



Dr. D. Y. Patil Pratishthan's  
**Dr. D. Y. PATIL COLLEGE OF PHARMACY**

Dr. D. Y. Patil Educational Complex, Sector - 29, Pradhikaran, Akurdi, Pune 411 044.  
Tel. : 020-27656141, Tel. Fax : 020-27656141  
E-mail : info@dyppharmaakurdi.ac.in Web : www.dyppharmaakurdi.ac.in  
Approved by : All India Council for Technical Education, New Delhi  
Pharmacy Council of India, New Delhi. Recognized by : Government of Maharashtra  
Affiliated to Savitribai Phule Pune University, Pune

**Dr. Sanjay D. Patil**  
President

**Padmashree Dr. D. Y. Patil**  
Founder

**Shri. Satej D. Patil**  
Vce-President & Chairman

**Dr. N. S. Vyawahare**  
Principal

**Ref. No. : DYPCOP/**  
**Date :**

**5.2.1**  
**SAMPLE OFFER LETTERS**  
**B. PHARM**  
**2019-2020**

**SUMMARY**

<b>Sr. No.</b>	<b>Name of the Student</b>	<b>Name of the Company</b>	<b>Offer Letter Page No</b>
1	Swapnil Bade	Wissen	02-03
2	Nikhil Dhavale	Cipla	04-07
3	Rohan Navghire	Covance	08-10
4	Arpita Vellore	IQVIA	11-22
5	Pralhad Wanve	Marksans Pharma	23-23



21-Nov-2020

**Ms. Swapnil Bade**

Bhagwan nagar, Pathardi,  
TQ-Parthardi,Ahmednagar (Dist),  
Gujarat - 414102

Dear **Swapnil**,

With reference to your application and subsequent interview with us,we are pleased to offer you a Fixed Term Assignment as "**Safety Science Analyst**". The Fixed Term Assignment will be for a period of 6 months, commencing from **30-Nov-2020**. The assignment is to be carried out by you for our client, **Covance India Pharmaceutical Services Pvt. Ltd.**, the same being extendable upon client's request.

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

1. The contract will be effective from 30<sup>th</sup> November 2020. During the term of contract you will be paid a compensation of **Rs 25,000** (Rupees Twenty Five Thousand only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you will be expected to abide by the rules and regulations which will be conveyed to you by your supervisor at the client organization.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your contract is subject to you clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 1 day in a month during the entire contract period).

**Corporate Office**

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

**U.S. Office**

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

**Bangalore Office**

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

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

Dr N S  
Vyawahare

Digitally signed by Dr N S  
Vyawahare  
Date: 2023.05.20 15:10:03  
+05'30'

9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written notice or salary in lieu of notice. In addition, in case of breach of any terms and conditions of this Agreement, Wissen can terminate this Agreement forthwith.

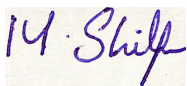
10. During the period of such deputation to client through this fixed term contract with Wissen Infotech Pvt Ltd, at no point in time will you be considered as an employee of our client.

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

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

Best wishes

Sincerely  
For **Wissen Infotech Pvt Ltd**



**Silpa Moola**  
**Manager - Talent Acquisition**

The above terms of employment are agreeable to me.

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

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

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

Dr N S Vyawahare  Digitally signed by Dr N S Vyawahare  
Date: 2023.05.20 15:10:11 +05'30'

DATE: 15/04/2021

OFFER ID: 54136-149471-115356

Mr. Nikhil Gorakh Dhavale  
At - Khandgaon, Tal. Shrigonda,  
Dist. Ahmednagar  
Maharashtra - 414101

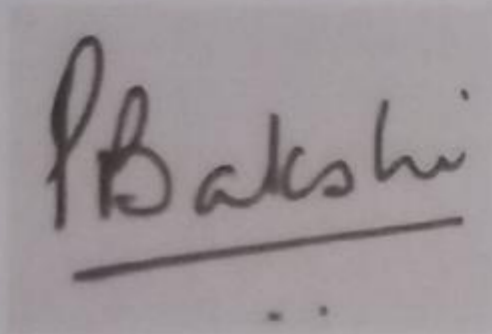
Dear Nikhil,

Welcome to Cipla!

Over the last eight decades, Cipla has been built on the foundation of care. With our pioneering work in the Indian Pharmaceutical industry, we have become the preferred choice of doctors, patients and employees. We have a **strong legacy** and we are all set for a **stronger future**. We welcome you in our journey as we progressively transcend into an integrated, forward looking and agile organisation with "*Caring for Life*" at its core.

