

MLS/Offer/8-21

20-August-2021

Ms. Sanita Tarkeshwar Prasad Jaiswal

Vapi

OFFER LETTER

Dear Ms. Sanita Tarkeshwar Prasad Jaiswal,

Congratulations!

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "Clinical Trial Assistant - Clinical Research Department" in our organization on the terms and conditions discussed during the interview.

You will be stationed at Vapi.

Your remuneration as discussed and finalized is Rs. 144000/- Per Annum, the detail breakup of the same is attached as Annexure-A along with this letter.

A detailed appointment letter will be given to you after you join us.

Kindly bring along with you 3 recent passport size photographs and all original testimonials, Past Organization's Relieving / Experience Letter, Last Salary Slip, Date of Birth Proof, PAN card copy at the time of joining.

You are required to join the company on or before 01-September-2021.

You have been selected because we believe you have the potential and the desire to meet the high standards of excellence that are the hall marks of Meril Life Sciences Pvt. Ltd.. We know you have hopes and aspirations of your own, & surely, expectations from us as well. We consider it our obligation on our part to:

- treat you fairly & with respect
- provide open two way channels of communication
- offer suitable recognition for your dedication and excellence of performance

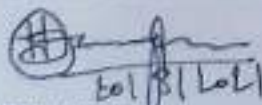
Ours is a growing company, continuously improving and expanding.

We wish to see you grow along with us.


Looking forward to your joining our organization.

Thanking you,

For Meril Life Sciences Pvt. Ltd.,



H. C. Panjivkar
Group Head - Human Capital & Administration


 PRINCIPAL

ROFEL
Shri G. M. Bilalkheda College of Pharmacy
VAPI

PS:- Please revert with your confirmation of acceptance of this offer letter within two weeks from date of issue, failing to which the offer letter will be deemed withdrawn.

Meril Life Sciences Pvt. Ltd. | CIN : U24219GJ2007PTC051137

Registered Office: M1-M2, Meril Park, No. 135/139, Mukhtanand Marg, Chaha, Vapi - 396191, Gujarat, India
 T: +91 260 3052100 | F: +91 260 3052121 | E: askrock@merillife.com | W: www.merillife.com



Aarti Drugs Limited

Manufacturers of Bulk Drugs & Chemicals

Factory : Plot No. 211-213, Road no. 2,
G.I.D.C. Sangam, Tal. Umbergaon,
Dist. Vasad, Gujarat, India - 396155.
Tel : (0260) 2780289 / +91-99980 10711
Email : hr211@aartidrugs.com
Website : www.aartidrugs.com
CIN NO : L37000MH1984PL295433

Date:-01/07/2021

To,
Miss.Patel Zankrut Karubhai
V/8 - Vrundavan Park ,Kariyamar
Sangam, Tal.Umbergaon 5
Vasad Gujarat 396155

Sr,

With reference to your application and the subsequent interview you had with us, we are pleased to engage you as "Apprentice-Trainee" w.e.f. 01/07/2021 for a period of one year as per the following terms and conditions which are agreed by both of us. Presently you are posted at "QA Department" of the Company and this appointment will become effective from the date you join the company.

1. You will be paid a stipend of Rs.11500/- per month in the first year of the training and Rs.11500/- per month in the second year of your training period. You will also be eligible for HRA @5%.
2. On the completion of the said training period the appointment shall stand automatically terminated. Your services are liable to be terminated by the Company even before the completion of the training period depending upon the circumstances and requirement of the Company without assigning any reasons and/or without giving any notice to you.
3. The management shall have right to terminate your training period forthwith during the period of training without any notice if it is found at any time that you are not showing sufficient interest in training and if you do not show satisfactory progress & performance in training, attendance & behaviour. The said period of training may be extended for a further period if at the sole discretion of the management you do not acquire sufficient knowledge and skill required for the job.

Corporate Office - Mahendra Industrial Estate, Ground Floor, Plot No. 109-D, Road No. 29, Sion (East), Mumbai - 400 022, (India)
Tel: 022-2407 2149 / 2401 9075 (30 Lines) Fax: 022-2407 3462 / 2407 0144
Email: admin@aartidrugs.com Website: www.aartidrugs.com

Regd. Office : Plot No. N-198, MIDC, Tarapur, Tal & Dist. Palghar (MH) - 401 506.

4. Your appointment as Trainee shall automatically come to an end and shall cease to be in existence if you remain absent for the training for more than ten consecutive days or if you remain absent for training frequently without the permission of the management.

5. You will be given practical training and instructions covering the working / manufacturing of the Company in any department or departments. You shall undergo training in any shifts and in all the departments as may be instructed and at the sole discretion of the management. You shall also undergo training at any other units / work places of the Company or of its sister concerns situated anywhere in India, whether such units or work places are at present in existence or which may come in to existence subsequent to your appointment.

6. The management is under no obligation and does not give you any guarantee to offer you an employment after the completion of your training period. If you complete the training successfully and satisfactorily then you may be considered for the regular employment in the company subject to the availability of the work, post & vacancies and also subject to your satisfactory performance at the time of interview.

7. During your training period with us you shall not interest or engage yourself in any other service, occupation or profession either for remuneration or otherwise and you shall devote your full time, attention and energy in your training with us.

8. You will at all times maintain/observe 'secrecy' in respect of any technical, trade or business data, products, process, manufacturing, machines, including the details of the customers or any other information that might come to your knowledge or possession; furthermore you will not disclose them without the authority of the company in writing to anyone other than the company's officer authorized to receive the same. The obligation set out in this paragraph shall continue even after your training period is completed. If at any time it is found that you have committed breach of this clause then the


PROV.
10/10/2010

company. The said action shall be in addition to the termination of your training forthwith.

9. Your appointment and its continuation as trainee shall be subject to your satisfactory physical fitness and medical check-up before appointment and thereafter.

10. Presently you will report to "Manager QA" for further reporting and instructions.

11. You will not seek Membership of any local or public bodies without first obtaining written permission from the Management.

Duplicate of this letter is enclosed herewith. Please sign and return the same in token of having accepted the terms and conditions mentioned therein.

Thanking you.

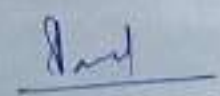
Yours faithfully,
for AARTI DRUGS LTD.,



(VIJAY J. DESHMUKH)
MANAGER (HR & PERSONNEL)

I have read the above terms and conditions & I have signed the same in token of having understood and accepted the same.

Signature.



PRINCIPAL

POSTAL
Box No. 11, Bhandara District, Maharashtra
431 001

PHARMACEUTICAL MANUFACTURERS

Phone : 2242697
2243533

**Anchor
Pharma
Pvt. Ltd.**



Plot No. B-6, O.I.D.C., Ringanwada, DAMAN-395 210.

Ref. No. _____

Date _____

JOINNING LETTER

TO,

Visha Patel

We are pleased to offer you employment at ANCHOR PHARMA PVT LTD. We feel that your skills and background will be valuable assets to our team.

Per our discussion, the position is QA OFFICER. Your joining date will be 20/07/2021

If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us

We look forward to welcoming you as a new employee at ANCHOR PHARMA PVT LTD

From: ANCHOR PHARMA PVT LTD

(Authorised Signatory)

Authorised Signature

Mumbai Office : 557, Plumber House, Jagannath Shankar Sheth Road, (Chira Bazar), MUMBAI - 400 002.
Phone : 2206 9748 / 2201 3443 • Fax : 2203 5903

Principal
ROFEL
Dr. S. M. ...
V.N.

(GOVERNMENT RECOGNIZED EXPORT HOUSE)

 E-mail: hr@agn@umedicahbhi.com
 U.I. PL./2021/92607

Date: 12/07/2021

 To,
 Ms. Vairagi Krishna Prakashchand
 305, Balaji Avenue,
 No. NH 48, Tukwada (Vapi)
 Dist. Valsad, Gujarat 396181

Dear Ms. Vairagi Krishna Prakashchand,

We are pleased to appoint you as "Junior Officer" in Quality Control Department in our organization w.e.f. 12.07.2021 on the following terms and conditions.

SALARY AND ALLOWANCE

Your Salary will be Rupees 10430/- (0)

	Per Month (Rs.)	Per Annum (Rs.)
Basic	8500	96000
H.R.A.	1530	18360
Other Allowance	0	0
Conveyance	0	0
Special Allowance	0	0
Leave Allowance	0	0
Education Allowance	200	2400
Medical Allowance	0	0
Books & Periodical	0	0
Telephone Allowance	0	0
Uniform Allowance	700	8400
(A)	10430	125160
H.R.A.		0
Education Allowance		15000
House (includes In-gratia)		15000
(B)		11520
P.F. (12% Employer's Contribution)		4368
ESI (1.25% Employer's Contribution)		4614
GRATUITY (4.81%)		20206
(C)		160366
Total Salary ((C)+(A)+(B)+(C))		

Note: (1) Gratuity amount payable as per the gratuity act.

PROBATION PERIOD

You will be put on probation for a period of 6 months from the date of your appointment, which may be extended at the sole discretion of the management subject to your satisfactory

 Head Office - 202, Ghatol House, Jambhal Bus Stop, Haripuram Point, Mumbai - 401021, INDIA
 Tel. : 91 22 2408 3048 / 2403 3050 • E-mail: info@umedicahbhi.com • Web: www.umedicahbhi.com

PRINCIPAL

ROFEL

SH. S. D. Doshi College of Pharmacy



(GOVERNMENT RECOGNIZED EXPORT HOUSE)

performance. In the absence of any letter from the Company confirming you in the post, the probationary period will be deemed to have been extended. Your services may terminate without assigning any reason at any time during this period by serving one day notice from employer side and one month notice from employee side.

SERVICE RULES AND CONDUCT

You will be guided by the existing services rules, practices, and other laws. You will be a full time employee of this company. Without prior permission in writing from the company you shall not take any part or full time employment and shall not engage yourself in any form of manufacturing, trading business or similar activities. Violation of any the grounds will be a sufficient case for summary dismissal without notice. During the continuance of your employment and thereafter you will keep all secrets and will not divulge to any person or firm or company whomever (other than the proprietor of the company or their authorized acquired by you while in our service concerning the business or affairs of the company or any of its associates or business, their customers and suppliers. You will be required to work for the other companies where Umedica Laboratories Pvt. Ltd., have any interest or to any other association companies in the similar capacity as and when required by the management. Details of confidentiality clauses are mentioned in the enclosed Confidentiality Agreement forming a part of this appointment letter.

TERMINATION

The company reserves the right to terminate your permanent services without assigning any reason by giving one month notice in writing to that effect or one month's salary in lieu of such notice. If, however, your service is terminated on ground of misconduct no notice or pay in lieu of such notice will be given or paid to you.

TRANSFER

You should be prepared to work in any of the department of the company and you are also liable to be transferred to any of our associated company / unit anywhere in India according to the exigencies of the company's business.

GENERAL CONDITIONS

You are required to abide rules and regulations of the company, which are presently in force and amendments, which may be made from time to time.

Your appointment is based on the curriculum vitae and documents about your academic qualification, past performance, certificates, testimonials furnished by you. In case of any discrepancies found in the future, the company reserves right to take appropriate action.

- > Your appointment is subject to transfer anywhere in India or to any other subsidiaries or sister company according to the requirements and entirely at the discretion of the company.
- > During your employment with the company, you shall not engage in any other profession or business part time/full time directly/indirectly without the prior permission from the company.

(GOVERNMENT RECOGNIZED EXPORT HOUSE)

- You will be eligible to the benefits of the company's Leave policy on your confirmation in the company's service.
- If you remain absent beyond the period of leave granted to you or extended, you shall be deemed to leave the services of the company.
- You will retire from company's services on reaching the age of 58 years.
- The company reserves the right to terminate your employment for any act of indiscipline, misconduct at any time.
- Your appointment and employment will be subject to your being and remaining medically fit.
- You are expected to keep the company informed of any changes in your address, marital status, and qualifications.

RESIGNATION

You will have to give One month advance notice in case of resignation or forfeit One month's gross salary in lieu of notice after completion of six months from the date of joining. Your One month's gross salary will be recovered from you or may be deducted from your dues, if you don't complete notice period fully or partially. If you don't complete your relieving procedure and leave organization on your own without completing your pending work and charge handover to your superior then management will not give you relieving letter, experience letter and your legal dues. If you don't complete one year service then management will not give you experience letter.

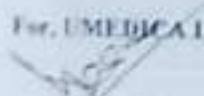
JURISDICTION

Any legal dispute arising out of your appointment shall be raised and settled within the jurisdiction of the Vapi Court, Gujarat. You will always be under the direct employment of Umedica Laboratories Pvt. Ltd. & Group Of Companies, irrespective of your posting in different branches and you shall be guided by the rules and regulations of the company for the time being enforced or as may be amended from time to time.

Please confirm your acceptance by returning the enclosed copy of the letter duly signed by you.
Thanking you,

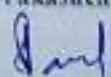
Yours faithfully,

For, UMEDICA LABORATORIES PVT.LTD.


N. M. DESAI
FACTORY MANAGER

Read, Understood & Accepted


Ms. Vairagi Krishna Prakashchand


PRINCIPAL


(GOVERNMENT RECOGNIZED EXPORT HOUSE)


Date: 12/07/2021

CONFIDENTIALITY AGREEMENT

THIS SERVICE AGREEMENT made on 12/07/2021 BETWEEN Umedica Laboratories Pvt. Ltd. (hereinafter called the "Employer") of the one part AND Ms. Vairagi Krishna Prakashchand (hereinafter called the "Employee") of the other part. It is hereby agreed between the Employer and Employee, which form a part of appointment of Employee as follows:

1. During the course of the employment and thereafter, Employee will not disclose, or communicate to any person, firm or corporation any confidential information relating to the Employer or related concerns.
2. Confidential Information means proprietary information of the Employer or any related concerns/companies, including trade secrets, technical data including but not limited to business practices, product plans, products, services, vendors, clients, sales data, manufacturing data, designs, or any other information of confidential nature. Employee will not use such information for the benefit of anyone other than Employer.
3. During the course of employment, any discoveries, inventions, writings, artwork created by Employee will belong to Employer and Employee at any time will not divulge such information to any third party.
4. Employee will be responsible for the protection of Employer's best interest at all times.
5. The Employee shall treat all information obtained by him/her during the course of his/her employment with the Employer, either directly from the other employees of the Employer, or during the course of his/her work with the Employer, as strictly confidential during the course of employment and even after the cessation of the employment.
6. Any failure on the part of Employee to conform to the above terms may lead the Employer taking legal measures as it sees fit.


N. M. DESAI
FACTORY MANAGER


Read, Understood and Signed by
Ms. Vairagi Krishna Prakashchand


PRINCIPAL

ROTEL
Shri G. M. Bhojra College of Pharmacy



Affiliated to
Gujarat
Technological
University

Approved By
AICTE &
Pharmacy
Council of India

SMT. B.N.B.
SWAMINARAYAN
PHARMACY COLLEGE

NH-49, Salvav - Vapi - Gujarat - 396191
(P) 9824567909 (M) 9099063165
www.bnbspharmacycollege.org
bnbswaminarayan@gmail.com

Ref no: BNBSPC/2020-21/16-3

Date: 01/09/2021

Appointment Order

To,

Miss. Priyanka Suresh Maisuria
B-3 Jagruti Complex, Orvad,
Near Zanda Chowk, Udwada (R.S.),
Ta. Pardi, Dist. Valsad-396185

With reference to your application, we are pleased to appoint you on the post of Assistant Professor at our Smt. B. N. B. Swaminarayan Pharmacy College, Salvav, Vapi Dist. Valsad. On the following terms and conditions:

1. Your appointment as an Assistant Professor in the initial stage will be on "Adhoc" basis. You get total Rs.20000/- per month.
2. Further your appointment as an Assistant Professor will be on adhoc till the University conducts your interview and A.I.C.T.E. New Delhi approves your appointment as an Assistant Professor. However on approval of all above bodies, the period of your adhoc appointment will be included in the probation period from the first day of your joining the duties.
3. You are on probation period of one year, if your performance is found satisfactory, you will be confirmed on your present post but your performance is not found satisfactory, the probation period may be extended by one year or till satisfactory report or you may be terminated from the post of assistant professor without future notice.
4. To resign during the probation period, you have to give minimum one month advanced notice of your resignation to the institute and after being confirmed you have to give three months advanced notice of your resignation to the institute. The institute can terminate your appointment without prior notice and in leave of three month notice will pay you three month of salary in case you are terminated from the post. In case of gross negligence of duty or behavior/action not befitting to character of academician or institute employment would be terminated without notice and no notice pay will be paid.
5. You will retire on approaching superannuation period as per retiring age decided by the rules of university, A.I.C.T.E. and government at the time of your retirement.

PRINCIPAL

HOPEL
Smt. B. N. B. Swaminarayan College of Pharmacy
VAPI



Affiliated to
Gujarat
Technological
University


Approved By
AICTE &
Pharmacy
Council of India

SMT B.N.B.
**SWAMINARAYAN
PHARMACY COLLEGE**

NH 48, Sahay - Vapi - Gujarat - 386191
(O) 9624567900 (M) 9099063165
www.bnbpharmacycollege.org
bnbswaminarayan@gmail.com

6. You shall efficiently, honest and faithfully served the institute and use your utmost endeavor to promote the interest of the institute.
7. You shall carry out duties and work as assign to you and shall obey and comply with all the instruction and order given to you by your superior.
8. You are expected to involve yourself in research as well as co-curricular and extra-curricular activities of institute.
9. You will not utilize or divulge the institutes classifieds/confidential information or affair to your any person/institute, except under legal oath with specific express permission from the institute.
10. You will be responsible for safe keeping/returns in good condition and order, of all the properties of the institute that may have been entrusted to you from time to time for work/use/care/charge. If you failed to account any property entrusted to you for whom you are responsible, the institute will have rights to any appropriate section as deemed fit.
11. You will not accept any commission or any kind of gratification in case of kind from any person, firm, institute or organization having dealing with institute and your are afford any, shall immediately report the same to the institute/management in writing.
12. If in the opinion of institute/management your are found to guilty of breach of any of the above clauses, other rules and regulation, insubordination, gross negligence of duty, dishonesty or placing consideration above the institutes interest in any business dealing involvement can relives you from the services forthwith.
13. Your appointment and continuation in employment of the institute will be subjected to your being and remaining medically fit.
14. You shall not engage yourself directly or indirectly in the trade of business or any private tuition or undertake any employment outside your official assignment.
15. You have to follow orders and instruction and make other staffs and students to observe the same form time to time in the interest of institute and whole campus and work accordingly to raise the name and dignity of the campus.




Principal
PRINCIPAL

Smt B.N.B. Swaminarayan Pharmacy College
SALVAY - VAPI

August 31, 2021

TPL/DAHEJ/HRD/RECT/2021-22/QC (For)/97

Ms Heli Bharat DesaiGopi Street,
Valead Pardi,
Dist.: Valsad,
Gujarat: 396001
Contact No. : 8469297529

Dear Ms Heli Desai,

Congratulations on being considered for the position of **Executive Trainee in Quality Control (Formulation)** department based at Dahej Location in our organization.

We feel pleasure to offer you the said position on mutually agreed terms and conditions including salary.

We are enclosing herewith **Annexure - A** showing the list of documents to be submitted by you.

The detailed Appointment Letter will be issued to you after you join the Company's services.

On receipt of this letter, please send your acceptance letter along with the acknowledged copy of your resignation from your present organization, within ten days from the issuance of this Offer Letter. This offer stands valid only till that time. You are requested to intimate your date of joining which should not be later than one month from the date of receipt of this letter.

You are required to undergo medical examination by Company's authorized medical practitioner or at your place with the tests mentioned in the letter. This offer stands valid subject to your being declared medically fit.


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.

Thanking you,
Yours faithfully,

For Torrent Pharmaceuticals Limited


Niraj Bhatt
Assistant General Manager - HR

Accepted


PRINCIPAL
ROFEL
Dr. D. M. Dikshu College of Pharmacy
(Signature with date)

I shall join on or before: _____

TORRENT PHARMACEUTICALS LIMITED

CIN : L24230GJ1972PLC002126

Plot No. : Z 104 - 106, Dahej SEZ Part-II, Taluka: Vagra, Dist.: Bharuch - 392130, Gujarat, India. Phone: +91 2641 261300-303
Reg. Office : Torrent House, Off Ashram Road, Ahmedabad - 380 008, India. Phone: +91 79 28585090 www.torrentpharma.com

ANNEXURE - A

Dear Ms Heli Desai,

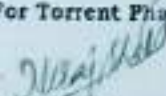
Congratulations on being offered position of an **Executive Trainee in Quality Control (Formulation)** department with Torrent Group. We are happy that soon you will be a member of our family.

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

1. Qualification Certificates and Mark sheets (SSC & above including semester mark sheets).
2. Record of Date of Birth (School leaving certificate) (Attested Copy).
3. Copy of Driving License/Passport/Election Card, PAN Card and Aadhar Card.
4. A copy of resignation duly acknowledged by the employer.
5. Work experience, Relieving certificate from past to present employers.
6. Last six months drawn salary certificate / pay slip.
7. Salary Bank Account statement of last Twelve months.
8. Two Reference certificates.
9. Copy of FDA Certificate (if applicable).
10. Non-Criminal certificate from respected police station.
11. Latest Passport size photographs (10 nos.), Family member passport size photograph (05 nos. each)


You are requested to bring all original documents for verification with their photocopy at the time of joining.

For Torrent Pharmaceuticals Limited


Niraj Bhatt
Assistant General Manager - HR

Accepted : _____

Date : _____


PRINCIPAL

NOFEL
DR. D. M. Bhatia College of Pharmacy
VAD.

Ref: HR/NOV/21/A2/59538532/60210852/1001064500

Date: 08 November, 2021

Mr. Vishal Tiwari
Tiwari's ka Chowk, Shivaji Nagar, Ambar Nagar
Chanod Gam
vapi 396195
Gujarat, India

Dear Mr. Vishal

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **Pharmacist in Executive - A2 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Ahmedabad, Gujarat.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 15 November, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,20,000/- (Rupees Two Lac(s) Twenty Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,20,000/- (Rupees Two Lac(s) Twenty Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 20,544/- (Rupees Twenty Thousand Five Hundred Forty Four Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @ 4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.


PRINCIPAL

Reliance Retail Limited

Ch. No. 120/14/1299/CL127563 Phiroli, V. No. 22 3553408

ROFEL
Shri G. M. Sitabdi College of Pharmacy

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited



Smita Sahu


ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____

DATE: _____



PRINCIPAL

NOTE:
FOR U.S. Business College of Pharmacy
2015

Reliance Retail Limited

CIN: U01102MH1999PLC120543 Phone: +91 22 36553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 602, India.

www.relianceretail.com

Annexure 1A		
Name: Vishal Tiwari		
EARNINGS		
CTC Components	Proposed CTC (Rs.)	
	Monthly	Annual
A. Fixed Pay		
1 Basic Pay		
Choice Pay	7,871	94,446
2 Conveyance		
3 Fuel & Maintenance		Refer to Annexure 1B
4 Leave Travel Allowance		Refer to Annexure 1B
5 Medical Reimbursement		Refer to Annexure 1B
6 Bonus*		Refer to Annexure 1B
7 Residual Choice Pay	1,574	18,889
Housing	3,241	38,898
8 House Rent Allowance		
Retirals	3,935	47,223
9 PF - Employer Contribution		
10 Gratuity (4.81% of Basic)	1,333	16,001
Total Fixed Pay [A]	379	4,543
	18,333	2,20,000
Total CTC (A)	18,333	2,20,000

Note: The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.

(*) In case of employees that are entitled to Bonus under the Payment of Bonus Act 1965.
 (**) For Insurance Premium debits, please refer Annexure 1B.

