snehal,

This has reference to our Offer of Employment in TATA Consultancy Services Limited vide TCSL/2098997/PUN/Business Process Outsourcing Services/BSPA dated 28-Jun-2023 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Employment accepted by you, we are happy to appoint you as Senior Process Associate in Grade BPO2 with effect from 05-JUL-2023.

Your Associate number is 2667433.

I take this opportunity to extend you a warm welcome to the TCSL Family!

Yours sincerely,  
For TATA Consultancy Services Limited



**Date: 24th July 2023**

**Mr. Shyamsundar Laxman Dhage**

219, Vajirgaon, P.O Patoda

Teh : Naigaon, Dist : Nanded

Maharashtra 431709

Contact No: 7972930027

**Dear Shyamsundar,**

With reference to your application and subsequent meeting with us, we are pleased to offer you a position of **Executive (EXE) in Product Development (Formulation Technology Transfer)**. A detailed appointment letter will be issued to you after one week from your date of joining, subject to production of all necessary documents mentioned in the Annexure-A.

Your monthly gross emoluments shall be as mutually agreed upon. You are requested to submit the list of documents detailed as per the Annexure-A.

On receipt of this letter, please send your acceptance and intimate your date of joining within three working days from the issuance of this offer letter. This offer stands valid only till that time. **Please note that you will be eligible for performance-based increment on pro rata basis in April 2024 subject to your joining on or before 30<sup>th</sup> September 2023.**

We think it pertinent, at this juncture, to bring to your knowledge that consequent upon your joining our organization, you shall be required to sign a Confidentiality Agreement not to disclose any Confidentiality information at any time during or subsequent to your employment.

If it is found, at any point of time that any information furnished to the Company, either verbally or in writing or in the standard employment application form or as a part of employment by you is untrue, false, incorrect or incomplete or willfully suppressed, the offer shall stand invalid / withdrawn.

*For, Torrent Pharmaceuticals Ltd.*



**Akay Shah**

**Assistant General Manager – HR**

I hereby agree that I will perform my duties for a minimum period of Three years at Torrent Pharmaceuticals Ltd.

**Accepted.....**

**I shall join on or before.....**

---

**TORRENT PHARMACEUTICALS LIMITED**

CIN : L24230GJ1972PLC002126

Village Bhat, Dist. Gandhinagar - 382428, Gujarat, India. Phone: +91 79 23969100

Reg. Office : Torrent House, Off Ashram Road, Ahmedabad - 380 009, India. Phone: +91 79 26599000 [www.torrentpharma.com](http://www.torrentpharma.com)



Date: 24th July 2023

Annexure-A

**Mr. Shyamsundar Laxman Dhage,**

Congratulations on being offered position of **Executive (EXE)** with Torrent Group. We are happy that very soon you will be a member of the Torrent family.

We request you to provide us the following information for maintaining your personal record file.

1. School Leaving Certificate / Birth Date Certificate.
2. Qualification Certificates and Mark sheets.
3. Last drawn salary certificate and Appointment Letter from current employer.
4. Work experience certificate letter from current and previous employers.
5. Relieving Letter / No due certificate from current employer.
6. Last six months' bank statements and salary slips.
7. Reference Certificate with contact number-1 (Professional, if working & Academic, if fresher).
8. Nominations Photo Id proof and 2 Photo graphs of each Nominee for safety conviction and demise policy.
9. Photo Graphs (Colour - Passport Size - 6 nos. and Stamp size - 4 nos.) (If married 2 stamp size of spouse & children).
10. Copy of PAN Card / Copy of application made (Compulsory).
11. Identity Proof (Passport / Driving License / Voter's Identity Card/ Andhra).
12. Copy of Marriage Registration Certificate or Marriage Invitation Card. (If Applicable).
13. Police clearance / verification certificate from respected police station.
14. Covid-19 Vaccination Certificate 1<sup>st</sup> dose / Final dose certificate.

**Note: Your employment is subject to all the above documents/certificates are found to be in order. These documents are must for joining formalities; you are expected to bring them at the time of joining.**

Yours faithfully,

For, Torrent Pharmaceuticals Ltd.



**Axay Shah**  
**Assistant General Manager – HR**

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**TORRENT PHARMACEUTICALS LIMITED**

CIN : L24230GJ1972PLC002126

Village Bhat, Dist. Gandhinagar - 382428, Gujarat, India. Phone: +91 79 23969100

Reg. Office : Torrent House, Off Ashram Road, Ahmedabad - 380 009; India. Phone: +91 79 26599000 [www.torrentpharma.com](http://www.torrentpharma.com)



Ref: IAB7/OL/2022-23/MS-262

Date: 09/06/2023

**OFFER LETTER**

**Dear Shradha Ashok Kamthe,  
Near to Shubh Yog Residency,  
kadam Vasti Road, Loni kalbhor, Pune 412201.**

Congratulations!! We are excited to offer you a position at **Indivirtus AB7 Scribing & RCM Private Limited**.

Considering your qualification, experience, skill set, and knowledge, we are offering you the job role in the organization as **Medical Scribe**, which we both mutually discussed and agreed on. You have to work from your home in a HIPAA-compliant environment with the technical requirements that we have recommended you (as mentioned in the Remote Work Policy).

Your annual Total Cost to Company salary will be **Rs. 4,80,000 Per annum**. However, if you do not meet your target of minimum **120** audio hours processed per month with at least 95% quality, then your salary will be subjected to the total audio hours processed per month. Please maintain the confidentiality of this document and amount to yourself. Please maintain the confidentiality of this document and amount to yourself.

Your date of joining in the organization will be **12 June 2023**. Your reporting will be to Rohit Sharma (Head of Business Operations).

There is a joining documentation form link attached to the email sent to you, please fill out that form before your joining date for background verification.

Your joining and job are subject to the positive background check, Training Certification, Quality work deliverable, best performance, Ethical and Supportive Behavior, in the organization. Performance parameters will be discussed with you in detail at the time of your joining.

In case of any queries, you may contact Rohit Sharma (Head of Business Operations) on his contact number 7814208906 or on email address [rohit@indivirtusab7.com](mailto:rohit@indivirtusab7.com).

We request you to please share your acceptance within one week of receiving this letter.

Welcome to **Indivirtus Group of Companies!!**

Yours Faithfully,



**Sonia Sachdeva**

**Sr Executive HR**

**Indivirtus AB7 Scribing & RCM Pvt. Ltd.**

**Mobile: +91-8591873535 | Email: [Sonia.s@indivirtusab7.com](mailto:Sonia.s@indivirtusab7.com)**