



AL-AMEEN EDUCATIONAL AND MEDICAL FOUNDATION'S
DELIGHT COLLEGE OF PHARMACY (6906)

Approved by : AICTE New Delhi, PCI New Delhi,
Recognized By : DTE Mumbai Govt. of Maharashtra, Affiliated to
MSBTE, Mumbai (D. Pharm) DBATU Lonere (B. Pharm)
E-mail : delightcop@gmail.com, Website : www.delightcop.com
DTE Code : 6906, MSBT Code : 1839, Tel. (02137) 218065



Ref. No. AAEMF'S / DCOP / RAO / 1034 N / 2021

Date : 01/07/2021.

REVISED APPOINTMENT ORDER

To,
Miss.Ghodke Mahananda Vitthal
A/P Salagara ,Tal -Tuljapur,
Dist - Osmanabad

Subject: - **Appointment for the post of Lecturer in D Pharmacy Department.**

Sir / Madam.

With reference to above mentioned subject, the undersigned is pleased to inform you that your previous order has been revised with effect from **01/07/2021**.

Your appointment is subject to the following terms and conditions.

- 1) You will be paid basic salary of **Rs. 15600/-** per month in the scale **Rs. 15600 - 39100 + AGP 6000** you will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time.
- 2) Your appointment may be terminated, at any time, by either side/party, by giving one month's notice or one month's gross pay in lieu of notice period.
- 3) In the interest of students & to elevate the academics, faculty should not resign the institute in the academics term.
- 4) Your Appointment is for current academic year i.e. 2021-22.

Other terms and conditions of services will be as mentioned in the previous order of appointment.

Yours faithfully,

(Shri. Zahid Shaikh)

Jt. Secretary

A.A.E.M.F's D.C.O.P.

Copy to:

1. Concerned Teacher
2. The Principal, AAEMF's Delight College of Pharmacy, Koregaon Bhima.
3. Chief Executive Officer, AAEMF, Koregaon Bhima.
4. Establishment Section.
5. Account Section.



Al-Ameen Educational & Medical Foundations

DELIGHT COLLEGE OF PHARMACY



Pimple Jagtap Rd, Sharad Campus, Koregaon Bhima

Approved by AICTE, PCI New Delhi, Recognized by DTE Mumbai
Govt. of Maharashtra, Affiliated to MSBTE, Mumbai
and DBATU Lonere Raigad.

E-Mail: delightcop@gmail.com Website: www.delightcop.com

DTE Code: 6906 MSBTE Code: 1839 Tel No. 02137-252205/06



Name : Ghodke Mahananda
Vitthal

Designation: Lecturer

Birth Date : 10.9.1994 Blood Grp: O+ve

Resi. Add. : Salgara , Tuljapur, Os-
manabad

Contact : 7888262436

Amshankar
Principal



EARNINGS		RATE	AMT	DEDUCTIONS	AMT
Basic Allowance	7200.00	0.00	0.00	Notice Recovery	25015.00
House Rent Allowance	422.00	0.00	0.00	Bus Deduction	0.00
Special Allowance PF	1232.00	0.00	0.00	Loan Deduction	0.00
Conveyance Allowance	2443.00	0.00	0.00	Other Deduction	0.00
SPL Allowance	0.00	0.00	0.00	Festive Advance	0.00
Tranning Allowance	0.00	0.00	0.00	Salary Advance	0.00
ADHOC Allowance	0.00	0.00	0.00	PT	0.00
Telephone Allowance	0.00	0.00	0.00	PF	0.00
Conv Allowance (Other)	0.00	0.00	0.00	Esic	0.00
Site Allowance	0.00	0.00	0.00	Labour Welfare Fund	0.00
Stipend	0.00	0.00	0.00	Income Tax	0.00
Driver Sal Reimb	0.00	0.00	0.00		
LTA Reimb	0.00	0.00	0.00		
Maint Reimb	0.00	0.00	0.00		
Medical Reimb	0.00	0.00	0.00		
Petrol Reimb	0.00	0.00	0.00		
Other Allowance	0.00	0.00	0.00		
Bonus	0.00	0.00	0.00		
Mediclaim Insurance Premium	0.00	0.00	0.00		
Performance Incentive	0.00	0.00	0.00		
Service Allowance	0.00	0.00	0.00		
Service Allowance I	0.00	0.00	0.00		
Travel Allowance	0.00	0.00	0.00		
Incentive	0.00	0.00	0.00		
Other Allowance (OT)	0.00	0.00	0.00		
Other Income	0.00	0.00	0.00		
Festive Advance	0.00	0.00	0.00		
Notice Pay	0.00	0.00	0.00		
Leave Encashment	0.00	3794.00			
Total Earnings		3794.00		Total Deductions	25015.00
NET SALARY				-21221.00	
PREVIOUS MONTH WITH HELD SALARY				0.00	
NET PAYABLE / (RECEIVABLE)				-21221.00	
GRATUITY				0.00	
TOTAL NET PAYABLE / (RECEIVABLE)				-21221.00	
Amount in Words :				In Recovery Rupees Twenty One Thousand Two Hundred Twenty One only	

COMPUTER GENERATED PAYSIP NO NEED FOR AUTHORISED SIGNATURE

September 13, 2022

To,
Ms. Rajashri Sahebrao Patil
Quarter No. 5, Panchayat Samiti,
Ganesh Colony, Aurangabad, Maharashtra-431001

APPOINTMENT LETTER

Dear **Rajashri**,

This has reference to your interest in taking up a full time employment with Enaltec Pharma Research Pvt Ltd which is leading API (Active Pharmaceutical Ingredients) manufacturer & supplier and Formulation R&D Company.

We are pleased to appoint you as **Executive – Regulatory Affairs Department** our organization, effective **September 13, 2022** on the following terms and conditions:

1. Position

- 1.1. You will be employed with **Enaltec Pharma Research Pvt Ltd- Regulatory Affairs Department** team in the position of **Executive** in addition to your usual duties, you will also perform, observe and conform to such directions and instructions assigned or communicated to you by the Company. As a member of an organization that practices flexibility and continuous improvement in work processes and practices, the Company may from time to time change your duties and responsibilities in its sole discretion.

2. Location

- 2.1 You will be based at the Company's Office in **Ambarnath** location.
- 2.2 The Company reserves the right to transfer you at any time to any other Location in India or Abroad, and/or to a branch office, subsidiary, affiliate company, department or establishment of the Company, whether in existence on the date of this letter or established or acquired later, provided that the terms and conditions of your employment set forth herein are not adversely affected by such transfer. The Company further reserves the right, subject to applicable laws, to transfer your employment to any other company or legal entity, as part of any transfer of relevant business of the Company or as part of any restructuring or amalgamation or re-organization plan implemented by the Company or by which the Company is bound.

3. Compensation and Benefits

- 3.1. Your CTC shall be as per details mentioned in *Annexure A* and will be subject to all statutory deductions that the Company is required to make. The Company intends to provide all the applicable statutory benefits and such other benefits that the Company may from time to time decide to provide including (a) Employee Provident Fund, (b) Employee State Insurance (ESI), (c) Pension.

It is however clarified that, except for statutory benefits, such other benefits and entitlements that may be provided to you by the Company are provided to you on a voluntary basis by the Company in accordance with applicable Company policy and hence are liable to be withdrawn or changed from time to time.

- 3.2. In respect of the non-statutory benefits provided to you, the Company may be required to incur costs and expenditure in lump sum on or about the time of your joining or during the course of your employment with the Company, such as payment of premium for group mediclaim insurance or personal accident insurance. Where such costs and expenditure are incurred by the Company and you voluntarily terminate your employment during the subsistence of the benefits, the Company shall be entitled to deduct the prorated portion of such costs and expenditure corresponding to the remaining term of the benefits from the final amounts that may be due and payable to you by the Company.

The acceptance of this offer constitutes your express written authorization to the Company to deduct these amounts from your final paycheck to the extent permitted by applicable law. If the final amounts due to you by the Company are not sufficient for payment of such prorated portion of the costs and expenditure you will repay the balance of such prorated portion of the costs and expenditure corresponding to the remaining term of the benefits to the Company within 30 days of such termination.

- 3.3. You will be reimbursed for out-of-pocket expenses directly incurred in connection with the performance of your duties and responsibilities on behalf of the Company, as per Company's Reimbursement Policy.

4. Leave

You will be entitled for paid leaves as per company's Leave Policy.

5. Probation & Confirmation

- 5.1. Your appointment is effective from your date of joining at the specified location. You will be on probation for a period of **06 Months** from the date of joining duty, which may be extended by the Company at its sole discretion for such further period/periods as it may deem fit. If you successfully complete the probation period, either initial or extended as the case may be, the Company may at its sole discretion confirm your services. You will be deemed to be on probation until you receive the letter of confirmation in writing from the Company and to that extent your probation would be deemed to be extended by the Company.

6. Notice Period

Employees who resign voluntarily would need to abide by the Notice period clause i.e. minimum of **60 Days**. Employees on probation, will tender a notice period of minimum 30 days.

7. Termination of Employment

During the probation period, either party may terminate the employment with the Company by giving 15 Days' notice in writing (or paying equivalent basic salary in lieu thereof,) and without assigning any reasons. The Company may at its option relieve you from the date as the Company may deem fit even before expiration of the notice period without incurring any obligations to pay any amounts for the unexpired notice period.

Notwithstanding the foregoing, if you (i) engage in misconduct related to the Company or your employment, including but not limited to any breach of the terms of this appointment letter or (ii) are convicted for any criminal offence during the tenure of your service with the Company by a court of law, the Company may terminate your employment immediately, without notice and without payment of additional salary. The termination will not affect the rights and remedies that the Company may have under any laws, rules and regulations for the time being in force.

- 7.1. The Company reserves the right to pay or recover the relevant amounts in lieu of notice. In the event you serve notice of termination, the Company may at its option, relieve you from the date as the Company may deem fit even before expiration of the notice period without incurring any obligations to pay any amounts for the unexpired notice period.
- 7.2. In the event you serve notice of termination and you are in the middle of an assignment, the Company may require you to complete all operative parts of the assignment, as determined by the Company, before agreeing to relieve you from the services, even if such completion extends beyond the notice period. In such a case, the Company will pay you salary on the existing terms and conditions up to the date of relieving you from the Company.
- 7.3. Upon state of affairs, you will immediately return to the Company any and all documents, manuals, data, records, confidential information, intellectual property, material, equipment and other property belonging to the Company that may be entrusted to and/or placed in your possession by virtue of and/or during the course of your employment with the Company, without making any copies thereof and/or extracts there from. You will also deliver to the Company immediately all notes, analysis, summaries and working papers relating thereto. The Company will settle your dues, if any, and issue a relieving letter to you only upon your compliance with the terms of this Clause 8.

ENALTEC

PROGRESSIVE CHEMISTRY

7.4. Upon exit or separation of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items. Upon exit or separation of employment, you will also return all company property, which may be in your possession.

8. Obligations of Employee

8.1. You will abide by all Company's rules, regulations, policies and procedures framed by the Company from time to time and applicable to your position, which rules, regulations, policies and procedures shall be deemed to be a part of this appointment letter as if they are specifically incorporated in this appointment letter, Such rules, regulations may include without limitation matters of attendance, conduct, behavior, discipline, working hours, leave, holidays and other applicable benefits. You will take steps to be aware of the Company's rules, regulations, policies and procedures and ignorance of any of them shall not excuse any contravention of the terms of this appointment letter.

8.2. During the period of your employment with the Company, you will exclusively serve the company.

8.3. You will not engage or become interested, directly or indirectly, without prior written consent of the Company in that behalf, with or without remuneration, in any trade, business, occupation, employment, service or calling whatsoever nor will undertake any activities which are or will be contrary to or conflict with interests of the Company and/or your duties and obligations hereunder; and Shall perform your duties and responsibilities with diligence and devotion and shall direct your best efforts to promote the interests of the Company and its operations and all the activities to the extent permitted by law.

8.4. This employment is offered to you upon the understanding and is conditional upon (i) the credentials; testimonials and particulars submitted by you with or in your application for employment being true, correct and accurate, and (ii) satisfactory verification of your background by the Company in a manner as it deem fits. If at any time it should emerge that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed or the result of the background investigation and verification of documents/information is not satisfactory in the sole opinion of the Company, then notwithstanding your acceptance of this appointment letter, this offer will be considered ineffective and irregular and would be liable to be terminated by the Company forthwith without notice and without payment of any compensation, whatsoever. This termination will not affect the rights and remedies that the Company may have under any laws, rules and regulations for the time being in force.

