

**Covance - CTC INPUT SCHEDULE**

PSID: _____
Grade Level: 106
Position Title: Junior Regulatory Affairs Specialist
Department: Post Marketing Safety
Employee / Candidate Name: Vaishnavi Bind
Start Date: 22-Feb-2021

All figures are in INR

FIXED COMPENSATION (Base Salary)		2,80,000.00
SECTION A: SALARY		
	Annual (INR)	Monthly (INR)
Basic Pay	40% of Fixed Comp or 180K Min	15,000.00
Flexi Basket ** Refer to note 4		8,333.33
A. Subtotal	2,80,000.00	23,333.33
SECTION B: RETIREMENT BENEFITS		
Provident Fund (Employer Contribution)	12% of Basic Pay	1,800.00
Gratuity	4.81% of Basic Pay	721.50
B. Subtotal	30,258.00	2,521.50
SECTION C: ANNUAL LEAVE ENCASHMENT		
Encashment of Annual Leave	(Estimate for 15 days)	Refer to Note 7.
C. Subtotal	10,385.00	-
CTC (Cost to Company)		3,20,643.00

NOTES:

1. Cost to Company:	This is calculated as: A. Subtotal + B. Subtotal + C. Subtotal
2. Fixed Compensation:	This is equal to A. Subtotal
3. Basic Pay:	This is calculated as 40% or minimum INR 1,80,000 /- P.A of the Fixed Compensation Amount. This amount is taxable.
4. Flexi Basket:	This is calculated as: Fixed Comp - Basic pay. This amount is 100% taxable. Through the "Define your salary" program employees can allocate up to the total amount of the flexi basket depending on sufficient funds being available to the tax saving instruments such as: HRA, LTA, Meal Coupons, Journal Allowance and Telephone Allowance
5. Provident Fund (Employer):	The employer contribution percentage is 12% of Basic Pay. The minimum employer contribution is INR 1,800 per month. In case, of employees who wish to contribute towards the voluntary PF (VPF) they can apply for the same through the payroll portal within 1 month post onboarding.
6. Gratuity:	Gratuity is calculated as 4.81% of Basic Pay. Employees are entitled to Gratuity payment (on separation) if their tenure at the company is more than 4 years and 190 days.
7. Encashment of Annual Leave	Annual leave entitlement is 21 days. Employees are required to use at least 6 days Annual Leave each year. They may elect to encash remaining leave or carry over a maximum of 21 days. Leave entitlement and other limits are pro-rated for new joiners during the year. In any given year the entitlement cannot exceed a maximum of 42 days (21 days carried forward + 21 days annual entitlement). Leave encashment applications are accepted in December month for the ongoing year.

All benefits are defined and controlled by company policies and are subject to change from time to time at the sole discretion of the Management.

I signify my acceptance of the above:

Signed: _____**Print Name:** _____**Date:** _____



Intimation Letter

To,
PRAYAG MEDICAL STORES
SHOP NO.1 HOUSE NO.578 GROUND FLOOR,
JALKOT ROAD,
JAMB BK - 431715
Taluka:MUKHED District: NANDED
I/C Person: PRABHAKAR BALAJI CHATE (Mobile: 8390187430)

Fresh License
Firm Id : 209595



PRABHAKAR BALAJI CHATE

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

Grant of License arising due to: Fresh License

Sir,

Ref :- Your Inward Application vide Inw No:- BF:-1002758, Dated:- 22/11/2021, Inw ID:- 1002758

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

Lic	License No.	Issue From	Retained From	Retained Upto	Old LIC No
20	453183	08/12/2021		07/12/2026	-
21	453184	08/12/2021		07/12/2026	-

*Open 24 Hrs: NO**Cold Storage: YES*

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 are sent herewith.

NOTE: You are requested to provide new rent agreement after completion of its validity (Only applicable to those having rent agreement less than 5 years).

Kindly acknowledge the receipt of this letter.

eSign
Digitally Sign

e-Signed on 08/12/2021 21:06:28

TPAV # BURUM7YU12

Sowit.

ROHIT SHANKAR RATHOD
Assistant Commissioner
Food & Drugs Administration
NANDED Circle

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



MICRO LABS LIMITED

REGD. & CORPORATE OFFICE: # 27, RACE COURSE ROAD, BANGALORE 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

September 28, 2021

Mr. Gund Amol Chhagan

At/Post: Kuldharam,

Tal: Karjat,

Dist: Ahmednagar,

Maharashtra - 414402.

Sub: Offer of Employment

Dear Mr. Amol,

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 Production Department based at Eyedrops Plant, Bommasandra, 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 **October 28, 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

Ref No: 14011628

25-Nov-2019

Vaishali Jamdhade



Dear Vaishali,

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

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

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

We request you to join us on or before **26-Nov-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:	Vaishali Jamdhade	Designation:	Trainee - Junior Data Analyst
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Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA @60% of basic*	2600	31,200
3	Company's contribution of PF #	1337.5	16,050
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	4213	50,556
6	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	433	5,196
	Annual Gross Compensation		205,002
	Annual Total Compensation		205,002
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Annual Total Remuneration		221,002

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, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages

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

ESI

- Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month which includes any recurring (or) adhoc special payouts during the month
- Contribution to ESI shall be continued till end of the contribution period, if the Associate contributes even for one month in a contribution period

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

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

** 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.



TITAN LABORATORIES PVT. LTD.

Manufacturers of Sustained & Modified Release Pellets, DC Granules, Taste Mask Granules, Capsules & Tablets.

A/01-GF & A/101, Plot No 120, Anand Bhavan, Spectrum Building, R. B. Mehta Marg, Ghatkopar (East), Mumbai - 400077. INDIA

Tel. : 0091 - 22 - 6785 7000 Fax : 0091 - 22 - 6785 7070

E-mail : titanpharmaindia@hotmail.com Website : www.titan-lab.com

CIN-U 24100MH2004PTC146928

Ref. No.: HR/Offer Letter/ SK/618/19-20

9th, October 2019

To,
Mr. Chakradhar Machave
S/O: Babasaheb Machave
At Aurangpur post Bansarola,
Tal. Kaij & Dist Beed
Contact: 9890904128
D.O.B: 25th July 1994

Sub: Offer Letter

Dear Chakradhar,

This is with reference to your application and the interview held on **1st Oct, 2019**. We are pleased to offer you the position of "**Officer- Technology Transfer (R&D)**" in our Organization, broadly on the following terms and conditions:

- Your remuneration package is total cost to company (CTC) as mutually agreed and discussed during our meeting.
- You will be based at **Mahad** in the first instance.
- We would like you to join our services on **11th November 2019**.
- After accepting offer letter from our company, you should submit your resignation acceptance letter from your current organization within 3 working days, otherwise offer letter will be treated as cancelled.

The other terms and conditions of your employment in the company will be as per your Appointment Letter which will be issued to you on your joining and after submission of following documents / details below:

- Xerox copies of all educational certificates.
- All Previous employments details (Service certificated and Relieving letter etc.).
- Residential Proof (Ration Card / Electricity Bill).
- Latest Three months' pay slip of previous employer along with bank statement.
- Latest Form 16 from previous employer.
- Xerox copy of your Pan Card (Both the sides).
- Employment form duly filled in along with two passport size latest photograph.
- Before joining you should submit your medical fitness certificate issued by registered MBBS Doctor.

This offer are acceptance thereof for the purpose of joining is irrevocable and any party breaching the contract shall be liable for payment of damages as per provisions of applicable laws for this the Courts at Mumbai will have Jurisdiction.

We look forward to your joining us.

Thanking you.

Yours Faithfully,

For **TITAN LABORATORIES PVT. LTD.**


Manoj Yadav
Sr. Manager – HRD – Talent Management



**I ACCEPT THE OFFER ON ABOVE
TERMS AND CONDITIONS
I Shall Join on**



14-JUL-2021

Letter Of Appointment

To,
Ms. Ashwini Nagare
At: Belawade, post- Songaon
Tal: Jawli, Dist- Satara
9096007877

Dear Ms. Ashwini,

This has reference to our Offer of Employment in TATA Consultancy Services Limited vide TCSL/1509739/BOM/Business Process Outsourcing Services/BSPA dated 19-May-2021 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Employment accepted by you, we are happy to appoint you as Senior Process Associate in Grade BPO2 with effect from 14-JUL-2021.

Your Associate number is 2029132.

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

Yours sincerely,
For TATA Consultancy Services Limited

Rustom Beheram Sigamporia
Head Talent Acquisition - Business Process Services

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India
Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

Date: 9th May 2019

Mr. Sagar Naykodi,

Pune

Dear Sagar,

Appointment Letter for Employment

With reference to your interview with us, we have pleasure in offering you an employment with "Ascentrik Research Pvt. Ltd." on the following broad terms and conditions:

1. **Date of Joining:**

The employment will commence from 9th May 2019. You will be designated as **Clinical Research Associate**.

2. **Remuneration:**

Your CTC (Cost to Company), will be **Rs.2,37,180/- (Two Lakhs Thirty-Seven Thousand One Hundred and Eighty)**

The Break Up of your Remuneration is as under:

Fixed Pay	
Gross salary	17,561
Basic	10,537
HRA	5,268
LTA	878
Travel Reimbursement	878

*The PF contribution will be deducted @12% on Basic

* The ESIC contribution will be deducted @1.75% on Gross Salary

*The PF and ESIC Employer Contributions will be paid over and above the Gross salary.

*PT will be deducted as per the Government rules.