We look forward to working with you and wish you a rewarding career with us.

Warm regards,



Pallavi Bakshi  
Chief Talent Officer

Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatro Kadam Marg, Lower Parel, Mumbai-400 013  
Phone +91 22 24826000 Fax +91 22 24826120 E-mail [contactus@cipla.com](mailto:contactus@cipla.com) Website [www.cipla.com](http://www.cipla.com)  
Corporate Identity Number L24239MH1935PLC002380

15/04/2021

## Appointment Letter

Mr. Nikhil Gorakh Dhavale  
At - Khandgaon, Tal. Shrigonda,  
Dist. Ahmednagar  
Maharashtra - 414101

Dear Nikhil,  
Welcome aboard!

We are delighted to offer you the position of **Trainee - A I** in our **Manufacturing, Formulation** team at Cipla based in **Kurkumbh, Unit-1**. You will be assigned a role of **"Junior Officer - Production"**. Your scheduled date of employment with us will be **14/04/2021**.

Here are the terms and conditions of our offer:

1. Your Total Salary will be Rs.16688/- per month. The details of the salary are provided in Annexure A.
2. You will undergo training for a period of one year from 14/04/2021 to 13/04/2022. On completion of this 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. In case you are awaiting the results of the final examination of any of your education degree/diploma then your selection is subject to your passing the said examination successfully. In case you are unsuccessful, we reserve the right to discontinue your training.
4. You will be eligible for various benefits like Leave and Group Life Insurance etc. of the Company, as per Policy. You can know more about the same on the trainee self-service portal.
5. You will be eligible for further review of the emoluments as per the Company Policy.
6. During your training you may be transferred to any of the existing establishments / location of the Company as well as to any new establishments / locations that may be set up by the Company in future at the discretion of the Company without any extra remuneration. You are also liable to be transferred from one department to another department at the discretion of the Company.
7. You will be governed by all the rules and regulations of the Company including for employment, hours of work, holidays, discipline and general work practices applicable to the establishment / Location where you are posted for work and as amended from time to time. For details of the rules, please visit the Cipla HR site or seek assistance of the Human Resource department.

Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatro Kadam Marg, Lower Parel, Mumbai-400 013  
Phone +91 22 24826000 Fax +91 22 24826120 E-mail [contactus@cipla.com](mailto:contactus@cipla.com) Website [www.cipla.com](http://www.cipla.com)  
Corporate Identity Number L24239MH1935PLC002380

8. As per the policy of the Company, we expect all our trainees to devote their full-time attention and effort to the business of the Company and to continuously develop their professional skills in the mutual interest of the individual as well as the Company. We clearly disapprove of any trainee directly or indirectly engaging himself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. The only exception that is permitted in this regard is honorary services that may be rendered by the trainee on a reasonable and part-time basis, without interfering with the responsibilities entrusted to him by the Company, in regard to
- Social & Community Services
  - Professional Services
  - Sports and Welfare
  - Educational Activities

If however, any of these activities are proposed to be taken up, prior written permission of the Company should be obtained.

9. Our operations, as you know, are subject to application of various laws. It, therefore, becomes necessary that you are fully aware of the implications of various laws that are applicable to the responsibility you are handling. Nevertheless, it is mentioned that compliance of law applicable to your assignment is your personal responsibility and you have to make sure that there is no cause whatsoever of violation of any of these laws. You should seek help of your superiors or the Company Secretary as and when necessary.
10. During your tenure with the Company you will come across various information including but not limited to information pertaining directly or indirectly to any commercial or manufacturing activity, research, development, finance, business, property, contract, method, working process, trade secret, transaction or affairs of the Company. All the aforesaid belongs solely to the Company. During your employment with the Company and/or after you cease to be in employment of the Company for any reason whatsoever, you shall not use any information of the Company for your benefit or for any third party, disclose to any person, firm or Company any of the aforementioned information, except as authorized in writing by the Company or as ordered by a court of competent jurisdiction. Under this covenant, the disclosure shall include but not limited to demonstrating, lecturing upon, publishing or divulging technical information, know-how, recipe, formula, process, research, result, method, specifications of any materials or of any machinery, design, layout or arrangement of plant or equipment composition, ideas or any other knowledge, information or document whatsoever which you may have acquired during the course of or incidental to your employment with the Company.
11. In the event of your acting in any manner contrary to or in breach of this engagement letter during the course of your employment with the Company or thereafter, the Company will be at the liberty to initiate appropriate action to safeguard the interest of the Company.
12. During your training, in case the company finds your performance during such training unsatisfactory, your appointment can be terminated without notice.
13. During the training period the Company may terminate your training at any time 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 that effect.
14. You must always act in the best interest of the Company and respect all property, material and documentation of the Company. You shall be solely responsible for the manner in which you will perform your services.

Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatro Kadam Marg, Lower Parel, Mumbai-400 013  
Phone +91 22 24826000 Fax +91 22 24826120 E-mail [contactus@cipla.com](mailto:contactus@cipla.com) Website [www.cipla.com](http://www.cipla.com)  
Corporate Identity Number L24239MH1935PLC002380

15. During your training period, you shall not
  - a. Negotiate or enter into any oral or written contract, agreement or arrangement on behalf of or in the name of the Company, sign any cheques on behalf of or authorize any payments by the Company, or otherwise bind the Company, without the express prior written consent of the Company;
  - b. Make any statement/s on behalf of the Company to press, media or any third party, without the express prior written consent of the Company;
  - c. Engage in any conduct, or cause the Company to engage in any conduct that would result in the Company's breach or violation of any agreement, law, ordinance or regulation.
16. You must not at any time misappropriate files or documents of any kind belonging to the Company or make copies, duplicates or excerpts of these for private or any other purposes unrelated to your employment.
17. Your training is subject to you being declared medically fit in the medical check-ups conducted by the Company at the time of your joining (through the medical test / declaration provided by you) and periodically thereafter. On being found medically unfit, your services are liable to be terminated.
18. 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.
19. You represent and warrant that you have not executed any secrecy, non-compete agreements or arrangements in the past, or with your previous employers. You further represent that you are not engaged in any litigation, arbitration or other proceedings or investigations that could reasonably be expected to have any adverse effect on your ability to honour this engagement in full.
20. On being confirmed in the permanent employment of the Company, your services may be terminated by the Company for any breach of terms of appointment or where the Company finds that your services are not satisfactory or where the Company feels it is not in the interest of the Company to continue you in the employment, or for any other reason, by a notice as per Company Policy or by payment in lieu of notice. If you desire to leave the services of the Company a written notice as per Company Policy will have to be given by you or in the alternative you may pay to the Company as per Company Policy and seek to be relieved upon the Company being able to take charge or make alternative arrangements within a reasonable time frame. However, the Company has a right to waive the period of notice after adjusting the available leave eligibility to your credit, if any, and relieve you immediately on receipt of your notice, in which case no salary will be payable for the period of notice so waived.
21. Upon termination of your employment with the Company for any reason whatsoever, you shall be bound to inform the Company the name, full address and such other particulars as may be required by the Company of the person, persons, firm, Company, body corporate or other organization with whom you propose to take up employment or be otherwise associated in business immediately after the termination of your services with the Company or at any time in future within a period of 3 months. The Company shall always have the right to draw specific attention of such employer(s) and/or associates of yours to the various provisions of this employment contract and in particular to your obligations and commitments as agreed upon by you.

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Phone +91 22 24826000 Fax +91 22 24826120 E-mail contactus@cipla.com Website www.cipla.com  
Corporate Identity Number L24239MH1935PLC002380



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## Email Confirmation-PharmaLeaf India Private Limited (Covance)

1 message

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**Clarence Edward** <clarence.e@pharmaleaf.com>  
To: rohannavigire26@gmail.com  
Cc: namitha.d@pharmaleaf.com

Sat, 21 Nov 2020 at 7:06 pm

Hi Rohan Navigire,

We are pleased to announce that you have been selected for the position of “**Safety Science Analyst**” with PharmaLeaf India Pvt Ltd.

The start date for the position is **Monday, 30<sup>th</sup> November 2020**. While you will be based at our Client’s premises, Covance India Pharmaceuticals Pvt. Ltd, remember we will always be available to support and assist you in any of your challenges and concerns. Pending your employment contract,

I am delighted to confirm the details of our offer to you:

**Job Title: Safety Science Analyst**

**Date of Joining & Reporting Time:** **most probably 30<sup>th</sup> November 2020 (We will confirm by next week)**

**Reporting Address:** ***(Due to the current situation we will join by Microsoft Teams)***

Covance Scientific Services & Solutions Pvt. Ltd. (FKA Sciformix Technologies Pvt. Ltd.),

154/6, Qubix Business Park Pvt. Ltd. (SEZ), Blue Ridge, IT6, First floor, S. No.

Rajiv Gandhi Infotech Park, Hinjewadi, Phase I, Pune – 411057, India

[**Note:** Considering the pandemic situation, currently you will be required to **work from home**. Post Nov 30th, ***based on update from Covance***, you might be asked to work from office at the above mentioned reporting address]

Please acknowledge your acceptance of this offer by replying back to this email by **1PM Sunday, 22<sup>th</sup> Nov, 2020** along with the soft copy of the below requested documents.