9. Miscellaneous

9.1. You will keep the Company informed of your latest postal address at all times and intimate in writing in case of change of address. Any communication sent to you by the Company on your last known address will be deemed to have been duly served notwithstanding the fact that you have changed your address.

- 9.2. Your offer and its continuation is subject to your being medically fit and the Company reserves its right to ask you to undergo medical examination, as and when deemed necessary, by a medical officer appointed by the Company. Further, the Company will also have the right to terminate your employment by giving 15 Days' notice in writing (or by paying equivalent Basic Salary in lieu thereof). For purposes of this appointment letter, "continued ill health" will include any illness which persists for a continuous period of more than [30] days and in the opinion of the Company adversely affects due discharge of your duties under this appointment letter.
- 9.3. You shall retire from services of the Company on the last day of the month of your [58th] birthday.
- 9.4. You may note that any and all taxes including those taxes which arise from any payments, benefits, etc. received by you from the Company in the course of employment will be borne by you and the Company assumes no responsibility for your personal tax affairs or your liability of such payments and benefits. The Company may deduct or withhold any amounts prior to effecting any payments to you in terms of this appointment letter, in accordance with any provisions of applicable law, rules or regulations as may be in force from time to time, in accordance with applicable law.
- 9.5. If any provision of this appointment letter is invalid or prohibited under the applicable law, such invalidity will not affect the validity of other provisions contained herein. Any invalid or prohibited provision shall be replaced by a provision which reflects the original intention of the Company to the extent permissible by the applicable laws.
- 9.6. If relocation charges are being paid to an employee coming from out of Mumbai, then only 50% will be reimbursed by the employer. The other 50% will be borne by the employee. Also, the employee has to serve tenure of minimum 2 years with Enaltec Pharma Research Pvt Ltd failing to which 100% reversal will be levied.
- 9.7. If Enaltec Pharma Research Pvt Ltd decides to buy out notice period of an employee from his previous organization, then the employee is deemed to work with Enaltec Pharma Research Pvt Ltd for a minimum period of 2 years. If the employee decides to leave Enaltec Pharma Research Pvt Ltd before the completion of 2 years, then 100% of the notice pay will be recovered.
- 9.8. The terms of this appointment letter are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness and amount to misconduct.

ACKNOWLEDGEMENT

If the terms and conditions of this Appointment letter along with its attachments are acceptable to you, please confirm your acceptance by signing and returning letter to the Company

We look forward to your high level of contribution to Enaltec Pharma Research Pvt Ltd

Yours sincerely,

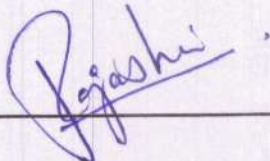
For Enaltec Pharma Research Private Ltd



Dr. Gurpreet Saini

Sr. Manager – Human Resources

I confirm that I have read, understood and accept the terms of this appointment letter and its attachments.



Name

Rajashri S. Patil

Date:

20.09.2022

Edit

MPS



23



2nd May 2020

To,
The Police Station
Talegaon,

Subject: Deployment of One Mobile Medical Unit (UP-75 AT-0185) at Talegaon

Dear Sir,

We request movement passes for the staff and vehicle of the CLP Mobile Medical Unit operated by Wockhardt Foundation for providing primary health care services to the poor weak and needy people.

MMU will be parked at the respective locations from Monday to Saturday from 9:30 AM to 3.30 PM till the lockdown period (17th May 2020).

The following staff and Mobile Medical Unit Van will be deployed.

1. Dr.Amit Bhondve - Doctor: AADHAR No: 530334609988
2. Mr Datta Sabne - Pharmacist : AADHAR No: 979084430268
3. Mr Suresh Gunjal- Driver : AADHAR No:375392401661
4. Van No: UP-75 AT-0185

We seek your kind permission and request you to please provide us with the necessary permission and passes to facilitate the same.

Thanking You

Yours Faithfully
For Wockhardt Foundation



Denis Varghese
Director



Tools



Mobile View



Share





FDC Limited

MANUFACTURERS & EXPORTERS OF FOODS, DRUGS & CHEMICALS

FDC/R&D/KND/103

02nd December, 2017

Mr. Mahesh Pratapwar

Sai Anand Apt. 'A' wing, Flat No. 303,
Tekadi Banglow,
Near Teen Petrol Pump,
Thane, Mumbai - 400604

Dear Mr. Pratapwar,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "**Officer - R & D Formulations**" at R&D Centre, Jogeshwari in our Organization, on the salary and terms & conditions offered by us and agreed by you in the interview.

You have agreed to join us on or before **01st January 2018**.

The appointment letter is subject to the information provided by you in your bio-data and interview, are correct and valid. The appointment will also be subject to your being medically fit, certified by registered medical practitioner.

Please bring following documents at the time of joining: -

1. Original and one set of photocopies of all your certificates, testimonials and experience certificate/s.
2. Relieving letter / certificate from the last employer.
3. Proof of last drawn salary.
4. Two passport and two I/Card size photographs and Blood Group.
5. Carry original PAN Card & Aadhar card alongwith two copies for opening Bank accounts.
6. Copy of previous employer PF Number, PF UAN Number & ESIC Number if applicable.
7. Bank details (Cancelled cheque) for KYC update.
8. Previous employer Income Proof if any.

Your formal appointment letter will be issued to you on receipt of above and at the time of joining.

Please sign and return the duplicate copy of this letter, as a token of your acceptance of the above.

We welcome you to our Organization and look forward to a pleasant and fruitful association with you.

Yours truly,
For FDC LIMITED,


VIJAY DALVI
ASSOCIATE VICE PRESIDENT
HUMAN RESOURCES

CORPORATE OFFICE : 142-48, S. V. Road, Jogeshwari (W), Mumbai - 400 102. INDIA
Tel.: +91-22-3071 9100 - 399 / 2678 0652 / 2653 / 2656 • Fax : +91-22-2678 6393 / 8123 / 1912
E-mail: fdc@fdcindia.com • Website : www.fdcindia.com

REGISTERED OFFICE : B-8, M.I.D.C. Industrial Area, Waluj - 431 136, Dist. Aurangabad. INDIA
Tel.: 0240-255 4407 / 255 4299 / 255 4967 • Fax : 0240-255 4299
E-mail : waluj@fdcindia.com • CIN : L24239MH1940PLC003176

ZV/HR/AP/2022-23/294
Private & Confidential

Congratulations and a Warm Welcome!!!

30th May 2022

Mr. Tejas Chandrakant Jagtap

Rath Galli, Kazi Mazit Javal, Parola,
Jalgaon, Maharashtra – 425111.

Subject: Offer of Employment

Dear Tejas,

With reference to your application and the subsequent discussions had with the undersigned, It is our pleasure to offer you the position of **“Research Officer – Formulation Research & Development”** as per the terms and conditions set out in this letter.

Appointment:

You will be employed with Zenvision Pharma LLP., an organization engaged in the business of Pharma Research & Development shall hereinafter referred as Zenvision. Your job title will be **“Research Officer – Formulation Research & Development”** and your probation period will be six months from the date of your employment. Your employment with the Company shall commence on or before **23rd May, 2022** failing which this offer of employment would stand withdrawn.

Your employment shall be in force till such time as may be determined by the terms of this Appointment Letter or any other policies that may be in force from time to time, or upon you reaching the age of retirement as per the Company's policy, whichever is earlier. For the purpose of this clause, the age of retirement is 58 years.

You will generally perform your duties primarily from our facility at Mahape, Navi Mumbai. However, the Company reserves the right on one or more occasions to assign, reassign, transfer or relocate you to other areas, departments or offices of Zenvision.

Compensation & Benefits:

The detailed break-up of your annual compensation is provided in the Annexure – 1 enclosed with the Employment Agreement.

Your compensation shall be governed by the tax laws of Govt. of India and any Income Tax on Employment shall be solely borne by you.

Working Hours:

You will be required to work in general shift, based on the operational needs of your department. However, your working hours might be adjusted from time to time, as determined by your supervisor. By accepting this offer of employment, you have given your consent to work as per operational needs.

ZV/HR/AP/2022-23/294
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Company regulations:

You will be subject to staff policies and regulations as determined by the Organization from time to time. These include HR Policies, Code of Conduct, relevant Personal Training Policies, and such other policies and regulations in effect at any given time. Zenvision reserves the right to amend its staff policies and regulations as appropriate without giving prior notice to employees. The policies and procedures, however, do not form part of these terms of employment and you acknowledge that they do not provide you with any contractual right or entitlement.

Data Privacy

By signing this agreement, you acknowledge and agree that any personal information and data which you supply to the organization, or which is received by it with your consent, may be retained by the Company for any purposes related to your employment under this agreement. Such information and data may be used by the Company and may be transferred to any company within the group or our appointed agents, whether locally or overseas, only in connection with your employment.

Confidentiality:

This offer is conditional upon your acceptance of the Zenvision Confidentiality / Employment agreement, which will be signed by you at the time of joining.

Background Check:

Your employment with us is subject to the successful completion of your background verification and the facts stated by you. You also agree that the Company shall be entitled to terminate your employment with immediate effect on account of any falsification of document(s) provided or misleading information you may have provided to the Company.

Separation:

To ensure a smooth separation process be it a probation period or after confirmation of services, employee would be bound to serve three-month notice period.

In the event that Zenvision wish to terminate this agreement, the same can be done by giving one-month notice to you in writing or by making payment equivalent to one-month gross salary in lieu thereof. Your notice period waiver or payment in lieu will be at the sole discretion of Zenvision.

In the event that you leave the services of Zenvision within one year of joining, you shall be required to pay back any kind of direct joining expenses incurred for you at the time of joining. For the purpose of this clause, joining expenses mean the relocation allowance, travel expenses, expenses incurred for relocation assistance such as accommodation, notice pay reimbursements etc., as applicable. These amounts shall be on actual basis and not prorated.

Zenvision reserves the right to alter or to terminate this agreement at any time without any prior notice if it has reasonable grounds to believe you are guilty of misconduct, persistent unpunctuality, neglect of duty, material breach of any terms of your employment. Any delay by Zenvision in exercising such right of termination shall not constitute a waiver of that right. Upon termination of your services with Zenvision, you shall settle all your dues prior to the last working day and obtain clearance from all concerned departments. Zenvision will initiate your full and final settlement upon the receipt of the duly filled in final clearance form, and dues, if any, shall be credited to your salary account. Zenvision reserves the right not to release your relieving letter till the settlement of all dues from you and satisfactory handover of the responsibilities and Zenvision's assets is completed.

ZENVISION PHARMA LLP

Regd. Office: First Floor, K. K. Chambers, Sir P.T. Road, Fort, Mumbai - 400001, Maharashtra, India.

Corp. Office and R & D Centre : Plot No. A-310, MIDC TTC Industrial Area, Mahape, Navi Mumbai-400709, Maharashtra, India.

www.zenvisionpharma.com

ZV/HR/AP/2022-23/294
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Other Terms & Conditions:

1. You agree to sign undertakings as may be required by Zenvision from time to time.
2. Your employment with us will be in the nature of full-time employment and you shall not undertake any other part time or fulltime employment of any nature, without prior approval from Zenvision.
3. You agree that you are currently not a party to any such agreement which restricts you from accepting this offer and subsequently joining the Zenvision. Further, you agree that your acceptance of this offer will not conflict with, result in a breach of, or constitute a default under any agreement, order, judgment or decree of any kind to which you are a party or by which you are bound. In the unfortunate event of such a conflict or breach, you also agree that this shall be deemed completely as your responsibility and Zenvision will no way be responsible for any such breach or conflict.
4. Zenvision shall be entitled to revoke this offer or terminate your employment, with immediate effect and without notice or liability, if any of the conditions laid down of your employment are not fulfilled or completed to the satisfaction of the Company.

This Agreement shall be governed by and construed in accordance with the laws of India and the Courts of Navi Mumbai shall have the exclusive jurisdiction to try all matters arising between the parties hereof.

This offer letter, along with the Annexures appended, the Confidentiality Agreement and the other documents which you are required to sign upon joining, constitutes the entire agreement between parties with respect to the subject matter of this offer and supersedes all previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Company or its affiliates.