A S C E N T R I K R E S E A R C H P R I V A T E L I M I T E D

Mumbai Office :
A-106 & 107, Rupa Solitaire, Millennium Business Park,
Mahape, Navi Mumbai - 400710

Regd. Pune Office :
Office No. 406 & 407, B Wing,
G.O. Square, Wakad, Pune - 411057

CIN : U74995PN2016PTC164346
Email : info@ascentrik.com
Web : www.ascentrik.com
Tel : 020 66537300



सत्यमेव जयते

जिल्हा रुग्णालय, पुणे

जिल्हा शल्यचिकित्सक यांचे कार्यालय, औध,कॅम्प,पुणे २७

Telephone

29700041 (Off)

29700020 (Off)

Fax No.020 - 27286458

Email :- dpsshcppune2@gmail.com

जा.क्र.जि.श.चि /पुर्ननियुक्ती/ / २३

दिनांक :- ६/३/२०२३

नियुक्ती आदेश

२९९६

विषय :-राष्ट्रीय बाल स्वास्थ्य कार्यक्रमांतर्गत पुर्ननियुक्ती देणेबाबत.....

संदर्भ :-मा.आयुक्त,आरोग्य सेवा तथा संचालक रा.आ.अ,महाराष्ट्र मुंबई यांचे पत्र जा.क्र.राआसो/मनुष्यबळ पुर्ननियुक्तीमार्गदर्शकसूचना/१२५०४१-४४३/ दि.२८.१०.२०२२

उपरोक्त संदर्भिय विषयानुसार एन.एच.एम. राष्ट्रीय बाल स्वास्थ्य कार्यक्रमांतर्गत खालील उमेदवाराची निव्वळ तात्पुरत्या हंगामी स्वरुपात कंत्राटी तत्वावर ग्रा.रु.वडगाव मावळ येथे पुर्ननियुक्ती करण्यात येत आहे.

अ. क्र.	उमेदवाराचे नाव	पदनाम	पथक क्र.	नियुक्ती कालावधी	दरमहा एकूण वेतन
१	डॉ.मनिषा साळवे/कांबळे	वै.अधिकारी (स्त्री)	क्र.१	दि. १०/१०/२०२२ ते दि. २९/६/२०२३	रु. ३२,६५२/-
३	श्री.प्रवीण चव्हाण	औषधनिर्माता	क्र.१	दि. २४/११/२०२२ ते दि. २९/६/२०२३	रु. १७,८५०/-
४	श्रीमती.भाग्यश्री परदेशी	परिचारीका	क्र.१	दि. १०/१०/२०२२ ते दि. २९/६/२०२३	रु. २१,८७९/-
५	डॉ.शितल करकनाळे/तीळकरी	वै.अधिकारी (स्त्री)	क्र.२	दि. १०/१०/२०२२ ते दि. २९/६/२०२३	रु. ३५,३१०/-
६	श्रीमती.नुतन मोहीते	औषधनिर्माता	क्र.२	दि. १०/१०/२०२२ ते दि. २९/६/२०२३	रु. २२,६३२/-
७	श्रीमती.गौतमी शिंदे/भोसले	परिचारीका	क्र.२	दि. १०/१०/२०२२ ते दि. २९/६/२०२३	रु. २१,८७९/-
८	डॉ.मनिषा गावंडे/दिवरे	वै.अधिकारी (स्त्री)	क्र.३	दि. १०/१०/२०२२ ते दि. २९/६/२०२३	रु. ३३,८५२/-
९	श्रीमती.अश्विनी डोंगरे	औषधनिर्माता	क्र.३	दि. १०/१०/२०२२ ते दि. २९/६/२०२३	रु. २२,६३२/-
१०	श्रीमती.विजया नवगिरे/अवले	परिचारीका	क्र.३	दि. १०/१०/२०२२ ते दि. २९/६/२०२३	रु. २१,८७९/-
११	डॉ.मिनाक्षी माळगे/शिराळे	वै.अधिकारी (स्त्री)	क्र.४	दि. १०/१०/२०२२ ते दि. २९/६/२०२३	रु. ३५,३१०/-

अ. क्र.	उमेदवाराचे नाव	पदनाम	पथक क्र.	नियुक्ती कालावधी	दरमहा, एकूण वेतन
१२	डॉ.पद्मवीर थोरात	वै.अधिकारी (पु)	क्र.४	दि. १०/१०/२०२२ ते दि. २९/६/२०२३	रु.३४,०३५/-
१३	श्रीमती.श्रुतिका रणदिवे	औषधनिर्माता	क्र.४	दि. २४/११/२०२२ ते दि. २९/६/२०२३	रु.१७,८५०/-
१४	श्रीमती.आश्विनी कांबळे	परिचारीका	क्र.४	दि. १०/१०/२०२२ ते दि. २९/६/२०२३	रु.२१,८७९/-

सदरील उमेदवारांच्या नियुक्ती संबंधातील अटी व शर्ती खालीलप्रमाणे :-

- १) सदरची नेमणुक करार पध्दतीवर निव्वळ तात्पुरत्या/हंगामी स्वरुपाची राहिल.
- २) राष्ट्रीय आरोग्य अभियान/राष्ट्रीय बाल स्वास्थ्य कार्यक्रमातील लेखाशिर्षामध्ये (PIP) आपण कार्यरत असलेल्या पदाचा समावेश नसल्यास आपली नेमणूक आपोआप संपुष्टात येईल.
- ३) त्यानंतर वर्तणूक व कामाची प्रगती पाहून पुढील वर्षासाठी नेमणूक करण्यात येईल.
- ४) कार्यालयीन कामकाजाची वेळ सकाळी ९ ते दुपारी ५ अशी राहिल.
- ५) कार्यालयीन कामात वेळेत निपटारा करण्यासाठी कार्यालयीन वेळेच्या आधी व कार्यालयीनवेळेनंतरही निकड भासल्यास थांबावे लागेल. कार्यालयीन कामाव्यतिरिक्त अधिक वेळ कामकेल्यास त्यासाठी वेगळा भत्ता अनुज्ञेय राहणार नाही तसेच आवश्यकतेनुसार नियुक्ती ठिकाणाव्यतिरिक्त अन्य ठिकाणी आदेशित केलेले कामकाज करावे लागेल.
- ६) फिरतीवर जाताना हालचाल नोंदवहीवर दररोज नोंद करावी लागेल.
- ७) बायोमॅट्रीकवर (In-out)हजेरी सक्तीचे अनिवार्य राहिल.
- ८) हजेरीपत्रकावर दररोज स्वाक्षरी करावी लागेल.
- ९) दरमहा केलेल्या कामाचा अहवाल नियमितपणे दरमहा २ तारखेपर्यंत सादर करावा लागेल.
- १०) कामावर हजर होताना आपणास एन. एच. एम. आर. सी. एच. ने ठरवून दिलेला करारनामा रु. १००/- च्या स्टॅम्प पेपरवर नोटरीमार्फत या कार्यालयास करून द्यावा लागेल.
- ११) शासकिय सुट्टी व्यतिरिक्त नियुक्ती कालावधीत ८ नैमित्तिक कोणतीही रजा व ७ वैद्यकीय रजा अनुज्ञेय राहिल.
(दुस-या व चौथ्या शनिवारी सुट्टी अनुज्ञेय राहणार नाही याची नोंद घ्यावी.)
- १३) कार्यरत अधिकारी/कर्मचारी जर सात दिवसांपेक्षा जास्त दिवस विनापरवानगी गैरहजर राहिल्यास त्यांची नियुक्ती संपुष्टात येईल.
- १४) जिरु/उजिरु/ग्रारु कार्यालयाने वेळोवेळी आदेशित केलेली कामे करावी लागतील व तसेच राग्राआ अभियान सूचनांचे व कार्यक्रम राबवित असताना वेळोवेळी देण्यात येणा-या मार्गदर्शक सूचनांचे पालन करणे बंधनकारक आहे.
- १५) आपले काम समाधानकारक न आढळल्यास एक महिन्याची नोटीस देवुन आपणास सेवामुक्तकरणेत येईल.
- १६) नेमणुक आदेश मिळाल्यापासुन ७ दिवसांचे आत नेमणुकीच्या ठिकाणी हजर व्हावे लागेल, ७ दिवसांच्याआत रुजु न झाल्यास आपण यापदी काम करण्यास इच्छुक नाही असे गृहित धरुन आपल्यानेमणुकीचा विचार केला जाणार नाही.
- १७) आपण विनापरवानगी ७ दिवसांपेक्षा जास्त दिवस गैरहजर राहिल्यास आपल्यावर कार्यमुक्तीची कार्यवाही करण्यात येईल.

१८) याशिवाय इतर अटी व शर्ती करारनाम्यात नमुद केल्याप्रमाणे आहे. त्याप्रमाणे काम करावे लागतील.

१९) परीस्थितीनुसार नियुक्तीच्या ठिकाणात बदल होऊ शकतो याची नोंद घ्यावी.

२०) आपले पद हे कंत्राटी स्वरुपाचे असल्याकारणे आपल्या पदस्थापनेत बदल अथवा बदलीस आपण पात्र राहणार नाही.

२१) सदरची नियुक्ती कंत्राटी स्वरुपाची असल्यामुळे सदर पदावर कायम करण्याबाबत व बदलीबाबत भविष्यात कोणताही अधिकार सांगता येणार नाही व त्यासाठी तसेच इतर अन्य मागण्यांसाठी आंदोलन/संप/बंद इ. करता येणार नाही व त्यात भाग घेणार नाही अशा आशयाचे बंदपत्र १०० रु.च्या स्टॅम्पपेपरवर द्यावे लागेल.

२२) यासेवा कंत्राटी पध्दतीच्या असल्याने कोणत्याही न्यायालयात जाता येणार नाही.