Insurance (Pay Slip Debit As Per Grade)	Monthly	Annual
GPA Insurance Premium		
Group Term Life Insurance Premium		
Medical Insurance Premium		


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Annexure - 2

TERMS AND CONDITIONS OF EMPLOYMENT

1. MEDICAL FITNESS & VERIFICATION OF PARTICULARS:

Your appointment is subject to:

- a. Medical Fitness: You being declared medically fit by a Medical Officer or by a Doctor specified by the Company and remaining medically fit.
- b. Verification of Particulars: In case particulars mentioned in your application and the representations and warranties provided by you are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

2. PROBATION:

You will be initially on probation for a period of Six Months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 days' notice in writing by either side or payment of 30 days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment can end through three months' notice or payment of Basic salary in lieu thereof by either side. You shall attend duties till you are relieved from services in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

3. TRANSFER

Your employment is transferable to any other place/ establishment/ department/ division/ unit/ branch/ subsidiary of the company. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

4. REPRESENTATIONS AND WARRANTIES:

The Company's agreement to continue to employ you and the compensation and benefits to be paid to you are in consideration of the terms, covenants, and conditions stated herein, and you represent and warrant to the company that:

- a. You are under no contractual or other restriction or obligation which is inconsistent with the conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder.
- b. You are under no physical or mental disability that would hinder the performance of your duties contained herein.
- c. You shall not raise any issue of the reasonableness of the terms, covenants, and/or conditions in any proceeding to enforce these terms, covenants and/or conditions.
- d. You have full right and authority to execute this contract and that you are not bound by any contract or arrangement, including any employment contract, bond or covenant not to compete, inconsistent herewith.
- e. You hereby agree and undertake to indemnify the Company, its affiliates and the directors, officers and employees of each of the foregoing and to hold them harmless from and against any and all third party claims they face, which give rise to any liabilities, damages, claims, costs and expenses (including legal expenses), due to any act, omission, violation or breach of any of your representations, warranties and covenants.

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- f. The Company shall indemnify and defend you to the fullest extent permitted by the law of the State of Company's incorporation and the By-Laws of the Company with respect to any claims that may be brought against you arising out of any action taken or not taken in your capacity as an officer or director of the Company; provided, that, the Company shall not indemnify and defend you with respect to any claims brought against you relating to intentional or willful acts, or to other acts as to which indemnification is not allowable under applicable law.
- g. These terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and conditions set forth herein are essential for the Company's protection; and the Company has relied on these representations, warranties, and agreements by you.

5. DUTIES AND RESPONSIBILITIES:

- a. **Exclusivity:** You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability. You agree that you will devote all of your working time, care and attention and best efforts to such duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules and regulations and directions of the Company.

You are required to engage yourself exclusively in the work assigned by the company and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

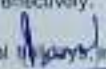
You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

- b. **Non Solicitation:** You will not, during the course of your employment or at any time thereafter, without the prior written consent of the Company, directly or indirectly, solicit for employment, or employ or otherwise contract for the services of, any person who is employed or engaged (either as an employee or consultant) by any of its associated companies or directly or indirectly induce any such employee to leave his or her employment.

This covenant shall survive the termination of your employment with the Company; and prohibits you from directly or indirectly inducing an employee with whom you have worked with or been in association with during your employment with the company.

- c. **Other Interests:** You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.
- d. **Controlling Interest:** You agree that, so long as you are employed by the Company, you will not own, directly or indirectly, any controlling or substantial share or other beneficial interest in any business enterprise which is engaged in, or in competition with, any business engaged in by the Company. Notwithstanding the foregoing, you may own, directly or indirectly, up to 5% of the outstanding securities of any business whose securities are traded on any national stock exchanges or in the over-the-counter market.
- e. **Work hours:** Your working hours at your place of posting shall be as per the rules and regulations of the company, specified from time to time. However, you may be required to work additional hours, as may be required from time to time, to carry out your duties and responsibilities effectively.

You may be required to work on any day of the year, including festival days, in the establishment. You


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will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

You shall be entitled to leave and other benefits as per the rules and regulations of the organization.

- f. **Non-disclosure:** You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which you may know by virtue of your being the employee of the Company.
- g. **Confidentiality:** You shall keep confidential all the information and material provided to you by the Company concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination of this employment.

You shall not at any time, either during your employment or hereafter, except with prior written consent from the company, use for yourself or divulge or disclose, either directly or indirectly, to any person, firm or body corporate, any know-how, drawings or any trade secrets or your user ID and password for various IT applications provided to you or any confidential information as to method or process in connection with any activity of the company or any financial matter of the company which you may acquire during the course of your employment, concerning the business, activity, affairs or property of the company or its subsidiary companies, nor will you keep in your possession or pass on to others without proper written consent of the Management, any documents belonging to the company. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the missing of your credentials.

You are also expected to keep your salary package strictly confidential and not to share any information regarding the salary to anyone except your very close family members.

- h. **Proprietary Rights:** You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Letter's Patent, Licenses or other rights, privileges or protection as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in favor of the Company or in favor of such other person or persons, firms or companies, as the company may direct as the sole beneficiary thereof.

You will assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee.

You will execute and deliver promptly to the Company (without charge to you but at the expense of the Company) such written instruments and cooperate and do such other acts as the Company in its sole discretion deems necessary or desirable to assign and transfer title in such new ideas to the Company and / or its nominee and to assist the Company in preserving the property right in such new ideas (including against forfeiture, abandonment, or loss) and to vest the entire right and title and interest therein exclusively in the Company and / or its nominee.

- i. **Safe-keeping of Company's property:** You will be responsible for the safe-keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it

deems proper in the event of your failure to account for such material or property to its satisfaction.

- j. **Return of the Company's Property and records:** Upon termination of your employment, you shall forthwith hand over any letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company. Also, you shall return to the Company, without condition, all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.

- k. **Authorizations for activities:** You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

You will avoid any issue which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.

- l. **Non-disparagement:** You agree that you shall act with the highest standards of propriety and professionalism and shall not criticize, ridicule or make any statement which disparages or is derogatory of the Company, any of its Group companies or any other employee or business associate of the Company or the Group Company in any public or non-public communication with any customer or member of the investment community or media or in any communication.

- m. **Confidential nature of terms of employment:** You agree that, except as may be required by applicable law you shall not disclose the terms of employment to any person other than your close family members.

- n. **Model Release:** You hereby consent and authorize the Company and its successors, assigns, nominees, designees or those for whom they are acting, the right to copyright, and/or use, and/or publish photographic portraits or pictures of the employee, or in which the employee may be included in whole or in part, or composite, in conjunction with my own or any other picture, name or reproductions thereof in color or otherwise make through any media at its offices or elsewhere, for art, advertising, business or trade or any other lawful purpose whatsoever. With respect to the foregoing, no promises have been made to employee to secure his / her consent / authorization to this release. You hereby waive any right that you may have to inspect and approve the finished product or the advertising copy that may be used in connection therewith, or the use to which it may be applied. You hereby release, discharge, the Company and its nominees, designees, successors and assigns, or other form whom it is acting, from liability by virtue of any such portraits or pictures, or in any processing tending towards the completion of the finished product.

- o. **Enforceability:** You acknowledge and agree that any violation of any of your duties and responsibilities may result in irreparable damage to the Company, and, accordingly, the Company may obtain injunctive and other equitable relief for any breach or threatened breach of such duties and obligations, in addition to any other remedies available to the Company. You and the Company agree that the restrictions and remedies contained hereinabove are reasonable and that it is your intention and the intention of the Company that such restrictions and remedies shall be enforceable to the fullest extent permissible by law. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but would be enforceable if some part thereof were deleted or the period or area of application reduced, then such restriction or remedy shall apply with such modification as shall be necessary to make it enforceable.

- p. It shall be your responsibility to initiate legal process and / or lodge complaints in respect of offenses committed against the Company or the Company property or the affairs of the Company, as may be necessary, by virtue of the responsibilities attached to the office or role occupied by you in the course of the employment with the company.


6. **TERMINATION OF EMPLOYMENT:**



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- a. **Employment AT-WILL:** You and the Company acknowledge that the employment is and shall continue to be AT-WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the Company may terminate your employment with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.
- b. **Performance:** Your appointment and subsequent continuation of employment with the Company is strictly based on your delivering consistently on the agreed performance parameters and business targets.
- c. **Superannuation:** You will automatically retire from the service of the company on attaining the age of 58 years.
- d. **Absenteeism:** If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you
 - i. Return to work within 8 days from the commencement of such absence, and
 - ii. Give an explanation to the satisfaction of the Management regarding such absence
- e. **Medical Fitness:** The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you may be terminated from employment.
- f. **Notice Period:** Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving three months' notice in writing or payment of pro rata three months' Basic Salary, in lieu thereof. Likewise, you may resign from employment without cause by giving three months' notice in writing or by payment of pro rata three months' Basic Salary, in lieu thereof. In the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period of 3 months, without any pay in lieu of the notice period.
- g. **Termination for Misconduct:** Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any action of indiscipline or inefficiency.
- h. **Suspension:** You may be placed under suspension, without salary, pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- i. **Harassment:** The Establishment considers harassment and discrimination of any nature to be an unacceptable form of Behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.
- j. **Non-competes:** In the event of your separation from the Company for any reason whatsoever, you will not take up any job or assignment either full time or otherwise, either directly or indirectly, for a period of three months from the date of separation in any industry or business involved in similar/competing business of the company or any of its Group Companies.
- k. **Recovery of Payments:** Payments / reimbursements made towards recovery of notice period by your previous employer and relocation expenses by us will be recovered in full in the event of your separation from the company before completion of one year of joining.


R. G. M. Patil
Smt G. M. Patil College of Pharmacy
VAPI

7. AUTHORIZATION FOR ANTECEDENT VERIFICATION :

You have hereby given no objection in the Company (Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhaar number, other Government issued ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organization that company has appointed time being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

Your No Objection will be coterminous with the arrangement between the Company and any agency / organization engaged by the Company for Reference / Antecedent Verification of your current and past employments.

8. GENERAL:

- a. **Training:** You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad, based on stipulated terms and conditions. You will diligently and beneficially take part in the training and such assignments in accordance with company policies and directives. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.
- b. **Rules Regulations and Policy on Ethics:** You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time. You must observe the policies that the Company publishes from time to time. These include a requirement that you maintain the highest standards of conduct and act with the highest ethical principles. You must not do anything that may be a conflict of interest with your responsibilities as an employee.
- c. **Media Interaction:** You will not interact with the media - electronic, print or otherwise in
 - i. India or overseas, during or outside work hours, either in your own personal capacity or on behalf of the company unless you have express and direct approval from the Management to interact with the media as the representative of the Company. Only persons duly authorized by the Management are allowed to interact with media on specified subjects. Disclosure of any information other than statutory disclosures or those specifically authorized by the Management is prohibited.
 - ii. Disclosure of information on proceedings of meetings (board / committee / internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Management. These will need to be combined with cautionary statements, wherever required.
 - iii. You shall also not disclose non-public information selectively to any particular group as it may lead to

PRINCIPAL

unfair advantage / discrimination

- iv. For any outside publication of books, articles or manuscripts which relate specifically to the Company's business, policies and processes, you should take the approval of the Management prior to its release.
- v. Any violation of the company's media policy, tantamount to a breach of the terms and conditions of employment and may result in termination of the contract.
- d. **Dispute Jurisdiction:** It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.
- e. **Entire Agreement:** This contract and the document referred to herein contain the entire agreement and understanding of the parties with respect to the subject matter hereof and shall supersede any and all prior or contemporaneous communications, representations, or agreements between the parties, whether oral or written, regarding the subject matter of this contract.
- f. **Age:** Your age mentioned in the Matriculation / Higher Secondary Certificate / Passport will be deemed to be the conclusive proof of your date of birth.
- g. **Change of address:** You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.
- h. **Passport:** It is desirable that you have a valid passport at all times and ensure that the same is renewed from time to time.
- i. **Travel:** You shall make your own transport arrangements to and fro from the place of work.

In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.


The various clauses of this letter are to be read, understood, and interpreted in its entirety, and none of the clauses are severable from the remaining.

I confirm that this contract is in accordance with our mutual understanding and unconditionally and irrevocably accept the above terms and conditions.

Employee Name:

Signature:

Date:



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VADVA

Offer of Employment

Dear Jinal Patel,

Congratulations on being selected, as a part of Cliantha Family. We are pleased to offer you the position of **Jr. Officer in Central Contract & Proposal - Late Phase**, based at **Ahmedabad**. We would like you to join us on or before **23/08/2021**.

This position is being offered to you with a presumption that you are a citizen of India / authorized to work in India. If it is not so, do bring it to our notice, at the time of accepting this offer.

We expect your arrival at Ahmedabad at **9.30 am** on or before **23/08/2021**. You are requested to bring along the original documents as mentioned in **Annexure – A** and share Scanned copy of Medical Reports as per **Annexure - B** on or before **20/08/2021** at **rchourey@cliantha.com**.

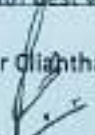
This offer has been made based on information furnished by you, however if there is an aberrancy in documents or certificates as per **Annexure – A** and Medical Fitness Certificate as per **Annexure – B**, we retain the right to review our Offer of Employment.

By accepting this Offer of Employment, it is presumed that you have agreed to join us on or before the due date. You will have to submit the copy of your resignation letter addressed to the present employer, within 3 days on receipt of this offer letter. The Offer stands withdrawn if you fail to report on or before the due date or the date communicated in written otherwise. The appointment letter shall be handed over to you at the end of induction process, post joining.

We look forward to your contribution to our aspiration of building Cliantha as a highly acclaimed CRO.

With best wishes,

For Cliantha Research Ltd.


Preeti Pathak
General Manager – Human Resources


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Shri G. M. Bhatia College of Pharmacy
VAPL

MLS/Offcr/9-21

07-September-2021

Ms. Bhavya Thakorbhai Tandel

Vapi

OFFER LETTER

Dear Ms. Bhavya Thakorbhai Tandel,

Congratulations!

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "**Officer - Research & Development Department**" in our organization on the terms and conditions discussed during the interview.

You will be stationed at Vapi.

Your remuneration as discussed and finalized is Rs. 144000/- Per Annum, the detail breakup of the same is attached as Annexure-A along with this letter.

A detailed appointment letter will be given to you after you join us.

Kindly bring along with you 3 recent passport size photographs and all original testimonials, Past Organization's Relieving / Experience Letter, Last Salary Slip, Date of Birth Proof, PAN card copy at the time of joining.

You are required to join the company on or before 15-September-2021.

You have been selected because we believe you have the potential and the desire to meet the high standards of excellence that are the hall marks of Meril Life Sciences Pvt. Ltd.. We know you have hopes and aspirations of your own, & surely, expectations from us as well. We consider it our obligation on our part to:

- treat you fairly & with respect
- provide open two way channels of communication
- offer suitable recognition for your dedication and excellence of performance

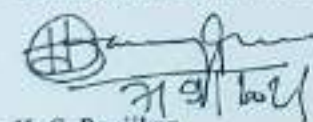
Ours is a growing company, continuously improving and expanding.

We wish to see you grow along with us.

Looking forward to your joining our organization.

Thanking you,

For Meril Life Sciences Pvt. Ltd.,



H. C. Panjilkar

Group Head - Human Capital & Administration


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Smt G. M. Bilakia College of Pharmacy

VAPI

PS :- Please revert with your confirmation of acceptance of this offer letter within two weeks (two from date of issue) failing to which the offer letter will be deemed withdrawn.

Meril Life Sciences Pvt. Ltd. | CIN : U24239GJ2007PTC051137

Registered Office : M1-542, Meril Park, No. 135/139, Muktaand Marg, Chala, Vapi - 396191, Gujarat, India.
T: +91 260 3052100 | F: +91 260 3052125 | E: askonfo@merilife.com | W: www.merilife.com

Annexure - A

Meril Life Sciences Pvt. Ltd.		
Ms. Bhavyta Thakorbhaj Tandel	CTC	
Cost To Company Per Annum	144000	
	Monthly - INR	Yearly - INR
<u>Cost To Company</u>	12000	144000
Basic Salary	4200	50400
House Rent Allowance	4200	50400
Travel to Work Allowance as per Distance Factor Index (DFI)	1000	12000
House & Electrical Equipment Maintenance Allowance	1256	15072
<u>Paid on an Annual Basis</u>		
Bonus (To be paid Annually)	840	10080
Statutory Deduction, Company's Contribution		
Provident Fund	504	6048
Cost To Company	12000	144000




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VADVA

Meril Life Sciences Pvt. Ltd. | CIN : U24239GJ2007PTC051137

Registered Office : M1-M2, Meril Park, No. 135/139, Mikranand Marg, Chala, Vapi - 396191, Gujarat, India.

T: +91 260 3032100 | F: +91 260 3032125 | E: ankurfo@merillife.com | W: www.merillife.com

MLS/Offer/8-21

19-August-2021

Ms. Dhara Anilbhai Patel

Vapi

OFFER LETTER

Dear Ms. Dhara Anilbhai Patel,

Congratulations!

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "Officer - Regulatory Affairs Department" in our organization on the terms and conditions discussed during the interview.

You will be stationed at Vapi.

Your remuneration as discussed and finalized is Rs. 144000/- Per Annum, the detail breakup of the same is attached as Annexure-A along with this letter.

A detailed appointment letter will be given to you after you join us.

Kindly bring along with you 3 recent passport size photographs and all original testimonials, Past Organization's Relieving / Experience Letter, Last Salary Slip, Date of Birth Proof, PAN card copy at the time of joining.

You are required to join the company on or before 01-September-2021.

You have been selected because we believe you have the potential and the desire to meet the high standards of excellence that are the hall marks of Meril Life Sciences Pvt. Ltd.. We know you have hopes and aspirations of your own, & surely, expectations from us as well. We consider it our obligation on our part to:

- treat you fairly & with respect
- provide open two way channels of communication
- offer suitable recognition for your dedication and excellence of performance

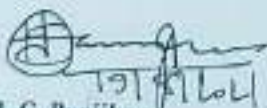
Ours is a growing company, continuously improving and expanding.

We wish to see you grow along with us.

Looking forward to your joining our organization.

Thanking you,

For Meril Life Sciences Pvt. Ltd.,



H. C. Panjekar
Group Head - Human Capital & Administration



PRINCIPAL

ROTEL
Dr. H. M. Bilalkhis College of Pharmacy

PS:- Please revert with your confirmation of acceptance of this offer letter within 7 working days from date of issue; failing to which the offer letter will be deemed withdrawn.

Meril Life Sciences Pvt. Ltd. | CIN : U24239GJ2007PTC051137

Registered Office: M1-M2, Meril Park, No. 135/139, Mulitarnad Marg, Chda, Vapi - 396191, Gujarat, India.
T: +91 260 3052100 | F: +91 260 3052125 | E: nsk@merilife.com | W: www.merilife.com

Annexure - A

Meril Life Sciences Pvt. Ltd.		
Ms. Dhara Anilbhai Patel	CTC	
Cost To Company Per Annum	144000	
	Monthly - INR	Yearly - INR
<u>Cost To Company</u>	12000	144000
Basic Salary	4200	50400
House Rent Allowance	4200	50400
Travel to Work Allowance as per Distance Factor Index (DFI)	1000	12000
House & Electrical Equipment Maintenance Allowance	1256	15072
<u>Paid on an Annual Basis</u>		
Bonus (To be paid Annually)	840	10080
Statutory Deduction, Company's Contribution		
Provident Fund	504	6048
<u>Cost To Company</u>	12000	144000



 PRINCIPAL

 ROFEL
 Sr. Lect. At. Bilukas College of Pharmacy
 Vapi

Meril Life Sciences Pvt. Ltd. | CIN : U24239GJ2007PTC051137

 Registered Office : M1-M2, Meril Park, Na. 135/139, Mukrasand Mag, Chula, Vapi - 396191, Gujarat, India.
 T: +91 260 3052100 | P: +91 260 3052125 | E: askinfo@merillife.com | W: www.merillife.com

MLS/Offer/9-21

03-September-2021

Ms. Hemangiben Hareshbhai Patel
Vapi

OFFER LETTER

Dear Ms. Hemangiben Hareshbhai Patel,
Congratulations!

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "Officer - Regulatory Affairs Department" in our organization on the terms and conditions discussed during the interview.

You will be stationed at Vapi.

Your remuneration as discussed and finalized is Rs. 144000/- Per Annum, the detail breakup of the same is attached as Annexure-A along with this letter.

A detailed appointment letter will be given to you after you join us.

Kindly bring along with you 3 recent passport size photographs and all original testimonials, Past Organization's Relieving / Experience Letter, Last Salary Slip, Date of Birth Proof, PAN card copy at the time of joining.

You are required to join the company on or before 15-September-2021.

You have been selected because we believe you have the potential and the desire to meet the high standards of excellence that are the hall marks of Meril Life Sciences Pvt. Ltd.. We know you have hopes and aspirations of your own, & surely, expectations from us as well. We consider it our obligation on our part to:

- treat you fairly & with respect
- provide open two way channels of communication
- offer suitable recognition for your dedication and excellence of performance

Ours is a growing company, continuously improving and expanding.

We wish to see you grow along with us.

Looking forward to your joining our organization.

Thanking you,

For Meril Life Sciences Pvt. Ltd.,



H. C. Panjekar
Group Head - Human Capital & Administration



PRINCIPAL

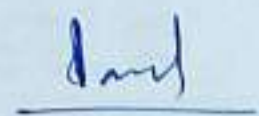
POBEL,
Shri G. M. Bhakha College of Pharmacy
VAPI

PS:- Please revert with your confirmation of acceptance of this offer letter within two weeks from here (from date of issue) failing to which the offer letter will be deemed withdrawn.

Meril Life Sciences Pvt. Ltd. | CIN : U24239GJ2007PTC051137

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T: +91 260 3052100 | F: +91 260 3052121 | E: info@merillife.com | W: www.merillife.com

Basic Salary	4200	50400
House Rent Allowance	4200	50400
Travel to Work Allowance as per Distance Factor Index (DFI)	1000	12000
House & Electrical Equipment Maintenance Allowance	1256	15072
<u>Paid on an Annual Basis</u>		
Bonus (To be paid Annually)	840	10080
Statutory Deduction, Company's Contribution		
Provident Fund	504	6048
Cost To Company	12000	144000

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Shri G. M. Bilalala College of Pharmacy

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Ref. No. : LTRL/HR/ Appt./2021/L2005

Date : 11-05-2021

Mr. Prit Desai
24,25, Natvar Shyam Society,
B/h. Shalby Hospital,
Ramdevnagar Road,
Ahmedabad-380015.

Letter of Appointment

Dear Mr. Prit Desai,

This has reference to your application for employment, subsequent interview you had with us and your acceptance of our offer letter of employment Ref. No. - LTRL/HR/Offer/2021/1096 dated 10-05-2021 the management is hereby pleased to appoint you as "Officer" in the department of "Pharmacovigilance" on All India Basis, presently based at Ahmedabad.

Your appointment in our organization is subject to the following terms and conditions:

1. Your appointment comes into effect from 11-05-2021.
2. You shall be initially based at Ahmedabad.
3. Your CTC remuneration is Rs. 275000/- (Rs. Two Lacs Seventy Thousand Only) per annum, which includes all direct and indirect benefits attached to your position. A detailed break-up of your remuneration package has been outlined in Annexure - I.
4. Payment of all the remuneration shall be subject to policies, rules and regulations of the organization, as applicable from time to time. The emoluments/benefits due to you shall be liable /subject to tax in accordance with the provisions of the Income Tax Act and Rules made there under as also other applicable laws, if any, as may be in force from time to time.
5. It is agreed that it shall be open to the organization from time to time, to add and /or modify any remuneration, benefit, facility, or perquisite that may have been extended to you, on a review of the organization's functioning, finance and prospects and your performance and that you shall be bound by the organization's decision in this regard.
6. Your remuneration is confidential between you and the organization and you are obliged to maintain absolute secrecy of the terms and conditions of your employment.



Lambda Therapeutic Research Ltd.

Registered & Corporate office :

Lambda House, Plot No. 36, Survey no. 388, Near Silver Oak Club, S. G. Highway, Gota, Ahmedabad - 382481, Gujarat, India

Tel. : +91-79-43242022 Fax : 431-79-40207021

Mumbai : Tel. : +91-22-23842000

Mumbai : Tel. : +91-22-41787000

Canada : Tel. : +1-416-7572636

Poland : Tel. : +48-221772000

UK : Tel. : +44-209603518

Website : www.lambda-cre.com E-mail : business@lambda-cre.com

CIN No. : U24235GJ1908PLC024003

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DR. P. P.

Sri G. M. Dinkha College of Pharmacy

VAD.

8:44 AM

Signal strength, Wi-Fi, and battery icons



ONBOARDING Jul 27

Dear MR. ADITYA ,, Congratulations! This is further to your application and subsequent



ONBOARDING Jul 27

to me, shorav.biswas, asif.548... ✓



Dear MR. ADITYA ,,

Congratulations!