**Note:** If we do not hear from you within the stated period the offer will be revoked.

Dr N S  
Vyawahare

Digitally signed by Dr N S  
Vyawahare  
Date: 2023.05.20 15:11:04  
+05'30'



Please fill the attached PharmaLeaf Data Sheet, scan the same and submit the scanned soft copy with a passport photograph along with below documents.

1. Proof of address (minimum one document to support) Voters ID card, Ration card, Driving license, Aadhar Card, Passport Copy (permanent address).
2. Age proof (Photocopy of minimum one document to support out of the list below) - Birth certificate, Voters ID card, Driving license, Passport, PAN Card, SSLC Certificate
3. ID proof – Aadhar Card, Driver’s License
4. BGV - Please provide your **highest educational certificate** either the degree certificate or final year certificate.
5. Please fill the excel sheet - (Tabs to filled Current address, Bank details, BGV.)

Please rename all the docs... ex (yourname\_Pan card/yourname\_PL datasheet)

We look forward to you joining PharmaLeaf and we welcome you to the organization.

For any further information, please reach out to **Clarence Edward – 9742823349**.

Thanks and regards,

**Clarence Edward**

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**Manager – Resource Management and Talent Acquisition**

**PharmaLeaf India Private Limited**

*Celebrating the power of 14 years, 150 clients, 1500 projects*  
*Regulatory, GxP Compliance & Technical Consulting*

2nd Floor, Daarul Awkaf,  
6, Cunningham Road,  
Bangalore -560052, India

Phone: +91 (80) 22285733  
Mobile: +91 9742823349  
eMail: [clarence.e@pharmaleaf.com](mailto:clarence.e@pharmaleaf.com)

URL: [www.pharmaleaf.com](http://www.pharmaleaf.com)

Dr N S  
Vyawahare

Digitally signed by Dr N S  
Vyawahare  
Date: 2023.05.20 15:11:11  
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**PHARMALEAF<sup>®</sup>**

*Advancing Global Access*

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Dr N S  
Vyawahare

Digitally signed by Dr N S  
Vyawahare  
Date: 2023.05.20 15:11:18  
+05'30'



4/05/2021

ARPITA VELLORE

Emp 28/801 evershinemillennium Paradise neptune, thakur village kandivali east  
mumbai  
400101

Dear ARPITA,

Welcome to IQVIA™

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

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

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

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

**ANNUAL GROSS PAY (AGP) - 285,194.00**

**PROVIDENT FUND - 21600**

**FIXED COST TO COMPANY (1+2) - 306,794**

**ANNUAL INCENTIVE PAY TARGET\* - 22816**

**TOTAL COST TO COMPANY (3+4) - 329,610**

**ANNUAL INCENTIVE PAY TARGET\***

Dr N S  
Vyawahare

Digitally signed by Dr N S  
Vyawahare  
Date: 2023.05.20 15:11:26  
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You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

**Detailed break up of salary will be shared separately.**

**BENEFITS:**

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

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

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

Sincerely,

**Samit Vinay Raj**  
**Senior Director, Talent Acquisition Team**

For IQVIA RDS (India) Private Limited

Joining Date: 17-May-2021

Registered Office  
IQVIA RDS (India) Private Limited  
Omega,  
Embassy TechSquare,  
Kadubesanahalli CIN: U74140KA2003PTC032950  
Marathahalli-Sarjapur Outer Ring Road.  
Bangalore-560103  
[www.iqvia.com](http://www.iqvia.com)

Dr N S  
Vyawahare

Digitally signed by  
Dr N S Vyawahare  
Date: 2023.05.20  
15:11:34 +05'30'

# EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 17-May-2021 is made and entered by IQVIA RDS (India) Private Limited (hereinafter "IQVIA") and ARPITA VELLORE, AGED ({ 2} (DOB:12/04/1998 ), [S-D]/o { Sudhakar K. Vellore} having Aadhar No. {556762569675} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Centralized Monitoring Asst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. EMPLOYMENT. IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. NATURE OF EMPLOYMENT. This Executive shall serve as a Centralized Monitoring Asst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Thane, India (INMUM1, 42.5) subject to business travel as may be necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. COMPENSATION.