जिल्हा शल्यचिकित्सक, पुणे

प्रत:-

वैद्यकीय अधिक्षक -ग्रा.रु.वडगाव मावळ

प्रत माहितीस्तव सविनय सादर :-

मा. अभियान संचालक, राग्राआअ, अरोग्य भवन, मुंबई.

मा. अतिरिक्त संचालक, आरोग्य सेवा कुटुंब कल्याण माता बाल संगोपन व शालेय आरोग्य पुणे.

मा. मुख्य कार्यकारी अधिकारी तथा अध्यक्ष, राष्ट्रीय बाल स्वास्थ्य कार्यक्रम, जि.प.पुणे

मा. उपसंचालक, आरोग्य सेवा, पुणे मंडळ, पुणे - ०१



राष्ट्रीय आरोग्य अभियान

जिल्हा एकात्मिक आरोग्य व कुटुंब कल्याण सोसायटी, पुणे



दूरध्वनी क्रमांक (वे) - ०२०५१६१८
कार्यालय दूरध्वनी क्र. - ०२१२२५५२
ई-मेलक्रमांक - dpmpune@gmail.com



गणेशनगर व चव्हाण भवन
६ या राजला, आरोग्य विभाग
जिल्हा परिषद, पुणे - १

नियुक्ती आदेश

आरोग्य/राआअ/नियुक्ती/१०२/२०२०.
दि. २२/०२/२०२०.

विषय :- राष्ट्रीय आरोग्य अभियान अंतर्गत जिल्हा परिषद, पुणे मार्फत कंत्राटी पध्दतीने करार तत्वावर नियुक्ती देणेबाबत.

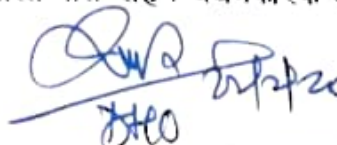
संदर्भ :- दिनांक ०८.०१.२०२० रोजी मुलाखतीद्वारे झालेली निवड.

राष्ट्रीय आरोग्य अभियान अंतर्गत जिल्हा परिषद, पुणे मार्फत दिनांक ०८.०१.२०२० रोजी घेण्यात आलेल्या मुलाखतीनुसार आपली औषधनिर्माता या पदाकरीता अजा या प्रवर्गातून र.रु. १७०००/- या मासिक मानधनावर निवड झालेली असून आपणांस ११ महिन्यांच्या कंत्राटी तत्वावर खालील अटी व शर्ती प्रमाणे निव्वळ तात्पुरत्या स्वरूपात नियुक्ती आदेश देण्यात येत आहेत.

उमेदवाराचे नाव	पदाचे नाव	पदस्थापना	नियुक्ती कालावधी
श्रुतीका राजेंद्रकुमार रणदिवे	औषधनिर्माता	P.H. Vadgaon Maval	२२/०२/२०२० ते २०/०१/२०२१

खालील अटी व शर्ती प्रमाणे नियुक्तीचे आदेश देण्यात येत आहे.

- सदरची नेमणूक ही केवळ ११ महिन्याकरीता कंत्राटी तत्वावर असेल.
- कार्यालय प्रमुखांनी वेळोवेळी देण्यात आलेल्या आदेशांचे पालन करणे बंधनकारक राहिल.
- आपले काम समाधानकारक न आढळल्यास एक महिन्याची नोटीस देवून आपणांस सेवामुक्त करण्यात येईल.
- केंद्र शासनाने कोणत्याही पदास मान्यता दिली नाही तर अथवा भविष्यात इतर कोणतीही अपवादात्मक परिस्थिती उद्भवल्यास सदर पदावरील कर्मचाऱ्याची सेवा कोणतीही पुर्वसुचना न देता वा कोणतेही कारण न देता तात्काळ संपुष्टात आणली जाईल.
- आपली नेमणूक आरबीएसके/विअरहाऊस/आयपीएचएस कार्यक्रमांतर्गत केवळ ११ महिन्यांकरीता कंत्राटी तत्वावर असल्याने पदाचा हक्क मागण्यासाठी न्यायालयात जाता येणार नाही याची नोंद घ्यावी.
- आवश्यकतेनुसार एका योजनेतून दुस-या योजनेसाठी तसेच एका ठिकाणाहून दुस-या ठिकाणी स्थलांतरीत करण्याचे अधिकार निवड समितीस राहिल.
- उमेदवारास नियुक्तीचे ठिकाणीच वास्तव्यास राहणे बंधनकारक आहे.


२२/०२/२०२०



TITAN LABORATORIES PVT. LTD.

Manufacturers of Sustained & Modified Release Pellets, DC Granules, Taste Mask Granules, Capsules & Tablets.

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E-mail : titanpharmaindia@hotmail.com Website : www.titan-lab.com

CIN-U 24100MH2004PTC146928

No.: HR/Offer Letter/ SK/696/20-21

25th Feb, 2020

To,
Mr. Hitesh Shekokare
S/O: Mr. Lahu Shekokare
At Post: Jamner, Taluka,
Jamner Dist: Jalgaon
Pincode: 424206
Mob: 9922200863
D.O.B: 18th May 1994

Sub: Offer Letter

Dear Hitesh,

This is with reference to your application and the interview held on **24th Feb, 2020**. We are pleased to offer you the position of "**Officer – R&D**" in our Organization, broadly on the following terms and conditions:

- Your remuneration package is total cost to company (CTC) as mutually agreed and discussed during our meeting.
- You will be based at **Mahad** in the first instance.
- We would like you to join our services on **7th March, 2020**.
- After accepting offer letter from our company, you should submit your resignation acceptance letter from your current organization within 3 working days, otherwise offer letter will be treated as cancelled.

The other terms and conditions of your employment in the company will be as per your Appointment Letter which will be issued to you on your joining and after submission of following documents / details below:

- 1) Xerox copies of all educational certificates.
- 2) All Previous employments details (Service certificated and Relieving letter etc.).
- 3) Residential Proof (Ration Card / Electricity Bill).
- 4) Latest Three months' pay slip of previous employer along with bank statement.
- 5) Latest Form 16 from previous employer.
- 6) Xerox copy of your Pan Card (Both the sides).
- 7) Employment from duly filled in along with two passport size latest photograph.
- 8) Before joining you should submit your medical fitness certificate issued by registered MBBS Doctor.

This offer are acceptance thereof for the purpose of joining is irrevocable and any party breaching the contract shall be liable for payment of damages as per provisions of applicable laws for this the Courts at Mumbai will have Jurisdiction.

We look forward to your joining us.

Thanking you.

Yours Faithfully,

For TITAN LABORATORIES PVT. LTD.

Manoj Yadav
Sr. Manager - HRD - Talent Management

I ACCEPT THE OFFER ON ABOVE
TERMS AND CONDITIONS
I Shall Join on

श्री साई जनविकास प्रतिष्ठान, औरंगाबाद

श्री साई जे.पी.

SSJP/2019-20/354

दिनांक : 22/07/2019

ORDER OF APPOINTMENT

To,
Mr.Shete N.A.
At .Ganeshwadi
Tq.Newasa, Dist.Aurangabad.

Subject: - Appointment for the post of Asst. Professor

Sir,

In response to our Advertisement, you had applied for the post of Asst. Professor

Shri Sai Janvikas Pratishthan interviewed you on 22/07/2019 for the above post by the Local Selection Committee constituted.

I am pleased to inform you that the management has appointed you on the said post in Shri Sai Janvikas Pratishthan Shri Sai College of Pharmacy, on the pay scale of Rs16400-450-22400/- Your appointment is subject to the following terms and condition:

1. Your services will be governed by rules laid down by the management of Shri Sai Janvikaspartishthan
2. You will have to submit the original as well as certified true copies of relevant testimonials such as mark sheets and certificates of degree, Experience, Caste etc. at the time of joining duties.
3. You service is transferable to any other colleges run by the management.
4. You will have to join within ten days from the date of receipt of this Order of Appointment

Failing which your appointment is liable to be cancelled.

Received

CAK

Shete
Secretary
Shri Sai Janvikas Pratishthan
Reg. No. F-7497, Mah/350/2002



Shri Sai Janvikas Pratishthan's

Shri Sai College of Pharmacy

Khandala Tq.Vaijapur Dist.Aurangabad.



Mr. Shete N.A.

Assistant Professor

Shri Sai Janvikas Pratishthan

Shri Sai College of Pharmacy

Khandala Tq.Vaijapur Dist.Aurangabad.

Name : Mr.Shete N.A.

Designation : Assistant Professor

Qualification : M.Pharm (Pharmaceutics)

Blood Group : A +

Email.id : nikhilshete313@gmail.com

Address : At Post Khandala
Tq.Vaijapur
Dist .Aurangabad.


Shri Sai Janvikas Pratishthan's
Shri Sai College of pharmacy (B.Pharm)
Khandala Tq.Vaijapur Dist.Aurangabad.