We welcome you to Zenvision and wish you a rewarding career over the years to come.

Sincerely,
For Zenvision Pharma LLP.

Dr. B.V. Sivakumar
Dr. B.V. Sivakumar
Designated Partner



"I confirm that I have read and fully understand the above terms and conditions.
I confirm acceptance of this offer."

Name Tejas C. Jagtap Signed *Tejas Jagtap*

Date 31.05.2022 Place Navi Mumbai

ZENVISION PHARMA LLP

Regd. Office: First Floor, K. K. Chambers, Sir P.T. Road, Fort, Mumbai - 400001, Maharashtra, India.
Corp. Office and R & D Centre : Plot No. A-310, MIDC TTC Industrial Area, Mahape, Navi Mumbai-400709, Maharashtra, India.

APPOINTMENT LETTER

Harshala S. Phalake
7, Parekh Classic Corner,
Nana Bhalerao, Colony
Talegaon Dabhale, Pune 410507

Date of Joining – You have joined us on **June 13, 2022**

With reference to your application and subsequent interview with us, we are pleased to appoint you in **Toxicology Department as a Trainee** with the following terms and conditions. After completion of training you will get another designation.

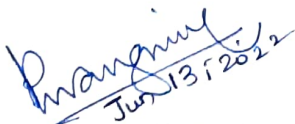
The office timings are from 09.00 am to 6.00 pm. In case of any urgent work, this time may extend as required for completion of work. The Working Days are from Monday to Saturday; Sunday is Holiday.

You will be required to maintain utmost confidentiality with respect to financial documents, Sponsor information and data, Company policies and any other information. Any information of projects/clients which might come into your possession during the continuance of your service shall not be disclosed, divulged or made public by you. You will not take sudden leaves, will not abscond from your responsibilities. In case of leaving the company, you will complete notice period, handover all the responsibilities. You will behave professionally with sponsors, visitors and colleagues. You will be required to comply with all such rules and regulations as the Company may frame from time to time. You are aware that in case you fail to comply with company and GLP rules a legal action may be taken.

We welcome you to PRADO- Preclinical Research and Development Organization Pvt. Ltd. and look forward to a fruitful and long-term association.

With best wishes,

For PRADO- Preclinical Research and Development Organization Pvt. Ltd., Pune.


Jun 13, 2022

(Signature with Date)

Pralhad Wangikar
Test Facility Management



S. Zhaveri Pharmakem Pvt. Ltd.

308/310, Shiv Smruti Chambers, 49, Dr. A. B. Road, Worli, Mumbai – 400 018

T. – 91-22-4367 6666 | F. – 91-22-6660 7758

E. – hemang@szhaveri.net | W. - www.szhaveri.com

15-Oct-2019

Dear Mr. Atish Khilari

Designation	Department	Grade
F R&D RESEARCH ASSOCIATE - I	R&D - F&D	S3

Further to your interview we are pleased to offer you a job in our organization for the post of F R&D Research Associate - I. You need to join latest by 18-Nov-2019 and report to Ms. Jayashree Thakwani. Your annual package, we can offer is shown below for your reference.

You will have to report at 08:45 am at –

S. ZHAVERI PHARMAKEM PVT. LTD.

B-10 & 10/1, Dombivali MIDC, Phase - I,
Kalyan Shilphata Road, Dombivali(E), Thane - 421 203.
T. - + 91-251-3918000/1/2/3

COST TO THE COMPANY CALCULATION		
Salary	2019-2020	
Basic Salary	8,000	...(A)
Dearness Allowances	-	...(B)
Food Allowance	2,200	...(C)
Leave Travel Allowance	1,000	...(D)
Housing Rent Allowance	8,800	...(E)
Total Gross Salary per month	20,000	...(F)
No. of months worked in a year	12	
Total Gross Salary per annum	2,40,000	...(G)
Corporate Bonus @ 15% per annum (assured) ^^	36,000	...(H)
Total Package	2,76,000	...(I)
Employees Contribution to PF (p.m.)	960	...(J)
Retirement Benefit Fund @ 12 % of (A+B) (pa)	11,520	...(K)
Mediclain* ~~(p.a.)		
Covers the hospitalization expenses of the Employee for INR 300,000	4,000	...(L)#
Accident Insurance ~~ (p.a.)		

This is an insurance for the Employee for INR 50000 Sum Assured	1,200	...(M)
<u>Gratuity (p.a.)</u>		
This is a retirement benefit @ 15 days salary per year of service i.e. (A+B)/22 X 15	5,455	...(N)
<u>Food (p.a.)</u>		
This includes food given to employees Breakfast/Lunch calculated @ 24 days per month * Rs 85 per day	24,480	...(O)
<u>Commuting Expenses (p.a.)</u>		
This includes actual Rail Pass (IInd Class) and Rickshaw fare from Dombivali Station to R&D and back.	12,000	...(P)#
COST TO THE COMPANY	3,34,655	
(I+K+L+M+N+O+P)		

[# - Estimated, Actuals will be paid]

^^ - The Bonus will be applicable at pro-rata basis only after the completion of Probation Period.

~~ - The same will be once you complete 1 year of service / * - Subject to approval by Insurance company

The above offer is subject to you accepting to stay with a company for a minimum period of two years. If you breach the contract of 2 years of service; you will be liable to pay a compensation of 6 (Six) months Gross Salary to the company.

Kindly return a copy of the offer letter, duly accepted back to us.

Thanking you

For S. Zhaveri Pharmakem Pvt. Ltd.



Hemang Shah
Associate Director

Acceptance Letter

To,
S. Zhaveri Pharmakem Pvt. Ltd.
308/310, Shiv Smruti Chambers,
49, Dr. A. B. Road, Worli,
Mumbai – 400 018

Dear Sir

Sub - Acceptance of the offer letter

This is in reference to your offer letter dated 15-Oct-2019 for the post of F R&D Research Associate - I

I confirm that I would stay with the company for a minimum period of 2 (two) years from the date of joining; failing which the company can take necessary actions against me; including legal actions as company may think fit.

If I am unable to complete the two years stay with the company or If I decide to quit the company before completion of the 2 years; I will pay the company 6 (six) months Gross Salary in lieu of breaching the bond period.

I will abide by the company rules and regulations.

Thanking you

Mr. Atish Khilari

Date –

Place - Mumbai

17th February 2020, Monday

Mr Pavan Chaudhari

Phone: 9822385608

Emailid: pavanchaudhari46@gmail.com

Sub: Job Offer

We have pleasure in offering you, in our Company, for the position of **Production Executive** with our client Novartis India to be based at **Mumbai**. The remuneration package offered by us is as under:

EARNINGS	
Basic Salary + D.A	15000
House Rent Allowance	7500
Conveyance	5000
Medical Allowance	2500
Bonus	2000
TOTAL	32000
DEDUCTIONS	
Provident Fund Contribution	1800
Profession Tax	200
TOTAL DEDUCTIONS	2000
NET TAKE HOME	30000
Co. contribution to PF	1950
Insurance	250
Cost to Company per month	34200
Cost to Company per annum	410400

Your acceptance to our offer should reach us on or before **17th February 2020** and we tentatively plan to have you join the organization on or before **18th February 2020, Tuesday**.

Thanking you,
Yours faithfully,

**For Nova Human Resources Outsourcing Pvt. Ltd.
Authorized Signatory**

Ref No: 16430649

11-May-2021

Shruti Jadhav



Dear Shruti,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Junior Data Analyst** with **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be **Pune**.

Your annual total compensation will be **INR 499,996**. This includes an annual incentive target of **INR 25,000**. This amount may vary depending on individual and company performance. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered 26 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **16-Jul-2021**.

Please note:

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

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

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

Best regards,

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

Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature:

Date: 16-JUL-2021

Compensation and Benefits

Name: Shruti Jadhav

Designation: Junior Data Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	13875	166,500
2	HRA*	8325	99,900
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	11533	138,396
	Annual Gross Compensation		474,996
	Incentive Indication (per annum)**		25,000
	Annual Total Compensation		499,996
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		519,496

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

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act, 2010
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act, 1972

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act, 2017
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

Provident Fund Wages:

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

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

Employee State Insurance (ESI):

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

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

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

* Flexible Benefit Plan:

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

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

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

** Incentive target:

Your incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid

Note:

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

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 11-May-2021 between:

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

AND

Shruti Jadhav, 26 (Age), residing at HOUSE NO/63, VISHWASHRUTI NIVAS NEAR SAHAYAN (hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

1. Duties and Responsibilities

a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity,

whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

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

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been

disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and

e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.

b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.

c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.

d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

7. Background Check

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

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

8. Compliance with Company Policies

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

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

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a

condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

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

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;

b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling

opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

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

14. Retirement

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

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

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

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

16. Deputation, Assignment and Transfer

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

17. Survival

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

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

19. General

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

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof. You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

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

Cognizant Technology Solutions India Private Limited

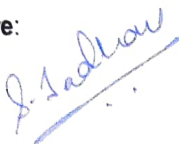
Shruti Jadhav



Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature:



Date: 16-JUL-2021

Registered Office Address

inVentiv International Pharma Services Private Limited

3rd Floor, Tower B, Presidency Tower, 46/4,

M. G. Road, Sector 14, Gurugram, Haryana-122001

Phone No. +91 124 445 78 00

CIN: U93090HR2006PTC101717

24th November 2022

Akshay Wasudeorao Pawar

At post Chausala, TQ- Anjangoan (Surji)

District-Amaravati, Maharashtra, Pin code- 444705, India

Dear **Akshay**,

We are pleased to offer you an appointment with **inVentiv International Pharma Services Private Limited** ("**Company**") in the position of **Safety & Pharmacovigilance Specialist I**, on the terms and conditions set out herein after:

1. Employment

Your employment will commence on **30th November 2022**.

- 1.1 Your full-time employment with the Company will be subject to successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual or legal restrictions preventing you from accepting this offer or starting work on the above-mentioned date. You, if so asked by the Company, shall fully disclose on your behalf and, if married, on behalf of your spouse full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving limited/ unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external and/or prejudicial to the interests of the Company and seek acceptance/approval of the Company towards continuing with such external interests ("**External Interest**").
- 1.2 You shall also undertake that you are authorized to work in this country and that you have not been convicted in any criminal proceedings in the past, and/or are not a party to any criminal proceedings pending in any court of law.
- 1.3 Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or the Company receives negative feedback from a third party or in event of unsatisfactory results of any of the above, this letter of employment/ agreement shall stand revoked automatically, regardless of whether or not you have accepted it. In the event you have already commenced employment with the Company, such employment will automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to the Company's rights and remedies against you.
- 1.4 You undertake to carry out any and all lawful and legitimate duties assigned by the Company during the course of your employment and unless prevented by ill health or accident and save while on approved leave will, (a) devote the whole of your time, attention skills and abilities to the business of the Company; (b) always endeavor and conduct yourself to promote the Company's best interests; and (c) not at any time do anything or act in a manner that could/might damage the Company's interests.

Provided that the Company shall still retain its right under Clause 7.8 of this letter of employment/ agreement and under the laws, in the event due to continued ill-health, you are deemed unfit/ incapable of discharging your duties akin to the expectations of the Company and in terms of this letter of employment/ agreement.

- 1.5 The Company shall have the sole discretion to modify the nature of your duties and designation as it may deem appropriate without assigning any reason and you will be expected to undertake all responsibilities that may be assigned to you by the Company at any time.
- 1.6 You shall not, without the Company's prior and formal written consent, whether for any consideration or not, enter into any association with any third party in the nature of employment, retainer, assignment, apprenticeship / traineeship, consultancy engagement or in any other manner whatsoever, or carry out any other profession / business / activity / vocation, nor engage in any such activities (even if such association, activity, etc. is on part-time basis) as would interfere with performance and delivery of your duties and obligations to the Company or which would represent a conflict of interest with the Company.
- 1.7 By signing this letter of employment/agreement, you undertake and represent to the Company that you have ensured total, formal and effective closure of any/all preexisting association/engagement with any third party.
- 1.8 By signing this letter of employment/agreement, you agree to adhere to the Company's policies, rules and practices existing at the time of entering into this letter of employment/agreement and/or which may be formed later and brought into force by the Company at a later date during the course of your employment. These may include, but are not limited to, work schedule, sick leaves, leave of absence. Furthermore, you acknowledge that these policies may be modified from time to time as required by the Company's business needs and in such an event, prior notice shall be given to you in compliance with this letter of employment/agreement.
- 1.9 By signing this letter of employment/agreement, you also acknowledge that in the event you resign from the services of Company within one (1) year from the joining date, the Company reserves the right to deduct applicable amounts paid to you as: a) relocation allowance; b) notice period buy out; c) joining bonus; and d) such other amounts as may be applicable as per the Company's policy prevalent at the time of such resignation.