This is further to your application and subsequent interactions with us. We are pleased to extend the Offer cum Appointment Letter to you to join us as **MARKETING EXECUTIVE** at **VAPI**.

We believe that your knowledge, skills and experience will be an ideal fit for our organization and you will be able to make significant contribution to the overall success of Alkem.

The details of the offer will be shared in a separate mail. Please take time to review and indicate your agreement with the terms and accept this offer before **01-Aug-2021**.

We look forward to a long and mutually beneficial association with you.

Note - In case of any query or additional information, please don't hesitate to contact us.

Regards,

PRINCIPAL

ROFEL
Shri G. M. Bhatnagar College of Pharmacy
VAPI



UMEDICA
LABORATORIES PVT. LTD.

Plot No. 221, Indl Phase, G.I.D.C.,
Vapi - 396195, Gujarat, INDIA.
Tel.: + 91 260 2400192
E-mail: factory@umedicallabs.com

(GOVERNMENT RECOGNIZED EXPORT HOUSE)

Date: 21/07/2021

Email: hr@umedicallabs.com
ULPL/2021/92615

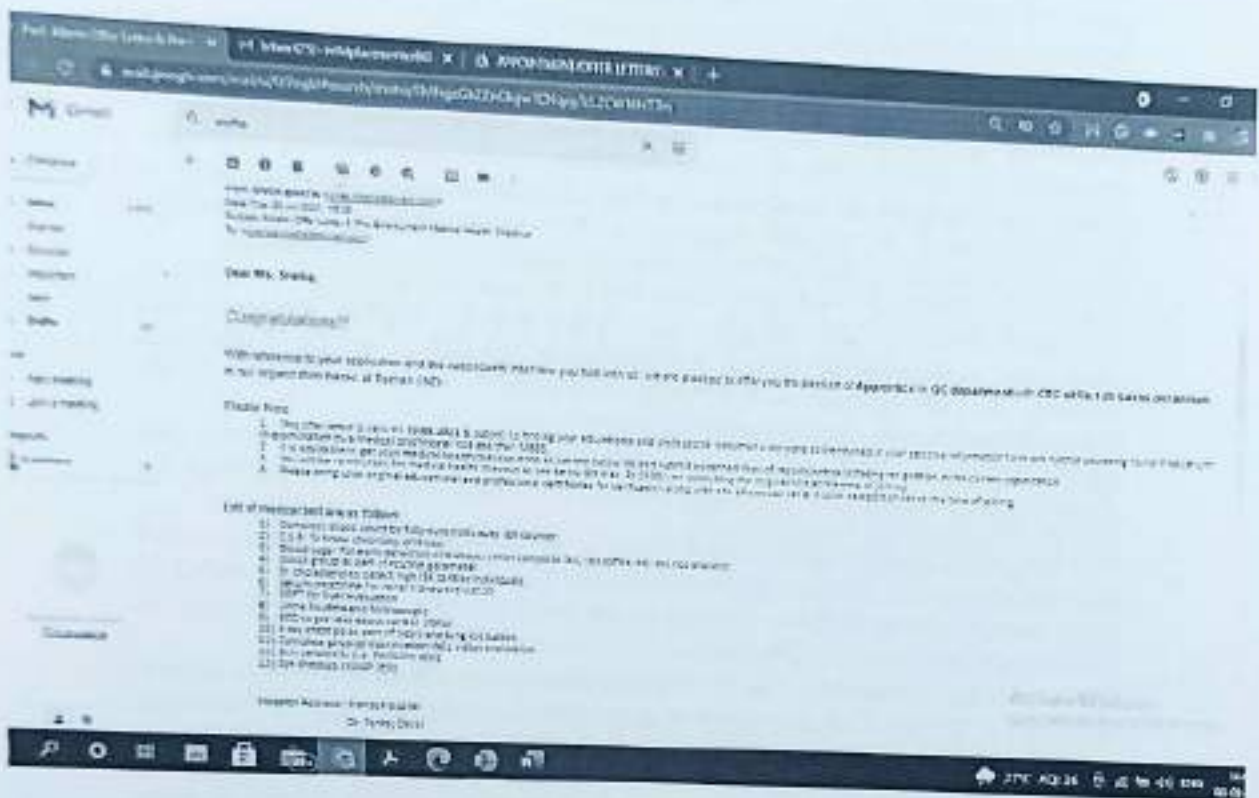
To
Mr. Chondhary Gajendra Sohantil
Flat No. 402,
Leela Tower,
Vapi Namdha Road, Vapi 396191

Dear Mr. Chondhary Gajendra Sohantil,
We are pleased to appoint you as "Junior Officer" in Injection Department in our organization w.e.f. 21/07/2021 on the following terms and conditions.

SALARY AND ALLOWANCE

Your Salary will be Rupees 10430/- (Rupees Ten Thousand Four Hundred And Thirty Only)

	Per Month (Rs.)	Per Annum (Rs.)
Basic	8000	96000
H.R.A.	1530	18360
Other Allowance	0	0
Conveyance	0	0
Special Allowance	0	0
Lunch Allowance	0	0
Education Allowance	200	2400
Medical Allowance	0	0
Books & Periodical	0	0
Telephone Allowance	0	0
Uniform Allowance	700	8400
(A)	10430	125160
L.T.A.		0
Retention Allowance		0
Bonus (Includes Ex-gratia)		15000
(B)		15000
P.F. (12%) Employer's Contribution		11520
ESIC (3.25%) Employer's Contribution		4068
GRATUITY (4.81%)		4618
(C)		20206
Total Salary (CTC) (A+B+C)		160366
Note: (1) Gratuity amount payable as per the gratuity act.		



Handwritten signature

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Christ G. M. Eshelba College of Pharmacy
VAPL

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on the service and the same shall automatically come to an end without any notice or intimation.

Code of Conduct: you are expected to abide by the company's code of Conduct.

Leave: You will be eligible to the benefits of the company's Leave Rules on your confirmation in the Company's Service.

Before confirmation for your designation i.e. time period under training you are not allowed for any leave.

Travelling: In the course of your employment, you may be required to undertake travelling either in India or elsewhere in connection with the Company's business, according to the direction and the instructions issued by the Management, from time to time, for which you will be reimbursed expenses in the accordance with the rules. Refusal to undertake such travel may result in disciplinary action against you.

1. This offer is made for you subject to the following condition:

- a) All information that you come across of discharging your duties with Company which you would not have had access to but for your employment with us is strictly confidential. Any unauthorized disclosure of such information shall render your services liable to be terminated without notice and the Company shall be entitled to proceed against you for appropriate compensation/punitive action depending on the nature of such disclosure.
- b) You shall not, during your course of employment with us or anytime thereafter solicit or attempt solicit the service of any employee of the Company nor shall you attempt to divert the efforts of any employee of the company, by any means whatsoever, for your benefits or for the benefit of any person, firm, corporation, partnership or any other entity or organisation directly or indirectly. In the event of you doing so, the Company shall be entitled to proceed against you for suitable compensation/punitive actions besides pursuing all available legal recourse to prevent such soliciting or attempt.
- c) You acknowledge and confirm that the condition stated above are required an account of the facts and circumstances relevant to the business of the Company and hence reasonable.
- d) Company is liable to charge for all the services and funds invested during the period of training provided you have to serve three months notice period before leaving the job in case if you wish to

Registered office - 216, Shagan Step-in, above axis bank, koparli road, Vapi - 396195 Gujarat

Factory premises - 58 no. 121, plot no 13, 1st floor, Evershine Industrial Estate, Near Indraj Industrial park, Vapi - 396195, Gujarat

Contact: agustoformulations@gmail.com

www.agustogroup.com



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leave the job, failing to so you are liable to pay three months salary to the company as compensation of loss of work.

2. You shall not pledge the Company's credit and/ or make representation unless you are specially and duly authorized in that behalf.
3. The retirement age of the employees has been fixed by the Company at present at 58 years. However, you will have the option to retire on completion of 55 years of age or the thereafter on any date before you complete 58 years of age, if you are physically or mentally unable to perform your function or your continuation in service would not be in the interest of the Company in its sole discretion.
4. The employment however can be ceased by either party giving to the other a notice of 30 days in writing without assigning any reason thereof or salary in lieu of notice.
5. You shall fully acquaint yourself with the various laws, rules, regulation, notification, etc. of the central, state, local and/ or any other authority in force from time to time and with particular reference to the Defence of India rules and any modification thereof and/ or any orders there under and other emergency legislation affecting or concerning directly or indirectly the Company and its business and affairs in so far as they relate to the discharge of your duties and responsibilities and see that all the requirement there under as also the principles of sound commercial practice are fully observed and complied with.
6. You will abide by the Rules & Regulation / Standing Orders of the Company in force, at present, and as varied from time to time.
7. The Company will expect you to discharge the responsibilities entrusted to you with the highest standards of initiative, efficiency and economy.
8. Your appointment is subject to satisfactory replies being received from the reference/ previous employers mentioned in your Employment Application Form.


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Factory premises - SR no. 121, plot no 13, 1st floor, Evershine Industrial Estate, Near Jnanji industrial park, Vapi - 396195, Gujarat

Contact: agustoformulations@gmail.com

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9. Your appointment / continuance in the service of the company will be subject to your physical fitness as may be required for the position you may hold. Consequently, you will be required to go through such medical tests and examinations from time to time as may be deemed by the Company.
10. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussion. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
11. The foregoing constitutes the entire agreement as regards the terms and condition of your service with the Company and they shall be subject to such modification and amendments as may be introduced from time to time as per Company's Rules & Regulation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

For,

AGUSTO FORMULATIONS PVT LTD

[Signature]

PRINCIPAL

Registered office :- 216, Shagan Step-in, above axis bank, koparli road, Vapi - 396195 Gujarat

Factory premises :- SR no. 121, plot no 13, 1st floor, Evershine Industrial Estate, Near J nanji industrial park, Vapi - 396195, Gujarat

Contact: agustoformulations@gmail.com

www.agustogroup.com

Date: 24/06/2021

To,

Miss. Priya Rampratikhan Bharti
108, Abhilasha Apartment,
Ramzanwad, Chhin
Gujarat, Vapi-396195

Sub: Appointment Letter

Dear,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as a **Chemist in Quality Assurance Department** in our organization from **24/06/2021** on following terms and conditions.

- 1.1 You will be on probation for a period of six months from the date of joining which may be extended, if the performance is not satisfactory.
- 1.2 During the probation period either party shall be entitled to terminate employment by giving one months' notice in writing to the other or one month salary in lieu.
- 1.3 That, you will be paid a Rupees **1,38,006/- per annum (CTC)** All inclusive as per attached Annexure.
- 1.4 Subject to your performance, you may be confirmed in the services at the end of probation period. This confirmation has to be given in writing.
- 1.5 After confirmation, your services will be liable for termination by one months' notice or one month's salary in lieu of such notice on either side. However, No such notice or compensation or payment in lieu of notice is required for termination of your services during probation period.
- 1.6 In case of leaving the services of the company, you will be required to produce a "No objection Certificate" as required by the company from internal department and account department, to enable full & final settlement of your accounts with the company.
2. You shall produce the following certificate/documents within three days of joining:
 - i) Original certificate of Degree/Diploma/Secondary School leaving or equivalent educational qualification with mark sheet.
 - ii) Details of membership, if any, or provident fund, E.P.F., E.S.I. etc.
 - iii) Certificates from the previous employer (s) including relieving certificate.
 - iv) Details regarding past employment (if any), stating the reason for leaving the last job and a conduct certificate from the previous (last) employer.
3. You will be required to undergo the medical Tests/examinations as and when asked by the company and if you are found medically/physically unfit, you will be immediately discharged from the services of the company.
4. You will be based at Vapi. However, you are liable to be placed at any place in India or abroad, from time to time as per the requirements of the company or if so directed, other concerns wherein any of the directors are interested, in the above capacity or any other similar or equivalent capacity.
5. Your appointment is subject to and shall be fully and totally bound by the rules and regulations of the company, formed and amended from time to time.


PRINCIPAL



Page No. 1 of 4



10th August 2021

To,
Mr. Pragnesh Shah
S/o Arunkumar Shah
104, Chandan Apartment,
Alkapuri Society, Vapi,
Dist. - Valsad, Gujarat - 396191.

Dear Mr. Pragnesh,

With reference to the interview you had with us we have pleasure to inform you that you are being selected as an 'Apprentice' for the period of ONE YEAR under the Apprentice Act, 1961 on the following terms and conditions:

1. You will join the training on 10th August 2021 at Dadra Plant at the address mentioned above. You will submit the proof of passing the B. Pharm (provisional passing certificate on joining & later Passing Certificate Issued by the University).
2. Your apprenticeship training will be for the period of ONE YEAR.
3. During the period of training you will receive a stipend of Rs. 12,500/- (Rupees Twelve Thousand Five Hundred Only) per month, pro-rata to attendance.
4. It is clearly understood that you have been taken as an 'Apprentice Trainee' and your training after the expiry of one year from 10th August 2021 to 9th August 2022 will automatically discontinue without notice and the management is not bound to accommodate you in our services after the completion training period.
5. It may be clearly noted by you, that the company reserves an absolute right to discontinue your training at any time during the stipulated period, without assigning any reason thereof and without notice.
6. On successful completion of your apprenticeship the Company aims to provide you with employment, subject to there being a suitable vacancy, merit and your performance during apprenticeship training.
7. You will also be required to undertake such duties and responsibilities as may be determined by the Company from time to time. The Company reserves the right to vary your duties and responsibilities according to the needs of the Company's business and to meet the needs of your Apprenticeship, in agreement with you.
8. In your role as an apprentice, you will carry out a one year Apprenticeship, with training as set out in your Training Plan. The Company will provide you with, as far as is reasonably practicable, the experience and training needed for you to achieve the requirements of your apprenticeship.
9. You shall have to carry out such duties as are assigned to you, diligently and during such

Page 1 of 2

PRINCIPAL

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- hours as may be stipulated by the management from time to time. You will be governed by the provisions of the Apprentices Act, 1961. You will also be required to abide by the Company's rules and regulations as applicable to you, which are in force from time to time.
- You are liable to be transferred from one department to another, from one shift to another, and you are expected to do such other work which will be assigned to you from time to time.
 - You will not at any time either during your employment or afterwards use or divulge to any person, firm or Company, except in the proper course of your duties during your employment by the Company, any **confidential information** identifying or relating to the Company, details of which are not in the public domain.
 - Your training is subject to your being declared medically fit in the medical checkups conducted before your joining and also periodically on being found that you are unfit, your training will be terminated. A separate letter for pre-apprentice training medical check-up is attached herewith. You need to send the medical reports before reporting for joining.
 - You shall communicate to the company any change in your address as well as personal status all communications sent to you in the normal course on the address given by you shall be deemed to have been received by you.
 - Please bring proof of age, residential address (Aadhar card, etc.) and Educational documents- **SSC, HSC, B. Pharm. and 3 passport size photographs** at the time of joining.
 - In accepting your appointment it shall be deemed that you have accepted all the terms and conditions set out for the Apprenticeship Agreement.

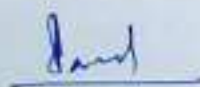
You are requested to sign in the space provided below and return one copy as a token of your acceptance of the terms and conditions embodied here in.

Yours sincerely,
For **SUN PHARMACEUTICAL INDUSTRIES LIMITED**


HARSHAD A PATEL
GENERAL MANAGER - HUMAN RESOURCE

I have read the above terms and conditions, I have understood them and I hereby agree to the said terms and conditions.

(Mr. Pragnesh Shah)
Date: _____


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Shri G. M. Bikhria College of Pharmacy
VAPEL

Page 2 of 2



Date: 18/09/2020

APPOINTMENT ORDER

To,
Ms. Divya Jibonda Tandel,
301, Eklahi Siddhi Apartment, College Road, Nani Daman, Daman - 396210.

With reference to your application and subsequent interview, you are hereby appointed as an Asst. Prof. at Parul Institute of Pharmacy, P.O. Limda, Tal. Waghodia, Dist. Baroda, on the following terms & conditions.

1. You will be paid salary as per Annexure 'A' attached herewith.
2. You will be governed by the provisions of the Act, Statutes, Regulations, Ordinances, Notifications, Circulars and other orders issued by the Parul University from time to time.
3. Continuation of your appointment shall be subject to the fulfillment of the requisites of employment including qualifications, experience, performance etc.
4. You will be liable to be posted/transferred to any position/constituent institution/office as decided by the University.
5. Salary mentioned in Annexure 'A' is inclusive of all the allowances, perks etc. You will not be entitled to any other benefits either in cash or otherwise and the University reserves the right to modify the same from time to time.
6. You will involve in the work assigned on a whole time basis and shall not engage either directly or indirectly either for remuneration or on honorary basis in any other employment or trade or business. You should not indulge in any of the activities which may affect the reputation, name & fame of the University. You should not engage yourself in any private business or practice either in an individual capacity or in association with any other persons/institution.
7. You will not be eligible for the annual increment if you do not fulfil the criteria of research publication and at least one proposal should be submitted to outside funding agencies such as GUGCOST, DSE, DBT, AKTE etc for financial assistance. A teacher must publish in the cadre of Asst. Prof./Lecturer at least one paper/Associate Professor minimum two papers / Professor minimum three papers every year in UGC Recognized Journals. Your annual increment will be linked to the performance outlined as above.
8. You will compulsorily possess a smart phone and Laptop at your own cost so as to access the University MIS and E-Mails and the same shall be brought to the University on day to day basis for teaching/ other related official work.
9. You may be assigned additional duties and responsibilities without any additional compensation. It is presumed that you will have taken charge of the additional responsibilities assigned from the date of specified order. You should work in any shift as required by the University. You may be required to work beyond working hours as required by the University in case of necessities and emergencies.
10. You will be on probation for a period of one year extendable by one or more year at the discretion of the University based on the performance. After successful completion of probationary period, you may be confirmed in the services of the University in writing. Unless the confirmation is intimated in writing, your service will continue to remain on probation.
11. Your service may be terminated during the probationary period by the University due to unsatisfactory performance or otherwise by serving one week notice. You may resign from the service during the probationary period by serving three months notice to the University or in lieu of it you have to pay three months total salary.
12. After confirmation of service, you may be discontinued by the University by serving three months notice and you may resign from the service by giving three months notice or in lieu of it you have to pay three months total salary.

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Page 1 of 2

Shri. Dr. Chintya College of Pharmacy

13. In case you resign from the service, you will not be relieved in the middle of academic session/year. You are not entitled to vacation during first year of service. You are also not entitled to any leave during notice period. Experience cum relieving letter will not be issued if you resign from the service before completion of one year service at the above institute.
14. Even after submitting resignation as prescribed, the University may relieve you any time during the notice period without any compensation.
15. If your performance is found to be unsatisfactory or you indulge in any breach of the terms of employment or indulge in indiscipline behaviour which is harmful to the University or any other matter which may be prejudicial to the interests of the University, you may be discontinued and from the service without any notice and without any compensation.
16. Upon leaving the service for any reason, you will hand over the charge of all official documents or information or material possessed to person designated by the Director/Principal/Dean for the purpose.
17. The University reserves the right to display your details on the University website or any other medium.
18. You will have to deposit a sum equivalent to one month's total salary as security deposit either in lump sum or in three equal instalments which will be refundable upon superannuation or valid resignation or discontinuation from the service as per the notice issued by University subject to the settlement of all dues as prescribed by the University. Security deposit will not be released if notice period is not completed in any case including medical ground. Security deposit will be recovered from salary in three equal instalments.
19. Your appointment is based on the information provided to the University at the time of appointment and if any information so provided is found to be false or is fraudulent, the University shall have the right to recover the remuneration paid during the employment.
20. The University shall reserve the right to amend any provision of the terms of employment at any time.
21. In case any dispute arises in interpretation of any provision of the Order of Appointment, the matter shall be referred by the University to a competent authority in the University whose decision shall be binding on you.
22. You will not disclose any confidential information or any of the information regarding working of the University to any other institution/person/outside which may be harmful to the University.
23. All the disputes will be subject to the jurisdiction of the High Court of Gujarat.
24. You should not remain absent without prior notice and sanction by the competent authority.
25. Your appointment is subject to final approval by GB-PU.

In token of acceptance of the above terms & conditions you are hereby required to sign the duplicate copy of this order of appointment. You should report for duties to the Principal of the Institute, P.O. Linda, Tal. Waghodia, Dist. Baroda on or before 25.09.2020.

Copy to: 1. Principal, Parul Institute of Pharmacy
2. Account Section


Registrar
PARUL UNIVERSITY

ACCEPTANCE

I have read, understood, agree and accept all the terms & conditions of this Appointment Order.

Name
Signature
Date



Page 2 of 2

PRINCIPAL
PARUL
Tal & M. Linda College of Pharmacy



Established & Management of Under Graduate Private Universities (Amendment) Act, 2015 (Ord. Act No. 7 of 2015)

Annexure: A

Name : Ms. Divya Jitendra Tandel

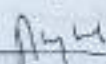
Designation : Asst. Prof.

Name of Institute : Parul Institute of Pharmacy

Pay Scale: 8000 - 275 - 13500

SALARY BREAK UP	Amount in Rs.
BASIC	8000/-
DEARNESS ALLOWANCE (88% of Basic)	7040/-
HOUSE RENT ALLOWANCE 40% of (Basic + DA)	6016/-
TRANSPORT ALLOWANCE	1000/-
MEDICAL ALLOWANCE	500/-
MANAGEMENT ALLOWANCE	2444/-
GROSS SALARY PER MONTH	25000/-


Note: Above salary structure shows Total Cost to the Company (CTC). You shall receive on hand salary from your CTC after deduction of Professional Tax, TDS (Income Tax if applicable), Transportation charges and other benefits if availed. Above salary structure and all benefits are subject to change as per changes in company's policy and in case employee prefers for deduction of PF contribution from salary.


(Authorized Signatory)
Office Superintendent
Parul University

I accept and agree with my salary break up stated as above.

Signature of the Employee:

Date:


PRINCIPAL

ROFEL
Dr. G. M. Tilukia, College of Pharmacy



Joining Report

With reference to the appointment letter, I
DIVYA JITENDRA TANDEL hereby join my duty
as ASSISTANT PROFESSOR (Designation) in PHARMACOLOGY Department
at PARUL INSTITUTE OF PHARMACY (Institute)
on 28/09/20. (Date).

Divya

Signature

Approved by:

Arjun
25/9/20
(HOD)

[Signature]
(Principal) 25/09/20

[Signature]
PRINCIPAL

PARUL
Dr. B. M. Patil Institute of Pharmacy
WPI



Established & Incorporated Under Gujarat Private Universities
(Depend Amendment) Act, 2015 (GU Act No. 7 of 2015)

Parul
University


Date: 18.09.2020

APPOINTMENT ORDER

To,
Ms. Bhakti Kailesh Darda,
C-802, Sivalik Heights, Gurukul, Chala Road, Chala Vapi - 396191.

With reference to your application and subsequent interview, you are hereby appointed as an
Asst. Prof. at Parul Institute of Pharmacy, P.O. Lindsa, Tal. Waghoda, Dist. Baroda, on the
following terms & conditions.

1. You will be paid salary as per Annexure 'A' attached herewith.
2. You will be governed by the provisions of the Act, Statutes, Regulations, Ordinances, Notifications, Circulars and other orders issued by the Parul University from time to time.
3. Continuation of your appointment shall be subject to the fulfillment of the requisites of employment including qualifications, experience, performance etc.
4. You will be liable to be posted/transferred to any position/constituent institution/office as decided by the University.
5. Salary mentioned in Annexure 'A' is inclusive of all the allowances, perks etc. You will not be entitled to any other benefits either in cash or otherwise and the University reserves the right to modify the same from time to time.
6. You will involve in the work assigned on a whole time basis and shall not engage either directly or indirectly either for remuneration or on honorary basis in any other employment or trade or business. You should not indulge in any of the activities which may affect the reputation, name & fame of the University. You should not engage yourself in any private business or practice either in an individual capacity or in association with any other persons/institution.
7. You will not be eligible for the annual increment if you do not fulfil the criteria of research publication and at least one proposal should be submitted to outside funding agencies such as GUGCOST, DST, DBT, AICTE etc for financial assistance. A teacher must publish in the cadre of Asst. Prof./Lecturer at least one paper/Associate Professor minimum two papers / Professor minimum three papers every year in UGC Recognized Journals. Your annual increment will be linked to the performance outlined as above.
8. You will compulsorily possess a smart phone and Laptop at your own cost so as to access the University MIS and E-Mails and the same shall be brought to the University on day to day basis for teaching/ other related official work.
9. You may be assigned additional duties and responsibilities without any additional compensation. It is presumed that you will have taken charge of the additional responsibilities assigned from the date of specified order. You should work in any shift as required by the University. You may be required to work beyond working hours as required by the University in case of necessities and emergencies.
10. You will be on probation for a period of one year extendable by one or more year at the discretion of the University based on the performance. After successful completion of probationary period, you may be confirmed in the services of the University in writing. Unless the confirmation is intimated in writing, your service will continue to remain on probation.
11. Your service may be terminated during the probationary period by the University due to unsatisfactory performance or otherwise by serving one week notice. You may resign from the service during the probationary period by serving three months notice to the University or in lieu of it you have to pay three months total salary.
12. After confirmation of service, you may be discontinued by the University by serving three months notice and you may resign from the service by giving three months notice or in lieu of it you have to pay three months total salary.