Mr. Shubham G. Bonde
Lecturer

D.O.B. :- 15.06.1994

Department :- Pharmacy

Address :- 'Swarna -Shilp' Hari Om Colony
Sai Nagar, Amravati

Mobile No:- 8698938363



Sach
PRINCIPAL

VIDARBHA YOUTH WELFARE SOCIETY'S

INSTITUTE OF PHARMACY & RESEARCH

Anjangaon Bari Road, Badnera-Amravati - 444701

www.iopr.in

0721- 2970405

principaliopr@gmail.com



महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८

नमुना "ग"
(नियम ९ पहा)

सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२१५३२००३१५५३१०१८						
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०७४३६५७२१०३						
३.	आस्थापनेचे नाव	:	विघ्नहर्ता मेडिकल अँड जनरल स्टोर्स VIGHNAHARTA MEDICAL AND GENERAL STORES						
४.	कामगारांची एकूण संख्या	:	२						
			<table border="1"><thead><tr><th>पुरुष</th><th>स्त्री</th><th>इतर</th><th>एकूण</th></tr></thead><tbody><tr><td>२</td><td>०</td><td>०</td><td>२</td></tr></tbody></table>	पुरुष	स्त्री	इतर	एकूण	२	०
पुरुष	स्त्री	इतर	एकूण						
२	०	०	२						
५.	अ) मालकाचे नाव	:	विक्रम अरुण ठाकरे VIKRAM ARUN THAKARE						
	ब) आस्थापनेचा पत्ता	:	१७२, नियर डॉ बुंदे होस्पिटल, चांदे कोलोनी, नांदुरा रोड खामगाव, चांदे कॉलनी, ०१, खामगाव (एम क्ल), खामगाव, बुलडाणा, ४४४३०३						
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमतेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य घरता येणार नाही.								
७.	व्यवसायाचे स्वरूप	:	मेडिकल आणि ड्रगिस्ट स्टोर्स / MEDICAL & DRUGGIST						
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:							

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षात्कीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे.

सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : ११-०८-२०२१

ठिकाण : Buldana

कार्यालयाचा पत्ता : Shop Inspector Office, Khamgaon, Address-Amol Vichare Residence, Waman Nagar Chowk, Khamgaon, District-Buldhana

Ref : VE/HR/323

16th October' 2019**Ms. Rasika T. Wagh**

102, Jahagirdar Complex,
Near Sawant Hospital,
College Road, Malegaon Camp,
Maharashtra
Contact No: (+91) 8380963090.

Dear Ms. Rasika,

This has reference to your application and the subsequent interview that you had with us. We are pleased to inform you that you have been selected to join our organization as **Research Associate – Formulation Research and Development**, at our Khairne, MIDC R&D unit, on or before 4th November, 2019 as per the mutually agreed terms.

A formal Appointment Letter will be issued to you after your joining our organization and completing necessary formalities etc.

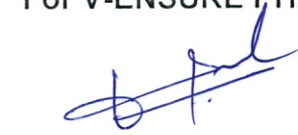
Please bring with you the following documents while reporting for joining of duties, photocopies of your certificates and testimonials in support of your qualifications and date of birth along with four passport size colour photographs of yourself.

Please sign and return the duplicate of this letter as token of your acceptance.

We welcome you and wish you long and a prosperous career with us.

Yours Faithfully,

For V-ENSURE PHARMA TECH. PVT.LTD.


Managing Director
Mousumi S. Vemula





MICRO LABS LIMITED

REGD. & CORPORATE OFFICE: # 27, RACE COURSE ROAD, BANGALORE 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

May 18, 2019

Mr. Subham Sunil Wakde

A/P: Jamgaon,
Tal: Gangapur,
Dist: Aurangabad,
Maharashtra – 431 110.

Sub: Offer of Employment

Dear Mr. Subham,

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 Formulation 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 **June 18, 2019** 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



BHARAT SERUMS AND VACCINES LIMITED

(CIN : U24230MH1971PLC015134)

Registered Office : 17th Floor, Hoechst House, Nariman Point, Mumbai - 400021, India

Tel. : +91-22-6656 0900 / 6656 0980

Fax : +91-22-6656 0933

E-mail : corporate@bharatserums.com

Website : www.bharatserums.com

APPOINTMENT LETTER

Date: 19.12.2019

Employee Code: 01007138

Mr. Vinayak Wani

/ Barhanpur

Ahmadnagar

Ahmadnagar-414502

Maharashtra

Dear Mr. Vinayak Wani

We are pleased to appoint you as **Officer** in **Quality Assurance** department in our Company with effect from **December 16, 2019** on the following terms and conditions of service.

LOCATION OF POSTING : AMBERNATH FACTORY

COMPENSATION PACKAGE:

You will be paid an annual gross compensation package of Rs.238,777.44 /- (Rupees Two Lakh Thirty Eight Thousand Seven Hundred Seventy Seven Forty Four Pa only). The break-up of your compensation is given below:

Monthly Income	Rs	Monthly Deduction	Rs
Consolidated Wages	12,500.00	PF @12% (Employee Cont.)	1,500.00
House Rent Allowance	3,319.00	ESI @ 0.75 % (Employee Cont.)	119.00
		Professional Tax	200.00
		Total Deduction	1,819.00
Monthly Gross	15,819.00	Monthly Take home	14,000.00
Statutory Benefits	Rs	Reimbursements	Rs.
PF @12% (Employer Cont.)	1,500.00		
ESIC	514.12		
Total Statutory Benefits	2,014.12		
Total Monthly CTC	17,833.12		
Annual CTC	213,997.44		
Bonus	24,780.00		
		Total Monthly Reimbursements	0.00
		Total Annual Reimbursements	0.00

Total Annual CTC (including Bonus and Reimbursements):Rs.238,777.44

- All Reimbursements will be paid as per prevailing IT rules and company policies in effect from time to time.
- The above compensation package will be subject to Income Tax regulations in force from time to time.

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

With best wishes,

For Bharat Serums and Vaccines Limited

Signature valid

Signed by : AKHILESH MISHRA

Date : 19-Dec-2019 12:07 PM

Dr. Akhilesh Mishra

Senior Vice President-Human Resource

I accept

Mr. Vinayak Wani

Corporate Office
3rd Floor, Liberty Tower,
Behind Reliable Plaza,
Airoli, Navi Mumbai,
Pin - 400 708.
Tel. : +91-22-4504 3456
Fax : +91-22-4504 3200

R & D Centre
3rd Floor, Liberty Tower,
Behind Reliable Plaza,
Airoli, Navi Mumbai,
Pin - 400 708.
Tel. : +91-22-4504 3000
Fax : +91-22-4504 3200

Thane Factory
Plot No. A-371/372, Road No. 27,
Wagle Industrial Estate,
Thane (West), Pin - 400 604.
Tel. : +91-22-2582 2181, 2582 1399
+91-22-67077696
Fax : +91-22-2582 3640
E-mail : factory@bharatserums.com

Ambarnath Factory
Plot No. K-27, Anand Nagar,
Additional M.I.D.C.,
Ambarnath (East), Pin - 421 501.
Tel. : 0251-262 7000
+91-22-262 7000
Fax : 0251-262 7000
E-mail : ambarnath@bharatserums.com

Warehouse
Building No. H-4, Premise No.1
Survey No. 15, Sonale Village,
Mumbai - Nasik Highway,
Taluka - Bhiwandi,
Dist. Thane, Pin - 421 302.
Tel. : +91-22-2663 026 / 27



Vinayak Wani
Emp. Code : 1007138
Blood Group : B+


CHRO

Appointment Letter

19th June 2019

To,
Mr. Apoorva Bauskar,

A warm welcome to you!!

Following to our recent discussion we are delighted to appoint you as **Consultant –Jr. Knowledge Associate** with our organization. We at CRB Tech believe in “work better, live better” policy and we are excited about the potential that you bring to our organization. We expect your personal accountability in all the products, actions, advice and results that you provide as a representative of CRB Tech Solutions Pvt. Ltd. We are confident you will find this new opportunity challenging and rewarding.

Your Date of Commencement of service is **1st July 2019**.

Place / Transfer

You will be posted at client (**Innoplexus Consulting Services Private Limited**) i.e. **Hinjewadi Phase – I** location.

However, your services are liable to be changed at the sole discretion of Management, in such other capacity as the company and client may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

Service Policy

You shall provide fulltime services exclusively to the business and interests of the Client. You will not take up any other work for remuneration or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your service with the company and client, without permission in writing of the Board of Directors of the Company and client. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

Temporary Period

We here by appoint you on temporary basis for the period of 7 months. Your professional service will be assessed during this period. If your services are found satisfactory during the temporary period, your service in our organization will be confirmed.

The Company and client has sole discretion to terminate your services without any prior intimation during the Temporary period if any act of irregularity in attendance or misconduct

or neglect of duty, performance issues found by the organization. If you wish to discontinue your service during temporary period you are liable to serve a notice of 15 Days.

Confidentiality

During the period of your service with the Company and client, you will devote Full Time to the work of the Company and client. Further, you will not take up any other service or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company and client.

You will not (except in the normal course of the Company and client's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company and client's products or to any matter with which the Company and client may be concerned, unless you have previously applied to and obtained the written permission from the Company and client.

You will be required to maintain utmost secrecy in respect of Project cost & Estimation, Technology, Software packages license, Company and client's polices, Company and client's patterns & Trade Mark and Company and client's Human assets profile.

You will be required to comply with all such rules and regulations as the Company and client may frame from time to time.

Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company and client having dealing with the company and client and if you are offered any, you should immediately report the same to the Management.

Responsibilities & Duties

Your services in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will be governed by the Policies of the company and client as may be applicable to you from time to time.

Medical Fitness

This appointment is subject to your being, and remaining, medically fit.

Termination of service

Your notice of termination of service will be **15 Day's** notice in writing or **15 Days** compensation in lieu of notice. Notwithstanding the a fore mentioned, the Company and client shall be entitled to terminate your service without notice, indemnities and compensation in any of the following events:

5.1) Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the

discharge of duty on your Full of the breach of any of the terms, conditions and stipulations contained herein.

5.2) You being adjudged an insolvent or applying to be adjudged an insolvent or making a compensation or arrangement with your creditors or being found guilty by a competent court of any offence involving moral turpitude.

5.3) The reconstruction or amalgamation of the Company and client whether by winding up of the Company and client or otherwise.

5.4) Any information provided to the company and client in the application for job or during the course of your service was found wrong and you have intentionally provided wrong information.

5.5) Absence for a continuous period of three days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

5.6) This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your service.