2. Probation

- 2.1 You will serve a mandatory minimum probation period of three (3) months' from the date of your joining the Company ("**Probation**") following which you shall get confirmed into the Company by default unless you receive a letter of extension of probation. The Company reserves the right to extend your Probation period for an additional three (3) months, in the event that your performance is found not up to the Company's expectations. In such case, you will be deemed to continue on probation until you are confirmed, and your confirmation has been communicated to you, in writing expressly by the Company.
- 2.2 Your performance will be evaluated according to your efficiency, conduct, maintenance of discipline and other conditions as stipulated under the Company's regulations/policies existing now or in future. It will be your responsibility to read, peruse and follow the Company's regulations/policies which are available on the Company's intranet page.
- 2.3 The decision of the Company on whether to confirm your employment with the Company or to extend the period of probation or termination of your employment shall be final.

2.4 During the period of Probation, either the Company or you may at any time terminate this letter of employment/agreement without cause by giving in writing to the other party, one (1) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay if your employment is terminated in accordance with the conditions under clause 7.8 of this letter of employment/ agreement.

3. Place of Posting

3.1 Your initial place of posting shall be at **Gurugram**. However, your services are transferable and you may be assigned, re-assigned or transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates or clients/customers. The decision of the Company shall be final and binding.

3.2 It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement will not deem to constitute a change in your conditions of service and in any such event, you shall be given reasonable advance intimation in writing of any such transfer/relocation by the Company.

3.3 Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company or a client/customer of the Company whether in India or abroad. In such a case, your relocation expenses shall be borne by the Company and your reimbursement shall be made as per the Relocation Policy of the Company.

3.4 Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the Relocation Policy of the Company.

4. Performance Of Duties

4.1 You shall be assigned with all the duties and responsibilities of the **Safety & Pharmacovigilance Specialist I**, and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management. You agree to perform such duties and comply with all reasonable directions given by the Company. During the term of this letter of employment/agreement, you will faithfully and diligently serve the Company and promote its interest to the best of your abilities. You shall devote the whole of your time, attention, abilities to its affairs during the hours in which you are required to perform your duties . You agree that you will not engage in any other employment or activity, in the absence of prior written approval from the Company.

4.2 Your performance and progress will be assessed and appraised as per the performance evaluation process or any other appropriate mechanism, as per processes and schedules implemented by the Company from time to time. Based on your achievement of specific performance and other standards and subject to the Company's norms regarding cycles of compensation reviews at the relevant time, your remuneration may be considered for a review, after completion of the appropriate performance evaluation process. You agree to provide all the necessary information, if so required to the Company for completion of the performance of evaluation process.

4.3 You will perform your duties in a careful and prudent manner and will conduct yourself at all times in such a manner so as to improve the reputation and interests of the Company. You also agree to truthfully make and manage such reports as the Company may reasonably require. Additionally, you also agree to

make available to the Company any and all information derived from your employment, as and when requested by the Company.

- 4.4 You will be true and faithful to the Company in all your account, dealings and transactions whatsoever relating to the business of the Company and shall, at all times, when required, render a true and just account thereof to the Company or to such persons as authorized by the Company.
- 4.5 You will abide by standing rules/ regulations of the Company. Therefore, it is necessary that you are fully aware of the implications of various laws that are applicable to the responsibilities you are handling. Nevertheless, compliance of local laws applicable to your assignment is your personal responsibility and you shall ensure that there is no cause whatsoever of violation of any of these laws by you or your subordinates.
- 4.6 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 letter of employment/ agreement and in particular to your obligations and commitments as agreed upon by you.

5. Compensation

- 5.1 As regards compensation for services to be rendered, you shall be paid an annual Fixed Salary of Rs. **740835**. Your CTC would be Rs. **790642** per annum. The salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the date of joining of the succeeding calendar month. The break-up of your salary is detailed in Appendix 1 hereto and the same shall form an integral part of this letter of employment/ agreement. Your compensation is based on your qualifications, skill sets and overall experience. Therefore, the compensation payable to you by the Company is unique and personal and any comparison of the same with other employees shall be futile.

Except to the extent prescribed by law, the breakup of compensation shall be entirely at the discretion of the Company but will be based on factors such as level of employment, tax efficiency, fairness and management convenience. Please note that your salary details are highly confidential and shall not be disclosed inside or outside the organization by you in any manner whatsoever except where required by Company policy. Any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of employment/ agreement.

6. Use Of Employee's Personal Information

- 6.1 You acknowledge and agree that the Company may collect, use, store, disclose, transfer and /or process your information or data, listed at Appendix 2, and any other personal information or sensitive personal information or data (collectively "**Data**"), before or during the course of your employment, for without limitation, the purpose of processing of your application, record keeping, accounting and finance functions, human resource functions including without limitation managing attendance and absences of the Company's employees compliance with applicable laws and/or any other purposes relating to your job requirements and the business/management of the Company. You further acknowledge and agree that the Company may store and, in some events, disclose, transfer or share such Data, including without limitation to your name, identification number, location and supervisor's name, with affiliates and/or third parties, including the company's clients and third party providers of cloud and software services, in the normal course of business or as may be required by law. By accepting this letter of employment/agreement you hereby give consent to the Company's collection, use, storage, disclosure, transfer and /or processing of your Data in the manner provided in this clause. You also agree that such information can be shared without any prior consent with government agencies as mandated under

law or any other third party by an order under the law, who shall be under a duty not to disclose it further.

- 6.2 All the employee Data collected by the Company will be maintained in a secured manner in accordance with the existing laws and the Company's security practices listed in the Company's Privacy Policy, as may be amended from time to time by the Company at its sole discretion. You have been provided a copy of such Privacy Policy and by signing this letter of employment/agreement you consent and agree to all terms thereof. You further acknowledge and agree that the security practices and procedures adopted by the Company are reasonable and adequate to protect your Data and that the security practices and procedures comply with all the requirements of the applicable laws.

7. Termination Of Employment

- 7.1 During Probation period, either the Company or you may at any time terminate this letter of employment/agreement without cause by giving in writing to the other party, one (1) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay if your employment is terminated in accordance with the conditions as mentioned in clause 7.8 of this letter of employment/agreement.
- 7.2 After completion of the Probation Period, either the Company or you may at any time terminate this letter of employment/agreement without cause by giving in writing to the other party, **Three Months** notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay if your employment is terminated in accordance with the conditions as mentioned in clause 7.8 of this letter of employment/agreement.
- 7.3 The notice period of termination of employment as referred in clause 7.2 will be subject to your title at the time of separation and the associated duration of notice period as per notice period policy then in force.
- 7.4 By accepting this letter of employment/agreement you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, etc.) all debts owed by you to the Company or any of its group companies/ associates/ clients/ customers or any fine imposed by the Company as a disciplinary penalty pursuant to the Company's disciplinary procedure.
- 7.5 After notice of termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.
- 7.6 Upon termination of your employment with the Company for any reason, you shall promptly and safely return to the Company any visiting cards, keys, credit cards, passes, mobile phone(s), laptops, data card(s), product samples, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes, stationery and other data or documents and things (including any copies thereof) containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right to postpone relieving you from your employment in the event that all the Company's documents/ property/Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.

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- 7.7 The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in Clause 3.1 of the letter of employment/ agreement, or to carry out no duties, and to instruct you to not communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You will not be entitled to engage in any other employment, work or business during the notice period.
- 7.8 In addition to all the rights of the Company provided for in this letter of employment/ agreement or in any other policies/regulations, as amended from time to time, of the Company or under law, the Company may terminate your employment for cause under any of the following circumstances:
- (a) at any time you shall by your conduct, render yourself incompetent to perform your duties or if you are found to be dishonest, disobedient, intemperate, guilty of any misconduct or indiscipline, persistently unpunctual, negligent in performing your duties;
 - (b) or commit breach of any of the terms of this letter of employment/agreement; or of any of its stipulations herein contained, or you are found to be working against the interests of the Company, or your integrity is found to be in suspect, of which the Company shall be the sole judge;
 - (c) breach of any clauses of the Company's regulations/policies as referenced in clause 4 and 12 herein;
 - (d) unauthorized absence beyond a period of seven (7) consecutive days, without prior written sanction from the Company;
 - (e) inability to perform your duties beyond a period of thirty (30) days, whether on medical grounds or on any other grounds;
 - (f) physical or mental incapacitation to perform your duties;
 - (g) any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto;
 - (h) any declaration or information furnished by you in your application for employment or otherwise, is found to be wrong or incorrect or it is found that you have willfully suppressed any material information;
 - (i) become the subject of bankruptcy;
 - (j) convicted for any offense under any law for the time being in force in any jurisdiction;
 - (k) commission of any act detrimental to the interests of the Company;
 - (l) commission of any act involving moral turpitude.
 - (m) Your performance is continuously measured as below expectation.

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- 7.9 In addition to the above, the Company shall also have the right to terminate your employment in the event your services become redundant for business reasons and/or for reasons beyond the control of the Company.
- 7.10 Notwithstanding anything contained in clause 7.2, the Company reserves the right to terminate your employment without giving any notice period or pay in lieu thereof if you are guilty of any breach as mentioned in any of the sub-clauses of clause 7.8 hereinabove.
- 7.11 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 letter of employment/ agreement and in particular to your obligations and commitments as agreed upon by you.

8. Non-Solicitation

You shall not, during the term of your employment and for a period of twelve (12) months immediately following any termination/cessation of such employment (regardless of whether such termination/cessation is voluntary or involuntary), directly or indirectly, individually or on behalf of any other person, firm, corporation or other entity, (a) interfere with the Company/Syneos Health Group's continuing relationships with its other employees, (b) disparage the Company/Syneos Health Group with such other employees, (c) attempt to induce such other employees to leave their employment with the Company/Syneos Health Group, (d) interfere with the Company/Syneos Health Group's continuing relationships with its suppliers or customers, (e) disparage the Company/Syneos Health Group with suppliers or customers, (f) sell, attempt to sell or solicit the sale of products competitive with those of the Company/Syneos Health Group to the Company/Syneos Health Group's customers, (g) take any action to discourage or divert any suppliers or customers from doing business with the Company/Syneos Health Group, or; (h) disparage the suppliers or customers of the Company/Syneos Health Group.

9. Confidentiality

- 9.1 The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public/outside at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other person or entity or use any such Confidential Information for your own benefit or the benefit of any other party, unless so authorized by the Company or required to be so disclosed or divulged in the course of proper execution of your duties.
- 9.2 You undertake not to make copies or duplicates of any tangible Confidential Information or other sensitive property or materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business and you further undertake that during the course of your employment with Company and whether or not during your hours of employment and whether or not with the use of Company's facilities, materials or personnel, you, either alone or jointly with any other person/s and whether or not such person/s are employed in the service of the Company, conceive, make or devise any invention, discovery, process or improvement (whether patented or not) or compile any data to any research, development, technique, method of manufacture, process, appliance, machinery or project now used, made or dealt within by the Company or hereafter to be used or which may be substituted for or used in conjunction with any

research, development, technique, method of manufacture, process appliance, machinery or project now or to be hereafter used, made or dealt in by the Company or suggested by or resulting in any task assigned to you or work performed by you for or on behalf of the Company.

- 9.3 You agree and confirm that the terms and conditions of this Clause 9 shall survive the termination or discontinuation of your services with the Company.

