



Nehru Yuva Krida & Sanskrutik Mandal, Chikhli's

GAWANDE COLLEGE OF PHARMACY

Lavala Road, Sakharherda. Tq. Sindkhed Raja, Dist. Buldana (M.S.) - 443202

Phone : 07264-266212 Email :- gcpkherda@gmail.com Website : www.gawandecollegeofpharmacy.org.in

Prof. N. S. Gawande
Secretary
Mob. 9822364082

Ref. No.

Date :

Criteria V :- Student Support and Progression

Metric No. : 5.2.1.

Percentage of placement of outgoing students and students progressing in higher education during last five years.

Sr. No.	Metric No.	Document Details
1	5.2.1	Description about the average percentage of students progressing in higher education during last five years.
2		Year wise list of students who joined for higher education/ Placement of Outgoing students
3		The proof of students admission letter or identity cards or Higher educational degree certificate , or bonifide certificate , Appoint order.
4		NAAC Data Template
5		Webpage link for corresponding data.



Principal
Gawande College of Pharmacy
Sakharherda, Tq. Sindkhed Raja
Dist. Buldana (MH)

5.2.1 percentage of placement of outgoing students and students progressing to Higher education during the last five years (25)

Sr. No.	Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2021-2022	Mr. Ashwin Dilip Pakhan	Gawande college of Pharmacy	Mankind Pharma Ltd. (Appointed as Senior Field Manager)	Two Lakh Seventy Six Thousand Nine Hundred Twenty Four
2	2021-2022	Mr. Amol Ganeshrao Lomte	Gawande college of Pharmacy	Alembic Pharmaceutical Ltd. (Appointed as Channel Development Manager)	Two Lac Sixty Thousand Four
3	2021-2022	Mr. Bhagawant Shankar Dukare	Gawande college of Pharmacy	Jovia Healthcare at Jalna (Appointed as a Medical Representative)	Two Lac
4	2021-2022	Mr. Gaurav Dandge	Gawande college of Pharmacy	DPHS Aurangabad (Appointed as A Co-ordinator -Clinical Operations)	One Lac.
5	2021-2022	Mr. Dhanraj Nilkanth Chakotkar	Gawande college of Pharmacy	Heron Health Private Ltd. At Hydrabad (Appointed as a Imaging Research Specialist)	Three Lac Sixteen Thousand two Hundred seventy Two
6	2021-2022	Mr. Karan Dadasaheb Lubal	Gawande college of Pharmacy	Micro Labs Limited Bengaluru (Appointed in Production Department)	Three Lac sixteen Thousand two Hundred seventy Two
7	2021-2022	Mr. Mahesh Suresh Nagre	Gawande college of Pharmacy	Lupin Pharma Goa (Appointed as as Production officer)	One Lac Ninety Two Thousand.
8	2021-2022	Mr. Govind Baburao Chavhan	Gawande college of Pharmacy	JENBURKT Pharmaceutical Ltd. H.Q. Nanded (Appointed as Trainee Territory Manager)	Two Lakh Twenty one thousand one hundred and twelve.




9	2021-2022	Mr. Mitraddev Pandurang Wankhede	Gawande college of Pharmacy	GeBBS Healthcare solutions Pvt.Ltd. At Aurangabad (Appointed as a Medical Coder Trainee)	Two Lakh Fourteen Thousand five hundred two.
10	2021-2022	Mr. Anant Sudhir Patil	Gawande college of Pharmacy	GeBBS Healthcare solutions Pvt.Ltd. At Aurangabad (Appointed as a Medical Coder Trainee)	Two Lakh Fourteen Thousand five hundred two.
11	2021-2022	Ku. Shital Madan Kute	Gawande college of Pharmacy	GeBBS Healthcare solutions Pvt.Ltd. At Aurangabad (Appointed as a Medical Coder Trainee)	Two Lakh Fourteen Thousand five hundred two.
12	2021-2022	Mr. Rushikesh Tukaram Gande	Gawande college of Pharmacy	GeBBS Healthcare solutions Pvt.Ltd. At Aurangabad (Appointed as a Medical Coder Trainee)	Two Lakh Fourteen Thousand five hundred two.
13	2021-2022	Mr. Akshay Rameshwar Jadhao	Gawande college of Pharmacy	Cipla ltd. (Appointed as a Junior officer in Production)	Two Lakh Fitty Thousand
14	2021-2022	Mr. Sachin Shankar Pawar	Gawande college of Pharmacy	Admitted to M.Pharm in Dr. Rajendra Gode college of Pharmacy Malkapur. Dist. Buldhana.	
Session:-2022-2023					
1	2022-2023	Kiran Rajesh wadatkhar	Gawande college of Pharmacy	CONNEQT Business Solutions Limited (Appointed as a Executive)	Two Lakh Twenty seven Thousand Eighty Two
2	2022-2023	Mahesh Ramchandra Lambe	Gawande college of Pharmacy	Marketing Executive at Aurangabad	Two Lakh Thirty Thousand
3	2022-2023	Miss. Madhuri Wankhede	Gawande college of Pharmacy	Appointed as a Lecturer at Shraddha Institute of Pharmacy Kondala Zambre, Dist. Washim.	Three Lakh Rupees