PRINCIPAL

Page 1 of 2
Dr. M. Basilio College of Pharmacy
www.paruluniversity.ac.in

13. In case you resign from the service, you will not be relieved in the middle of academic session/year. You are not entitled to vacation during first year of service. You are also, not entitled to any leave during notice period. Experience cum relieving letter will not be issued if you resign from the service before completion of one year service at the above institute.
14. Even after submitting resignation as prescribed, the University may relieve you any time during the notice period without any compensation.
15. If your performance is found to be unsatisfactory or you indulge in any breach of the terms of employment or indulge in indiscipline behaviour which is harmful to the University or any other matter which may be prejudicial to the interests of the University, you may be discontinued and from the service without any notice and without any compensation.
16. Upon leaving the service for any reason, you will hand over the charge of all official documents or information or material possessed to person designated by the Principal/Director/Dean for the purpose.
17. The University reserves the right to display your details on the University website or any other medium.
18. You will have to deposit a sum equivalent to one month's total salary as security deposit either in lump sum or in three equal instalments which will be refundable upon superannuation or valid resignation or discontinuation from the service as per the notice issued by University subject to the settlement of all dues as prescribed by the University. Security deposit will not be released if notice period is not completed in any case including medical ground. Security deposit will be recovered from salary in three equal instalments.
19. Your appointment is based on the information provided to the University at the time of appointment and if any information so provided is found to be false or is fraudulent, the University shall have the right to recover the remuneration paid during the employment.
20. The University shall reserve the right to amend any provision of the terms of employment at any time.
21. In case any dispute arises in interpretation of any provision of the Order of Appointment, the matter shall be referred by the University to a competent authority in the University whose decision shall be binding on you.
22. You will not disclose any confidential information or any of the information regarding working of the University to any other institution/person/outside which may be harmful to the University.
23. All the disputes will be subject to the jurisdiction of the High Court of Gujarat.
24. You should not remain absent without prior notice and sanction by the competent authority.
25. Your appointment is subject to final approval by GB-PU.

In token of acceptance of the above terms & conditions you are hereby required to sign the duplicate copy of this order of appointment. You should report for duties to the Principal of the Institute, P.O. Limda, Tal. Waghodia, Dist. Baroda on or before 28.09.2020.


Copy to: 1. Principal, Parul Institute of Pharmacy
2. Account Section


Registrar
REGISTRAR
PARUL UNIVERSITY

ACCEPTANCE

I have read, understood, agree and accept all the terms & conditions of this Appointment Order.

Name:
Signature:
Date:


PRINCIPAL

Page 2 of 2

RDIEL
Shri G. M. Bhabha College of Pharmacy
WPN



ALKEM LABORATORIES LTD.

167/2, Mahatma Gandhi Udyog Nagar,
Dabhel,
Daman - 396 210.
Phone: 0260-3962999/971412255/971412256/971412257

Date:-11/09/2020

Mr. Kartik Thakorbbhai Halpati
H. No - 254, Kund Faliya,
Bhimpore, Nani Daman,
Daman - 396210

Offer Cum Appointment letter

Dear Mr. Kartik,

Subsequent to the interview you had with us, we are pleased to make you an offer of appointment as "**Apprentice**" in **Production Department** under the Apprentices Act 1961.

Your posting will be presently at "**Daman**" HQ. This letter is valid till **10.10.2020**.

Your appointment is subject to you being found medically fit and on the understanding that all the details mentioned by yourself in the job application form are correct and complete in all respect.

You will be entitled to stipend of Rs. 10500/- per month (Rupees ten thousand and five hundred only per month) as an apprentice.

Besides, you will also be paid HRA of Rs. 4500/- per month (Rupees four thousand and five hundred only per month).

This is an Offer letter cum appointment letter. Your tentative joining date will be **15th September 2020**.

Your apprenticeship term will be of **One Year** starting from your date of joining.

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

We welcome you to the Alkem family and look forward to your significant personal and professional growth during your association with us.

For Alkem-Laboratories Ltd.,

Dewanshu Rai
General Manager - HR

PRINCIPAL

ROVEL
Shri G. M. Bhatnagar College of Pharmacy
VADU

Date: 07.10.2020

To,
Ms. Jaineer Vashi

Sub:- Offer letter for the post of Asst. Prof.

With reference to the above mentioned subject, you are hereby informed that you are appointed as an Asst. Prof. at Parul Institute of Pharmacy & Research. You should join duty at the earliest. Appointment order will be issued on the date of joining. Terms & conditions of Appointment Order are enclosed herewith. You will be paid salary as under.

Pay Scale 8000 – 275 – 13500

SALARY BREAK UP	Amount in Rs.
BASIC	8000/-
DEARNESS ALLOWANCE (88% of Basic)	7040/-
HOUSE RENT ALLOWANCE 40% of (Basic & DA)	6016/-
TRANSPORT ALLOWANCE	1000/-
MEDICAL ALLOWANCE	500/-
SPECIAL ALLOWANCE	2444/-
GROSS SALARY PER MONTH	25000/-

Note: Above salary structure shows Total Cost to the Company (CTC). You shall receive on hand salary from your CTC after deduction of Professional Tax, TDS (Income Tax if applicable), Transportation charges and other benefits if availed. Above salary structure and all benefits are subject to change as per changes in company's policy and in case employee prefers for deduction of PF contribution from salary.

A Complete set of following documents (duly attested) must be submitted at the time of joining

1. Personal details (Latest Resume/Bio-data) alongwith photographs
2. Copies of following testimonials.
 - a. Proof of Date of Birth
 - b. Educational/Professional Qualification (All mark sheets & certificates)
 - c. All Experience Certificate
 - d. Previous employer relieving letter if any
 - e. Certificate of last salary drawn if any
 - f. Identity Proof - Aadhar Card
 - g. Address proof (Light Bill/ Telephone Bill etc.)
 - h. Pan Card

The originals of above documents should also be produced for verification. In token of acceptance of this offer, you are required to sign the duplicate copy of this order.

[Signature]

PRINCIPAL

[Signature]
Asst. Registrar

TERMS & CONDITIONS OF APPOINTMENT ORDER

1. You will be paid salary as per Offer letter.
2. You will be governed by the provisions of the Act, Statutes, Regulations, Ordinances, Notifications, Circulars and other orders issued by the Parul University from time to time.
3. Continuation of your appointment shall be subject to the fulfillment of the requisites of employment including qualifications, experience, performance etc.
4. You will be liable to be posted/transferred to any position/constituent institution/office as decided by the University.
5. Salary mentioned in offer letter is inclusive of all the allowances, perks etc. You will not be entitled to any other benefits either in cash or otherwise and the University reserves the right to modify the same from time to time.
6. You will not be eligible for the annual increment if you do not fulfil the criteria of research publication and at least one proposal should be submitted to outside funding agencies such as GUGCOST, DST, DBT, AICTE etc for financial assistance. A teacher must publish in the cadre of Assi. Prof. at least one paper/Associate Professor minimum two papers / Professor minimum three papers every year in UGC Recognized Journals. Your annual increment will be linked to the performance outlined as above.
7. You will involve in the work assigned on a whole time basis and shall not engage either directly or indirectly either for remuneration or on honorary basis in any other employment or trade or business. You should not indulge in any of the activities which may affect the reputation, name & fame of the University. You should not engage yourself in any private business or practice either in an individual capacity or in association with any other persons/institution.
8. You will compulsorily possess a smart phone and Laptop at your own cost so as to access the University MS and E-Mails and the same shall be brought to the University on day to day basis for teaching/ other related official work.
9. You may be assigned additional duties and responsibilities without any additional compensation. It is presumed that you will have taken charge of the additional responsibilities assigned from the date of specified order. You should work in any shift as required by the University. You may be required to work beyond working hours as required by the University in case of necessities and emergencies.
10. You will be on probation for a period of one year extendable by one or more year at the discretion of the University based on the performance. After successful completion of probationary period, you may be confirmed in the services of the University in writing. Unless the confirmation is intimated in writing, your service will continue to remain on probation.
11. Your service may be terminated during the probationary period by the University due to unsatisfactory performance or otherwise by serving one week notice. You may resign from the service during the probationary period by serving three months notice to the University or in lieu of it you have to pay three months total salary.
12. After confirmation of service, you may be discontinued by the University by serving three months notice and you may resign from the service by giving three months notice or in lieu of it you have to pay three months total salary.
13. In case you resign from the service, you will not be relieved in the middle of academic session/year. You are not entitled to vacation during first year of service. You are also, not entitled to any leave during notice period. Experience cum relieving letter will not be issued if you resign from the service before completion of one year service at the above institute.
14. Even after submitting resignation as prescribed, the University may relieve you any time during the notice period without any compensation.


PRINCIPAL

15. If your performance is found to be unsatisfactory or you indulge in any breach of the terms of employment or indulge in indiscipline behaviour which is harmful to the University or any other matter which may be prejudicial to the interests of the University, you may be discontinued and from the service without any notice and without any compensation.
16. Upon leaving the service for any reason, you will hand over the charge of all official documents or information or material possessed to person designated by the Principal/Director/Dean for the purpose.
17. The University reserves the right to display your details on the University website or any other medium.
18. You will have to deposit a sum equivalent to one month's total salary as security deposit either in lump sum or in three equal instalments which will be refundable upon superannuation or valid resignation or discontinuation from the service as per the notice issued by University subject to the settlement of all dues as prescribed by the University. Security deposit will not be released if notice period is not completed in any case including medical ground. Security deposit will be recovered from salary in three equal instalments.
19. Your appointment is based on the information provided to the University at the time of appointment and if any information so provided is found to be false or is fraudulent, the University shall have the right to recover the remuneration paid during the employment.
20. The University shall reserve the right to amend any provision of the terms of employment at any time.
21. In case any dispute arises in interpretation of any provision of the Order of Appointment, the matter shall be referred by the University to a competent authority in the University whose decision shall be binding on you.
22. You will not disclose any confidential information or any of the information regarding working of the University to any other institution/person/outside which may be harmful to the University.
23. All the disputes will be subject to the jurisdiction of the High Court of Gujarat.
24. You should not remain absent without prior notice and sanction by the competent authority.
25. Your appointment is subject to final approval by BOG-PU.

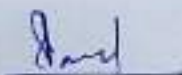
ACCEPTANCE

I have read, understood, agree and accept all the terms & conditions of this Appointment Order.

Name of the Appointee:

Signature of the Appointee:

Date:



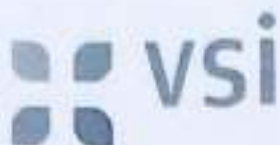
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ROTEL

Sri O. M. Bhalha College of Pharmacy

1911



November 09, 2020

Ms. Desai Saloni Sanjaybhai

Sai Darshan, Ramy Street,

A/P-Hira Via- Atul,

Valsad, Gujarat-396020

Dear Ms. Desai Saloni Sanjaybhai,

APPOINTMENT

With reference to your application and the subsequent interviews you have had with us, we are pleased to appoint you as 'Trainee' in our organization on the following terms and conditions

1. You will undergo training for a period of **One Year** from **09/11/2020** to **08/11/2021**. Your CTC will be Rs.2,00,000 (Two Lakh only) annually, break up of which is available in Annexure A.
2. On completion of the period your training will automatically come to an end. In case a suitable vacancy exists then, we may consider your candidature for the same, depending upon your performance during the training.
3. You will be entitled for 5 casual leave during your training period.
4. You will undergo training on full-time basis, in any department / establishment of the Company. For the purpose of your training, you will be posted at the Company's establishment at Daman or such other locations as the Company may decide from time to time without being entitled to any extra remuneration.
5. You will be governed by the rules and regulations for employment, hours of work, holidays, discipline and general work practices applicable to the establishment where you are posted for training.
6. During the period of your training, you are not permitted to engage yourself in any other full-time or part-time employment, trade, business or occupation with or without remuneration other than that of the Company. So also, you will not undertake either directly or indirectly any activities which are contrary to or inconsistent with your obligations to the Company or the Company's interests. At any time if it is found that there is any breach of this condition on your part, your training is liable to be terminated.

V. S. International Pvt. Ltd.

Office: A-204, Nandan Centre, Hind Cycle Road, Worli, Mumbai - 400 030, India.

Tel: +91-22-43332960 / 29982777 Fax: +91-22-66683779 Email: info@vsiinternational.com

Factory:

Plot No. 17 & 18, Golden Industrial Estate, Sunand Road, Dahanu, District, Dahanu (GT) - 396 215, India.

Plot No. 10 & 11, Golden Industrial Estate, Sunand Road, Dahanu, District (GT) - 396 215, India.

Tel: +91 22111 49125 / 80 Email: factory@vsiinternational.com

FPO: 4801206NH10977FC109447

PRINCIPAL

ROFEL
Shri G. M. Bhalerao College of Pharmacy
VAPI

Website: www.vsiinternational.com

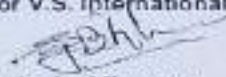


7. In the course of your training, you will come to possess information connected with operations of our manufacturing processes, financial and other matters relating to the Company's business. All such information shall be held by you in the strictest of confidence and it shall not be divulged to outsiders during your training with the Company or thereafter.
8. Your training period is subject to your being declared medically fit in the medical check-ups conducted by the Company at the time of your joining and periodically thereafter. On being found medically unfit, your training is liable to be terminated.
9. During the training period the Company may terminate the same without assigning any reason and without notice or any compensation in lieu thereof. So also, in case you desire to discontinue the training, you may be relieved on receipt of a written request to minimum 30 days prior.
11. You shall communicate to the Company any change in your address as well as personal status. All communications sent to you in the normal course on the address given by you shall be deemed to have been received by you.
12. Any dispute arising out of and/or related to your training shall be subject to Mumbai jurisdiction only.

You are requested to sign in the space provided below and return one copy of this letter as token of your acceptance.

With best wishes.

For V.S. International Pvt. Ltd.


Authorized Signatory

DECLARATION OF ACCEPTANCE

I hereby agree to accept the employment on the terms and conditions mentioned in the above letter of appointment and agree to abide by the Rules of the Company.

Ms. Desai Saloni Sanjaybhai

Signature

S. V. Desai
19-11-2020

V. S. International Pvt. Ltd.

Office: 2-204, Seelam Centre, Wind Cycle Road, Worli, Mumbai - 400 039, India.
Tel: +91-22-43333900 / 24088777 Fax: +91-22-5660779 Email: info@vsinternational.co.in

Factory:

Plot No. 17 & 18, Golden Industrial Estate, Sarnath Road, Dabhel, Dahanu (UT) - 396 211, India.
Plot No. 10 & 11, Golden Industrial Estate, Sarnath Road, Dabhel, Dahanu (UT) - 396 215, India.
Tel: +91 79111 69175 / 80 Email: factory@vsinternational.co.in

CIN: U55100MH1992PTC109647


PRINCIPAL

Sri G. M. Dhole
VAPI



To,
Ms. Shivangi I. Tallor

Date: 07.10.2020

Subj: Offer letter for the post of Asst. Prof.

With reference to the above mentioned subject, you are hereby informed that you are appointed as an Asst. Prof. at Parul Institute of Pharmacy & Research. You should join duty at the earliest. Appointment order will be issued on the date of joining. Terms & conditions of Appointment Order are enclosed herewith. You will be paid salary as under.

Pay Scale 8000 - 275 - 13500

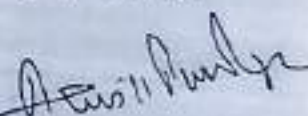
SALARY BREAKUP	Amount in Rs.
BASIC	8000/-
DEARNESS ALLOWANCE (88% of Basic)	7040/-
HOUSE RENT ALLOWANCE 40% of (Basic & DA)	6016/-
TRANSPORT ALLOWANCE	1000/-
MEDICAL ALLOWANCE	500/-
SPECIAL ALLOWANCE	2444/-
GROSS SALARY PER MONTH	25000/-

Note: Above salary structure shows Total Cost to the Company (CTC). You shall receive on hand salary from your CTC after deduction of Professional Tax, TDS (Income Tax if applicable), Transportation charges and other benefits if availed. Above salary structure and all benefits are subject to change as per changes in company's policy and in case employee prefers for deduction of PF contribution from salary.

A Complete set of following documents (duly attested) must be submitted at the time of joining.

1. Personal details (Latest Resume/Bio-data) along with photographs.
2. Copies of following testimonials.
 - a. Proof of Date of Birth
 - b. Educational/Professional Qualification (All mark sheets & certificates)
 - c. All Experience Certificate
 - d. Previous employer relieving letter if any
 - e. Certificate of last salary drawn if any
 - f. Identity Proof - Aadhar Card
 - g. Address proof (Light Bill/ Telephone Bill etc.)
 - h. Pan Card

The originals of above documents should also be produced for verification. In token of acceptance of this offer, you are required to sign the duplicate copy of this order.


Asst. Registrar
PARUL UNIVERSITY

TERMS & CONDITIONS OF APPOINTMENT ORDER

1. You will be paid salary as per Offer letter.
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4. You will be liable to be posted/transferred to any position/constituent institution/office as decided by the University.
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6. You will not be eligible for the annual increment if you do not fulfil the criteria of research publication and at least one proposal should be submitted to outside funding agencies such as CSIR, DST, DBT, AICTE etc for financial assistance. A teacher must publish in the cadre of Asst. Prof. at least one paper/Associate Professor minimum two papers / Professor minimum three papers every year in UGC Recognized Journals. Your annual increment will be linked to the performance outlined as above.
7. You will involve in the work assigned on a whole time basis and shall not engage either directly or indirectly either for remuneration or on honorary basis in any other employment or trade or business. You should not indulge in any of the activities which may affect the reputation, name & fame of the University. You should not engage yourself in any private business or practice either in an individual capacity or in association with any other persons/institution.
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13. In case you resign from the service, you will not be relieved in the middle of academic session/year. You are not entitled to vacation during first year of service. You are also, not entitled to any leave during notice period. Experience cum relieving letter will not be issued if you resign from the service before completion of one year service at the above institute.
14. Even after submitting resignation as prescribed, the University may relieve you any time during the notice period without any compensation.



15. If your performance is found to be unsatisfactory or you indulge in any breach of the terms of employment or indulge in indiscipline behaviour which is harmful to the University or any other matter which may be prejudicial to the interests of the University, you may be discontinued and from the service without any notice and without any compensation.
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18. You will have to deposit a sum equivalent to one month's total salary as security deposit either in lump sum or in three equal instalments which will be refundable upon superannuation or valid resignation or discontinuation from the service as per the notice issued by University subject to the settlement of all dues as prescribed by the University. Security deposit will not be released if notice period is not completed in any case including medical ground. Security deposit will be recovered from salary in three equal instalments.
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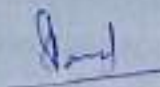
ACCEPTANCE

I have read, understood, agree and accept all the terms & conditions of this Appointment Order.

Name of the Appointee: Shivangi I Tailor.

Signature of the Appointee: Shivangi Tailor.

Date: 10-10-2020



Compose

Inbox

Sent

Drafts

Spam

Trash

Recycle Bin

Calendar

Contacts

Settings

Re: Pre employment medical checkup



SHREYA NAIR

On Thu, 24 Nov 2022 at 0:38 PM, VIVEK BEDIYA <vivek.bediya@vapi.edu> wrote:
Dear Ms. Shreya

Congratulations!

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of Assistant in Quality Assurance Department in our organization based at VAPI, Dahanu.

Pl -

1. This offer is valid till 25.12.2022 & subject to finding job, educational and professional documents attested as mentioned in your profile information form and further also being found satisfactory to the satisfaction of medical practitioner not less than MBBS
2. It is advisable to get your medical health checkup done as per the below link and submit it with copy of report and get medical confirmation before sending resignation in your current organization
3. You will be requested for medical health check up as an employer's part of Rs. 1500 on submitting the original link at the time of joining
4. Please note that you have to submit all the original medical records at the time of your joining

List of medical test are as follows.

- 1) Complete blood count by fully automation with hemi analyzer
- 2) ESR - To check anemia of blood
- 3) Blood sugar for early detection of diabetes. With complete fast (the coffee etc are not allowed)
- 4) Blood group as per of routine procedure
- 5) Urine (chemical) To detect high BP, urinary infections
- 6) ST - Creatine for renal kidney evaluation
- 7) SUGPT for liver evaluation
- 8) Urine Routine and Microscopy

ROFEL
Shri G. M. Bedi College of Pharmacy
VAPI

PRINCIPAL

Activate Windows
Go to Settings to activate Windows.

New Message

(GOVERNMENT RECOGNIZED EXPORT HOUSE)

 Email: hrdvapi@umedicalabs.com
 ULPL/2020/92444

Date: 25/08/2020

 To,
 Ms. Sunita Achelhelal Yadav
 27 Vastav Park,
 Near Jansava Hospital
 Namdha Road, Vapi
 Gujarat - 396191

Dear Ms. Sunita Achelhelal Yadav,

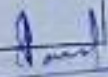
We are pleased to appoint you as "Junior Officer" in Oral Packing Department in our organization w.e.f. 25/08/2020 on the following terms and conditions.


SALARY AND ALLOWANCE

Your Salary will be Rupees 12815/- (Rupees Twelve Thousand Eight Hundred And Fifteen Only)

	Per Month (Rs.)	Per Annum (Rs.)
Basic	8000	96000
H.R.A.	3615	43380
Other Allowance	0	0
Conveyance	0	0
Special Allowance	0	0
Lunch Allowance	0	0
Education Allowance	200	2400
Medical Allowance	0	0
Books & Periodical	0	0
Telephone Allowance	0	0
Uniform Allowance	1000	12000
(A)	12815	153780
L.T.A.		0
Retention Allowance		0
Bonus (Includes Ex-gratia)		15000
(B)		15000
P.F. (12%) Employer's Contribution		11520
ESIC (3.25%) Employer's Contribution		4920
GRATUITY (4.81%)		4618
(C)		21058
Total Salary (CTC) (A+B+C)		189838

Note: (I) Gratuity amount payable as per the gratuity act.



 **Personal Profile**

<i>Name</i>	<i>Truptiben Pravinbhai Ahir</i>
<i>Employee Id</i>	<i>110485</i>
<i>Gender</i>	<i>Female</i>
<i>Birth Date</i>	<i>14/07/1997</i>
<i>Phone</i>	<i>+919737142403</i>
<i>Joining Date</i>	<i>30/06/2018</i>
<i>Department</i>	<i>Operations</i>
<i>Designation</i>	<i>Assistant</i>
<i>Role</i>	<i>EMT</i>
<i>Project</i>	<i>MHU</i>
<i>Employer</i>	<i>GVK EMRI, Gujarat</i>

Have any issues? Create Ticket



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ROTEL
Shri G. M. Dinkhata College of Pharmacy
VAPI





June 09, 2020

Mr. Shreekanth Babbar,
A-303, Shanti CO-OP HSG Society,
Chandri Colony, Vapi - 396195
Dist- Vallab.

Dear Mr. Shreekanth Babbar,

Further to your appointment letter dt.16.12.2019, the Management is pleased to confirm your services as 'Junior Officer- Scientific Affairs' in our Organization with effect from 16th June, 2020.

You are now eligible for leave and other benefits as per the rules of the Company in force. All other terms and conditions of your last appointment letter shall remain unchanged.

We hope you will continue to work with the same dedication and make significant contribution to the company's growth in years to come.