You will be responsible for safekeeping and return in good condition and order of all Company and client property, which may be in your use, custody or charge.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning a copy of this letter for our records.

Welcoming to CRB Tech, we wish you all the best!

Yours truly,

HR Department

CRB Tech Solutions Pvt. Ltd.

Please bring a copy of this offer letter with you on the date of joining.

For any further assistance, you can contact HR Team.

ACCEPTANCE LETTER

I, _____, residing at _____ hereby acknowledge that I have received the Offer Letter dated 1st July 2019, offered by CRB Tech Solutions Private Limited for the position of Jr. Knowledge Associate .

I hereby understand, accept and agree to the terms of the Offer Letter. Further, I acknowledge and accept to not disclose the Offer Letter to any other company and client or any other organization and understand that by accepting the terms of the Offer Letter I am under the binding obligation of the NDA (Offer Letter), to not disclose the said Offer.

I acknowledge, declare and inform that I am aware of, and accept that I shall be on temporary for a period of 7 months or until such time that the Company and client may deem to evaluate my work to be at par with the working standards of the Company and client. Further, I have been explained by the Company and client that the Company and client's Employee on-boarding process shall involve executing several documents, the same including, but not limited to, the Employment Contract, Employee Handbook, Non-Disclosure Agreement and any other undertaking and/or verification or any other document as shall be considered necessary and significant by the Company and client.

Further, on being explained the structuration of the salary to me, I hereby give my unconditional acceptance of the same and undertake to not raise any objections later at any point whatsoever.

Name:

Signature

Date

Annexure

		Monthly	Annual
A	Earnings		
	Basic Salary	5,200	62,400
	HRA	2,080	24,960
	Conveyance	800	9,600
	Medical Allowance	1,250	15,000
	Special Allowance	3,670	44,040
B	Benefit to Employee (CTC)	13,000	156,000
C	Monthly Take Home		12,800

* Professional Tax 200 will be deducted from Monthly CTC.

06-Jan-2020

Ashlesha Pandurang Bhagat,
Mali vasti, Vankute,
Vankute Road, Tal-Parner,
Ahmednagar - 414304.

Dear Ashlesha Pandurang Bhagat,

Sub: Offer Letter

We are glad to offer you the position of Trainee-CRP and your annual Cost to the company is Rs. 211397/- per annum (Rupees Two Lakhs Eleven Thousand Three Hundred Ninety Seven only) as tabulated below. Your date of Joining will be 06-Jan-2020 and your work location is Mumbai.

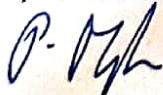
Compensation & Benefits	Per Annum	Per Month
Standard Gross		
Basic	71880	5990
HRA	52848	4404
Statutory Bonus	7000	583
Other Allowance	47556	3963
Gross Salary (A)	179280	14940
Statutory Payments / Company Contributions (B)		
Provident Fund	18180	1515
Gratuity	3456	288
Mediclaime	4644	387
ESI	5832	486
Total Deduction	32112	2676
Cost to Company (CTC) (A + B)	211397	17616

The offer letter is valid till the said date and any change in the joining date should be agreed in writing. All payments are subject to statutory deductions, as per the Income tax Act. The offer is subject to satisfactory verification of your antecedents / credentials as per company policies and code of conduct.

You are advised to sign and return the duplicate of this letter as a token of your acceptance. We look forward to a long and rewarding career with Episource.

With best wishes,

For Episource India Pvt Ltd.



Manjulaa Palanisamy
Associate Vice President - HR

Accepted

Ashlesha Pandurang Bhagat

●●● Episource India Pvt. Ltd | www.episource.com | CIN - U72900TN2004PTC053347

Registered Office: No. 18, Sathyanarayana Avenue, Boat Club Road, R.A. Puram, Chennai - 600 028.

Corporate Office

2nd Floor, Prince Info City II,
No. 141, Rajiv Gandhi Salai (OMR),
Kandanchavadi, Chennai - 600 096.
Ph: +91 44 4910 1616

Mumbai Office

5th Floor, E Wing, Corporate Avenue
(Atul Projects), Opp. Solitaire Corporate Park,
Chakala, Andheri-Ghatkopar Link Road,
Andheri East, Mumbai - 400 093.

Vijayawada Office

Door. No. 54-15-5A, 3rd Floor,
Lakshmi Avenue,
Srinivasa Nagar Bank Colony,
Ring Road, Vijayawada - 520 008.

Ref: SOF/1044
19th Jun 2019
Abhay Bharambe,
Pune

(Private and Confidential)

Dear Abhay Bharambe,

CONGRATULATIONS!!

With great pleasure we invite you to be an integral part of Applycup Hiring Solutions LLP (The Company),

With reference to your recent application and the subsequent interview/s you had with us, APPLYCUP, is pleased to confirm our offer of employment to you as "Jr Knowledge Associates". And you will be working at client place Innoplexux

The terms & conditions of the Employment offer are as follows:

1. Date of Commencement:

Your employment with the company shall commence on **20th Jun 2019**

2. Compensation:

Your cost to company (CTC) will be **INR 1,44,000** Annum

Location:

You will be based in Pune however you will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

3. Probation & Confirmation

You will be on probation for a period of **Six months** from the date of joining and will be confirmed at the end of probation period if your performance and conduct were satisfactory. In case of unsatisfactory performance during your probation period, the probation period can be extended or the Company may terminate your services at any time

4. Background Checks:

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience, if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.

5. Notice Period:

You or the Company may terminate your service at any time by giving **15 days of notice** or gross salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

6. Salary Review:

Your salary reviews and re-fittings will always be subject to the schedules as may be implemented by the company from time to time.

7. Working Hours:

The normal working hours of the company are from Monday - Friday (9.30 AM to 6.30 PM). However your working hours may vary according to the operational needs of different clients and projects and you may be required to work on a shift system, the details of which will be provided to you on joining. The Company reserves the right to amend hours of work as necessary to meet the requirements of the business and you hereby agree to the same.

8. Confidentiality:

You are required to sign an Intellectual Property, Non-disclosure and Confidentiality Agreement effective from the date of joining. The Confidentiality Agreement is to ensure that all proprietary and confidential information, documents, literature, invention made or obtained during your tenure with the Company shall not be utilized by you at any point to undermine the interests of the Company.

Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

9. Offer Acceptance & Reporting

If the terms and conditions offered herein are acceptable to you, please confirm your acceptance of this offer by responding to offer e-mail to communicate acceptance of the offer and to confirm your joining date.

Please note that the offer acceptance email should reach us within **3 business days** from the date of this offer, failing which this offer letter and its contents will stand withdrawn and cancelled automatically, without any further notice to you.

You will be required to report for duties on the specified joining date. Please report to **Mr Abhinesh at 10:00 AM SHARP, at the following address:** Innoplexus Consulting Services Pvt Ltd
7th Floor, Midas Tower, Next to STPI Building, Phase 1, Hinjewadi Rajiv Gandhi Infotech Park, Hinjawadi, Pune, Maharashtra 411057

You will be required to submit to our HR department, the documents as mentioned in the below checklist (Annexure II) mandatorily at the time of your joining.

If you have any query / clarification regarding this offer Letter or the joining please contact (Email id: - support@applycup.com, (Phone No: +91-9689591646)

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

Annexure I	
Name:	Abhay Bharambe
Designation	Jr Knowledge Associates
Joining Date	20th Jun 2019

COMPENSATION STRUCTURE	MONTHLY EARNING (INR)	ANNUAL EARNING (INR)
Monthly salary fix	12000	1,44,000.00
PLVI (performance linked variable Incentives**) Paid quarterly		NA
Cost to Company (CTC) (INR)		1,44,000

Additional Benefits: In addition to the above, you will also be eligible for the below mentioned benefits:-

1. Holidays & Leaves: 15 leaves per year and public holidays as declared by the Company.

Annexure II

The following documents are to be submitted on the date of joining -

1. Two Passport sized Photographs
2. Original proof of age (Birth Certificate OR School Leaving certificate)
3. Original Highest Degree/Diploma certificate along with the mark sheets
4. Original Appointment/Offer Letter from your last employer
5. Original Release Letter from your last employer
6. Salary slips of the last three months from your last employer / Bank statement
7. Original PAN Card
8. Original Passport

Please bring photocopies of all the above mentioned documents along with the originals. The originals will be returned to you immediately after the verification.

Sincerely,
For Company

Nikhil Batra
Founder / Director
Applycup Hiring Solutions LLP

Accepted

Abhay Bhamambe

OFFER LETTER

Date: 02-January-2020

Dear Kirti Chandgude,

Re: Offer of Employment

Dear Kirti,

Welcome to Ascentrik Research Pvt Ltd

This has reference to your application and the subsequent interview you had with us on 30th November'19.

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

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

1. Position:

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

2. Compensation:

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

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

3. **Joining Date**

You are required to join on 3rd January 2020 at 09:30 AM and report to the HR representative, failing which this offer will stand withdrawn and/or be treated as cancelled.

4. **Code of Conduct and Disciplinary Action**

Subject to the applicable provisions of laws, your employment will be governed strictly by the policies that may be framed and remain in force from time to time. The employment can be terminated by giving 15 days' notice during probation and 1-month notice in writing after confirmation in the services of the company by either you or the Company.

5. **Obligations Towards Previous Employment**

Should you decide to accept this offer of employment, please be advised that the Company's policies require you to honour any agreement you may have with your previous employers. Furthermore, by signing this Offer Letter you confirm that you will not bring to your employment with the Company any information considered confidential and/or trade secret information of another entity, including any prior employer, and that you will not use any such confidential and/or trade secret information of another entity for purposes of your employment with the Company. In the event of any legal action taken or claim made by your previous employer(s) with respect to your employment with the Company, you alone (and not the Company) shall be liable and responsible for any costs or damages resulting from or related to the legal action or claim.