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. 285,194.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

Dr N S  
Vyawahare

Digitally signed by Dr N S  
Vyawahare  
Date: 2023.05.20 15:11:42  
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3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

#### 4. TERM OF EMPLOYMENT.

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and

(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

- (i) your performance of your job in an unsatisfactory manner, as determined by the Company;
- (ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;
- (iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;
- (iv) your misconduct, violation of any law classified as a felony or dishonesty; or
- (v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

## 5. COMPENSATION AND BENEFITS UPON TERMINATION.

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES.

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6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA's and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

## 6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:

(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

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(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. RELEASE. Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

## 8. EMPLOYEE REPRESENTATIONS.

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.

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(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

- (i) Gain unauthorized access to the computer system or computer network; or
- (ii) Download, copy or extract any information or data from such system; or
- (iii) Introduce any harmful code; or
- (iv) Cause any damage to the system or network; or
- (v) Cause the non-functioning or malfunctioning of any system or network; or
- (vi) Cause denial of access to any authorized person to the system or network; or
- (vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
- (viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
- (ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
- (x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

- (i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.
- (ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.
- (iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment.

Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA's confidential information shall include, but not limited to:

- (i) IQVIA's data and databases.
- (ii) Statistical methodologies, computer software and documentation.
- (iii) Information about employees (including compensation, benefits and performance reviews).
- (iv) Lists of customers and prospective customers.
- (v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
- (vi) Methods of doing business and business processes.
- (vii) Financial information relating to the performance of the Company.
- (viii) Internal policies accessible only to employees during employment.
- (ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. NOTICES. All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:

If to the Executive, to: Executive's Residential Address

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ARPITA VELLORE

Emp 28/801 evershinemillennium Paradise neptune, thakur village kandivali east  
mumbai  
India  
400101

If to the Company, to:

IQVIA  
OFFICE OF GENERAL COUNSEL,  
Omega Embassy TechSquare  
Marathahalli- Sarjapur Outer Ring Road  
Kadubeesanahalli  
Bangalore 560103  
Office: + 91 80 3769 0000/0100  
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. WAIVER OF BREACH. The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. ENTIRE AGREEMENT. Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. SEVERABILITY. If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. PARTIES BOUND. The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

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14. GOVERNING LAW. This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

ARPITA VELLORE

For and on behalf of  
IQVIA RDS (India) Private Limited

**Samit Vinay Raj**  
**Senior Director, Talent Acquisition Team**

Dr N S  
Vyawahare

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Ref. No.: MP/HR/OLP/2020/November/29

Date: 21 November 2020

Marksans Pharma Ltd.

To,  
Pralhad Kashinath Wanve,  
Tq Bhoom, Bedarwadi,  
Pathrud, Osmanabad,  
Bhum - 413504  
Maharashtra

**Sub: Offer Letter**

Dear Mr. Pralhad,

With reference to your application dated **19 November 2020** and the subsequent interview you had with us, we are pleased to appoint you in our organization as "**Management Trainee - Production**" at our factory situated at Verna- Goa.

This offer is open to you provided you join our organization on or before **03 December 2020** subject to the Conditions that you are medically, physically and mentally fit. For doing the pre-employment medical test you need to visit **Dr. Anand Thakur, S-19, Ground Floor, Chase Chambers, Opposite La Paz Hotel, Swatantra Path, Vasco Da Gama, Goa 403 802, Email: contact@caregoa.com, Contact No: 0832 2500191, Time: 8:00 am to 4:00 pm, Closed on Sunday.**

You are also requested to submit your resignation letter to us within one day after expecting the offer. Kindly bring the following documents while joining:

1. Certified Xerox copies of original Education Certificates. 10<sup>th</sup>,10+12, Degree, Post-Graduation (All semester mark sheets and degree certificates), Certificates for any other course perused.
2. Date of Birth Certificate and Form No. 16 of previous employer, If applicable
3. Six Photographs.
4. Other **Mandatory** Documents: Photocopy of Pan Card, Aadhar Card, Voter ID, along with any other Govt. approved Photo ID, if any.
5. ESIC, PF and UAN numbers (Mandatory if Contributed in previous Employer)
6. Previous & Present Employment details (1 set self-attested): Appointment letter, Confirmation Letter, Latest Salary revision (Increment) Letter, Experience Letter, Relieving Letter, Resignation & acceptance letter.

Please sign on the copy of this letter as a token of your acceptance of our offer and return it to the undersigned, mentioning your date of joining.

Thanking You,

For Marksans Pharma Ltd,

Authorized Signatory

.....  
I accept

Note: This offer is valid subject to signed Two years of agreement

Dr N S  
Vyawahare

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Date: 2023.05.20  
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[www.marksanspharma.com](http://www.marksanspharma.com)