4	2022-2023	Miss. Vaishnavi N. Thakare	Gawande college of Pharmacy	Appointed as a Lecturer at Shraddha Institute of Pharmacy Kondala Zambre, Dist. Washim.	Three Lakh Rupees
5	2022-2023	Yogesh V. Vaidya	Gawande college of Pharmacy	Admitted to M. Pharm in Anuradha college of Pharmacy Chikhali.	
6	2022-2023	Ku. Punam Subhash Narwade	Gawande college of Pharmacy	Admitted to M. Pharm in Anuradha college of Pharmacy Chikhali.	




Principal
Gawande College of Pharmacy,
Saknarkherda, Tq. Sindkhed Raja
Dist. Buldana (MH)

Appointment Letter

Date:04-MAY-2022

To,
Mr.Ashwin Dilip Pakhan

Dear,

Based upon your application and subsequent interview, we are pleased to offer you the position for the post of **Senior Field Manager** in **Discovery Division (Sales division of Mankind Pharma Ltd.)** on the following terms and conditions:

1. **Date of Joining** : 04-MAY-2022
2. **Designation** : Senior Field Manager
3. **Department** : Sales
4. **HQ** : Chikhli
5. **COMPENSATION STRUCTURE:** You shall be placed in the appropriate band / responsibility level of the Company, and shall be entitled to compensation (salary and other applicable benefits) as governed by the rules of the Company on the subject, as applicable and/or amended hereafter. Please refer annexure-1 for detailed compensation structure.
6. **COMPANY RULES IN GENERAL:** You will be governed by the rules and regulation of the Company now in force and as revised from time to time.
 - a). The emoluments/benefits due to you shall be liable/ subject to tax in accordance with the provisions of the Income Tax Act and Rules made thereunder and any other legislation applicable in this regard and as may be in force from time to time.
 - b). In the matter of Provident Fund, E.S.I., Employees' Pension Scheme, Gratuity etc, you shall be governed by the Rules and regulations of the division and statutory provisions, if any, which are in force from time to time. Payment of Bonus (Including Special Bonus) is governed by Payment of Bonus Act 1965 as amended.
 - c). You shall be covered under Group Personal Accident Policy.
 - d). If at any time during the period of your employment you are found to be dishonest, disobedient, Intemperate, Irregular in attendance or at work or commit a breach of the terms of your employment, the Division shall not withstanding anything to the contrary that may be contained herein, be entitled to terminate your employment forthwith without any notice whatsoever or payment in lieu of notice and may deduct without prejudice to any of the rights and remedies which the Division may have against you from the emoluments, if any, then due to you, the amount of any loss the Division may have sustained has occurred shall be final, conclusive and binding upon you in all respects and shall not be questioned by you on any grounds whatsoever.


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Discovery

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- In the event of your being found indulging in any acts of omission or commission constituting a misconduct including unwelcome physical contact and advances and/or a demand or request for sexual favours, and/or sexually coloured remarks/jokes, and/or showing pornography and/or any other physical, verbal or no-verbal Conduct of a sexual nature, which will tantamount to an act of moral turpitude, the Division has the right to suspend you, pending issue of charge sheet and inquiry and till its final disposal without any salary and allowance.
- e. For the purpose of counselling, you may be called upon to stop working in the field and attend counselling session by your superiors as and when called upon to do so or at H.O.
 - f. You will be discharging your duties diligently and sincerely and will not divulge any secrets of the Division or its trade which may come to your knowledge during the course of your employment with the Division.
 - g. You shall not publish or cause to be published any publication or contribute to any article or review to an newspaper, magazine or book, brochure or pamphlet or other publication in any way related to or concerning the Division's products or policies without prior clearance from the Division.
 - h. You will not borrow or collect any money on Division's account from any dealer or doctor or other party. You shall not accept or undertake to accept either directly or indirectly any gift, commission or other favour of any kind whatsoever in connection with your work without the prior consent of the Division.
 - (i) You will undertake to adhere to such scheme/procedures as the Division may at its sole discretion introduce/withdraw/alter/modify from time to time.
 - (ii) You shall maintain normal disciplines and decorum while attending doctors, customers and in briefings, cycle meetings, etc.
 - (iii) In the event of your failure to fulfil all the above obligations, the Division shall be at liberty to treat you as absent from fieldwork unless all working reports are completed to the satisfaction of your superiors.
 - i. Non-submission of DCR/non-submission of leave application/false reporting of calls in DCR and false claim through Tour Expense Statement is a serious misconduct which will render you liable for severe disciplinary action.
 - j. It is ordinarily presumed that this contract of employment is renewed from time to time till you reach the age of superannuation on the understanding that your performance in the job is satisfactory and acceptable in all respects. You will be advised from time to time about your performance especially, if and when, it falls below satisfactory level. If the Management finds that you are incapable of performing the job/jobs assigned to you, in spite of best efforts on your part, the Management will be at liberty to terminate this contract of employment at any time on giving one month's notice or salary in lieu of such notice. In other words, it will be presumed that the contract has not been renewed from the date of such termination.
 - k. You will be provided with necessary promotional material, identity/visiting cards, product literature, training manuals, stationery etc. In the event of your leaving the Division by way of resignation, retirement, termination on any reason whatsoever, you shall return all the Division's property in your possession such as and including printed stationery, unutilized samples, visual aids, detailing folders, guidebooks, promotional material, gadgets, detailing bag, identity cards, No Due Certificate from all stockiest, imprest, cash/advance, if any, and/or any other articles to the person nominated by the Division and your dues shall be settled only on receipt of the Division's property. In case, you fail to return the company's property including NO Dues Certificate, within 30 days from the date of relieving or the time prescribed under the applicable laws (whichever is less), the company shall recover the amount from your full and final settlement dues, without further reference / notice to you.