6. **Confidentiality**

Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential. You are required to keep any and all communication from the Company, including the terms of this Offer Letter, strictly confidential and you shall not disclose the same to any third party. You will be required to sign a separate agreement for Confidentiality at the requirement of the Company.

7. Reference Check:

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

8. Other terms & conditions:

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

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

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

You will be issued a comprehensive Appointment Letter within 15 days from the date of appointment; meanwhile the offer letter will be treated as an official intimation of your appointment.

Before your joining you are required to submit the scan copies of following documents to the HR department.

1. SSC Marksheet.
2. HSC Marksheet/Diploma Marksheet.
3. Graduation Marksheet (Only Final Year required).
4. Post-Graduation Marksheet (If applicable).
5. Degree Certificates.
6. PAN Card.
7. Aadhar Card (Both front and back side).
8. Passport Size Photo.
9. Relieving/Experience Letter (If applicable).
10. Last three month's pay slips (if applicable).
11. Proof of age and address if different from those mentioned in the identity proof.
12. Provident Fund account number and related details (if applicable);
13. A copy of Form 16 (if applicable)

Your final appointment will be subject to the confirmation of the authenticity of the documents provided and all verifications and checks of the documents you have furnished to the Company.

Please note following rules are applicable once you join the organization.

- The employee should serve notice period as per policies of role/company.
- We do not work on 2nd and 4th Saturdays, public holidays (as in company holiday list) and Sundays. However, depending on urgency of project deliveries, if required, you are bound to attend office on these days. You will get over time for that day on such occasions.

The Company looks for a long-term association with all its employees and expects the same from you.

We congratulate and welcome you to **Ascentrik Research Pvt. Ltd.**

Annexure – I

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



Offer: BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195522985/Mumbai/BPS/BSPA

Date: 02/06/2020

Ms. Jyoti Dasharath Gaikwad

Block B/5 Bulkland 7 Sect 26, Pcntda Kalbhairav Society Pune, Nigdi 411044 Nigdi Pradhikaran Sect 26

Near Ganesh Talav

Pune-411044

Maharashtra

Tel# 91-7378687640

Dear Ms. Jyoti Dasharath Gaikwad,

Sub: Letter of Offer and Terms of Traineeship

We thank you for exploring career opportunities with Tata Consultancy Services Limited . You have successfully completed our initial selection process and we are pleased to make you an offer of traineeship.

We are suitably impressed with your credentials and feel that your working with us will be mutually beneficial and rewarding. **We are pleased to inform you that you have been selected for the position of SENIOR PROCESS ASSOCIATE in Grade BPO2 and your present posting will be at Mumbai . Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 2,70,160/- per annum. Annexure 1 provides a break-up of the compensation package.**

Kindly confirm your acceptance of this offer by proposing your date of joining and signing Annexure 2.

Your failure to accept the offer of the company within 7 days may lead to a presumption that you are not interested in working in the company and the offer will stand revoked automatically at the sole discretion of the company.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by the company. Joining formalities include a submission of a PAN Card and non submission of the same will delay your joining duty. The offer of employment is also subject to the individual being eligible and legally permissible to work such as having a valid work permit or not being disqualified from being appointed by any law.

TCSL Confidential

TATA CONSULTANCY SERVICES

TCS House Raveline Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000, e-mail corporate.office@tcs.com, website www.tcs.com

Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021.



If the requirements of the joining formalities including submission of PAN Card are not complied with by you within 30 days of your date of joining, this offer of employment would stand revoked at the sole discretion of the company. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

The details of your compensation and benefits are given below:

FIXED COMPENSATION

Basic Salary:

Your Basic Salary will be Rs. **6,000/-** per month.

Bouquet of Benefits (BoB)

Bouquet of Benefits (BoB) offers you the flexibility to design part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis. The components under Bouquet of Benefits are listed below. The amounts given here for each of the components are as per pre-defined structure. However, you may want to split the Bouquet of Benefits amount between the components as per your tax plan. To design your Bouquet of Benefits, you may access the link for BoB in the "Global Employee Self Service"(GESS) on "Ultimatix", the internal portal of TCS.

Taxation will be governed by the Income Tax rules. The Company will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance

Your HRA will be Rs. **2,400/-** per month.

While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to 8.33% of basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary.

To avail income tax benefits, you need to apply for a minimum of 3 days of leave and submit supporting travel documents.



3. Food Card

You will be eligible for a Food Card. It can be set up to a maximum of Rs. 3,000 per month for tax exemption. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.

4. Personal Allowance

You will be eligible for a monthly personal allowance of Rs. **5,775/-** per month. This component is subject to review & may change as per company's compensation policy.

Night Shift Allowance

TCSL has agreed to provide its clients 24 X 7 production support environment. Shift working is therefore an incident and condition of service. Failure, refusal or inability to work in the night shift without reasonable cause may lead to severance of employment.

Employee assigned to night shifts on client request in the BPS department, would be eligible for a Night Shift Allowance of Rs. **200/-** per shift. In order to avail this allowance the associate must work between 11.30p.m. and 6.30 a.m. IST excluding break. All approved claims will be paid post tax deduction along with monthly salary.

Variable Allowance (VA)

Monthly Performance Pay

You will receive a monthly performance pay of Rs. **2,400/-**. The same will be reviewed on completion of your first Anniversary with the Company and will undergo a change basis your own ongoing individual performance.

Monthly performance pay is also linked to your allocation status and will undergo a change in case you are unallocated for a period of one month or more.

CITY ALLOWANCE

You will be eligible for a City Allowance of Rs. **750/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.



OTHER BENEFITS

1. Health Insurance Scheme:

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). You are automatically covered under a default HIS Plan. You will be eligible for Domiciliary and Hospitalization covers as per the default plan applicable. These benefits are extended on payment of applicable premium as per the scheme.

You have the flexibility to choose a plan which is higher than the existing default plan, by paying the applicable additional premium plus Service Tax.

a) Domiciliary Cover: This is a provision to cover the cost incurred towards any domiciliary treatment up to a specified limit for each insured person per annum.

b) Base Cover: This is a provision to cover the cost incurred on hospitalization treatments up to a specified limit for each insured person per annum.

c) Floater Cover: This benefit covers the hospitalization expenses incurred over and above the basic hospitalization cover limit. This is a family floater cover for you and your enrolled dependents.

The total premium is split between Base Cover and Floater Cover Premium as per the default plan applicable .

i. Base Cover Premium: Towards Domiciliary and Base cover for self, spouse and up to three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

ii. Floater Cover Premium: Towards Floater cover is to be borne by you.

*Note: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail . For further details, please refer to the policy document.

2. Maternity Benefit:

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer to TCS India Policy- Maternity Leave.



3. Compensation Benefits under ESI Act / Employees' Compensation Act:

If you are covered under Employees State Insurance Act (ESI Act), you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of employment, from Employees' State Insurance Corporation.

If you are out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of employment as per the Employee Compensation Act (Amendment Act of 2017) or the benefits under the Company's Group Term Life Insurance scheme / Personal accident insurance scheme as the case may be, whichever is more beneficial . For more details on this, refer TCS India policy - Group Life Insurance and TCS India policy - Health Insurance after joining the organisation.

* inclusion or exclusion of an employee under 'Employee State Insurance Corporation' is as defined as per the ESIC Act.

4. Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

5. Tata Sons & Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous service of one year from the date of joining TCSL and a nominal annual membership fee of Rs. 250/- will be borne by you. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service

SOCIAL SECURITY / RETIRALS BENEFITS

1. Provident Fund:

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month towards Provident Fund, as per the provisions of the said Act. You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer or your PF and/or Pension account number with previous employer on the Declaration Form (Form 9) at the time of joining TCSL so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

2. Employees' Pension Scheme:

Your enrolment under the Employees' Pension Scheme will be based on the details you provide under



the Declaration Form (Form 9) at the time of joining TCSL.

3. Gratuity:

You will be eligible to gratuity in accordance with the rules applicable.

The company will consider the number of years of service completed for the purpose of calculation of gratuity

TERMS OF EMPLOYMENT

1. Employment Pre-requisites:

Your appointment will be subject to successful completion of your graduation / post graduation examination without any pending arrears / back logs during the entire course duration.

It is clearly understood, agreed and made abundantly clear that in case you do not successfully clear your graduation / post graduation your traineeship / services with TCSL will be discontinued without any notice or notice pay

It is mandatory to declare the gaps / arrears / back log, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer of traineeship /appointment at any time at its sole discretion in case of any discrepancy or false information is found in the details submitted by you.

2. Traineeship Period:

You will be required to undergo class room and on the job training in the first twelve months, during which you will be appraised for satisfactory performance during/after which the company would normally confirm you. This confirmation will be communicated to you in writing.

If your performance is found unsatisfactory during the training period, the company may provide you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, the company may terminate your traineeship forthwith. However, TCS may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory.

The terms and conditions of the training will be governed by company's training policy. TCS reserves the right to modify or amend the training policy.



3. Working Hours:

You may be required to work in shifts and/or in extended working hours, as permitted by law.

4. Leave :

You will be eligible for leave as per the Company's Leave Policy.

5. Transport :

TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements and the routes are predetermined and not permitted to be varied under any circumstances. The company will make appropriate provisions for those working in night shift as permitted by law/ policy.

6. Mobility :

The Company reserves the right to transfer/utilise your services at its sole discretion at any of its offices, work sites, or associate or affiliate companies, firms in India or outside India which are currently in existence or which may likely to come into existence anywhere in India or abroad, on the terms and conditions as applicable to you at the time of transfer. In case you refuse to join duty at the transferred location within stipulated period, your services are liable to be terminated. This is without prejudice to the company's right to take disciplinary action under the Industrial Employment Standing Orders Act, 1946.