10. Intellectual Property Rights

You shall be required to disclose promptly, completely and in writing to the Company any discovery, invention, methodology improvements made thereto, process, data, techniques, software applications or products, appliances or machinery conceived, developed or discovered by you, either individually or jointly with others, during your employment (“Inventions”) and such Inventions shall at all time belong absolutely to and be the sole and absolute property of the Company whether or not any patent application in relation to such invention has been filed. You agree to treat such Inventions as Company proprietary and confidential and to use such Inventions solely for the benefit of the Company. You agree to assign to the Company any and all rights, title and interest, including, but not limited to, copyrights, trade secrets and proprietary rights to the Inventions, information, materials, products and deliverables developed during the performance of services to the Company. You agree that all the work performed by you and all Inventions, information, materials, products and deliverables developed by you while in the employment of the Company shall be the exclusive property of the Company and all title and interest therein shall vest with the Company. You shall have no right whatsoever, in respect of use of any such Inventions, during the continuance or after cessation of your employment with the Company for whatsoever reason. You must not at any time misappropriate files or document of any kind belonging to the Company or make copies, duplicates or excerpts for private or any other purpose unrelated to your employment. If and when required by the Company, you shall at the Company’s expense take out or apply for letters patent, licenses or other rights, privileges or protection, as may be directed by the Company in respect of such inventions, so that the benefit thereof accrues to the Company. You shall execute all instruments, acts, deeds and do all other necessary things, which may be required by the Company for assigning, licensing any Inventions made during the employment, which shall vest with the Company including the name and all benefits arising in respect thereof. Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right inter alia to use, modify or adapt the Inventions, information, materials, products or deliverables developed by you during the performance of your services as an employee of the Company.

11. Disciplinary Action Procedure

Any breach of the Company’s regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary or capability matter. Your immediate superior will normally deal with minor disciplinary matters. The procedure for more serious offences including major misconduct shall be as set out under the Company’s regulations/policies as amended from time to time.

12. Company’s Regulations/Policies

- 12.1 You shall abide and be bound by the Company’s regulations/policies, and the same shall form an integral part of this letter of employment/ agreement. The Company’s regulations/policies may be changed/amended at any time at the discretion of the Company and the changed Company regulations/policies shall thereupon bind you. You will also carry out and abide by any instruction, policies, ‘house rules’ and ‘office orders’ issued by the Company from time to time.

12.2 You will be bound by the Company's regulations/policies, and all other rules, instructions, and orders issued by the Company from time to time, in relation to your conduct, discipline and service conditions such as leave, medical, retirement, etc. as if these Company's regulations/policies, rules, instructions, etc. were part of this letter of employment/ agreement. In case of any conflict between this letter of employment/agreement and Company's regulations/policies, the terms and conditions herein shall override/prevail.

13. Representation

You represent and warrant that you are not bound by or subject to any court order, agreement, arrangement or undertaking (including but without limitation to any non-competition or non-solicitation undertakings) or any other disability of any nature which may in any way restrict or prohibit you from entering into this letter of employment/agreement or from performing your duties and providing services under this letter of employment/ agreement on the terms and condition contained herein.

14. Interpretation

If any of the provisions of this letter of employment/agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provisions of this letter of employment/agreement, and this letter of employment/agreement shall be construed as if such invalid, illegal or unenforceable provision has never been contained in this letter of employment/agreement. If, moreover, any one or more of the provisions contained in this letter of employment/ agreement shall for any reason be held to be excessively broad as to duration, geographical scope, activity or subject, it shall be construed by limiting and reducing it, so as to be enforceable to the extent compatible with the applicable law.

15. Governing Law, Jurisdiction and Dispute Resolution

This letter of employment/ agreement shall be governed by and construed and enforced in accordance with the laws of India. If any provision of this Agreement as applied to either party or to any circumstances shall be adjudged by a Court of competent jurisdiction to be void or unenforceable, the same shall in no way affect any of the other provisions of this Agreement or the validity or enforceability of this Agreement. Further, any dispute arising between the parties shall be resolved by reference to the courts of competent jurisdiction over the subject matter of the dispute. The parties hereby agree to submit themselves to the exclusive jurisdiction of the courts in **Gurugram**.

Notwithstanding the above, if any disputes, differences or disagreements arise between you and the Company with respect to the terms or interpretation of this letter of employment/ agreement, then all such disputes, differences or disagreements shall be finally decided by a sole arbitrator appointed with the consent of both the parties in accordance with the provisions of the Arbitration and Conciliation Act, 1996 (as amended). Any arbitration pursuant hereunder shall be a domestic arbitration under the applicable laws of India. The venue of the arbitration shall be **Gurugram**.

16. Waiver Of Breach

The waiver by the Company of a breach of any provision of this letter of employment/Agreement shall not operate or be construed as a waiver of any subsequent breach.

17. Others

- 17.1 You shall inform the Company as soon as possible about any change in your residential address as well as personal status from time to time. All communications sent to you in the normal course on the address given by you shall be deemed to have been received by you.
- 17.2 As per the Company policy, the age for superannuating is [60 years].
- 17.3 **Survival** The provisions of this letter of employment/agreement, which by their nature are intended to survive the termination or expiration of this letter of employment/agreement, including without limitation, the provisions of Clauses 8, 9, 10, 12,14, 15 & 17.2 shall survive the termination of this letter of employment/agreement.
- 17.4 Kindly sign and return the duplicate copy of this letter along with the Appendixes, initialed on each page of the letter and the Appendixes. Upon your signature and return to us, this letter of employment/ agreement shall govern your employment with the Company.
- 17.5 This letter of employment/agreement shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this letter of employment/agreement for any reason whatsoever.
- 17.6 You are required to provide true and accurate information to the Company. However, in the event that any of the personal information or sensitive personal information or data provided to the Company is found to be inaccurate or deficient, you will have the right to review, correct, or amend such information as deemed reasonable by your supervisor.

18. Electronic Signature

The parties agree that this letter may be executed and delivered by electronic signatures using Adobe sign in accordance with the Information Technology Act 2000 of India and that the signatures appearing on this letter are the same as handwritten signatures for the purposes of validity, enforceability, and admissibility.

To accept the Company's offer, please sign the original hard copy of this letter or e-sign using Adobe sign and return it to **Pratikshya Pattnaik** by **30th November 2022**. If this letter is not signed and returned by you by **30th November 2022** signifying your acceptance of this offer, this offer of employment will lapse.

You should retain the other copy of this letter for your own records.

Yours truly,



Vaishali Sharma
Director - Human Resources, India
For InVentiv International Pharma Services Pvt. Ltd

I acknowledge, accept and hereby consent to the terms and conditions contained in this letter of employment/agreement.

ACKNOWLEDGEMENT:

Akshay Wasudeorao Pawar

Date

Appendix 1

Akshay Wasudeorao Pawar	
Components	Per annum (INR)
Basic	296334
House Rent Allowance	148167
*Flexi Basket	296334
1. Leave Travel Allowance	24695
2. Car or Fuel Allowance	21600
3. Meal Coupons	26400
4. Special Allowance	223639
Annual Fixed Salary - Total Gross (A)	740835
Company's contribution of PF (12% of basic)	35560
**Gratuity	14247
Total Retirals (B)	49807
TOTAL CTC (A+B)	790642
Insurance Coverage: Health Insurance Coverage for Self, Spouse, First Two Children (up to 25 years of age) and Parents/ Parent in laws (Any one set) & Personal Accident and Group Term Life Coverage for self.	
**Gratuity entitlement as per Gratuity Act	

- **Flexi Basket** : Your compensation is designed in a way, to ensure that you get the maximum tax benefit by opting for appropriate components: This plan enable you to :
 1. Choose from the basket of allowances
 2. Apportion components of your salary within prescribed guidelines
 3. Optimize your earnings
- **Flexi Basket allowances:**
 - ✓ Fuel Allowance: An Employee has the option to either claim fuel up to Rs.10800 p.a for two wheeler or Rs. 21600 p.a for four wheeler (<1600CC) or Rs.28800 for four wheeler (>1600CC)
 - ✓ Leave Travel Allowance LTA will be payable once in a year as governed by our Government policy.
 - ✓ Meal Coupons: An Employee has the option to opt for Rs.26400 p.a for Sodexo food Coupons. This is a non-taxable component.
 - ✓ Special allowance: Balancing amount and it is taxable.
 - ✓ If employee fails to submit bills/receipts to payroll, Applicable Tax would be deducted from the salary of last 3 months of that financial year.
- **Provident Fund:** The employees would contribute an amount equal to that of the employer and the employee contribution will be deducted from Annual Fixed Salary - as mentioned above (the current rate of contribution is 12% of the basic salary)
- Take home salary will be net of PF & Income Tax deductions depending on your savings under various schemes
- **Gratuity:** Gratuity would be paid as per Gratuity Act (over and above CTC) i.e. on separation after completion of five years continuous service.

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- **Insurance Benefits** : As an employee you are also entitled to the following:
 - ✓ You and your dependents will be eligible for floating health insurance coverage as per applicable policy
 - ✓ You will be eligible for Personal Accident coverage
 - ✓ You will also be eligible for Term Life coverage

Appendix 2

Please bring below mentioned list of documents on your Joining date:

- Copy of all education documents starting class 10th
- Document showing date of birth/passport
- Photocopy of PAN card and Adhar card
- Photocopy of address proof
- 3 recent passport size photographs
- Copy of relieving letter/experience certificate from all the previous organizations(in case of fresher not applicable)
- Copy of offer letter/appointment letter of last organization
- Resignation Acceptance letter and full and final settlement statement of last organization
- Few months (3-4 months) Pay slip of last organization (in case of fresher not applicable)

May 17, 2018

Mr. Akshay Sudhakar Shinde
Flat no. 4 /5, Anand park,
Co-operating housing society,
Udyam nagar, Zero boys chauk, Pimpri.

Subject: Offer of employment

Dear Mr. Shinde:

Thank you for the time you spent interviewing with us recently. We are pleased to inform you that we are satisfied with your qualifications and experience. Consequently as per our discussions, we would like to confirm our offer to you in our organization as detailed below:

1. Your designation will be Trainee Regulatory Affairs and you will be mainly posted in Pune.
2. Your basic salary will be Rs. 7,438 (Rupees Seven Thousand Four Hundred and Thirty Eighty Only) per month. Your fixed gross annual cost to the company (CTC) would be Rs. 255,000 (Rupees Two Lakh Fifty Five Thousand Only). Please refer Compensation Particulars below.
3. The performance linked bonus is an indicative amount and will vary based on your performance rating for the year.
4. Since the company has made significant investment in training you, you will be expected to serve a minimum of 18 months with the company effective your start date of employment so that the knowledge gained remains within the Company for a substantial period of time. Should you decide not to continue the employment, you will be liable to pay the company the all expense incurred by the Company for your training.
5. A broad description of the roles and responsibilities will be detailed in the job description which will be given to you upon joining.
6. You will be joining us on May 21, 2018.

Particulars	Monthly	Annual
Basic Salary	Rs 7,438	Rs 89,256
City Compensatory Allowance	Rs 5,313	Rs 63,756
Basket of Allowances*	Rs 7,249	Rs 86,988
Compensation (A)	Rs 20,000	Rs 240,000
Employer's Contribution to Provident Fund		Rs 10,711
Employer's Contribution to Gratuity		Rs 4,291
Compensation (B)		Rs 15,002
Gross Fixed CTC		Rs 255,000
Performance Linked Bonus (Variable)		Rs 25,000
Gross Annual Total		Rs 280,000
+ Tax exempt to the extent of receipts furnished		
++ Tax exempt to the extent of amount prescribed under Indian Income Tax Act		
* Following are some of the allowances/reimbursements categorized under this heading:		
Children Education Allowance, House Rent Allowance, Leave Travel Allowance		
<u>Note:</u> Above allowances are tax-exempt subject to fulfillment of Income Tax Rules		
Additional Benefits:		
Medical Insurance Premium (For Self, Spouse & Two Children)		Rs 6,242
Accident Insurance Premium		Rs 508

Please return a signed copy to us confirming your acceptance of this offer. Please be advised that you are signing the offer letter at your own will. This offer shall remain valid only until May 19, 2018.

At the time of reporting, you are required to bring along with you the following documents to be handed over to us. Your appointment will be subject to receipt of these documents by Sciformix:

- a. An unconditional relieving letter from your present employer, in case you are employed. Please obtain your PF/EPF number from you present employer.
- b. Two passport size photographs and photocopies of certificates in proof of your age (preferably passport copy), qualifications and experience.

Full effect to the terms and conditions shall be through an employment agreement containing terms and conditions of employment that will be given to you upon your joining. You will be required, as a condition of your employment with Sciformix, to agree to Confidential Information, Non-Competition, Non-Solicitation and Assignment of Inventions as defined in the mutually agreed upon Employment Agreement.

Sincerely,

Authorized Signatory
For Sciformix Technologies Private Limited

I hereby accept your offer of employment as Trainee Regulatory Affairs and will report for work on _____.