Kindly return the duplicate copy of this letter duly signed on a piece of your acceptance for our records.

With best wishes,

For THEMIS MEDICARE LIMITED

PRITI SHUMAN
AOM - HUMAN RESOURCE

Date
Signature

Themis Medicare Limited

Therapies Plaza, 101/2, Durgam Chauri, F-104, Lingaji Hill, Vapi - 396195, Dist- Vallab.
Ph: +91 22 4707708, Fax: +91 22 4704201 (10 Lines)
Vapi Office: Ph:91 22 4707708, Fax: 91 22 4704201
100 No. 12A, 12B, 12C, 12D, 12E, 12F, 12G, 12H, 12I, 12J, 12K, 12L, 12M, 12N, 12O, 12P, 12Q, 12R, 12S, 12T, 12U, 12V, 12W, 12X, 12Y, 12Z, 12AA, 12AB, 12AC, 12AD, 12AE, 12AF, 12AG, 12AH, 12AI, 12AJ, 12AK, 12AL, 12AM, 12AN, 12AO, 12AP, 12AQ, 12AR, 12AS, 12AT, 12AU, 12AV, 12AW, 12AX, 12AY, 12AZ, 12BA, 12BB, 12BC, 12BD, 12BE, 12BF, 12BG, 12BH, 12BI, 12BJ, 12BK, 12BL, 12BM, 12BN, 12BO, 12BP, 12BQ, 12BR, 12BS, 12BT, 12BU, 12BV, 12BW, 12BX, 12BY, 12BZ, 12CA, 12CB, 12CC, 12CD, 12CE, 12CF, 12CG, 12CH, 12CI, 12CJ, 12CK, 12CL, 12CM, 12CN, 12CO, 12CP, 12CQ, 12CR, 12CS, 12CT, 12CU, 12CV, 12CW, 12CX, 12CY, 12CZ, 12DA, 12DB, 12DC, 12DD, 12DE, 12DF, 12DG, 12DH, 12DI, 12DJ, 12DK, 12DL, 12DM, 12DN, 12DO, 12DP, 12DQ, 12DR, 12DS, 12DT, 12DU, 12DV, 12DW, 12DX, 12DY, 12DZ, 12EA, 12EB, 12EC, 12ED, 12EE, 12EF, 12EG, 12EH, 12EI, 12EJ, 12EK, 12EL, 12EM, 12EN, 12EO, 12EP, 12EQ, 12ER, 12ES, 12ET, 12EU, 12EV, 12EW, 12EX, 12EY, 12EZ, 12FA, 12FB, 12FC, 12FD, 12FE, 12FF, 12FG, 12FH, 12FI, 12FJ, 12FK, 12FL, 12FM, 12FN, 12FO, 12FP, 12FQ, 12FR, 12FS, 12FT, 12FU, 12FV, 12FW, 12FX, 12FY, 12FZ, 12GA, 12GB, 12GC, 12GD, 12GE, 12GF, 12GG, 12GH, 12GI, 12GJ, 12GK, 12GL, 12GM, 12GN, 12GO, 12GP, 12GQ, 12GR, 12GS, 12GT, 12GU, 12GV, 12GW, 12GX, 12GY, 12GZ, 12HA, 12HB, 12HC, 12HD, 12HE, 12HF, 12HG, 12HH, 12HI, 12HJ, 12HK, 12HL, 12HM, 12HN, 12HO, 12HP, 12HQ, 12HR, 12HS, 12HT, 12HU, 12HV, 12HW, 12HX, 12HY, 12HZ, 12IA, 12IB, 12IC, 12ID, 12IE, 12IF, 12IG, 12IH, 12II, 12IJ, 12IK, 12IL, 12IM, 12IN, 12IO, 12IP, 12IQ, 12IR, 12IS, 12IT, 12IU, 12IV, 12IW, 12IX, 12IY, 12IZ, 12JA, 12JB, 12JC, 12JD, 12JE, 12JF, 12JG, 12JH, 12JI, 12JJ, 12JK, 12JL, 12JM, 12JN, 12JO, 12JP, 12JQ, 12JR, 12JS, 12JT, 12JU, 12JV, 12JW, 12JX, 12JY, 12JZ, 12KA, 12KB, 12KC, 12KD, 12KE, 12KF, 12KG, 12KH, 12KI, 12KJ, 12KK, 12KL, 12KM, 12KN, 12KO, 12KP, 12KQ, 12KR, 12KS, 12KT, 12KU, 12KV, 12KW, 12KX, 12KY, 12KZ, 12LA, 12LB, 12LC, 12LD, 12LE, 12LF, 12LG, 12LH, 12LI, 12LJ, 12LK, 12LL, 12LM, 12LN, 12LO, 12LP, 12LQ, 12LR, 12LS, 12LT, 12LU, 12LV, 12LW, 12LX, 12LY, 12LZ, 12MA, 12MB, 12MC, 12MD, 12ME, 12MF, 12MG, 12MH, 12MI, 12MJ, 12MK, 12ML, 12MN, 12MO, 12MP, 12MQ, 12MR, 12MS, 12MT, 12MU, 12MV, 12MW, 12MX, 12MY, 12MZ, 12NA, 12NB, 12NC, 12ND, 12NE, 12NF, 12NG, 12NH, 12NI, 12NJ, 12NK, 12NL, 12NM, 12NN, 12NO, 12NP, 12NQ, 12NR, 12NS, 12NT, 12NU, 12NV, 12NW, 12NX, 12NY, 12NZ, 12OA, 12OB, 12OC, 12OD, 12OE, 12OF, 12OG, 12OH, 12OI, 12OJ, 12OK, 12OL, 12OM, 12ON, 12OO, 12OP, 12OQ, 12OR, 12OS, 12OT, 12OU, 12OV, 12OW, 12OX, 12OY, 12OZ, 12PA, 12PB, 12PC, 12PD, 12PE, 12PF, 12PG, 12PH, 12PI, 12PJ, 12PK, 12PL, 12PM, 12PN, 12PO, 12PP, 12PQ, 12PR, 12PS, 12PT, 12PU, 12PV, 12PW, 12PX, 12PY, 12PZ, 12QA, 12QB, 12QC, 12QD, 12QE, 12QF, 12QG, 12QH, 12QI, 12QJ, 12QK, 12QL, 12QM, 12QN, 12QO, 12QP, 12QQ, 12QR, 12QS, 12QT, 12QU, 12QV, 12QW, 12QX, 12QY, 12QZ, 12RA, 12RB, 12RC, 12RD, 12RE, 12RF, 12RG, 12RH, 12RI, 12RJ, 12RK, 12RL, 12RM, 12RN, 12RO, 12RP, 12RQ, 12RR, 12RS, 12RT, 12RU, 12RV, 12RW, 12RX, 12RY, 12RZ, 12SA, 12SB, 12SC, 12SD, 12SE, 12SF, 12SG, 12SH, 12SI, 12SJ, 12SK, 12SL, 12SM, 12SN, 12SO, 12SP, 12SQ, 12SR, 12SS, 12ST, 12SU, 12SV, 12SW, 12SX, 12SY, 12SZ, 12TA, 12TB, 12TC, 12TD, 12TE, 12TF, 12TG, 12TH, 12TI, 12TJ, 12TK, 12TL, 12TM, 12TN, 12TO, 12TP, 12TQ, 12TR, 12TS, 12TT, 12TU, 12TV, 12TW, 12TX, 12TY, 12TZ, 12UA, 12UB, 12UC, 12UD, 12UE, 12UF, 12UG, 12UH, 12UI, 12UJ, 12UK, 12UL, 12UM, 12UN, 12UO, 12UP, 12UQ, 12UR, 12US, 12UT, 12UU, 12UV, 12UW, 12UX, 12UY, 12UZ, 12VA, 12VB, 12VC, 12VD, 12VE, 12VF, 12VG, 12VH, 12VI, 12VJ, 12VK, 12VL, 12VM, 12VN, 12VO, 12VP, 12VQ, 12VR, 12VS, 12VT, 12VU, 12VV, 12VW, 12VX, 12VY, 12VZ, 12WA, 12WB, 12WC, 12WD, 12WE, 12WF, 12WG, 12WH, 12WI, 12WJ, 12WK, 12WL, 12WM, 12WN, 12WO, 12WP, 12WQ, 12WR, 12WS, 12WT, 12WU, 12WV, 12WW, 12WX, 12WY, 12WZ, 12XA, 12XB, 12XC, 12XD, 12XE, 12XF, 12XG, 12XH, 12XI, 12XJ, 12XK, 12XL, 12XM, 12XN, 12XO, 12XP, 12XQ, 12XR, 12XS, 12XT, 12XU, 12XV, 12XW, 12XZ, 12YA, 12YB, 12YC, 12YD, 12YE, 12YF, 12YG, 12YH, 12YI, 12YJ, 12YK, 12YL, 12YM, 12YN, 12YO, 12YP, 12YQ, 12YR, 12YS, 12YT, 12YU, 12YV, 12YW, 12YZ, 12ZA, 12ZB, 12ZC, 12ZD, 12ZE, 12ZF, 12ZG, 12ZH, 12ZI, 12ZJ, 12ZK, 12ZL, 12ZM, 12ZN, 12ZO, 12ZP, 12ZQ, 12ZR, 12ZS, 12ZT, 12ZU, 12ZV, 12ZW, 12ZX, 12ZY, 12ZZ

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VAPI.



J. B. CHEMICALS & PHARMACEUTICALS LIMITED

REF: JBCPL/HR/APPT/1004/2020

09-Sep-2020

LETTER OF APPOINTMENT

1. Name of the Establishment :M/S. J.B.CHEMICALS & PHARMACEUTICALS LIMITED
MUMBAI
2. Address :NEELAM CENTRE', 'B' WING, 4thFLOOR,
HIND CYCLE ROAD, WORLI MUMBAI - 400030
3. Name of the Employer :M/S. J.B. CHEMICALS& PHARMACEUTICALS LIMITED
MUMBAI
4. Name and Address of Mr.Yadav Jayhind Ramsharan
Room No -5,
Ramraj Yadav Ki Chul
Ramnagar, Kuperli Road
Vapi - 396191
Gujarat

5. This has reference to your application for employment in our Company, and the subsequent interview you had with us. We are pleased to appoint you as 'Trainee Professional Marketing Executive' in Unique Diva Division in the Management Cadre with effect from 07-Sep-2020. Your employee code is J16347.

6. Training Period

You will be on training for a period of 12 months (one year) from the date of joining. During the training period, your progress & performance would be closely monitored. If your performance is found to be satisfactory, you will be confirmed in writing by a confirmation letter issued by the Management. If your services are not found satisfactory by your superiors, your training period may be extended for further term at the discretion of Management OR your services may get terminated without any reason, notice or compensation. Till such time you are not confirmed in writing, you shall continue to be on training despite the expiry of the period of training.

7. Head Quarter

You will join and assume your responsibilities at 'Vapi' as your Head Quarter (HQ). This will be your tentative place of posting (HQ). The Management, depending on business exigencies may transfer you to any other Head Quarter in any part of India and/or in any other Division of the Company.

8. Remuneration & Working Allowances

- a. Your remuneration in the Management cadre is attached as 'Annexure A'. You will be paid monthly / annual remuneration as detailed therein.
- b. Your working allowances and travel expense is attached as 'Annexure B'. Please note that the working allowances do not form part of the salary. If these working allowances are revised, you will be notified of the changes from time to time.

Registered Office:

Neelam Centre, B Wing, 4th Floor
Hind Cycle Road, Worli
Mumbai - 400 030

Corporate Office:

Energy IT Park
Unit A2, 3rd Floor, Unit A, 8th Floor
Appa Sahab Marathe Marg, Prabhadevi
Mumbai - 400 025

T: +91 22 2439 5200 / 2439 1500
F: +91 22 2431 5331 / 2431 5334
E: info@jbcpl.com
W: www.jbcpl.com
CIN: L24300MH1979PLC019380

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Other conditions of service

9.1. You will be eligible to Provident Fund, Bonus, Gratuity and ESIC (if applicable) as per provisions of respective Acts.

9.2. Transfer of your services

Your services are transferable anywhere in India including to any of the existing or to be formed in the future Headquarter / Divisions / SBUs / Subsidiary Companies / Associated Companies / Affiliated companies etc. and such transfer shall be determined at the absolute discretion of the Company, without obligation to assign any reasons or compensation for the transfer.

9.3. Leave

You will be eligible for leave after confirmation as per the rules of the Company and provision of law in force from time to time.

9.4. Role & Responsibilities

- a. Your Area Manager will brief you about your duties, responsibility, routine work, territory set-up, Doctors List and Chemists, etc. You will work-out your tour programme cycle-wise and adhere to the same strictly. You will also prepare your SRF (Standard Routes & Fare Chart) and get it approved from your Area Manager and you will strictly adhere to the same when claiming your fare expenses.
- b. You are responsible for generating sales and achieving the target given by the Company from time to time. You will adhere to and follow all the Standing Instructions given by your superiors from time to time.
 - i. You shall maintain a call average of twelve doctors per day and seven Chemists per day and cover Hospitals also.
 - ii. You shall be working in the morning and evening making calls to Doctors/Chemists/Hospitals and will also monitor the stocks with the Stockists and Retailers.
 - iii. You shall diligently carry out activities and programmes that contribute to achieving accelerated sales growth of Company's products.
- c. You shall keep, maintain, and fill up-to-date Effective Doctors List, Chemists List, Hospital List/Work Planner/Diary etc. and will keep it ready for inspection whenever your AM/ TM visits your territory.
- d. You shall fully utilize promotional material including physician's samples to the Doctors and keep proper account of samples.
- e. You shall make Personal Order Booking (POB) during your visit to Stockists/Retailers and carry out Retail Chemist Prescription Audit (RCPA) regularly and send your recommendation to your superiors.
- f. You shall submit your Daily Call Report (DCR) on day-to-day basis in electronic/digital mode or any other manner/mode as may be prescribed by the Company from time to time. If DCR is not received within the stipulated time, you shall be marked 'ABSENT' and you will not be paid any Salary and Allowance for such days. In the absence of DCR from you for more than ten days and/or no intimation from you to the Company, the Company shall construe that you are not interested in continuing your employment with us and the Company shall remove your name from the rolls of the Company, with intimation to you.
- g. You shall submit your Claim for reimbursement of Monthly Expenses latest by the 5th of the succeeding month in such manner/mode as prescribed by the Company from time to time.
- h. You shall not either during the continuance of your employment or thereafter divulge/disclose to any person whatsoever, any of the Company's promotional material, marketing strategy or any literature which may have come in possession / knowledge of you in the course of your employment.

Registered Office:
 Hiran Centre, B Wing, 4th Floor
 Hind Cycle Road, Worli
 Mumbai - 400 030

Corporate Office:
 Energy IT Park
 Unit A2, 3rd Floor, Unit A, 10th Floor
 Apte Sahab Marg, He Marol, Prabhadevi
 Mumbai - 400 023

+91 22 2439 5200 / 2439 5500
 +91 22 2431 5331 / 2431 5334
 info@jbcpl.com
 www.jbcpl.com
 CIN: L24300AH11679PLC018360

- i. You shall extend full co-operation to the Company's Executives/Supervisors when they are on their Area visits to various locations.
- j. You shall whole heartedly co-operate with Management to maintain discipline and improve your performance to the satisfaction of the Company. You will also protect and maintain the Company's image at all times.

9.5. This appointment is made strictly on the understanding between the parties that your position is in the Management Cadre. You are not entitled to benefits if any, available to the "workmen" as defined under the Industrial Disputes Act, 1947 or under any other Labour Legislation, Enactments or executive orders of the Central, State Government and local authorities. Your appointment is effected with a clear understanding that during your employment with the Company, you shall not indulge in any acts derogatory or prejudicial to your status as an Executive of the Company.

9.6. Business Ethics

Under the Company's business ethics and policy, you shall not have any ties directly or indirectly with any business or occupation other than that of Company's business. During the course of training / probation or subsequent tenure of employment after confirmation of your services, you shall not borrow or accept money in cash/cheque/DD nor shall you take any stock or favour from our Stockists/distributors/C&F agents. Should you indulge in any such activities, it shall amount to breach of contract of employment and violation of Company's policy and your services shall be terminated without notice or compensation in lieu thereof and Company will not be responsible to you any such unauthorized transactions with any person or parties.

9.7. Separation

During the period of Class Room/ Area training or extended period of training, your services are liable to be terminated by management at any time, without any reason, notice or compensation to the employee. After confirmation, either party may terminate the contract of employment by giving one month's notice of such termination or salary in lieu thereof to the other. The Management reserves the right to retain you for one month of the notice period or relieve you early during the said period without any compensation whatsoever. However, the decision of the Company on its acceptance will be final and binding on you.

9.8. The Management may terminate your services on the following among other grounds:

- a. In the opinion of the Company if your progress is not satisfactory.
- b. In the opinion of the Company, if you are not found suitable for or are otherwise unable to properly or satisfactorily discharge your duties for the position held by you, or lose the confidence of the Company.
- c. In the opinion of the Company if you have committed any offence involving moral turpitude or found guilty of intemperance, insubordination or lack of attention to your duties.
- d. If during the term of employment it comes to knowledge of the Company that you were indulged in any criminal activities in past and/or convicted for any offence/s and/or any litigation of whatsoever nature was/is pending against you, the Company reserves its right to terminate your services without any compensation.
- e. Failure to proceed and to report at the new place of duty within reasonable time.
- f. In the opinion of the Company if you have committed breach of any terms and conditions of appointment and on your part to be observed and performed.
- g. Any declaration/certificate/report/expense statement or any information furnished by you is false or incorrect in material particulars in the opinion of the Company; you have suppressed or willfully withheld material information, or have not rendered complete account of expenses, samples or other belongings of the Company.
- h. If you are declared medically unfit.

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Neelam Centre, B Wing, 4th Floor
Hind Cycle Road
Ward, Mumbai - 400 050

Corporate Office:
Crest IT Park
Unit A2, 3rd Floor, Unit A, 4th Floor
Asha Bahad Marathe Marg, Prabhadevi
Mumbai - 400 025

T + 91 22 2439 5200 / 5500
F + 91 22 2431 5331 / 5334
E info@bcpl.com
W www.bcpl.com
CIN L21300MH1197PLC019360

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- i. If there is any complaint with regard to your behavior and misconduct/subordination with superiors and/or with the Members of Medical Profession or Trade.
- j. Any other ground that shall justify a discharge as implicated in law.
- k. If you are accused of and/or found guilty of any misconduct similar to those listed under the Industrial Employment Model Standing Orders Act.

9.9. Secrecy

You will not at any time without the consent in writing of the Company, during the term of your services with the Company, or after the termination of services by notice, discharge, resignation or otherwise, disclose or divulge in any manner whatsoever, any information which you have acquired during the tenure of your employment. You shall maintain absolute secrecy and confidentiality of all secret information concerning the technical processes, patents, transactions, finances or business affairs of the Company. In addition, you shall be bound by the decision of the Company in regard to publications written or otherwise of any work with which you may be associated. It is, however, mutually agreed that this undertaking shall in no way affect your right to make use of the general knowledge and skill which you have acquired in the services of the Company.

9.10. Company Property and Training Cost

- a. During the course of your employment, the Company will be providing you detailing bag, other promotional materials, etc. from time to time, in order to enable you to promote the Company's products and use the same for implementing the marketing strategy of the Company, as per the guidelines given to you by your superiors.
- b. You are required to return all the Company property in your possession along with a **NO DUES CERTIFICATE** from the stockists on your last day of working to your superior or may be as directed by the Company.
- c. Your full and final settlement will be processed by the Company only after receiving confirmation from your superiors of having received all the Company's property handed over to you during the course of employment.
- d. In case if you fail to return the company's property or part thereof, the Company reserve its right to recover a sum of **Rs.10,000/- (Rupees Ten Thousand only) OR** estimated value, of the Company property not returned by you, whichever is more, from your final dues.
- e. It has been clarified to you before issuance of this appointment letter that by reason of imparting training to you and to equip you for your job, the Company is required to incur substantial cost and hence it is expected and you have agreed that you will not leave the employment during the above said training period of one year and that if you do so, you will pay to the Company **Rs.20,000/- (Rupees Twenty Thousand only)** by way of liquidated damages for breach of contract on your part and the Company shall be entitled to recover the same from you in such manner as it may be advised, including adjusting the same from your final dues, if any.

9.11. Age of Retirement

You shall retire from the Company on completion of **58 years of age**. The Management at its sole discretion may avail of your services in any other capacity, subject to your physical and mental fitness.

9.12. Medical Fitness

Your continuation in employment till the time of retirement is subject to periodical medical check-ups and your physical and mental fitness to suit the job responsibilities you need to shoulder. You shall not challenge the medical opinion and advice of the doctor appointed by the Company.

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Nestlé Centre, 8 Wing, 4th Floor
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Ward, Mumbai - 400 030

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CIN: L24306MH1976PLC19380

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J. B. CHEMICALS & PHARMACEUTICALS LIMITED

8.13 Jurisdiction

This appointment is made and accepted at Mumbai and your employment shall for all purposes be treated as if employed in Mumbai despite your posting in any other part of India from time to time. In case of any dispute, the Courts, Tribunals, and/or Authorities in Greater Mumbai alone, will have the jurisdiction to decide the disputes.

8.14 Service Conditions

It is understood that during the period of your service, you will devote full time attention exclusively to the service of the Company and discharge fully and honestly the duties assigned to you from time to time. In case you are/ were in employment earlier, you are required to submit a Clearance certificate from your former employer within one month from the receipt of this letter. Your appointment letter has been issued to you subject to receipt of such Clearance Certificate.

This appointment is made on the understanding that the information and the certificates provided are genuine and bonafide. At any time in future, if it is found that information provided is false then your services are liable for termination without notice/compensation. Over and above, all the usual terms and conditions mentioned above, your appointment would be subject to all other terms and rules of the Company, which please note.

Please sign a copy of this letter as a token of acceptance, agreeing to all the terms and conditions mentioned in the letter.

Yours truly,

For J.B. Chemicals & Pharmaceuticals Limited

I agree and accept the terms of employment


Authorized Signatory

Signature & Date: _____


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POPEL

Dr. S. M. Bhaskar College of Pharmacy
VAPI

Registered Office
Aakash Centre, G-Wing, 4th Floor
Hind Cycle Road
Vest. Mumbai - 400 028

Corporate Office
Energy IT Park
Unit A2, 3rd Floor, Unit A, 8th Floor
New Sahay Maratha Marg, Prabhadevi
Mumbai - 400 028

+91 22 2439 5200 / 5200
+91 22 2431 5331 / 5334
✉ info@jbcpl.com
www.jbcpl.com
CIN: L24500MH1979PLC01490



JRF/HR/OFFER/QAU/2018/01

Date: 07.06.2019

Ms. Priya D. Bhanushali
201, Abhisheka Aapt,
Near Das Hotel, Worli Circle road,
GDC, Vashi - 395 185,
E-mail- bhanushalipriya406@gmail.com

Subject: Offer Letter for the position of Jr. Q. A. Officer

Dear Ms. Bhanushali,

With reference to your application and subsequent interview with us, we are pleased to offer you the above referred position in our Organization with the CTC and terms and conditions mutually agreed. You will be retained on Probation for the period of one year from the date of joining. After the successful completion of the probation period, your services will be confirmed subject to crossing the assessment benchmark set by the Organization. You would be required to undergo a Pre-Employment Medical Fitness Test at Vashi. Your appointment in the Organization would be considered based on finding you medically fit. Hence, it is advisable not to put up your papers in your existing employment, until you are found medically fit by our prescribed Medical Officer.

If found medically fit, we expect you to take up the assignment by June 17, 2019. On joining the duty please bring all your original testimonials for verification and a set of photocopies pertaining to the following documents to be submitted to Human Resources office

- Educational & professional certificates and mark sheets.
- Relieving letter from previous employer / organization.
- Last CTC break-up letter and three month's salary slips
- Date of birth and address proof.
- Passport, Pan Card and Aadhar Card
- 2 Passport size, 1 Stamp size photographs

In the event you are unable to join on the above mentioned date please communicate your preferable date of joining or else the above offer will be considered to be withdrawn / cancelled.