7. Increments and Promotions:

Your merit, performance and contribution to the company will be the primary considerations for annual salary increments and your potential to perform and availability of suitable positions will be considered for promotions. Salary increments and promotions will not be direct and will be based on the company's Compensation and Promotion Policy. Increments shall depend on several factors like company's performance, your individual performance, track record and contribution to the company, attendance, behavior and conduct during the period under review as per the company's policy as may be applicable from time to time.

8. Alternate Employment:

As a whole-time associate of TCSL, you are not permitted to undertake any other employment, business, assume any public office or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement:

As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of the company and its clients.



10. International Deputation Agreement:

You are required to sign the Master International Deputation Agreement (MIDA), which requires you to serve TCSL for a minimum of 90 days, on completion of every overseas deputation that exceeds 30 days. MIDA is a one-time agreement, applicable for the entire tenure of employment with the company.

This is to ensure that the knowledge and information gained by you during your deputation is shared and available to the company and its employees in India. This transfer of knowledge and information is essential for the company to continue to serve its clients and customers better.

If you are deputed internationally for training, you will be required to sign an agreement to serve the company for a minimum period of 90 days on completion of each such training.

11. TATA Code of Conduct:

You are required to sign the TATA Code of Conduct and follow the same in your day to day conduct as an employee of TCSL.

12. Retirement:

You will retire from the services of the Company on completion of 60 years of age as per the proof of age submitted by you at the time of joining.

13. Medical Tests:

You are required to undergo a pre-employment medical check-up and obtain a fitness certificate from the company's doctor. This is a pre-condition for employment. Please collect the medical check-up authorization letter from the company HR executive, at the time of submitting your written acceptance of this offer. To verify your identification, we request you to carry a photograph and a photo identification document issued by government like passport, PAN card, Election Card, Driving License etc. If you are a campus recruit, you may produce your current educational institute's photo identification card in the absence of government photo identification document.

Retention of reasonable medical fitness is also a condition of employment. The opinion of the doctor appointed by the company shall be final and binding on both parties. The company also reserves the right to get yourself examined by a doctor at any time during your employment to ascertain your medical fitness. Your failure, refusal or inability to appear for such medical examination will result in the determination of your employment contract without any notice or notice pay in lieu of notice.

Your services are liable to be terminated / determined on account of your continued ill health or if you are found to be medically unfit for the job as may be certified by the company's doctor.



14. Notice Period:

During the first 3 months of employment with TCSL, you may terminate this contract of employment by giving 30 calendar days' notice to the Management.

In case your performance, behavior and / or conduct during the probation period is found unsatisfactory/incompatible, TCSL reserves the right to terminate your employment without any notice or notice pay in lieu of notice.

On completion of 3 months, this contract of employment is terminable by you by giving 90 calendar days' notice in writing to TCSL . It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 calendar days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

On completion of 3 months, this contract of employment may be terminated by TCSL by giving you 90 calendar days' notice or payment in lieu thereof.

Notwithstanding the above, this contract of employment may be terminated by the company without any notice or notice pay, in the event your performance / behavior and/or conduct during the period of probation is found to be unsatisfactory / incompatible.

Your failure to comply with this clause will entail monetary payment of damages to TCSL as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCSL .

15. Background Check:

Your employment will be subject to a background check in line with the company's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.

The offer of employment is subject to the condition that the person concerned has not been guilty or convicted for any criminal offence in the past.

If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of service without notice.

16. Submission of Documents:

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.



- Standard X and XII Mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Post-graduate)
- Birth Certificate / Proof of Age
- Experience certificate from your previous employer(s) indicating the following:
 - i. Period of employment
 - ii. Technology areas you worked on
 - iii. Certificates for any training provided by your previous employers in various technologies
- Release letter from your current employer indicating the date of release
- Passport
- 6 photographs - passport size
- A photocopy of your Permanent Account Number (PAN) Card
- An affidavit / notarised undertaking that there is no criminal offence registered/pending against you

Your original documents will be returned to you after verification

17. Letter of Appointment:

You will be issued a letter of appointment at the time of your joining and completing joining formalities as per the company's policy.

18. Data Privacy Clause:

Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

For the purposes mentioned above, your required PI may be shared with specific vendor



organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

19. Terms and Conditions:

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

20. Employment in India:

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and or any other permissions and / or documentation as prescribed by the Government of India for permanent employment with TCSL .

21. Rules and Regulations of the Company:

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

22. Compliance to all clauses

You will be required to fulfill all the terms and conditions mentioned in this letter of offer. Any failure to fulfill any term and /or condition would entitle TCSL in withdrawing this offer letter at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the employment and this offer will be automatically withdrawn. Post acceptance of TCSL offer letter if you fail to join on the date provided in the TCSL joining letter, the offer will stand automatically terminated at the sole discretion of TCSL

We look forward to having you in our global team.

Yours Sincerely,

For Tata Consultancy Services Limited

Rustom Beheram Sigamoria
Head Talent Acquisition, TCS Business Process Services



[Click Here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits Gross Salary Sheet
Annexure 2: Acceptance



GROSS SALARY SHEET

Annexure 1

Name	Jyoti Dasharath Gaikwad
Designation	SENIOR PROCESS ASSOCIATE
Grade	BPO2

Table 1: Compensation Details (All Components in Rs)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	6,000	72,000
Bouquet Of Benefits #	11,175	1,34,097
2) Variable Compensation		
Monthly Variable Allowance	2,400	28,800
3) City Allowance	750	9,000
4) Annual Components/Retirals		
Medical Insurance	NA	4,000
Provident Fund(at 12% of Basic Salary)	720	8,640
Gratuity(at 4.81% of Basic Salary)	288	3,463
ESIC	847	10,160
Total of Annual Components & Retirals	1,856	26,263
TOTAL GROSS	22,180	2,70,160

Refer to Table 2 for TCSL defined Structure.

In case, you wish not to opt for the BoB, Defined structure as given in Table 2 will be applicable.

Table 2: TCSL defined structure for BoB (All Components in Rs)

Component Category	Monthly	Annual
House Rent Allowance	2,400	28,800
Leave Travel Assistance	500	6,000
Food Coupons	2,500	30,000
Personal Allowance	5,775	69,297
GROSS BOUQUET OF BENEFITS	11,175	1,34,097



GROSS SALARY SHEET

Annexure 2

Name	Jyoti Dasharath Gaikwad
Designation	SENIOR PROCESS ASSOCIATE
Grade	BPO2

Table 1: Compensation Details (All Components in Rs)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	6,000	72,000
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2) Variable Compensation		
Monthly Variable Allowance	2,400	28,800
3) City Allowance	750	9,000
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Food Coupons	2,500	30,000
Personal Allowance	5,775	69,297
GROSS BOUQUET OF BENEFITS	11,175	1,34,097

Please complete and return this sheet to HR executive, within 7 days of receiving this letter.

This is to confirm that I have received the letter on _____. I hereby accept this offer and intend to join service on _____.

Name:

Address:

Signature:

Date:



Acceptance of TCS Offer Letter



Inbox



TCS Recruitment - E... 2/6/2020

to me ▾



Dear JYOTI GAIKWAD,,

Thank you for accepting our offer of employment.

We look forward to having you on-board Team TCS

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

=====
Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you

← Reply

↶ Reply all

→ Forward



99+





A Warm Welcome to TCS Family | Details for Onboarding - June 5,2020



Inbox



Sumana Ganapathin... 3/6/2020

to me, Neetu ▾



Dear Jyoti,

A warm welcome to TATA Consultancy Services!

Trust you and your loved ones are keeping safe in the current COVID situation.

This mail is with reference to the TCS offer of employment and your acceptance to join us on June 5,2020.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our candidates. By this process you will not be required to physically report to your TCS joining location as per your date of joining to complete onboarding formalities.

The following steps are to be followed to ensure your virtual onboarding :

1. Your Virtual Induction will happen via Teams, Click on the below link to login.



99+



Ref No: 13525893

12-Nov-2019

Tanvi Kumbhar



Dear Tanvi,

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

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

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

We request you to join us on or before **20-Nov-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: Tanvi Kumbhar	Designation: Trainee - Junior Data Analyst
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Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA @60% of basic*	2600	31,200
3	Company's contribution of PF #	1337.5	16,050
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	4213	50,556
6	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	433	5,196
Annual Gross Compensation			205,002
Annual Total Compensation			205,002
Company's contribution towards benefits (Medical, Accident and Life Insurance)			16,000
Annual Total Remuneration			221,002

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, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages

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

ESI

- Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month which includes any recurring (or) adhoc special payouts during the month
- Contribution to ESI shall be continued till end of the contribution period, if the Associate contributes even for one month in a contribution period

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

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

** 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.

Date: 14th May 2019

APPOINTMENT LETTER

Dear Mr. **Salman J. Latif**

We are pleased to appoint you as a **Research Associate in Formulation Research and Development** Department in Our Organization with effect from **14th May 2019** on the following terms & conditions.

1. Your present total salary shall be Rs.1.8 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 - Nighoje, Tal. Khed, Dist. Pune, Maharashtra, 410501 (India)

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



BHARAT SERUMS AND VACCINES LIMITED

(CIN : U24230MH1971PLC015134)

Registered Office : 17th Floor, Hoechst House, Nariman Point, Mumbai - 400021, India
Tel. : +91-22-6656 0900 / 6656 0980 Fax : +91-22-6656 0933
E-mail : corporate@bharatserums.com Website : www.bharatserums.com

February 20, 2020

To,
Mr. Akshay Lingayat,
Aurangabad

OFFER LETTER

Dear Mr. Lingayat,

This is in reference to your application and subsequent interviews you had with us. We are pleased to offer you the position of **Officer in Quality Assurance Department** on the terms and conditions as mutually agreed upon at the time of interview.