Signature: _____
Akshay Shinde

Date: _____

Inventia Healthcare Limited

(Formerly known as Inventia Healthcare Private Limited)

A-215, Road No. 30, Wagle Industrial Estate, Thane (West) - 400 604. Maharashtra, INDIA

■ Tel : +91 22 6716 3600 ■ Website : www.inventiahealthcare.com ■ CIN : U24239MH1985PLC037597

Registered Office : Unit 703 and 704, 7th floor, Hubtown Solaris, N.S. Phadke Marg, Andheri (East), Mumbai - 400 069.
Maharashtra, INDIA



13th August 2018

To

Ms. Bhakti Desai
Gurukripa Housing Society,
Room No 8, Ambika Nagar No 2,
Wagle Estate, Thane (West)
Pincode - 400604

Subject: Letter of Offer

Dear Ms. Desai,

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you the role of **Junior Officer – Regulatory Affairs in Grade-Level 201-I** based at our SSC Centre, Thane as per mutually agreed Cost to Company basis.

You are required to join the organization on or before 16th August, 2018 after which this offer shall stand automatically withdrawn unless communicated otherwise in writing. A formal letter of appointment along with salary details will be issued to you after joining the services subject to the following:

1. On verification of the documents submitted by you as per the attached Annexure.
2. On clearance of your medical examination as per Company Policy.
3. On execution of Service Agreement as part of appointment.

You are requested to sign the duplicate copy as a token of your acceptance of our offer and also indicate your date of joining.

We look forward to a long and mutually beneficial association.

With Best Wishes,

Yours faithfully,

For **Inventia Healthcare Limited**,


Ravi Sitaraman
DGM - HR



I accept the same and will join on.....

Bhakti Desai

Inventia Healthcare Limited

(Formerly known as Inventia Healthcare Private Limited)

A-215, Road No. 30, Wagle Industrial Estate, Thane (West) - 400 604. Maharashtra, INDIA

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Maharashtra, INDIA



Annexure to Letter of Offer dated 13th August 2018

A. To be submitted, as applicable, before your agreed date of joining.

1. Copy of your resignation letter addressed to the present employer, within 3 days on receipt of the Offer letter.
2. Pre-Employment Medical Examination – as prescribed by the Company.

B. To be submitted, as applicable, on your agreed date of joining.

1. Copy of your resignation letter duly accepted by your present employer.
2. Copy of your relieving / experience certificates from previous employers.
3. Certificate of Birth (Copy of your birth certificate / School Leaving / Passport).
4. Copy of all Relevant Academic Certificates.
5. Last salary slip from present employer.
6. Form 16 of current financial year for Tax Calculation.
7. Photo ID Proof like Driving License / Passport/ Aadhar Card.
8. Proof of Permanent & Communication Address.
9. Copy of PAN Card.
10. Four passport sized photographs.
11. Details of your current PF number (along with establishment code) & UAN

You are requested to **bring originals** of above mentioned documents on the day of joining for verification purposes.

On the day of joining, you need to report at the following location for on-boarding process:
Inventia Healthcare Limited, Strategic Support Centre, A-215, Road No. 30, Wagle Industrial Estate,
Thane (West) – 400 604

In case you have any further query please contact Mr. Dharmendra Rajbhar (dharmendra.rajbhar@inventiahealthcare.com) on 022-67163688 or Ms. Shradha Sharma (shradha.sharma@inventiahealthcare.com) on 022-67163687 or Ms. Aparna Nandy (aparna.nandy@inventiahealthcare.com) on 022-67163686

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13th August 2018

To

Ms. Bhakti Desai
Gurukripa Housing Society,
Room No 8, Ambika Nagar No 2,
Wagle Estate, Thane (West)
Pincode - 400604

Sub. : Pre – Employment Medical Examination

Dear Ms. Desai

This is with reference to above mentioned subject. You are requested to contact the **Dr Manjeet Singh** at the following address for the your health checkup -

Dr. Manjeet Singh

2, Om Sai Apartments,
Carvalho Nagar Main Road, Nr. Krishna Chemist
Thane (West)
Ph.No. 022 -25833333 (Disp.) / 022 – 2563 9090 (R)/ Mobile - 9820229090
Time - 5:00 p.m. to 7:00 p.m

Please take appointment before reporting to avoid any inconvenience.

With Regards,

Yours faithfully,

For **Inventia Healthcare Limited**,


Ravi Sivarman
DGM – HR





MICRO LABS LIMITED

REGD. & CORPORATE OFFICE: # 31, RACE COURSE ROAD, BENGALURU 560 001, KARNATAKA, INDIA
Tel. : +91- 80-2237 0451- 57 Fax : +91-80-2237 0463 CIN: U24232KA1973PLC002401 Website: www.microlabsltd.com Email : info@microlabs.in
December 2, 2020

Mr. Yogesh Waghmare
At/Post: Howarkhed Purna,
Ta: Sindkhed Raja,
Dist: Buldana,
Hiwarkhed,
MH - 443203.

Sub: Offer of Employment

Dear Mr. Yogesh,

This has reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you an employment with our organization in the Analytical Development Department based at R&D Centre, Kudlu, Bangalore. The post and remuneration package as mutually agreed upon shall be communicated to you on your joining with us.

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

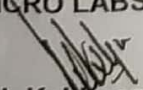
You are requested to join us latest by **January 2, 2021** failing which this Offer of employment stands withdrawn. Kindly also confirm your exact Date of Joining at least 7 days prior to your joining the Organization.

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

- Joining Report
- Passport size photographs - 3 Nos.
- Photocopy of your testimonials – From SSLC onwards
- Proof of Date of Birth
- Pre-employment Medical Fitness Certificate from a Registered Medical Practicing Doctor
- Copy of Resignation and relieving letter from immediate previous employer
- Last Salary Slip / Salary Certificate, as applicable
- Provisional Income & Tax deducted at source Certificate from the previous employer (If applicable) along with a copy of PAN card

Kindly confirm your acceptance on the duplicate copy of this Offer Letter.

Yours cordially,
for MICRO LABS LIMITED,


Rajesh Kshirsagar
Chief Operating Officer



MICRO LABS LIMITED

REGD. & CORPORATE OFFICE: # 31, RACE COURSE ROAD, BENGALURU 560 001, KARNATAKA, INDIA
Tel.: +91- 80-2237 0451- 57 Fax: +91-80-2237 0463 CIN: U24232KA1973PLC002401 Website: www.microlabsltd.com Email: info@microlabs.in

REF: MLL/ML18/OS/2021/121393

Date: 29.01.2021

Mr. Yogesh Sahebrao Waghmare,
, Railway Police Qwaterts,
Aurangabad,
Aurangabad - 431001
Employee No. : 121393

Dear Mr. Yogesh,

Sub: Appointment to the post of Executive - Analytical R&D

This has reference to your application for employment in our organization and subsequent interview you had with us, we are pleased to appoint you as "**Executive - Analytical R&D**" in the Analytical R&D Department based at R&D Centre, Kudlu, Bangalore, Karnataka with effect from 21.01.2021, on the following terms and conditions:

- Your remuneration package will be as follows:

Salary Components	Rs. Per Month	Rs. Per Annum
Basic Salary	14,000	168,000
House Rent Allowance	7,000	84,000
Conveyance Allowance	5,915	70,980
Education Allowance	1,500	18,000
Attire Allowance	2,000	24,000
Monthly Salary	30,415	364,980
Annual Perks & Other Benefits		
Leave Travel Assistance	-	10,000
P.F. (Company's contribution)	-	20,160
Payment of Bonus	-	16,800
Gratuity (4.81% of Basic)	-	8,077
Cost to Company (CTC)	-	420,017

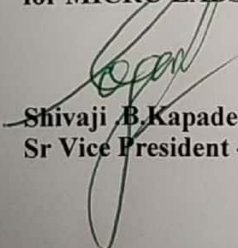
- You will be on probation for a period of one year from your joining date. Your probationary period may be extended at the discretion of the Management.
- Unless confirmed in writing whether the Company can offer you permanent employment, you will continue to be on probation. However your appointment on probation does not entitle you as a matter of any right to permanent employment with us.
- During the course of employment with the company, you may leave the company's services by giving Two months notice or salary in lieu thereof. However, on submission of your resignation, it would be the discretion of the Management to relieve you from your duties, before completion of the notice period. Similarly, your services may be terminated for any breach of terms and conditions of the appointment or any rules or for any other reasons at the discretion of the Management by giving Two months notice or salary in lieu of the notice period.
- During the tenure of your employment with us, either permanent or probation, as the case may be, you will have to work at various places which will be communicated to you from time to time and on

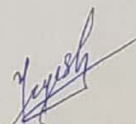
exigencies of business, you are liable to be transferred to any department, establishments, sister concerned, divisions or units of the company situated anywhere in India, at the discretion of the Management.

6. During the period of employment with the company, you shall not engage yourself or in association with any other person, in any other business or occupation, with or without remuneration, other than that of our Company. You are required to maintain the highest order of discipline and secrecy as regards the work of the company. In case of any breach of discipline/trust, the company may terminate your employment with immediate effect.
7. During the tenure of your service, you will treat all information coming to you as strictly confidential and will not be divulged by you to any outside or unauthorized persons.
8.
 - a). If you remain absent without prior permission or overstay the sanctioned leave for more than eight consecutive days, you will be deemed to have deserted your service, thereby bringing about termination of your employment with the company automatically on your own.
 - b). If you remain on sick leave for more than 90 days consecutively, you are liable to be discharged from the employment of the company due to unfitness medically for work.
9. This appointment is made on the understanding that the information given by you, in your application is correct, true and complete. If it is found at any time that the information given by you is not true or incorrect/incomplete, this appointment may be withdrawn or terminated at any time after you have taken up employment with us.
10. You will retire from the Company services on attaining the age of 58 years.
11. The continuation of your services is subject to your being found and remaining medically and physically fit.
12. You are governed by all standard rules and regulations of the Company as existing now and as may be amended from time to time. However Management reserves the right to modify, alter or delete the existing rules or introduce fresh service rules.
13. Disputes or litigation's if any arising out of this employment contract is subject to Bangalore jurisdiction only.

Please affix your signature on the duplicate copy of this letter in token of acceptance of your appointment on the above terms and conditions and return the same to us for our records.

Yours faithfully,
for **MICRO LABS LIMITED**


Shivaji B. Kapade
Sr Vice President - HR


Read & Accepted

Appointment Letter

Date: 02/03/2020

Mr. Vijaykumar Nagnathrao Gajale,
Cell: +918208287333
Email: vijay.gajale@gmail.com
Address: ND 42, D4 9/7,
Cidco, Nanded, Kautha,
Maharashtra-431 603

Sub: Appointment for the post of BDE based at Bombay

Dear Mr Vijay Gajale,

With reference to the application and subsequent interview you had with us we have pleasure in appointing you as "**Business Development Executive**" based at Bombay on the following terms and conditions:

1. Your appointment will commence with effect from **02/03/2020** and will be subject to you being found medically fit by the Company's Authorized Medical Officer and on receipt of satisfactory report from your reference/s.
2. Your emoluments will be as mentioned in '**Annexure A**' of this letter.
3. You will be on Probation for a period of **six months** and during the probationary period your services will be liable to be terminated without notice or payment in lieu of notice and without assigning any reason.
4. On completion of your initial period of probation, your probationary period shall be deemed to have extended unless you are specifically confirmed in writing.
5. On satisfactory completion of the probationary period and after confirmation, your services can be terminated on **Three-month notice or salary** in lieu thereof on either side without assigning any reason.
6. Your absence for a continuous period of eight days or more (including absence when leave though applied for but not granted) would make you to lose your lien on the job and your services shall automatically come to end without any notice or intimation to you by the Management. The Management will presume that you have abandoned the employment of your own accord and you will be liable to give three month's salary in lieu of notice for abandoning the service in such a manner.
7. Your position will be reporting to **V.P., Domestic Marketing**.
8. You will be liable to be transferred to any Department, Office or Establishment forming part of our Organization in existence or which may come into existence in future anywhere in India and or abroad. Upon such transfer you will abide by the

Page 1 of 4



rules and regulations including working hours, leave and holidays of such Department, Office or Establishment concerned without any extra remuneration.