Thanking You,

For, JAI RESEARCH FOUNDATION

[Signature]
Mr. Jaymohan, Shah
Human Resource Development

Management: 022-2541 4000, 2541 4001, 2541 4002, 2541 4003, 2541 4004, 2541 4005, 2541 4006, 2541 4007, 2541 4008, 2541 4009, 2541 4010, 2541 4011, 2541 4012, 2541 4013, 2541 4014, 2541 4015, 2541 4016, 2541 4017, 2541 4018, 2541 4019, 2541 4020, 2541 4021, 2541 4022, 2541 4023, 2541 4024, 2541 4025, 2541 4026, 2541 4027, 2541 4028, 2541 4029, 2541 4030, 2541 4031, 2541 4032, 2541 4033, 2541 4034, 2541 4035, 2541 4036, 2541 4037, 2541 4038, 2541 4039, 2541 4040, 2541 4041, 2541 4042, 2541 4043, 2541 4044, 2541 4045, 2541 4046, 2541 4047, 2541 4048, 2541 4049, 2541 4050, 2541 4051, 2541 4052, 2541 4053, 2541 4054, 2541 4055, 2541 4056, 2541 4057, 2541 4058, 2541 4059, 2541 4060, 2541 4061, 2541 4062, 2541 4063, 2541 4064, 2541 4065, 2541 4066, 2541 4067, 2541 4068, 2541 4069, 2541 4070, 2541 4071, 2541 4072, 2541 4073, 2541 4074, 2541 4075, 2541 4076, 2541 4077, 2541 4078, 2541 4079, 2541 4080, 2541 4081, 2541 4082, 2541 4083, 2541 4084, 2541 4085, 2541 4086, 2541 4087, 2541 4088, 2541 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Mr. Sagar Yadav
Opp Refel College
Namdha Road
Khadakela Vapi.

OFFER LETTER

Dear Sagar,

With reference to your application and the subsequent interview/s you had with us, we are pleased to inform you that you have been selected for the position of "Trainee Operative Technician" cadre in grade UG in our Production department in Daman ANDA Granulation Plant .

This offer is subject to the standard terms and conditions as explained and agreed between us in our meeting. We would like to join us on or before Jul 05, 2017 at 9:00 a.m. at USV Limited, H-17, 18, 20, 21 & E-22, OIDC, Mahatma Gandhi Udyog Nagar, Dabhel, Nani Daman - 396 210 and you will have to meet Ms. Sana Fatma Khan.

The said offer is subject to your medical fitness for the position offered to you.

The detailed engagement/Appointment letter will issued to you at the time of joining after completing all the joining formalities. Annexure I contains the list of document required to be submitted at the time of joining.

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

This offer stands valid upto Jul 05, 2017.
Thanking You.

Yours faithfully,
For USV Private Limited

Mahesh Joshi
Senior Manager - Human Resources
Encl: Annexure I
CC: Personal file

PRINCIPAL

Received & Accepted
Sagar Yadav

MLS/App/09-19/21378

3rd September 2019

To,

Ms. Sanaa Ansari
202, Talima Manzil,
Zanda Chowk, Vapi

Dear Ms. Sanaa Ansari,

1. The management takes pleasure in appointing you as a **"Medical Writer – Clinical Research Department"** in our organization to be head quartered at Vapi with effect from **3rd September 2019** on the following terms and conditions:

You will be stationed at Vapi.

2. **JOB REQUIREMENTS:** As a **"Medical Writer – Clinical Research Department"** you will be responsible for all related activities of the department as per the directives of the department head.

You will appreciate that your job content has to grow and enlarge in tune with the future requirements of the Company, and therefore, your position description may be revised in the wider organizational context in course of time.

3. **BENEFITS:** You will receive basic salary of **Rs. 5,250/- (Five Thousand Two Hundred and Fifty Rupees Only)** per month. In addition, you will receive the allowances as specified in the enclosed sheet – Annexure A.

4. **PERIOD OF PROBATION:** You will be on probation for a period of six (6) months from the date of your appointment. In case of satisfactory performance during the probation period, you will be confirmed in writing. In case of unsatisfactory performance during the probation period, your services may be terminated at the end of the probation period. You shall continue to be on probation unless you are specifically confirmed in writing.

The services of an employee of your category are liable to be terminated by either party by Two month's notice or equivalent salary. During probation period, however, dissociation by either party may be done subject to a notice of seven days.

5. **DOCUMENTS:** You shall produce the following documents while joining:

- a) Copies each, along with original documentary proof of:
1. Educational / Professional qualifications.
 2. Date of Birth.
 3. Previous Experience.

Sanaa Ansari Appointment Letter

Meril Life Sciences Pvt. Ltd. | CIN: U24239GJ2007PTC051137

Registered Office: M1-M2, Meril Park, No. 135/139, Muktanand Marg, Chala, Vapi - 396191, Gujarat, India

T: +91 260 3052100 | F: +91 260 3052125 | E: askinfo@merilife.com | W: www.merillife.com

PRINCIPAL

ROTEL

Sri D. M. Bilskia College of Pharmacy
VAPI

- b) Discharge certificates from your immediate past employer specifying therein designation, duties, period of service, last drawn remuneration, reason for leaving and clearance of your accounts with them.
- c) Two passport size copies of your recent photograph.

The above MUST be in any case submitted before the completion of the probation period failing which your confirmation in the service of the company may be held up.

6. The company considers its human resources as one of its major assets and, in view of the ambitious growth plans of the organization, we very much expect you to grow with the growth of the Organization by producing most optimum results in agreement with your superior. At the same time, you would assist in the best way possible in training and developing the other members of your team to equip them to face the challenges of the future. The Company strongly believes in the policy of promoting its people from within, wherever possible.
7. You will appreciate that, as a professional, you have to devote yourself to the Company on a full time employment basis and, as such your hours of work would depend upon the requirements of the Organization. To enable you to give your best, you will not undertake and participate, directly or indirectly in any activity which may come in the way of effective discharge of your duties, without consent in writing from the Management.
8. We would like you to discharge utmost loyalty in this context, you will not give out or divulge to any person/firm by word of mouth or otherwise, any secret or confidential information of the Company, technical know-how, process and business plans which you may come to know and acquire during the course of your employment with us.
9. Your appointment is subject to your being declared medically fit by the physician as specified by the company.
10. Your individual remuneration is purely a matter between yourself and the company and is arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential. You will be required to enter into confidentiality agreement with the Company within 30 days from joining the Company.
11. You shall inform the company of any change in your personal data. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by registered post to you at your address in India as recorded by the company.
12. The benefits provided by the company as outlined herein and in the company policies are subject to change at company's discretion.
13. The age of retirement is 58 years and as such, employees automatically retire on completion of this age.

Sacra Anweri Appointment letter

PRINCIPAL

Meril Life Sciences Pvt. Ltd. | CIN: U24239GJ2007PTC051137

Registered Office: M1-M2, Meril Park, No. 135/139, Muktanand Marg, Chala, Vapi - 396191, Gujarat, India

T: +91 260 3052100 | F: +91 260 3052125 | E: askinfo@merillife.com | W: www.merillife.com

14. The Company has to adapt itself to ever changing circumstances and needs of business and, in this context, your services are liable to be transferred at any time and place, to any factory, branch, department, section or office or deputed to any other Organization with whom the Company may have to make any agreement or arrangement. However, you shall enjoy the same salary /benefits on such transfer/deputation as were being drawn by you before the transfer.


15. Intellectual Property Rights:

- a) All Intellectual Property Rights and goodwill generated as a result of employment with the company shall be for the benefit of the company and will belong to the company. Any rights to any/all documents secret or confidential in nature or/and proprietary information, resources provided to the employees for the business, official, professional or any other legitimate business purpose should be used for the advancement of the Company solely. It would be the duty of every employee handling confidential or safe guarding the information above mentioned from being misused or using the same in harming the interest of the company in what so ever manner.
- b) All programs, system design documents, detailed design specification documents, user and technical manuals, literature etc. developed by the employee while in company service will at all times be deemed to be the sole property of the company.
- c) You are not allowed to take any storage devices, documents etc. out without permission from department head or IT Department. Also, the company will, at all times, have the sole proprietary right in any new system which may be developed while in company's service.
- d) Under no circumstances the technical know-how and trade secrets of the organization shall be divulged to outsiders, or use these in any manner detrimental to the organization.

16. Confidential Information:

- a) In the course of employment with the company, you may obtain confidential information or may have or required to create confidential information, which may be under intellectual property right clause. You should maintain confidentiality in respect of this information. Confidential information involving Intellectual Property Rights etc. should not be disclosed to any person or person's association's, organization, institutions or any other legal or natural body directly or indirectly, whether or not providing such information will harm them company in what so ever manner directly or indirectly.
- b) You are supposed to maintain confidentiality of information entrusted to them in carrying out their duties and responsibilities, except where disclosure is approved by the company or legally mandated or if such information in favor or benefit/well being of the company.
- c) You should not seek to take unfair advantage of the Company through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair dealings.


Sanjay Anand, Appointment Letter


PRINCIPAL 3

Meril Life Sciences Pvt. Ltd. | CIN: U24239G/2007PTC051137

Registered Office: M1-M2, Meril Park, No. 135/139, Muktanand Marg, Chala, Vapi - 395191, Gujarat, India

T: +91-260-3052100 | F: +91-260-3052125 | E: askinfo@merilife.com | W: www.merilife.com

Meril

More to Life

- d) You should not view, copy, alter or destroy another's personal electronic files without permission (unless authorized or required to do so by the management and/or by prior approval from appropriate authority).

Please sign the office copy of this letter in significance of your having accepted the terms and conditions lay down herein.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us shall be long, pleasant and one of mutual benefit.

We wish you all success in your job.

Yours Sincerely,

For, Meril Life Sciences Pvt. Ltd.

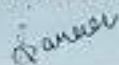


H. C. Panjekar
Group Head - Human Capital and Administration

Enclosed: A copy of "Ethical code of Conduct for employees" is attached herewith for your perusal. Please note that the having accepted the terms of appointment we conclude that you have read, understood and have confirmed to abide by this code of conduct.

DECLARATION

(I agree and accept the terms & conditions of the Appointment letter)



(Sanaa Ansari)

Sanaa Ansari / Appointment Letter


PRINCIPAL

Meril Life Sciences Pvt. Ltd. | CIN: U24239GJ2007PTC051137

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Annexure A

<u>Meril Life Sciences Pvt. Ltd.</u>		
Name of the Employee	Ms. Sanaa Ansari	
Date of Joining	03-Sep-19	
Employee Code	21378	
Department	Clinical Research	
Designation	Medical Writer	
Cost To Company Per Annum	180000	
	Monthly - INR	Yearly - INR
Cost To Company	15000	180000
Basic salary	5250	63000
House Rent Allowance	5250	63000
Travel to Work as per Distance Factor Index	1000	12000
House and Electronic Equipment Maintenance Allowance	1820	21840
Paid on an Annual Basis		
Bonus / Ex-Gratia	1050	12600
Statutory Deduction, Company's Contribution		
Provident Fund	630	7560
Cost To Company	15000	180000


Group Head - Human Capital & Administration

Sanaa Ansari / Appointment Letter

Meril Life Sciences Pvt. Ltd. | CIN: U24239G/2007PTC051137
Registered Office : M1-M2, Meril Park, No. 115/139, Mukhanand Marg, Chala, Vapi - 396191, Gujarat, India
T: +91 260 3052100 | F: +91 260 3052125 | E: askinfo@merilife.com | W: www.merilife.com

PRINCIPAL

ROFEL

Shri G. M. Bilakhia College of Pharmacy

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(GOVERNMENT RECOGNIZED EXPORT HOUSE)

Email: hr@yapi@umedicalabs.com
ULPL/2020/92444

Date: 25/08/2020

To,
Ms. Sunita Achchhelal Yadav
27 Vastav Park,
Near Janseva Hospital
Nandha Road, Vapi
Gujarat - 396191

Dear Ms. Sunita Achchhelal Yadav,

We are pleased to appoint you as "Junior Officer" in Oral Packing Department in our organization w.e.f. 25/08/2020 on the following terms and conditions.

SALARY AND ALLOWANCE

Your Salary will be Rupees 12815/- (Rupees Twelve Thousand Eight Hundred And Fifteen Only)

	Per Month (Rs.)	Per Annum (Rs.)
Basic	8000	96000
H.R.A.	3615	43380
Other Allowance	0	0
Conveyance	0	0
Special Allowance	0	0
Lunch Allowance	0	0
Education Allowance	200	2400
Medical Allowance	0	0
Books & Periodical	0	0
Telephone Allowance	0	0
Uniform Allowance	1000	12000
(A)	12815	153780
L.T.A.		0
Retention Allowance		0
Bonus (Includes Ex-gratia)		15000
(B)		15000
P.F. (12%) Employer's Contribution		11520
ESIC (3.25%) Employer's Contribution		4920
GRATUITY (4.81%)		4618
(C)		21058
Total Salary (CTC) (A+B+C)		189838

Note: (1) Gratuity amount payable as per the gratuity act.

[Signature]
Principal

DDPCL

Dr. S. M. Dhanraj College of Pharmacy
Vapi



Personal Profile

Name	<i>Truptiben Pravinbhai Ahir</i>
Employee Id	<i>110485</i>
Gender	<i>Female</i>
Birth Date	<i>14/07/1997</i>
Phone	<i>+919737142403</i>
Joining Date	<i>30/06/2018</i>
Department	<i>Operations</i>
Designation	<i>Assistant</i>
Role	<i>EMT</i>
Project	<i>MHU</i>
Employer	<i>GVK EMRI, Gujarat</i>

[Have any issues? Create Ticket](#)

PRINCIPAL

ROFEL
Sri G. M. Bibikha College of Pharmacy
VAPL





June 09, 2020

Mr. Shreekant Behara,
A-201, Shanti CO-OP HSG Society,
Charand Colony, Vapi - 396155
Dist- Valsad

Dear Mr. Shreekant Behara,

Further to your appointment letter dt 16.12.2019, the Management is pleased to confirm your services as **'Jualar Officer- Scientific Affairs'** in our Organization **with effect from 16th June, 2020.**

You are now eligible for leave and other benefits as per the rules of the Company as laid. All other terms and conditions of your said appointment letter shall remain unchanged.

We hope you will continue to work with the same dedication and make significant contribution to the company's growth in years to come.

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

With best wishes,

For **THEMIS MEDICARE LIMITED**

PRITI REMAN
AGM - HUMAN RESOURCES

Date

Signature

Themis Medicare Limited

Corporate Office - 1112, Mahatma J. V. Road, Gurgaon (H), Haryana - 122 002 India
Tel. : +91 1247070000 - Fax : +91 1247070000-12470001
Regd. Office - Panchsheel Park, 20, C. Avenue, 2nd Floor, Vapi - 396 155, Gujarat
IN No. - U24300GJ2009PLC000000 - India No. - Regd. No. 2203 000007/243000
E-Mail : hr@themismedicare.com • Website : www.themismedicare.com

PRINCIPAL

ROFEL
Shri G. M. Edkhis College of Pharmacy
VAPI.

MAC/TRAINEE/DIR/2020
22/02/2020

To,
Ms VRUTTIKUMARI CHAUHAN
TRAINEE
Q.C
SARIGAM PLANT
H022914

Dear Ms VRUTTIKUMARI CHAUHAN

Further to our offer letter dated 18/02/2020, we are pleased to offer to the position of TRAINEE in our Q.C Department - SARIGAM PLANT. The terms and conditions of this offer of Trainee appointment are as under:

- 1 Your training period will be for 6 months from the date of your joining i.e. 22/02/2020.
- 2 You will be paid a salary of Rs.18060/- (RUPEES EIGHTEEN THOUSAND SIXTY ONLY) per month during the period you are retained for training.
- 3 On completion of your successful training period, your performance will be assessed and if found suitable, your trainee appointment letter will be regularized and you will be taken on probation basis for a period of six/ three months.
- 4 In case your work is found unsatisfactory during the period of training, this period may be extended at the discretion of the company to enable you to achieve the expected standard of performance or at the end of training period, subject to availability of vacant post, you will be either regularized in the service of the company or if your performance is not upto the expected standard, your trainee services will be terminated.
- 5 During the period of training, your services can be terminated without any notice or notice pay in lieu of notice without assigning any reason. In such cases management's decision will be final & binding.
- 6 Your trainee services are liable to be transferred either part time or whole time to any other department or sister concern of the company without payment of extra salary.
- 7 You shall observe whole rules of discipline and decorum prevalent in the company.
- 8 You will not be entitled to any type of paid leave during training period.
- 9 That all disputes and differences are to be inquired and to be dealt with and are to be settled at Mumbai. And that the courts, tribunals and/or authorities at Mumbai only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this appointment.

MACLEODS
PHARMACEUTICALS
LIMITED

Regd. Office:
Atlanta Arcade, Church Road,
Near Ledia Hotel, Andheri Kurla Road,
Andheri (East), Mumbai-400 059, India

Phone: 01-22-6676 2800
Fax: 01-22-9925 6599
Email: customercare@macleodspharma.com
Website: www.macleodspharma.com
CIN: U24239MH1989PLC052049

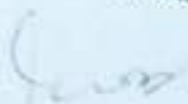

PRINCIPAL
ROFEL
SHRIMATI. M. Bhatnagar
WPI

If you accept, the terms and conditions above mentioned, please sign the declaration in the duplicate and return to us. You shall retain the original.

We welcome you as a member of our organization and look forward to a fruitful collaboration.

With best wishes,

For Macleods Pharmaceuticals Limited



DIRECTOR

ENDORSEMENT OF ACCEPTANCE:

I VRUTTIKUMARI CHAUHAN read and understood the terms and conditions of appointment letter.
I agree to accept employment on the terms and conditions mentioned above.

The original of this letter is in my possession.

Place:

Name :

Date :

Signature:





KLS/HR/2020
13-Oct-2020

OFFER LETTER

To,
Ms. Ankita Kamli
11/2, Main Road Ringanwada
Nani Daman- 396210

Dear Ms. Ankita,

This is in reference to the personal discussion you had with us. We are pleased to offer you the position of ADL- Officer for our operations in India based at M/s KAISHA LIFESCIENCES PRIVATE LIMITED, Survey No. 342/3 (77), Bharat Industrial Estate, Bhimpore, Nani Daman 396 210.

Please confirm your acceptance of this offer through email within two days of the receipt of this letter and submit the copy of your resignation letter duly accepted from your current organization.

You should report at the above mentioned address for joining formalities on or before 19-Oct-2020. On arrival please contact our Human Resource Department.

Please note that your compensation package (CTC) will be Rs. 1,80,000/- per annum (Rupees One Lakh Eighty Thousand only). This is based on our final discussion about your compensation, and as agreed by you. In addition, you are also eligible for benefits like Mediclaim & Personal Accident Policy etc. as per the rules of the company.

Your regular letter of appointment stipulating the terms and conditions of your appointment, as discussed with you at the time of interview, will be issued to you after joining with us.

You are required to submit the following documents at the time of joining the duty.

1. Copy of Offer Letter
2. Passport Size Photograph – 08 Nos.
3. Copy of all educational certificates, experience and clearance certificates from the last employer
4. Medical fitness certificate from any Registered Medical Practitioner or from a medical practitioner suggested by the Company
5. Residence Proof – Present & Permanent
6. Salary Slips for the Current Financial Year
7. Copy of PAN Card, Aadhaar Card and PF - UAN (mandatory)
8. Copy of Driving license
9. Copy of Passport, if available

PRINCIPAL

ROFEL
Sri G. M. Bilchha College of Pharmacy
VAPI. CIN: U74120MH2010PTC205291

KAISHA LIFESCIENCES PRIVATE LIMITED

Regd. Office: 70, Nandias Master Road, Fort, Mumbai 40023, Maharashtra, India

R&D Centre: Survey No. 342/3 (77), Bharat Industrial Estate, Village Bhimpore, Nani Daman, Daman 396 210, India. Tel: + 91 7574984000/7574996300/400

Email: info@kaishalifesciences.com Website: www.kaishalifesciences.com

(Formerly known as Sovereignity Pharma Pvt. Ltd.)

SECURITY



**KAISHA
LIFESCIENCES**

- I. The job is a full time assignment and you shall devote your whole time and attention to the interest of the Company and shall not engage yourself in any other business/occupation, whatsoever.
- II. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you.
- III. You shall not, at any time, during your employment or thereafter, disclose to any person, firm or Company any information concerning the affairs of the Company or disclose, without written permission of the Company, any information which is or may be of a confidential nature.
- IV. You shall not either directly or indirectly work or do consultancy, or engage in any such services or any Organization, Company or Firm or any Company which is subsidiary or parent of a Company which is in direct competition in business with the Company for a period of the year from the date of leaving the services of the Company.

Looking forward to the pleasure of having you with us.

For, KAISHA LIFESCIENCES PRIVATE LIMITED.

Sangeeta Rivankar
CHIEF OPERATING OFFICER

PRINCIPAL

ROFEL
Shri G. M. Ushak College of Pharmacy
VAPI

KAISHA LIFESCIENCES PRIVATE LIMITED

Regd. Office: 70, Nagindas Master Road, Fort, Mumbai-400023 Maharashtra, India

R&D Centre: Survey No. 342/3 (77), Bharat Industrial Estate, Village Bhargore, Tandi Daman, Daman 396 130, India. Tel + 91 7574984900/7574996300/400

Email: info@kaishalifesciences.com Website: www.kaishalifesciences.com

(Formerly known as Sovereignty Pharma Pvt. Ltd.)

CIN: U74120MH2010PTC205291



**KAISHA
LIFESCIENCE**

KLS/HR/2020

Date: 13/10/2020

Name: Ms. Ankita Karil

ANNEXURE - I

Basic	Rs. 8500/- Per Month
House Rent Allowance	Rs. 3400/- Per Month
Retaining Allowance	Rs. 1225/- Per Month
(A). TOTAL (Monthly)	Rs. 13125/- Per Month
Provident Fund @ 12% (Company's Contribution)	Rs. 1167/- Per Month
Bonus @ 8.33% (Paid on annualized basis)	Rs. 708/- Per Month
(B). TOTAL	Rs. 1875/- Per Month
TOTAL (A+B)	Rs. 15000/- Per Month

For, KAISHA LIFESCIENCES PRIVATE LIMITED.

Sangeeta Rivankar
CHIEF OPERATING OFFICER

PRINCIPAL

ROFEL

Shri G. M. Bhatia College of Pharmacy
VAPI.

DN: 074130MH2018PTC25291

KAISHA LIFESCIENCES PRIVATE LIMITED

Regd. Office: 70, Vigneesh Master Road, Fort, Mumbai 400022, Maharashtra, India

R&D Centre: Survey No. 342/3 (77), Bharat Industrial Estate, Village Bhayaspore, Navi Damodar, Damodar 390 210, India. Tel : 7574354900/7574996300/432

Email: info@kaishalifesciences.com Website: www.kaishalifesciences.com

(Formerly known as Suresh Institute of Pharmacy Pvt. Ltd.)

Meril

Healthcare

MH/APP/09-19/60442

16 September 2019

To,

Ms. Madhumita A Ghosh Chowdhury
B- 301, Sun City Co- Op Hsg Society,
Chharwada Road, Vapi - 396191

Dear Ms. Madhumita A Ghosh Chowdhury,

1. The management takes pleasure in appointing you in designation of an "Officer – Regulatory Affairs Department" in our organization headquartered at Vapi with effect from **16 September 2019** on the following terms and conditions:

You will be stationed at Vapi.

2. JOB REQUIREMENTS: As an "Officer – Regulatory Affairs Department" you will be responsible for all related activities of the department as per the directives of the department Head.

You will appreciate that your job content has to grow and enlarge in tune with the future requirements of the Company, and therefore, your position description may be revised in the wider organizational context in course of time.

3. BENEFITS: You will receive basic salary of Rs. 4,200/- (Four Thousand Two Hundred Rupees Only) per month. In addition, you will receive the allowances as specified in the enclosed sheet – Annexure A.

4. PERIOD OF PROBATION: You will be on probation for a period of six (6) months from the date of your appointment. In case of satisfactory performance during the probation period, you will be confirmed in writing. In case of unsatisfactory performance during the probation period, your services may be terminated at the end of the probation period. You shall continue to be on probation unless you are specifically confirmed in writing.


The services of an employee of your category are liable to be terminated by either party by Two month's notice or equivalent salary. During probation period, however, dissociation by either party may be done subject to a notice of seven days.