You will be reporting to **Mr. Shahaji Patil, Deputy General Manager - QA.**

As discussed, your Grand Total CTC inclusive of all benefits would be **Rs. 2,60,664/-** (Rupees Two Lakhs Sixty Thousand Six Hundred and Sixty Four Only). **Please refer Annexure A**

You are requested to report for joining at our Airoli Office on or before 2nd March 2020.

You will be on probation for a period of six months at the end of which, provided your performance has been found satisfactory, you may be confirmed as a permanent employee in the company.

You are required to enter into a Confidentiality Agreement with the Company and provide the following list of documents for company records. Therefore, you are requested to bring these along with you on **2nd March 2020.**

If unable to provide the below mentioned documents, salary and Appointment Letter will not be released

- 1) Color Photographs – 8 passport size.
- 2) Copies of Education qualification.
- 3) Pan Card.
- 4) Copy of Passport
- 5) Proof of birth date
- 6) Proof of Address
- 7) Aadhar Card Copy

Please sign the duplicate copy of this letter as token of your acceptance of this offer.
We welcome you and look forward for your arrival in Bharat Serums and Vaccines Limited.

Thanking you,
Sincerely,

For Bharat Serums and Vaccines Limited

Dr. Akhilesh Mishra
Sr. Vice President – Human Resources

I accept the terms and conditions,

Akshay Lingayat

Corporate Office
3rd Floor, Liberty Tower,
Behind Reliable Plaza,
Airoli, Navi Mumbai,
Pin - 400 708.
Tel. : +91-22-4504 3456
Fax : +91-22-4504 3200

R & D Centre
3rd Floor, Liberty Tower,
Behind Reliable Plaza,
Airoli, Navi Mumbai,
Pin - 400 708.
Tel. : +91-22-4504 3000
Fax : +91-22-4504 3200

Thane Factory
Plot No. A-371/372, Road No. 27,
Wagle Industrial Estate,
Thane (West), Pin - 400 604.
Tel. : +91-22-2582 2181, 2582 1399
+91-22-6797 7696
Fax : +91-22-2582 3640
E-mail : factory@bharatserums.com

Ambarnath Factory
Plot No. K-27, Anand Nagar,
Additional M.I.D.C.,
Ambarnath (East), Pin - 421 501.
Tel. : 0251-262 7000
Fax : 0251-262 7008
E-mail : ambarnath@bharatserums.com

Warehouse
Building No. H-4, Premise No.1
Survey No. 15, Sonale Village,
Mumbai - Nasik Highway,
Taluka - Bhiwandi,
Dist. Thane, Pin - 421 302.
Tel. : +91-22-2663 026 / 27



BHARAT SERUMS AND VACCINES LIMITED

(CIN : U24230MH1971PLC015134)

Registered Office : 17th Floor, Hoechst House, Nariman Point, Mumbai - 400021, India

Tel. : +91-22-6656 0900 / 6656 0980

E-mail : corporate@bharatserums.com

Fax : +91-22-6656 0933

Website : www.bharatserums.com

Annexure A

Monthly Income	Rs.	Monthly Deduction	Rs.
Basic 1	12500	PF@ 12% (Employee Cont.)	1500
HRA 2	3318		
Conveyance	0	Professional Tax	200
Edu. Allowance 4	0	ESIC (Employee Cont.)	119
Medical Allowance	0		
LTA 3	0		
City Comp Allow. 5	0	Total Deduction	1819
Monthly Gross (A)	15818	Monthly Take Home	14000
Statutory Benefits			
PF@ 12% (Employer Cont.)	1500		
ESIC (Employer Cont.)	514		
Total Statutory Benefits (B)	2014		
(A) + (B) = C	17833		
C*12	213990		
Bonus	24780		
Total CTC	238770		
Benefits		Rs.	
Gratuity	7212		
GPA	265		
Medical Insurance	12917		
GTL	1500		
Total Benefits	21894		
Grand Total CTC	260664		

*Applicable as per the Bonus Act

For Bharat Serums and Vaccines Limited

Dr. Akhilesh Mishra
Sr. Vice President – Human Resources

I accept the terms and conditions,

Akshay Lingayat

Corporate Office
3rd Floor, Liberty Tower,
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Warehouse
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Survey No. 15, Sonale Village,
Mumbai - Nasik Highway,
Taluka - Bhiwandi,
Dist. Thane, Pin - 421 302.
Tel. : +91-22-2663 026 / 27

Ref No: 13036472

18-Dec-2019

Rina Bhalchakra

Dear Rina,

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

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

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

We request you to join us on or before **02-Jan-2020**.

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

Please note:

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

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name:	Rina Bhalchakra	Designation:	Trainee - Junior Data Analyst
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Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA @60% of basic*	2600	31,200
3	Company's contribution of PF #	1337.5	16,050
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	4213	50,556
6	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	433	5,196
	Annual Gross Compensation		205,002
	Annual Total Compensation		205,002
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Annual Total Remuneration		221,002

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, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages

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

ESI

- Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month which includes any recurring (or) adhoc special payouts during the month
- Contribution to ESI shall be continued till end of the contribution period, if the Associate contributes even for one month in a contribution period

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

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

** 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.



November 30, 2022

Vaishali V. Dudhabale
B-19
Ramnagar, Ghugus. TA
India

Dear Vaishali

Congratulations!!!

Thank you for your keen interest with Syneos Health Job opportunity and for your time & patience in adhering to our hiring process. We were impressed with your skills and experience and believe you would play an important role in our rapid growth and success.

Subsequent to our discussions, we are delighted to offer you, position of **SPVG Scientific Spec I** to be based at **Asia Pacific - IND-Pune-Yerwada-Jail-Rd** with scheduled start date of **December 7, 2022** and below is the Salary Structure along with the other benefits in brief. Upon joining you shall be signing the "Employment Contract, Employee Confidentiality, Invention & other Non-Solicitation Agreement" with us.

Applicant Name	Vaishali V. Dudhabale
Components	Per annum (INR)
Basic	244904
House Rent Allowance	122452
*Flexi Basket	244904
1. Leave Travel Allowance	20409
2. Car or Fuel Allowance	21600
3. Meal Coupons	26400
4. Special Allowance	176495
Annual - Fixed Salary - Total Gross (A)	612,260
Company's Contribution of PF (12% of basic)	29388
**Gratuity	11774
Total Retirals (B)	41163
Total CTC (A+B)	653423
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	

Please note that you are required to join our company on or before **December 7, 2022**, failing which this offer of appointment stands void / withdrawn.

Please note that your 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
- Submission of all the following documents at the time of joining
 - Four copies of your latest passport size photographs.
 - Certified True copies of all the Educational Certificates.
 - Copy of the Pan Card and Aadhar Card.
 - Copy of Address Proof
 - Copy of Relieving & Experience Certificate from all previous organization

Vaishali
04/12/2022

- Copy of offer letter / appointment letter of all the past organizations
- Copy of full and final settlement from all the past organizations
- Copy of latest salary slip from the previous organization

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

Sincerely,
Global Talent Acquisition Team

Vaishali
04/12/2022





Intimation Letter

To,
GANRAJ MEDICAL
MIL NO. 7923, GAT NO. 1580/8, SHOP NO.3, GROUND FLOOR,
PUNE -NAGAR HIGHWAY , CHAKAN CHOWK, SHIKRAPUR, TAL-
SHIRUR,
DIST. PUNE - 412208
Taluka:SHIRUR District: PUNE-ZONE4
I/C Person: KRUSHNAKANT KISAN WABLE (Mobile: 9604031378)

Fresh License
Firm Id : 185106



KRUSHNAKANT KISAN WABLE

Subject : - Drugs & Cosmetic Act - 1940 & rules there under

Grant of License arising due to: Fresh License

Sir,

Ref :- Your Inward Application vide Inw No:- BF:-882150, Dated:- 07/12/2020, Inw ID:- 882150

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

No	Name	Sex	Join Date	Regn No.	Inw-ID
1	R-P / KRUSHNAKANT KISAN WABLE (PRO)	Male	03/12/2020	211420	882150
2	DIR / KRUSHNAKANT KISAN WABLE (PRO)	Male	03/12/2020	PAN~*****442M	882150
3	C-P / KRUSHNAKANT KISAN WABLE (PRO)	Male	03/12/2020	ADR~*****3427	882150

Lic	License No.	Issue From	Renew From	Valid Upto	Old LIC No
20	400527	16/12/2020		15/12/2025	-
20B	400529	16/12/2020		15/12/2025	-
20C	400531	16/12/2020		15/12/2025	-
20D	400532	16/12/2020		15/12/2025	-
21	400528	16/12/2020		15/12/2025	-
21B	400530	16/12/2020		15/12/2025	-

Open 24 Hrs: NO**Cold Storage: YES**

You are requested to apply for the renewal of the above licences 3 months before their VALIDITY expires. The above mentioned licences are sent herewith.

NOTE: You are requested to provide new rent agreement after completion of its validity (Only applicable to those having rent agreement less than 5 years).

Kindly acknowledge the receipt of this letter.

eSign
Digitally Sign

e-Signed on 16/12/2020 08:18:57

TPAV # 8YPGPMXA71

Shyamsunder Vajinath Pratapwar

SHYAMSUNDER VAJINATH PRATAPWAR
Assistant Commissioner
Food & Drugs Administration
Pune-Zone4 Circle

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