9. Your increment will be on annual basis and will be based on your efficient and satisfactory discharge of duties assigned to you from time to time and performance and financial results of the company.
10. You will devote your whole time and attention to your duties to promote the interests of our Organization. You will not carry on any business, trade or profession or enter, for any part of your time, in any capacity the services of or be employed by any other firm, Company or person.
11. You will not divulge to any person or persons, any of our trade secrets or affairs or information related to company and its business.
12. You will not give to anyone by word of mouth or otherwise any particulars or details of our Manufacturing Process, Technical Know-how, Security Arrangements, Administrative and/or Organizational matters whether confidential, secret or otherwise either during the employment with us or afterwards which you acquire during the course of your employment.
13. You will be responsible for safe keeping and return in good condition and order, all our property such as tools, equipment's, instruments, books, uniforms, safety gear, etc. which may be in your use, custody, care or charge. Management shall have the right to deduct the value of all such items from your dues and take such other action, as it deem proper in the event of your failure to account for such property to it's satisfaction.
14. You will abide by the rules and regulations applicable to you, which are in force for time being or may be formed from time to time.
15. Your services shall be terminated without notice if it is found that you have obtained this employment on the basis of false or fraudulent information-documents or have represented your candidature wrongly to get employed with the company.
16. If at any time during your employment, you are found guilty of any act of misconduct or any willful breach or continuous negligence in the terms of this appointment, or rules or dereliction of duties, disobedience of the instructions given to you from time to time, or deliberately made loss to the company, the management may without any notice or payment in lieu of notice, put an end to your services. You will be deemed to have brought about such a situation by your misconduct compelling the management to put an end to your services and you shall therefore continue to be liable for all losses, damages to the company.
17. You will disclose to us forthwith any discovery, invention process or improvement made or discovered by you while you are in our service and such discovery, invention process or improvement shall be the sole and absolute property of the company. If and when required to do so by the company, you shall at the

Vijay

company's expenses, take out or apply for letters patents, licenses, or other rights privileges or protection as may be directed by us in respect any such discovery, invention process or improvement, so that the benefits 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 our favor or such other person or persons, Firms or Companies, as we may direct as the sole beneficiary thereof.

18. On separation from the company on account of resignation, termination or retirement, you shall hand over your charges of work and property either entrusted to you or in your Possession and custody to your immediate superior or any other person authorized by the management for this regard and obtain a clean discharge before claiming salary, apply for leave or whatsoever nature sufficiently in advance.
19. You will devote your full working time for the welfare and benefit of the company's progress. During continuance of your employment with the company, you shall scrupulously follow all the rules and regulations of the Company prevailing from time to time and shall carry out duties that may be entrusted to you from time to time to the entire satisfaction of your superiors and in accordance with the instructions issued to you.
20. You will be retire from the company's services after attaining 58 years of age.
21. Kindly signify your acceptance by signing your name at the foot of the duplicate copy of this letter and return the same to us.

We welcome you to the Company and look forward to your participation in work of the company an outstanding success and we wish you all success in your career.

Thanking you,

Yours faithfully,

With Regards

For, Vikram Thermo (I) Ltd



Authorised signatory

I hereby accept this offer as per the above terms and conditions.

Name: Vijaykumar Grajale

Signature: Vijay



Select Start to begin

START

HYD Knowledge City, Raidurg, Serilingampally Mandal
Hyderabad Rangareddi TG 500081 IN
Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

Yerwade, Pune - 411006,
Maharashtra, India.
Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

Keeranatham Village, Saravanampatti
COIMBATORE – 641 035 TAMILNADU, IN
Tel: +91 422 668 4400

Cotiviti Offer of Employment _Sejal Laxman Wagh.docx

1 of 2

DocuSign Envelope ID: BE081D12-CC5F-4178-BA4A-79F0799160FF

COTIVITI

Cotiviti India Private Limited

Registered Office:
10th Floor, Galaxy, Plot No.1, Sy.No.83/1, HYD Knowledge City,
Raidurg, Serilingampally Mandal Hyderabad
Rangareddi TG 500081 IN
Tel: +91 40 6712 2222, Fax: +91 40 6712 2224
CIN: U72200TG2007FTC053815, Web: www.cotiviti.com

Annexure -I

SALARY FITMENT SHEET

Date: 14-June-2022

Name of the candidate : Sejal Laxman Wagh
Designation : Audit Support Assistant
Department : Intl Ops-Retrieval Ops
Expected Date of Joining : 20th June 2022

SALARY STRUCTURE		
Fixed Components	P.A (INR)	P.M (INR)
Basic	225,000	18,750
HRA	157,500	13,125
PF(Employer's Contribution)	21,600	1,800
Flexi Benefit Plan	45,900	3,825
LTA Taxable*	45,900	3,825
Monthly Food Coupons *	-	-
Fixed CTC (A)	450,000	37,500
Other Benefits		
Gratuity	10,823	
Group Mediciam & Personal Accident Policy Premium	37,192	
Life Insurance Premium	1,485	
Total Other Benefits (B)	49,500	
Total Cost to Company (A + B)	499,500	

Note:
1. *Denotes optional component.
2. You are covered under Mediciam Insurance for self & immediate family (Family definition is Self, spouse, children & parents) subject to maximum four members including self. You have the option of adding maximum 2 more family members with the mediciam policy (GMC) subjective premium to be paid by you. You are also covered under the personal accident policy and Group Life Insurance Policy of
3. All the statutory insurance liabilities are as covered under the above policies.
4. Please note PF contribution of both Employee and Employer are considered as part of above Fixed CTC
5. The above remuneration is subject to Income Tax and other statutory deductions.

Thanking You

For Cotiviti India Private Limited

DocuSigned by:

Mohsin Mohammed

Mohsin Mohammed

Vice President- Human Resources

ACKNOWLEDGEMENT:

I accept your offer of employment and will report on ()



(Signature of the candidate)

Candidate Full Name - Sejal Laxman Wagh

Operational Offices:

10th Floor, Galaxy, Plot No.1, Sy.No.83/1,
HYD Knowledge City, Raidurg, Serilingampally Mandal
Hyderabad Rangareddi TG 500081 IN
Tel: +91 40 6712 2222, Fax: +91 40 6712 2224

Podium Floor, Binarius/Deepak Complex,
Yerwade, Pune - 411006,
Maharashtra, India.
Tel: +91 20 4150 4505, Fax: +91 20 4150 4525

7th Floor, Tower A, KGISL Infra Structure Pvt Ltd
Keeranatham Village, Saravanampatti
COIMBATORE – 641 035 TAMILNADU, IN
Tel: +91 422 668 4400

Ref No: 12673501

28-Nov-2018

Asmita Magare

Dear Asmita,

In continuation to our discussions, we are pleased to offer you the role of **Trainee - Junior Data Analyst** in **Cognizant Technology Solutions India Private Limited**.

You are entitled to an Annual Gross Compensation (AGC) of **Rs.189,996**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered 0 months of your experience as relevant, which would be updated in our records. Your place of posting will be **Pune**.

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

We request you to join us on or before **03-Dec-2018**.

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

Please note:

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

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

To,
Ms. Rasika Deshpande
Eisha Erica, A Wing 101,
Near DSK Vishwa,
Dhayari, Pune 411041

Subject: - Appointment to the Post of "Assistant Professor" (Adhoc) in Pharmaceutical Chemistry at Dr. D.Y. Patil College of Pharmacy, Akurdi, Pune – 411 044

With above reference I am pleased to inform you that the Management has appointed you as Asst. Professor (Temporary on Adhoc basis) in Pharmaceutical Chemistry at Dr. D.Y. Patil College of Pharmacy, Akurdi, Pune-411 044 with effect from 04/01/2021.

You will be paid Rs. 15,600/- (Basic) + Rs. 6000/- (AGP) per month in the pay band of Rs. 15600-39100 and gross salary Rs. 21,600/- (Rs.:Twenty One Thousand Six Hundred Only).

Your appointment is purely Temporary on Adhoc basis and is subject to the following terms and conditions: -

1. Your service will be subject to your completion of formalities, including but not limited to you providing the College with appropriate documents.
2. Your service is contingent upon your understanding that teaching is a noble career and that you have the power to shape and influence the careers of numerous students / youngsters and adhering to a higher degree of moral / legal responsibilities associated therewith.
3. Your service will be governed by the Maharashtra University Act, 2016, and rules and regulations laid down by the Savitribai Phule Pune University from time to time and management rules, regulations and instructions from time to time.
4. Please note that, your appointment is purely on 'Temporary on Adhoc basis' for the period from 04/01/2021 to 30/04/2021
5. You should submit the originals as well as certified true copies of relevant / applicable Testimonials such as birth date certificate, mark-sheets, leaving certificate, degree, experience, caste and change of name certificates before joining your duties.
6. You are required to undertake the teaching / Project guidance / research load / other work as per Competent Authority's instructions from time to time.

P.T.O

- 7 You understand and acknowledge that excellence in academics is the key objective of the College and in pursuit of the same. You will teach to the best possible extent. Also, you will not conduct or engage yourself in any other private institution(s) or private coaching classes or likewise.
- 8 Your services are transferable to any other College / Institutions run by the Pratishtan.
- 9 Your appointment may be terminated at any time, by either party by giving One (1) month notice or One (1) month pay (Basic Pay + AGP) in lieu of notice period.
- 10 If you are found absent continuously for more than Eight (8) days without permission, your services will stand terminated automatically.
- 11 During the period of your service you will not indulge directly or indirectly in things that are subversive to the interests of the Pratishtan / College, or which are anti-institutional.
- 12 All information, documents, systems, etc. to which you have access during the course of your service with us, are confidential and proprietary of Pratishtan / College. You shall not disclose any such information, documents, and systems to any third party, either in the Pratishtan / College or outside.
- 13 You shall not involve directly or indirectly in any financial matters and matters pertaining to admissions of the students to the various Institutions / Colleges at any stage.
- 14 If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Management / Pratishtan.
- 15 You will perform your duties as specified to you. You will make a brief report to the Pratishtan office on your performance at the end of every academic year, in the manner and format specified from time-to-time.
- 16 You have to communicate your acceptance to the Pratishtan / College within Seven (7) days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Satej D. Patil
Vice – President & Chairman

The above terms and conditions are acceptable to me.

Name:-

Date:-

Signature:-

Copy to :- 1) The Principal, Dr. D.Y. Patil College of Pharmacy Akurdi, Pune -411 044
2) Account Section.
3) Guard

Employee Code	:	70350
Employee Name	:	Surbhi Gitaram Lokhande
Designation	:	Executive - R&D ADL
Department	:	R&D
Date	:	25 th October, 2021
Subject	:	Annual Increment FY 20-21

Dear Surbhi Gitaram Lokhande,

It has always been our endeavor to ensure that colleagues are recognized & rewarded based on their relative performance and the potential consistently demonstrated by them.

Continuing this endeavor, we wish to inform that based on the Merit Rating secured by you has resulted in increase of INR 22125/- per annum on your current total cost to company (TCTC).

Consequent to the above increase, we are pleased to revise your TCTC to INR 282482/- per annum, which shall become effective 26.09.2021.

Particulars	Current Salary	Revised Salary effective 26.09.2021
	Monthly	Monthly
Basic	8678	9416
HRA	3471	3766
Medical Allowance	1250	1250
Education Allowance	200	200
Uniform Allowance	400	400
Conveyance	1600	1600
Loyalty Bonus	0	500
Special Allowance	2790	2951
Gross Salary	18389	20083
Gross Salary Yearly (A)	220668	240996
DEDUCTIONS		
PF Contribution	1790	1800
ESIC Contribution	138	151
Professional Tax	200	200
Net Salary (Subject to applicable TDS)	16261	17932
ADDITIONS		
PF Contribution	1790	1800
ESIC Contribution	598	653
NPS Er. Contribution	0	0
Total - Additions	2388	2453
Total - Additions Yearly (B)	28656	29436
ANNUALY BENEFITS		
LTA	0	0
Performance Bonus*	11033	12050
Total Benefits (C)	11033	12050
Total cost to Company (TCTC) (A+B+C)	260357	282482

SAVA HEALTHCARE LIMITED

CIN: U51397GJ2004PLC074963

Registered Office: Shed No 508 GIDC 2, Wadhwan City, Dist Surendranagar - 363035, Gujarat, INDIA.

Corporate Office: SAVA House, Off New Airport Road, Viman Nagar, Pune - 411014, INDIA.