5. DOCUMENTS: You shall produce the following documents while joining:

a) Copies each, along with original documentary proof of:

1. Educational / Professional qualifications.
2. Date of Birth.
3. Previous Experience


Madhumita A Ghosh Chowdhury / Appointment Letter


PRINCIPAL

Meril Healthcare Pvt. Ltd. | CIN: U24230GJ2011PTC065022

Registered Office: H1-H3, Meril Park, No. 135/139, Muktanand Marg, Chala, Vapi - 396191, Gujarat, India

T: +91 260 3052100 | F: +91 260 3052123 | E: askinfo@merilife.com | W: www.merilife.com

- b) Discharge certificates from your immediate past employer specifying therein designation, duties, period of service, last drawn remuneration, reason for leaving and clearance of your accounts with them.
- c) Two passport size copies of your recent photograph.

The above MUST be in any case submitted before the completion of the probation period failing which your confirmation in the service of the company may be held up.

6. The company considers its human resources as one of its major assets and, in view of the ambitious growth plans of the organization, we very much expect you to grow with the growth of the Organization by producing most optimum results in agreement with your superior. At the same time, you would assist in the best way possible in training and developing the other members of your team to equip them to face the challenges of the future. The Company strongly believes in the policy of promoting its people from within, wherever possible.

7. You will appreciate that, as a professional, you have to devote yourself to the Company on a full time employment basis and, as such your hours of work would depend upon the requirements of the Organization. To enable you to give your best, you will not undertake and participate, directly or indirectly in any activity which may come in the way of effective discharge of your duties, without consent in writing from the Management.

8. We would like you to discharge utmost loyalty in this context, you will not give out or divulge to any person/firm by word of mouth or otherwise, any secret or confidential information of the Company, technical know-how, process and business plans which you may come to know and acquire during the course of your employment with us.

9. Your appointment is subject to your being declared medically fit by the physician as specified by the company.

10. Your individual remuneration is purely a matter between yourself and the company and is arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential. You will be required to enter into confidentiality agreement with the Company within 30 days from joining the Company.

11. You shall inform the company of any change in your personal data. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by registered post to you at your address in India as recorded by the company.

12. The benefits provided by the company as outlined herein and in the company policies are subject to change at company's discretion.

13. The age of retirement is 58 years and as such, employees automatically retire on completion of this age.


Madhumita A Ghosh Choudhury / Appointment Letter

Meril Healthcare Pvt. Ltd. | CIN: U24230GJ2011PTC065022

Registered Office: H1-H3, Meril Park, No. 135/139, Muktaand Marg, Chala Vapi - 396191, Gujarat, India

T: +91 260 3052100 | F: +91 260 3052125 | E: askinfo@merilife.com | W: www.merilife.com

Giri R. M. Dikshia College of Pharmacy
VAPI.

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14. The Company has to adapt itself to ever changing circumstances and needs of business and, in this context, your services are liable to be transferred at any time and place, to any factory, branch, department, section or office or deputed to any other Organization with whom the Company may have to make any agreement or arrangement. However, you shall enjoy the same salary /benefits on such transfer/deputation as were being drawn by you before the transfer.

15. Intellectual Property Rights:

- a) All Intellectual Property Rights and goodwill generated as a result of employment with the company shall be for the benefit of the company and will belong to the company. Any rights in any/all documents secret or confidential in nature or/and proprietary information, resources provided to the employees for the business, official, professional or any other legitimate business purpose should be used for the advancement of the Company solely. It would be the duty of every employee handling confidential or safe guarding the information above mentioned from being misused or using the same in harming the interest of the company in what so ever manner.
- b) All programs, system design documents, detailed design specification documents, user and technical manuals, literature etc. developed by the employee while in company service will at all times be deemed to be the sole property of the company.
- c) You are not allowed to take any storage devices, documents etc. out without permission from department head or IT Department. Also, the company will, at all times, have the sole proprietary right in any new system which may be developed while in company's service.
- d) Under no circumstances the technical know-how and trade secrets of the organization shall be divulged to outsiders, or use these in any manner detrimental to the organization.

16. Confidential Information:

- a) In the course of employment with the company, you may obtain confidential information or may have or required to create confidential information, which may be under intellectual property right clause. You should maintain confidentiality in respect of this information. Confidential information involving Intellectual Property Rights etc. should not be disclosed to any person or person's association's organization, institutions or any other legal or natural body directly or indirectly, whether or not providing such information will harm them company in what so ever manner directly or indirectly.
- b) You are supposed to maintain confidentiality of information entrusted to them in carrying out their duties and responsibilities, except where disclosure is approved by the company or legally mandated or if such information in favor or benefit/well being of the company.
- c) You should not seek to take unfair advantage of the Company through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair dealings.

Madhumita A Ghosh Chowdhury / Appointment Letter

Meril Healthcare Pvt. Ltd. | CIN: U24230GJ2011PTC065022

Registered Office: H1 H3, Meril Park, No. 135/139, Mukund Marg, Chula, Vapi - 396141

T: +91 260 3052100 | F: +91 260 3052125 | E: askinfo@merilife.com | W: **PRINCIPAL**

ROFEL
Shri G. M. Bhalodia College of Pharmacy
VAD

d) You should not view, copy, alter or destroy another's personal electronic files without permission (unless authorized or required to do so by the management and/or by prior approval from appropriate authority).

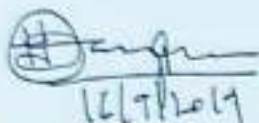
Please sign the office copy of this letter in significance of your having accepted the terms and conditions lay down herein.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us shall be long, pleasant and one of mutual benefit.

We wish you all success in your job.

Yours Sincerely,

For, Meril Healthcare Pvt. Ltd.



H. C. Panjekar
Group Head - Human Capital and Administration

Enclosed: A copy of "Ethical code of Conduct for employees" is attached herewith for your perusal. Please note that the having accepted the terms of appointment we conclude that you have read, understood and have confirmed to abide by this code of conduct.

DECLARATION

(I agree and accept the terms & conditions of the Appointment letter)



(Madhumita A Ghosh Chowdhury)

Madhumita A Ghosh Chowdhury / Appointment Letter

Meril Healthcare Pvt. Ltd. | CIN: U24230GJ2011PTC065022

Registered Office: H1-H1, Meril Park, Ho. 135/139, Muktarani Marg, Chala, Vapi - 396151, Gujarat, India
T: +91 260 3052100 | F: +91 260 3052125 | E: askinfo@merilife.com | W: www.merilife.com


PRINCIPAL

ROFEL

Shri G. M. Dilkhira College of Pharmacy

VAPI

4

Meril

Healthcare

MH/Offer/12-19

30th December 2019

Ms. Rinkalkumari Vinodhbhai Patel,
Vapi

Dear Ms. Rinkalkumari Vinodhbhai Patel,

OFFER LETTER

Congratulations!

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **"Officer - Quality Assurance Department"** in our organization on the terms and conditions discussed during the interview. You will be stationed at Vapi.

Your remuneration as discussed and finalized is Rs.1,32,000/- Per Annum, the detail breakup of the same is attached in Annexure-A along with this letter.

A detailed appointment letter will be given to you after you join us.

Kindly bring along 3 recent passport size photograph and all original certificates of education and experience at the time of joining.

You are required to join the company on or before 01st January 2020.

You have been selected because we believe you have the potential and the desire to meet the high standards of excellence that are the hall marks of MERIL HEALTHCARE PVT. LTD. We know you have hopes and aspirations of your own, & surely, expectations from us as well. We consider it our obligation on our part to:

- treat you fairly & with respect
- provide open two way channels of communication
- offer suitable recognition for your dedication and excellence of performance

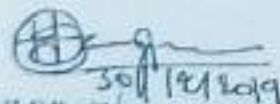
Ours is a growing company, continuously improving and expanding.

We wish to see you grow along with us.

Looking forward to your joining our organization.

Thanking you,

For, Meril Healthcare Pvt. Ltd.



H C Panjekar
Group Head- Human Capital & Administration

Pls.: Please revert back with your confirmation of acceptance of this offer letter within two weeks from from date of issue, failing to which the offer letter will be deemed withdrawn.


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Shri G. M. Bhalodia College of Pharmacy
VAPI

Meril Healthcare Pvt. Ltd. | CIN: U24230GJ2011PTC065022

Registered Office: H1-44, Meril Park, No. 135/139, Muktanand Marg, Chala, Vapi - 396151, Gujarat, India
T: +91 260 3052100 | F: +91 260 3052125 | E: askinfo@merilife.com | W: www.merilife.com

Annexure - A

<u>Meril Healthcare Pvt. Ltd.</u>		
Ms. Rinkakumari Vinodbhai Patel	CTC	
Cost To Company Per Annum	132000	
	Monthly - INR	Yearly - INR
<u>Cost To Company</u>	11000	132000
Basic salary	3850	46200
House Rent Allowance	3850	46200
Travel to Work as per Distance Factor Index	1000	12000
House and Electronic Equipment Maintenance Allowance	1068	12816
<u>Paid on an Annual Basis</u>		
Bonus / Ex-Gratia	770	9240
<u>Statutory Deduction, Company's Contribution</u>		
Provident Fund	462	5544
Cost To Company	11000	132000

Meril Healthcare Pvt. Ltd. | CIN: U24230GJ2011PTC065027

Registered Office: H1-H3, Meril Park, No. 115/139, Muktarand Marg, Chala Vadi, Gandhinagar, Ahmedabad, Gujarat, India

T: +91 260 3052100 | F: +91 260 3052125 | E: askinfo@merilife.com | W: www.merilife.com

PRINCIPAL

HOPEE

Sri G. M. Bhatti College of Pharmacy

SIDMAKINDIA

Sidmak Laboratories (India) Pvt. Ltd.

CIN : U24230GJ1883PTC000157

Post Box No. 121,
National Highway No. 8
Abrama, Valsad-396 001
Gujarat, India.Tel : +91 2632 399000
Fax : +91 2632 399133
Email : info@sidmak.com
Web : www.sidmak.com

SID-APPOINT/1904

Date: 28/05/2019

To,
Mr. Vaibhav B Pandey
Bhijyoti Hospital,
Harivard Killa Park,
Valsad - 396 125

Sub: Your Appointment in the Company

Dear Mr. Pandey,

With reference to your application and the subsequent interview you had with us, we pleased to offer you an appointment in our organization as 'Pharmacist - R&D'. You will report to the Manager - R&D. Your remuneration will be as per the terms discussed and attached with this letter.

The offer of employment is subject to your being found medically fit, and to our receiving satisfactory references about you. You will need to submit all necessary documents as detailed below:-

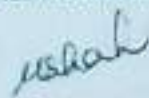
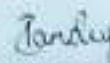
- Certificates of educational qualifications and any other professional qualification.
- Details of membership, if any, of Provident Fund, ESI, etc.
- Photo identity proof.
- Certificates from the previous employer regarding position held, general conduct during employment and date of leaving the previous employer / organization and details of emoluments earned
- Passport size photograph.
- School Leaving Certificate/ Birth Certificate

The offer is valid until 05.07.2019. A detailed letter of appointment will be issued upon your joining the organization.

As a token of your acceptance of the offer, we would request you to return the duplicate copy of this letter duly signed

Yours sincerely,
For Sidmak Laboratories (India) Pvt. Ltd.

I accept the offer


(Uday R. Shah)
(Vaibhav Pandey)Whole-time Director - Commercial & Finance.
Encl: Duplicate Copy of this Letter
PRINCIPALROFEL
Shri G. M. Brahma College of Pharmacy
VAPL

Date: 07 Jan 2019

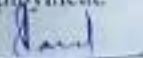
To,
Ms. Aleena Mary ThomasRef: No. 14/214 Old "C" Type
CBCU, Vapi,
Vahad

Subject: Appointment as an Executive - Clinical Operations effective on 18/Dec/2018

Dear Ms. Thomas,

Further to the offer letter issued to you, we are pleased to appoint you as an Executive - Clinical Operations in our organization.

1. You shall receive a CTC salary of Rs. 2,16,000 - per annum. Your salary is payable once a month at the beginning of the next month in accordance with the CBCU's payroll practices.
 - a) Provident Fund: You will be eligible for P.F. in accordance with the Rules and Regulations of Provident Fund Scheme of the Company.
 - b) Gratuity: You will be entitled to Gratuity, if applicable, in accordance with Company's rules.
2. Taxes: Income tax and other taxes will be to your account.
3. Your job is a full time assignment and you will not, at any time, engage in any paid occupation or business outside without obtaining the prior written consent of the Company. Further, this offer is subject to your undertaking that you will not during your employment with the Company or at any time thereafter disclose to any person, firm or company any information concerning the affairs of the Company, or disclose, without the written permission of the Company, any information which is or may be of a confidential nature.
4. You will be required to comply with all such rules and regulations as the Company may from from time to time
5. Salary and level of earnings within your groups is absolutely personal to you depending up your background, experience and performance. As such comparison between individual employees is invidious. It should be clearly understood that the information related to yo payroll is strictly confidential and you are requested not to discuss or disclose any informati pertaining to yours and other's salary or perks with your colleagues or any other pers connected with the Company.
6. This letter is being issued to you on the basis of the information and particulars furnished you in your application (including bio-data) at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclose material fact) resulting in your being offered this appointment, the Management may take s action as it deems fit in its sole discretion, including termination of your employment.



PRINCIPAL

CBCU Global Research LLP

2nd Floor, Skoda House, Opp. I J Campus, S G Highway, Sakhej, Ahmedabad-382210, India

Mobile: +91-9736432017/07701 Fax: +9736431704 Web: www.cbccuahd.com

MLS/Offer/04-18

19th April 2018Ms. Kritika Suresh Garg
VapiOFFER LETTER

Dear Ms. Kritika,

Congratulations!

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "Clinical Trial Assistant" in our organization on the terms and conditions discussed during the interview.

You will be stationed at Vapi.

Your remuneration as discussed and finalized is Rs. 1,44,000/- Per Annum, the detail breakup of the same is attached as Annexure-A along with this letter.

A detailed appointment letter will be given to you after you join us.

Kindly bring along 3 recent passport size photographs and all original certificates of education and experience at the time of joining.

You are required to join the company on or before 1st May 2018.

You have been selected because we believe you have the potential and the desire to meet the high standards of excellence that are the hall marks of MERIL LIFE SCIENCES PVT. LTD. We know you have hopes and aspirations of your own, & surely, expectations from us as well. We consider it our obligation on our part to:

- treat you fairly & with respect
- provide open two-way channels of communication
- offer suitable recognition for your dedication and excellence of performance

Ours is a growing company, continuously improving and expanding.

We wish to see you grow along with us.

Looking forward to your joining our organization.

Thanking you,

For, Meril Life Sciences Pvt. Ltd.



H. C. Panjliar
Group Head - Human Capital & Administration



PRINCIPAL

ROFEL
G. S. M. G. S. College of Pharmacy
VAPI

PS :- Please revert with your confirmation of acceptance of this offer letter within five days from date of issue, failing to which the offer letter will be deemed withdrawn.

2/18

Meril Life Sciences Pvt. Ltd. | CIN: U24239GJ2007PTCD51117

Registered Office / 41: 442, Meril Park, No. 135/139, Muktanand Marg, Chala, Vapi - 396191, Gujarat, India

T: +91 260 3052100 | F: +91 260 3052125 | E: askinfo@merillife.com | W: www.merillife.com

Annexure - A

<u>Meril Life Sciences Pvt. Ltd.</u>		
Ms. Kritika Suresh Garg	CTC	
Cost To Company Per Annum	144000	
	Monthly - INR	Yearly - INR
<u>Cost To Company</u>	12000	144000
Basic salary	4200	50400
House Rent Allowance	2100	25200
Special Allowance	4272	51264
<u>Paid on an Annual Basis</u>		
Bonus / Ex-Gratia	924	11088
<u>Statutory Deduction, Company's Contribution</u>		
Provident Fund	504	6048
Cost To Company	12000	144000

PRINCIPAL

(GOVERNMENT RECOGNIZED EXPORT HOUSE)

 Email: hrdvapi@umedicalabs.com

Date: 01/10/2018

U.P./112/2018

To,

 Ms. Khushboo Sajid Kapadia
 73, Billi Naka,
 Char Rasta
 Billimera,
 Taluka - Gandevi,
 Gujarat - 396321.

Dear Ms. Khushboo Sajid Kapadia,

We are pleased to appoint you as "Officer" in Tablet Department in our organization w.e.f. 01/10/2018 on the following terms and conditions.


SALARY AND ALLOWANCE

Your Salary will be Rupees 10000/- (Rupees Ten Thousand Only)

	Per Month (Rs.)	Per Annum (Rs.)
Basic	4000	48000
H.R.A.	2000	24000
Conveyance	2000	24000
Special Allowance	1000	12000
Lunch Allowance	500	6000
Education Allowance	500	6000
Medical Allowance	0	0
Books & Periodical	0	0
Telephone Allowance	0	0
Uniform Allowance	0	0
(A)	10000	120000
L.T.A.		0
Retention Allowance		0
Bonus (Includes Ex-gratia)		9600
(B)		9600
P.F. (12%) Employer's Contribution		5760
ESIC (4.75%) Employer's Contribution		5700
GRATUITY (4.81%)		2304
(C)		13764
Total Salary (CTC) (A+B+C)		143364

Note:

(1) Gratuity amount payable as per the gratuity act.


 PRINCIPAL

ROTEL

Smt. G. M. Chaudhary College of Pharmacy

(GOVERNMENT RECOGNIZED EXPORT HOUSE)

Date: 01/10/2018

CONFIDENTIALITY AGREEMENT

THIS SERVICE AGREEMENT made on 01/10/2018 BETWEEN Umedica Laboratories Pvt. Ltd. (hereinafter called the "Employer") of the one part AND Ms. Khushboo Sajid Kapadia (hereinafter called the "Employee") of the other part. It is hereby agreed between the Employer and Employee, which form a part of appointment of Employee as follows:

1. During the course of the employment and thereafter, Employee will not disclose, or communicate to any person, firm or corporation any confidential information relating to the Employer or related concerns.
2. Confidential Information means proprietary information of the Employer or any related concerns/companies, including trade secrets, technical data including but not limited to business practices, product plans, products, services, vendors, clients, sales data, manufacturing data, designs, or any other information of confidential nature. Employee will not use such information for the benefit of anyone other than Employer.
3. During the course of employment, any discoveries, inventions, writings, artwork created by Employee will belong to Employer and Employee at any time will not divulge such information to any third party.
4. Employee will be responsible for the protection of Employer's best interest at all times.
5. The Employee shall treat all information obtained by him/her during the course of his/her employment with the Employer, either directly from the other employees of the Employer, or during the course of his/her work with the Employer, as strictly confidential during the course of employment and even after the cessation of the employment.
6. Any failure on the part of Employee to conform to the above terms may lead the Employer taking legal measures as it sees fit.



N. M. DESAI
FACTORY MANAGER



Read, Understood and Signed by
Ms. Khushboo Sajid Kapadia

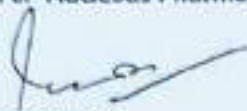


PRINCIPAL

If you accept, the terms and conditions above mentioned, please sign the declaration in the duplicate and return to us. You shall retain the original.

We welcome you as a member of our organization and look forward to a fruitful collaboration.

With best wishes,
For Macleods Pharmaceuticals Limited



DIRECTOR

ENDORSEMENT OF ACCEPTANCE:

I SHEETAL SHARMA read and understood the terms and conditions of appointment letter. I agree to accept employment on the terms and conditions mentioned above .

The original of this letter is in my possession.

Place: Unit Vll

Name: Sheetal Sharma

Date :

Signature: 



PRINCIPAL

ROFEL
Sri G. M. Bhatia College of Pharmacy
VAPI



SHREE SAHKAR EDUCATION TRUST

SET'S Campus: Near Railway Station, Dharamvadi College Road, Kim, Surat - 395 001
Dist: Surat, Gujarat, INDIA. Ph: +91 79247 84301 Fax: +91 79247 2217
Email: info@sahkar.edu.org Website: www.sahkar.edu.org

Ref.No.: SET/9035/2017

Date: 27/07/2017

Appointment Order

To,
Mrs. Veletri Chauhan
A-5, Ganesh Nagar Society,
Mandvi,
Tiluka, Mandvi,
Surat.

Dear Sir,

With reference to your application and personal discussion held with you, we are pleased to appoint you as **Assistant Professor in Department of Pharmaceutics** in **Shree Dharmvanti Pharmacy College, Kim, Dist-Surat** from date of your joining on the following terms and conditions, which are liable to be changed from time to time.

1. You shall draw total salary of **Rs.18,000.00** per month inclusive of all admissible allowances.
2. If you will leave the job before one year than you will have to deposit two month's salary to the college.
3. Your appointment is as per AICTE, Gujarat Govt. & Trust's norms and subject to approval by Gujarat Technological University, Ahmedabad, otherwise it may be discontinued.
4. Your appointment is full time basis, outside work is strictly prohibited. Once you join the institute, you have to complete one academic year.
5. You need to take responsibility of Scientific publications and research proposals to the different agencies.
6. You will be put in NBA accreditation & Online Courses processes.



MH/App/10-18/60373

1st October 2018

To,

Ms. Vishakha Balkrishna Firke
B/208, Mother Complex,
Dabeli, Bhilad - 396105

Dear Ms. Vishakha,

1. The management takes pleasure in appointing you at designation of an **"Officer – Quality Assurance Department"** in our organization headquartered at Vapi with effect from **1st October 2018** on the following terms and conditions:

You will be stationed at **Vapi**.

2. JOB REQUIREMENTS: As an **"Officer – Quality Assurance Department"** you will be responsible for all related activities of the department as per the directives of the department Head.

You will appreciate that your job content has to grow and enlarge in tune with the future requirements of the Company, and therefore, your position description may be revised in the wider organizational context in course of time.

3. BENEFITS: You will receive basic salary of **Rs. 3,500/- (Three Thousand Five Hundred Rupees Only)** per month. In addition, you will receive the allowances as specified in the enclosed sheet – Annexure A.

4. PERIOD OF PROBATION: You will be on probation for a period of six (6) months from the date of your appointment. In case of satisfactory performance during the probation period, you will be confirmed in writing. In case of unsatisfactory performance during the probation period, your services may be terminated at the end of the probation period. You shall continue to be on probation unless you are specifically confirmed in writing.

The services of an employee of your category are liable to be terminated by either party by Two month's notice or equivalent salary. During probation period, however, dissociation by either party may be done subject to a notice of seven days.

5. DOCUMENTS: You shall produce the following documents while joining:

- a) Copies each, along with original documentary proof of:
1. Educational / Professional qualifications.
 2. Date of Birth.
 3. Previous Experience.


Vishakha Balkrishna Firke / Appointment Letter


PRINCIPAL

- b) Discharge certificates from your immediate past employer specifying therein designation, duties, period of service, last drawn remuneration, reason for leaving and clearance of your accounts with them.
- c) Two passport size copies of your recent photograph.

The above MUST be in any case submitted before the completion of the probation period failing which your confirmation in the service of the company may be held up.

6. The company considers its human resources as one of its major assets and, in view of the ambitious growth plans of the organization, we very much expect you to grow with the growth of the Organization by producing most optimum results in agreement with your superior. At the same time, you would assist in the best way possible in training and developing the other members of your team to equip them to face the challenges of the future. The Company strongly believes in the policy of promoting its people from within, wherever possible.

7. You will appreciate that, as a professional, you have to devote yourself to the Company on a full time employment basis and, as such your hours of work would depend upon the requirements of the Organization. To enable you to give your best, you will not undertake and participate, directly or indirectly in any activity which may come in the way of effective discharge of your duties, without consent in writing from the Management.

8. We would like you to discharge utmost loyalty in this context, you will not give out or divulge to any person/firm by word of mouth or otherwise, any secret or confidential information of the Company, technical know-how, process and business plans which you may come to know and acquire during the course of your employment with us.

9. Your appointment is subject to your being declared medically fit by the physician as specified by the company.

10. Your individual remuneration is purely a matter between yourself and the company and is arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential. You will be required to enter into confidentiality agreement with the Company within 30 days from joining the Company.

11. You shall inform the company of any change in your personal data. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by registered post to you at your address in India as recorded by the company.

12. The benefits provided by the company as outlined herein and in the company policies are subject to change at company's discretion.