Tel: +91 20 3051 6100 E-mail: sales@savaglobal.com Web: www.savaglobal.com

Renu

Date: 10th June 2019

APPOINTMENT LETTER

Dear Mr. Vikas S. Gaware

We are pleased to appoint you as a **Research Associate** in **Analytical Research and Development Department** in *Our Organization* with effect from **10th June 2019** on the following terms & conditions.

1. Your present total salary shall be Rs.2.2 lakhs/ annum inclusive of all allowances.
2. Any Tax liability arising out of your compensation will have to be borne by you.
3. You will be on probation period for a period of 6 months from the date of joining. The probation period can be curtailed or extended at the sole discretion of management depending upon assessment of your overall performance. The extended probationary period would be maximum of three months. Unless confirmed on writing you will continue on probation.
4. Your services may be terminated on either side by giving one-month notice in writing or payment of basic salary in lieu of. The company may immediately terminate your services without any compensation or notice, if you are in any breach of your responsibilities as assigned by the company.
5. Your continuation in employment will be further subject to you remaining medically fit. The management will have the right to get you examined or re-examined from Company's Physician whose decision shall be final and binding on you.
6. You would be entitled to all statutory benefits like Leave, Bonus & Gratuity etc. as applicable to your cadre and in accordance with the Company's policies from time to time.
7. Your services are however, liable to be transferred to any of our offices/units etc. purely at the discretion of the management on account of exigencies of work without any additional remuneration.

Callidus Research Laboratories Pvt. Ltd.

Plot no PAP-A-29/1, Chakan Industrial Area Phase IV - Nighojo, Tal. Khed, Dist. Puno, Maharashtra, 410501 (India)

Tel : +91 20-69000144 E-Mail : info@calliduslabs.com Website: www.calliduslabs.com

8. You will be Whole time employee of the company and will not engage yourself in any work similar in nature to that of the company and/or engage yourself anywhere in any work, profession or employment in any capacity either honorary or otherwise.
9. You will have to maintain high personal integrity and moral conviction.
10. Management expect you to discharge your duties diligently and honestly & you should not disclose, utilize or divulge to any other company, firm or person, the affairs, process and techniques without written consent of the management.
11. If for any reason, you become incapable of performing the duties assigned to you or in the event of giving false particulars in your application and deliberately not disclosing any information, which is in the opinion, would have prompted us not to appoint you, then in such case your employment would be dispensed off without any notice or compensation thereof.
12. In case of termination or resignation, you shall handover all the documents and papers, keys and other property of the company as may be in your custody, care or charge to your immediate supervisor and obtain a clearance certificate from him.
13. In the case of sickness, preventing you from satisfactory performance of your duties over a prolonged period, the company reserves the right to terminate your employment or vary the terms and conditions over a given period.
14. You will not enter into any speculation or become interested in any business or do any trading in your own account without receiving permission in writing from the Company.
15. You will be bound to observe the rules of the office discipline and/or other instruction in force from time to time, to the entire satisfaction of your superiors. The company may terminate you without any notice in case of misconduct, breach of trust, loss of confidence, insubordination or for a similar cause.
16. The rules of the company governing all the benefits mentioned above, working hours etc. are subjected to change without any prior notice.
17. If you remain unauthorized absent for more than 8 consecutive working days or absent beyond the period of leave originally granted, it is deemed that you have lost your employment with the company.

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18. All documents, plans drawings, photos, reports, statements, formula, correspondence. etc. and also information and instructions that passed through you or come to your knowledge will be treated as confidential and you will bound to keep them secret and will not divulge or pass over them to anyone except to rightful discharge of your duties assigned by the company.
19. The remuneration and other terms of your engagement shall not be disclosed to the other members of staff of this company and to any other persons with the exception of close relatives.
20. You will keep us informed any change of your residential address or civil status.
21. You will retire from the services on attaining the age of 58 years.
22. Your services are governed by the rules and regulations of the company.

Please confirm and signify your acceptance of the terms and conditions stated above by signing duplicate copy of this letter. This offer is conditional upon your complying with the following.

We hereby welcome you for a long & happy association.


For, Callidus Research Laboratories.



Authorized Signatory



I, accept appointment on the terms and conditions as detailed above by.

Signature: 

Callidus Research Laboratories Pvt. Ltd.

Plot no PAP-A-29/1, Chakan Industrial Area Phase IV - Nighoje, Tal. Khod, Dist. Pune, Maharashtra, 410501 (India)

Tel : +91 20-69000144 E-Mail : info@calliduslabs.com Website: www.calliduslabs.com

Ref No: 12673357

12-Apr-2019

Bhakti Mali

Dear Bhakti,

In continuation to our discussions, we are pleased to offer you the role of **Trainee - Junior Data Analyst** in **Cognizant Technology Solutions India Private Limited**.

You are entitled to an Annual Gross Compensation (AGC) of **Rs.189,996**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered 0 months of your experience as relevant, which would be updated in our records. Your place of posting will be **Pune**.

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

We request you to join us on or before **24-Apr-2019**.

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

Please note:

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

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Bhakti Mali **Designation:** Trainee - Junior Data Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	8725	104,700
2	Company's contribution of PF #	1047	12,564
3	Advance Statutory Bonus***	2000	24,000
4	Special Allowance*	3481	41,772
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	580	6,960
	Annual Gross Compensation		189,996
	Annual Total Compensation		189,996
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Annual Total Remuneration		205,996

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

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 1923
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act, 1972
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit Act, 1961

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA

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

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

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

Note:

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

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

J. V. A. G. PHARMA CONSULTANTS

A/4-303 "EMPIRE ESTATE" NEAR RANKA JEWELERS,
MUMBAI-PUNE HIGHWAY, CHINCHWAD, PUNE-411 019 (INDIA).

Drug Master File, Registration Dossiers (CTDs, ACTDs), Quality Overall Summaries,
Certificate of Suitability, Toxicological, Clinical & Bioequivalence Studies
Tel. : +91-20-4670 4058, E-Mail : cos.dmf@gmail.com / marketing.jvag@gmail.com

Ref. No. - JVAG-2018-19/0603 -18

Date: - 03/06/2018

To,
Chitralkha S. Sonawane
S/O . Sanjay Sonawane
Sr.No. 80/1, Ashirwad Building,
Opp. Sayali Complex , Behind Rajlaxmi
Walhekarwadi , Chinchwad Pune - 33

Subject: - Appointment as a Trainee (Regulatory Affairs).

Reference: - Offer Letter & App. Letter No. - JVAG-2018-19/0603 -18

Dear Miss. Chitralkha

This has Reference to above mentioned subject as well our personal meeting with you, we are very please to inform you that you have been selected as a trainee you will need to join w.e.f. 04th June 2018.

You will be working as Trainee Drug Regulatory Affairs which will mainly include preparation of Drug Master Files and Dossiers.

Your appointment will be Temporary till 4th June. 2020. And based upon your performance during the working time we may confirm your services.

Any time during the working period if your performance is found to be par below expected level we may ask you to resign from the working with 1 month notice;



Continued.....





License Retention Letter

NO/PZ3/Outward/
Office of the Assistant Commissioner,
Food & Drugs Administration, Pune-Zone3 Circle
Office of the Joint Commissioner
Guruwar peth pune
Pune-Zone3
Print Date: 21/10/2022

To,
PANCHARATNA MEDICO (Proprietary)
SHOP NO.2, GR FL, NAVYUG COLONY , MIL NO. 12216,
BHEKRAI NAGAR, FURSUNGI , TAL HAVELI ,
PUNE - 412308
Taluka:PHURSUNGI District: PUNE-ZONE3
I/C Person: TEJAS RAMESH BHOSALE (Mobile: 9860733441)

License RETENTION
Firm Id : 136199



TEJAS RAMESH BHOSALE -PRO

Subject : - Drugs & Cosmetics Act - 1940 & Rules There under

Sir,

Ref :- Your Inward Application vide Inw No:- BF:-1129998, Dated:- 19/10/2022, Inw ID:- 1129998

With reference to your Inward application, we have to inform you that your said application is approved & below mentioned licences are RETAINED , whose VALIDITY Dates are mentioned below :-

No	Name	Sex	Join Date	Regn No.	Inw-ID
1	R-P / TEJAS RAMESH BHOSALE (PRO)	Male	25/10/2017	162436	558928
2	DIR / TEJAS RAMESH BHOSALE (PRO)	Male	25/10/2017	PAN-*****105M	558928

Lic	License No.	Issue From	Retention Date	Retained Upto	Old LIC No
20	241879	19/11/2022	19/11/2022	18/11/2027	-
21	241880	19/11/2022	19/11/2022	18/11/2027	-

TEJAS RAMESH BHOSALE -(R-P)

Cold Storage: YES

Open 24 Hrs: NO

This licence shall remain valid if licensee deposits a licence retention fee before the expiry of a period of every succeeding five years from the date of its issue unless it is suspended or cancelled by Licencing Authority.

The above mentioned licences need NOT be Sent by the Dept.

Kindly acknowledge the receipt of this letter.

Subject to NO-CHANGE in PREVIOUS Constitution (Proprietary). AND Already approved PREMISES and VALIDITY of Regd. Pharmacist Registration in Pharmacy Council

Specific Condition: 20C-only for packed drugs, manufactured under valid licenses.

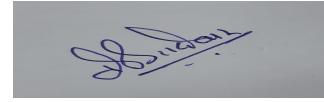
The Licensee shall not claim any equities or rights in the property under reference on strength of this Retention Letter.

Retention Fees Detail: ##### Pay ID:428586 - Amt:3250 - Pay Dt:19/10/2022 - GRN No:MH009542241202223E - Cert by:Auto~20/10/2022 - Vrf Dtls:0015113088202223~20/10/2022~Auto - Deface Dtls:0004730018202223~20/10/2022~Auto



e-Signed on 20/10/2022 15:52:35

TPAV # FU5XE9P7H7



KONDIBA GOVIND GADEWAR
Assistant Commissioner
Food & Drugs Administration
Pune-Zone3 Circle

This License/Certificate is eSIGNED. Physical Signature is NOT Required.



Form 20E

[See rule 67-EE]

Certificate of renewal of (license to sell,stock or exhibit or offer for sale,or distribute) Homoeopathic medicines

TEJAS RAMESH BHOSALE

PROPRIETOR of PANCHARATNA MEDICO

Number of license and date of issue : **PZ3-241881 Dated 19/11/2017 (19-Nov-2017)**

1. Certified that license No **PZ3-241881 Dated 19/11/2017** in form [20C] granted on the **19-Nov-2017** to **PANCHARATNA MEDICO** for sale of the Homoeopathic medicines at the premises situated at :

**SHOP NO.2, GR FL, NAVYUG COLONY , MIL NO. 12216,
BHEKRAI NAGAR, FURSUNGI , TAL HAVELI , , PUNE
Tal : PHURSUNGI (PUNE-ZONE3)
Pin: 412308 Phone: 9860733441 Mobile: 9860733441**

Cold Storage : **YES**

24 Hours : **NO**

has been renewed for a period from **19/11/2022** to **18/11/2027**

Area : **16.35 SqMts**

2. Categories or Particulars of Drugs (As per Original License) : **Drugs covered under the licenses**

3. Name(s) of registered pharmacist(s) in-charge :
RP-162436 - TEJAS RAMESH BHOSALE(BPH,)

4. **Specific Condition: 20C-only for packed drugs, manufactured under valid licenses.**

Details of Licenses and date of issue :

No.	Type	License No.	Issue Date	Renewal Date	Validity Date	Old License No.
1	20C	241881	19/11/2017	19/11/2022	18/11/2027	

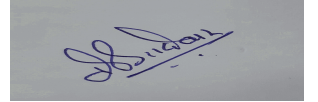
Date : **20/10/2022**

e-Signed on 20/10/2022 15:52:35

TPAV # FU5XE9P7H7



eSign
Digitally Sign



KONDIBA GOVIND GADEWAR

Licensing Authority & Assistant Commissioner
Food & Drugs Administration, Pune-Zone3

This License/Certificate is eSIGNED.

Physical Signature is NOT Required.

District	FDA File No	Inward Details	# Form Licence	Print Date
PUNE-ZONE3	136199	REN-1129998-19/10/2022	1	20.Oct-2022

For online Third Party Approval Verification; Go to fdamfg.maharashtra.gov.in & Click TPAV button.

N I C