13. The age of retirement is 58 years and as such, employees automatically retire on completion of this age.

Vishakha Balkrishna Ferkh / Appointment Letter

PRINCIPAL

Meril Healthcare Pvt. Ltd. | CIN: U24230GJ2011PTC054092
 2
 Dr. G. M. Dilakhta College of Pharmacy

Registered Office: H1-H1, Meril Park, No. 135/139, Muktaand Marg, Chala, Vapi - 396191, Gujarat, India

T: +91 260 3052100 | F: +91 260 3052125 | E: askinfo@merillife.com | W: www.merillife.com

d) You should not view, copy, alter or destroy another's personal electronic files without permission (unless authorized or required to do so by the management and/or by prior approval from appropriate authority).

Please sign the office copy of this letter in significance of your having accepted the terms and conditions lay down herein.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us shall be long, pleasant and one of mutual benefit.

We wish you all success in your job.

Yours Sincerely,

For, Meril Healthcare Pvt. Ltd.

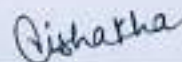


H. C. Panjekar
Group Head - Human Capital and Administration


Enclosed: A copy of "Ethical code of Conduct for employees" is attached herewith for your perusal. Please note that the having accepted the terms of appointment we conclude that you have read, understood and have confirmed to abide by this code of conduct.

DECLARATION

(I agree and accept the terms & conditions of the Appointment letter)



(Vishakha Balkrishna Firke)



PRINCIPAL

Vishakha Balkrishna Firke / Appointment Letter

POFEL
Sari G. M. Bilkhia College of Pharmacy
VAPI

Meril Healthcare Pvt. Ltd. | CIN: U24230GJ2011PTC065022

Registered Office: H1-H3, Merid Park, No. 135/138, Muktanand Marg, Chala, Vapi - 396191, Gujarat India

T: +91 260 2052100 | F: +91 260 2052125 | E: askinfo@merilife.com | W: www.merilife.com



Established & Incorporated Under Gujarat Private Universities (Second Amendment) Act, 2015 (Govt. Act No. 7 of 2015)

Date: 07.02.2019

To,
Ms. Megha Patel,

Subj:- Offer letter for the post of Asst. Prof.

With reference to the above mentioned subject, you are hereby informed that you are appointed as an **Asst. Prof. at Parul Institute of Pharmacy**. You should join duty at the earliest. Appointment order will be issued on the date of joining. Terms & Conditions of Appointment Order are attached herewith. You will be paid salary as under.

Pay Scale 8000 – 275 – 13500

SALARY BREAK UP	Amount in Rs.
BASIC	8000/-
DEARNESS ALLOWANCE (88% of Basic)	7040/-
HOUSE RENT ALLOWANCE 40% of (Basic & DA)	6016/-
TRANSPORT ALLOWANCE	1600/-
MEDICAL ALLOWANCE	1500/-
MANAGEMENT ALLOWANCE	844/-
GROSS SALARY PER MONTH	25000/-

Note: Above salary structure shows Total Cost to the Company (CTC). You shall receive on hand salary from your CTC after deduction of Professional Tax, TDS (Income Tax if applicable), Transportation charges and other benefits if availed. Above salary structure and all benefits are subject to change as per changes in company's policy and in case employee prefers for deduction of PF contribution from salary.

A Complete set of following documents (duly attested) must be submitted at the time of joining.

1. Personal details (Latest Resume/Bio-data) alongwith photographs.
2. Copies of following testimonials.
 - a. Proof of Date of Birth
 - b. Educational/Professional Qualification (All mark sheets & certificates)
 - c. All Experience Certificate
 - d. Previous employer relieving letter if any
 - e. Certificate of last salary drawn if any
 - f. Identity Proof - Aadhar Card
 - g. Address proof (Light Bill/ Telephone Bill etc.).
 - h. Pan Card

The originals of above documents should also be produced for verification. In token of acceptance of this offer, you are required to sign the duplicate copy of this order.

Atul Pandya
Asst. Registrar
PARUL UNIVERSITY
At Post Limda Tal Vaghodia
Dist Vadodra Pin - 391760
Gujarat State, India.

[Signature]
PRINCIPAL

ROFEL

Block 'A', Parul Institute of Pharmacy

TERMS & CONDITIONS OF APPOINTMENT ORDER

1. You will be paid salary as per Offer letter.
2. You will be governed by the provisions of the Act, Statutes, Regulations, Ordinances, Notifications, Circulars and other orders issued by the Parul University from time to time.
3. Continuation of your appointment shall be subject to the fulfillment of the requisites of employment including qualifications, experience, performance etc.
4. You will be liable to be posted/transferred to any position/constituent institution/office as decided by the University.
5. Salary mentioned in offer letter is inclusive of all the allowances, perks etc. You will not be entitled to any other benefits either in cash or otherwise and the University reserves the right to modify the same from time to time.
6. You will involve in the work assigned on a whole time basis and shall not engage either directly or indirectly either for remuneration or on honorary basis in any other employment or trade or business. You should not indulge in any of the activities which may affect the reputation, name & fame of the University. You should not engage yourself in any private business or practice either in an individual capacity or in association with any other persons/institution.
7. You will compulsorily possess a smart phone and Laptop at your own cost so as to access the University MIS and E-Mails and the same shall be brought to the University on day to day basis for teaching/ other related official work.
8. You may be assigned additional duties and responsibilities without any additional compensation. It is presumed that you will have taken charge of the additional responsibilities assigned from the date of specified order. You should work in any shift as required by the University. You may be required to work beyond working hours as required by the University in case of necessities and emergencies.
9. You will be on probation for a period of one year extendable by one or more year at the discretion of the University based on the performance. After successful completion of probationary period, you may be confirmed in the services of the University in writing. Unless the confirmation is intimated in writing, your service will continue to remain on probation.
10. Your service may be terminated during the probationary period by the University due to unsatisfactory performance or otherwise by serving one week notice. You may resign from the service during the probationary period by serving two months notice to the University or in lieu of it you have to pay two months total salary.
11. After confirmation of service, you may be discontinued by the University by serving three months notice and you may resign from the service by giving three months notice or in lieu of it you have to pay three months total salary.
12. In case you resign from the service, you will not be relieved in the middle of academic session/year. You are not entitled to vacation during first year of service. You are also, not entitled to any leave during notice period. Experience cum relieving letter will not be issued if you resign from the service before completion of one year service at the above institute.
13. Even after submitting resignation as prescribed, the University may relieve you any time during the notice period without any compensation. Similarly, once a notice of discontinuation is served by the University, you may leave the service within the notice period without compensating the University for the same.
14. If your performance is found to be unsatisfactory or you indulge in any breach of the terms of employment or indulge in indiscipline behaviour which is harmful to the University or any other matter which may be prejudicial to the interests of the University, you may be discontinued and from the service without any notice and without any compensation.



Established & Incorporated Under Gujarat Private Universities (Control) Act-2009 (Act No. 7 of 2009)

Date: 07.02.2019

To,
Ms. Megha Patel,

Sub- Offer letter for the post of Asst. Prof.

With reference to the above mentioned subject, you are hereby informed that you are appointed as an Asst. Prof. at Parul Institute of Pharmacy. You should join duty at the earliest. Appointment order will be issued on the date of joining. Terms & Conditions of Appointment Order are attached herewith. You will be paid salary as under.

Pay Scale 8000 – 275 – 13500

SALARY BREAK UP	Amount in Rs.
BASIC	8000/-
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Note: Above salary structure shows Total Cost to the Company (CTC). You shall receive on hand salary from your CTC after deduction of Professional Tax, TDS (Income Tax if applicable), Transportation charges and other benefits if availed. Above salary structure and all benefits are subject to change as per changes in company's policy and in case employee prefers for deduction of PF contribution from salary.

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1. Personal details (Latest Resume/Bio-data) alongwith photographs.
2. Copies of following testimonials.
 - a. Proof of Date of Birth
 - b. Educational/Professional Qualification (All mark sheets & certificates)
 - c. All Experience Certificate
 - d. Previous employer relieving letter if any
 - e. Certificate of last salary drawn if any
 - f. Identity Proof - Aadhar Card
 - g. Address proof (Light Bill/ Telephone Bill etc.).
 - h. Pan Card

The originals of above documents should also be produced for verification. In token of acceptance of this offer, you are required to sign the duplicate copy of this order.

Atul Pandya

Asst. Registrar

PARUL UNIVERSITY

At Panch-Lok, Tr. Vaghodia,

Dist. Vadodra, Pin - 391760

Gujarat State, India.

Dand

PRINCIPAL

ROVEL

Post-Box-1, Parul College of Pharmacy

Plot-1, Indira Park, Vaghodia, Dist. Vadodra - 391760, Gujarat State, India.

Cell: +91-2608-260296/97, 98. Fax: +91-2608-260295. E-mail: info@parulcollegeofpharmacy.ac.in, Web: www.parulcollegeofpharmacy.ac.in

15. Upon leaving the service for any reason, you will hand over the charge of all official documents or information or material possessed to person designated by the Principal/Director/Dean for the purpose.
16. The University reserves the right to display your details on the University website or any other medium.
17. You will have to deposit a sum equivalent to one month's total salary as security deposit either in lump sum or in three equal instalments which will be refundable upon superannuation or valid resignation or discontinuation from the service as per the notice issued by University subject to the settlement of all dues as prescribed by the University. Security deposit will not be released if notice period is not completed in any case including medical ground. Security deposit will be recovered from salary in three equal instalments.
18. Your appointment is based on the information provided to the University at the time of appointment and if any information so provided is found to be false or is fraudulent, the University shall have the right to recover the remuneration paid during the employment.
19. The University shall reserve the right to amend any provision of the terms of employment at any time.
20. In case any dispute arises in interpretation of any provision of the Order of Appointment, the matter shall be referred by the University to a competent authority in the University whose decision shall be binding on you.
21. You will not disclose any confidential information or any of the information regarding working of the University to any other institution/person/outside which may be harmful to the University.
22. All the disputes will be subject to the jurisdiction of the High Court of Gujarat.
23. You should not remain absent without prior notice and sanction by the competent authority.
24. Your appointment is subject to final approval by BOG-PU.

ACCEPTANCE

I have read, understood, agree and accept all the terms & conditions of this Appointment Order.

Name of the Appointee:

Signature of the Appointee:

Date:



PRINCIPAL

HOPEL
Dr. G. M. Bhalodia College of Pharmacy
VAPI



SSR Memorial Trust

Administrative Block
SSR College Campus
Sayli Road, Sayli
Silvassa - 398 200
GT of Datta & Praga Road,
Taldia - 3960 2681112
Ph - 0222 - 2681112
E - admin@ssr.edu.com

No. SSRMT/ADMN/Pharm/2018/129A

Date: 01.12.2018

APPOINTMENT ORDER

Mrs. Vrushali Mukeshbhai Gajre
Silvassa.

Sub: Appointment to the fulltime post of "Assistant Professor" in SSR College of Pharmacy, Sayli, Silvassa.

Reference: Interview through Local Selection Committee.

Madam,

With reference to your application for the post of **Assistant Professor** and subsequent interview on 13.10.2018 the Management of S.S.R Memorial Trust, Silvassa is pleased to inform you that you are appointed as an **Assistant Professor in Pharmacology (FT)**, through local selection committee, in S.S.R Memorial Trust's, SSR College of Pharmacy, Silvassa in the pay scale of Rs. 15600-39100+6000AGP. Your appointment will be subject to selection/Approval through the Savitribai Phule Pune University Selection committee as per the statute no 415(2) (e)

The appointee will also be entitled to draw D.A., HRA, at the rates admissible under the subject to the condition laid down in the rules and order of trust, NCTE/UGC and Savitribai Phule Pune University.

Your appointment will be subject to the following conditions.

1. Your services shall be governed by the statutes code of conduct, ordinances rules and regulations as laid down by the Savitribai Phule Pune University, NCTE/UGC from time to time.
2. Your services will be governed by the rules and decision of the S.S.R. Memorial Trust from time to time.
3. Your appointment is subject to selection/approval through properly constituted selection committee by Savitribai Phule Pune University and will come to effect from the date of approval from the Savitribai Phule Pune University.
4. You shall submit the originals as well as set of certified true copies of relevant testimonials such as birth certificate, mark sheets, experience certificate, caste and validity certificate, change of name certificate (if any) and 2 passport size photographs within one month.

wd: Welcome to Biocon!

message

Mon, Mar 7, 2022 at 9:33 F

NCY VARGHESE <ancyv259@gmail.com>
: komal.parmar2385@gmail.com

Hello Mam,

Please find below the trail mail.

Regards
Ancy

----- Forwarded message -----

From: manisha.nand@biocon.com <manisha.nand@biocon.com>

Date: Wed, Jun 7, 2017 at 7:06 AM

Subject: Welcome to Biocon!

To: ANCY VARGHESE <ancyv259@gmail.com>

Cc: Amitharibhai.Patel@biocon.com <Amitharibhai.Patel@biocon.com>, divya.kamdar@biocon.com
<divya.kamdar@biocon.com>; selvam.sivanesan@biocon.com <selvam.sivanesan@biocon.com>; madhu.sudan@biocon.com
<madhu.sudan@biocon.com>

Dear Ancy,

Greetings from Biocon!

Congratulations and welcome to the Biocon family.

As discussed, you are requested to reach Bangalore on 11/06/2017 by evening.

Induction starts on 12/06/2017 and ends on 24/06/2017. Hence, kindly arrange for your travel accordingly.


Stay arrangements and other details will be shared to you by our L&D team shortly.

Please get the following mandatory documents for your joining formalities:

- Resignation acceptance mail/letter (the resignation mail should be sent to an official mail ID only, the mail should be dated prior to the date of Joining at HO)
- Clear copies of highest education documents
- PAN card, any address proof copies
- 5 photographs
- In case of LE and above clear copy of RC and DL

Please revert to me should you require further clarifications.

Looking forward to your successful on-boarding.


PRINCIPALHOPEL
Shri G. M. Dikshis College of Pharmacy
VAPI

Best Regards,

Manisha Nand/Biocon Ltd.

Ph: 080-67751747



HR BRANDS FORMULATION

From: ANCY VARGHESE [mailto:ancyv259@gmail.com]

Sent: Tuesday, June 06, 2017 16:21

To: Neetha Mekathanda Chengappa/HRD/BIOCON <neetha.chengappa@biocon.com>

Cc: Sudharshan K M/HRD/BIOCON <sudharshan.km@biocon.com>; Manisha Nand/HRD/BIOCON

<manisha.nand@biocon.com>; Manju Nanaiah/HRD/BIOCON <Manju.Nanaiah@biocon.com>; Sudhir S Nayak/BF-MKTG/BIOCON <Sudhir.Nayak@biocon.com>

Subject: Re: Offer letter to Ms Ancy Varghese

Dear Mam/ Sir

I hereby accept the offer letter.

Regards

Ancy Varghese.

On 06-Jun-2017 2:52 PM, "neetha.chengappa@biocon.com" <neetha.chengappa@biocon.com> wrote:

Ref.No.:BL/HRD/LET-OFR/1039

Date: 06.06.2017

Ancy Varghese

Valsad

Gujarat - 396191

Dear Ancy Varghese,

Subject: Letter of offer for employment

Further to the interview you had with us, we are pleased to offer you employment in our organization as BUSINESS EXECUTIVE in BF ALTIUS.

Your base location would be: Surat

Attached to this email offer are the following:

a. Annexure 1 - Detailed Emoluments.

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VAPI

d. Annexure 4 - Medical Declaration Form.

e. Forms file - Which has the statutory and other forms to be filled and submitted by you before joining.

f. Travel Policy

You may confirm your acceptance of this offer by responding to this email and sending us all documents in (a) to (e) listed above.

Clause: In case, you do not complete Bpharm September 2017, the Company will have right to terminate your employment with immediate effect

We look forward to your acceptance of offer and request you to join us at the earliest

You would be issued a detailed appointment letter once you join our organization.

On the date of joining, it is mandatory for you to submit copies of the following documents and originals of the completed forms

HR person as stated below:

List of Documents:

Joining Form, Education Certificates (If not submitted at the time of interview), PAN Card Copy, Copies of documents listed in Annexure 3.

Completed Forms:

a. Signed copies of Annexure 1 and Annexure 4

b. All the forms in the Forms File duly filled in as per the instructions contained therein.

Kindly take the print out of PF Declaration form and ESI form (attached) back to back.

Designated HR Person

MS. MANISHA NAND

MANISHA.NAND@BIOCON.COM

Please ensure that all declarations are true, failing which the company holds the rights to revoke the offer/ appointment.

As a policy a detailed Employee Background Verification is done for all employees who join Biocon Group.

This offer stands withdrawn, in case you do not confirm your acceptance (in writing or through an email)  within seven days from

the date of this letter. Consequently you will not have any further claim for employment with us.

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DR. G. M. BILALIA
Shri G. M. Bilalbia College of Pharmacy
VAPI

the relieving letter from your last employer.

Thanking You,

Yours faithfully,

For BIOCON LIMITED,

sd/-

AMITAVA SAHA

Senior Vice President-HR

NEETHA CHENGAPPA
ASSISTANT MANAGER - HRD

Biocon Limited | Biocon House, Semicon Park, Plot No 29-P1 & 31-P, KIAOB Industrial Area, Electronic City Phase - 2, Bangalore - 560100, India

E: neetha.chengappa@biocon.com | T: +91 80 2808 2808

W: www.biocon.com

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Please consider the environment before printing this email

HANISHA NAND
EXECUTIVE - HRD

Biocon Limited | SEZ Unit Biocon Park, Plot Number 2 & 3, Bommasandra Industrial Estate, IV Phase, Bommasandra Jagari Link Road, Bangalore - 560089, India

E: hanisha.nand@biocon.com | T: +91 80 2808 2808

W: www.biocon.com

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Please consider the environment before printing this email

PRINCIPAL

HOFFL
Bhav G. H. Chhabria College of Pharmacy
VAPI



Ref. No.: APPT/53990/15112018/VB

Date: 03.12.2018

Employee Code- 00053990

HIMANSHU SURYABHAN SINGH,
S/O SURYABHAN SINGH
309, DISHA DARSHAN CO OP HOUSING SOCIETY,
NAIK WAD, NEAR SAI TEMPLE, VAPI,
TALUKA-KILLA PARDI, Pin code- 396191.

Dear Mr. HIMANSHU SURYABHAN SINGH,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as "OFFICER" in grade "M9 B" on the following terms and conditions:-

1 PLACE OF POSTING:

Your posting will be presently at "DAMAN AMALIYA PLANT". However, during employment of the Company, you may be posted / transferred to any of the offices / projects / divisions / departments / units / subsidiaries / sister concerns of the Company, existing or to be set up at any other location in India or abroad, without any additional remuneration, in the interest of the Company without assigning any reasons.

2 SALARY & ALLOWANCES:

Your compensation package will be Rs. 230,004.00 per annum (Rupees Two Lakh Thirty Thousand Four Only) which will be cost to the company. The detailed breakup is given in ANNEXURE enclosed. You will be governed at all times by the policies, procedures and the rule of the company related to the salary, allowances, benefits and perquisites which are specified in this appointment letter (including the annexure). Further, the company, at its sole discretion, may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.

3 PROVIDENT FUND:

You will be eligible to become a member of Provident Fund immediately on joining. The Company's contribution under this scheme is presently fixed at 12% of your Basic salary with a matching compulsory contribution from you. You will be required to submit necessary enrollment / transfer forms to the Human Resources Department immediately. You will be governed by the rules enforced from time to time.

APPT/53990/15112018/VB
03.12.2018

MD/Offer/07-18

17th July 2018

Ms. Tanisha Dipakbhai Patel

Vapi

OFFER LETTER

Dear Ms. Tanisha,

Congratulations!

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "Officer – Quality Assurance Department" in our organization on the terms and conditions discussed during the interview.

You will be stationed at Vapi.

Your remuneration as discussed and finalized is Rs. 1,44,000/- Per Annum, the detail breakup of the same is attached as Annexure-A along with this letter.

A detailed appointment letter will be given to you after you join us.

Kindly bring along 3 recent passport size photograph and all original certificates of education and experience at the time of joining.

You are required to join the company on or before 1st August 2018.

You have been selected because we believe you have the potential and the desire to meet the high standards of excellence that are the hall marks of MERIL DIAGNOSTICS PVT. LTD. We know you have hopes and aspirations of your own, & surely, expectations from us as well. We consider it our obligation on our part to:

- treat you fairly & with respect
- provide open two way channels of communication
- offer suitable recognition for your dedication and excellence of performance

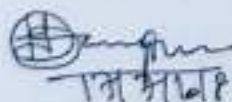
Ours is a growing company, continuously improving and expanding.

We wish to see you grow along with us.

Looking forward to your joining our organization.

Thanking you,

For, Meril Diagnostics Pvt. Ltd.



H. C. Panjekar
Group Head - Human Capital & Administration


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VAPI

PS :- Please revert with your confirmation of acceptance of this offer letter within two weeks time from date of issue; failing to which the offer letter will be deemed withdrawn.

2/08

Date: 25 Nov 2021

Name: Payal Shankarlal Prajapati
901 Sunan Arand, Behind Audi Showroom,
Piplod Dumas Road Surat-395007.

AGREEMENT

THIS AGREEMENT is entered into as of 20 Dec 2021 between Alcon Laboratories (India) Pvt Ltd, whose registered office is located at 11th Floor, RMZ Aurore, Bellary Road, Hebbal, Bengaluru - 560032, Karnataka (hereinafter referred to as "Alcon" or "Company") and Payal Shankarlal Prajapati, Surat (hereinafter referred to as "Employee" or "you"). In consideration of the rights and obligations set forth in this Agreement and other good and valuable consideration, including but not limited to the mutual benefits associated with the ongoing employment relationship, the sufficiency and receipt of which is hereby acknowledged, the parties hereby agree as follows:

1. Position:

You are employed in the position of **Territory Sales Executive- DEOH** in the Company. Your job level will be **6**. While serving the Company in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Company at **Surat**.

2. Duties and Code of Business Conduct:

You will perform duties and services as required in relation to the affairs of the Company as may be assigned to you from time to time. During the term of your employment with the Company, you shall (a) faithfully and diligently perform your duties in compliance with established policies and procedures, (b) use your best endeavors to protect and promote the business interest of the Company, (c) devote your full time, attention and efforts to serve the Company, and (d) not directly or indirectly engage or be interested in any activity, which competes with the Company or conflicts with your duties to the Company.

You will be bound by the Company's Code of Business Conduct and all other rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct, discipline and service condition such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies were part of this Agreement. Without prejudice to the generality of the foregoing, you shall at all times comply with the Company's policies and procedures (as may be intimated from time to time on the Company's internal home page or through Company newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

3. Working Hours:

In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

4. **Date Of joining:** You have reported to the Company on **20 Dec, 2021** at **Surat**.

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VAPI.

Annexure A

Components	Per Annum (INR)
A1 Annual Basic Salary	808,350
A2 Annual Flexi Allowance	178,750
A Annual Basic Salary (Basic + Flexi Allowance)	987,100
President Fund	36,990
Gratuity *	23,677
B Retirement Benefits	60,667
C Target Sales/Service Incentive **	420,000
Total Remuneration (Cost to Company) (A+B+C)	1,517,667

Pay components in line with the company policy

Total remuneration is a statement and subject to applicable policy

- * You will be eligible for the Gratuity, which is payable as per the Payment of Gratuity Act, 1972 or the current prevailing company scheme, whichever is the higher. Gratuity will be paid only upon termination of employment with the Company or upon death as per the Payment of Gratuity Act.
- ** Sales/Service Incentives (SI) – You will be eligible to participate every year in SI. Based on the individual & Company Performance, you will qualify for Sales Incentives. This amount is payable subject to you being on Payroll of the Company and not serving notice as on date of payment. The SI amount indicated is a target amount at 100%, this can vary based on the individual and company performance. SI is governed by the policy and the company has the ultimate authority to decide on the eligibility and payment of the SI.
- You are eligible for an insurance coverage provided by the company. Your family members will be covered under the Group Medical insurance, the definition of family consists of your spouse and up to two dependent children for married employees and dependent parents for unmarried employee. Your medical insurance entitlement is listed in **Annexure B**

Annexure B

Benefit Type	Benefit Value	Features
Group Medical Insurance	INR 300,000/-	Policy benefits are in line with the company policy and are subjected to change
Group Personal Accident Insurance	INR 1,541,250/-	
Group Term Life Insurance	INR 2,055,000/-	

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 Shri G. M. Shiksha College of Pharmacy,
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