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Office : MANKIND PHARMA LIMITED, 208, Okhla Ind. Estate, Phase-3, New Delhi-110020
Ph. : 46541382, Fax : 46541382, E-mail : contact@mankindpharma.com, www.mankindpharma.com
CIN No. : U74899DL1991PLC044843



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- l. You shall neither assign nor pledge to third parties including Wholesalers/C&F Agents, any financial or other benefits to which you are entitled under the terms of the Offices Employment/ Agreement/ Contract with the Division.
 - m. If at any time, the Management is not in a position to provide you work for trade reasons or business exigencies you may be laid off from work for reasonable time without any leave or compensation.
 - n. If any question of interpretation of any terms/conditions of your appointment/employment arises, the Division decision shall be final and binding on you.
 - o. You are required to submit the following documents on or before your date of joining.
 - (i) Certificate in support of the qualifications mentioned by you in your application.
 - (ii) Certificate supporting your date of birth/School leaving certificate.
 - p. You shall communicate to the division if there is any change in your address as well as personal status. All communications sent to you in normal course at the address given shall be deemed to have been served on you.
7. **DOUBLE EMPLOYMENT:** You are not allowed to work in any other place / Office / area for any remuneration while working in company's service for full time, nor shall hold any business, directly or indirectly.
8. **RULE REGARDING CONFIRMATION:** You will not be deemed to be permanent in the services of the Company unless you are so confirmed in writing. The aforesaid period can stretch from six months to one year and can also be extended at the discretion of the company. During this period:
- I. If anything will be found unethical you will be terminated without any prior notice or without assigning any reason.
 - II. You will not be entitled for any leaves except sick leave for which you have to provide medical certificate, but in other cases leave availed shall be counted as leave without pay.
 - III. **At the time of probation your performance will be under the review and if at any time it is found that your performance is unsatisfactory, your services can be terminated after giving you a notice period of 24 hrs.**
9. **AREA OF ACTIVITY AND TRANSFER:** Your headquarter for the time being will be as mentioned. Such territory or area may be assigned to you by the Management. You are liable to be transferred, without any additional compensation, to any Area/Territory, other division of company in India whether existing or formed in future as the Management may from time to time deem necessary at their sole discretion. Your refusal to such transfer or in case you fail to report for duties at the transferred place will be considered, as your unwillingness to serve the company, and in such case, Management will be free to terminate your services by giving 24 hrs notice, provided that no such notice shall be required to be given if your services are terminated when you are on training (probation).
10. **RETIREMENT:** Without prejudice to any other rules and regulation of the company and any laws, you shall retire from the service of the company on completion of 25 years or on attaining the age of 60 years, which could be advanced subject to you being medically or physically found unfit. Whichever is earlier your services shall stand terminated on account of superannuation of the day following on completion of 25 years or on attaining the age of 60 years, whichever is earlier however the management reserves its right to extend the period of retirement and it will be the sole discretion of the management. The date of your birth will be counted by your educational certificates given by you at the time of employer with the company and will be final and binding on you.

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MANKIND PHARMA LIMITED, 208, Okhla Ind. Estate, Phase-3, New Delhi-110020

Ph: 011-46541382 Fax: 011-46541382 E-mail: contact@mankindpharma.com, www.mankindpharma.com

CIN No. U74899DL1991PLC044843



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11. **ROTATION POLICY:** In the course of service without any prejudice to any other Rules & Regulations of the company you may be asked to promote any product(s) of group or may be transferred to any division(s) of the group. You unwillingness to accept the opportunity shall be treated disregard to company policy and management is free to take any disciplinary action for this.
12. **MEDICAL EXAMINATION:** You might be asked to undergo medical examination during the course of your employment and when directed by the management.
13. **MISCONDUCT:** The following acts and omissions will be considered misconduct on the part of field member :
- Non fulfilment of rules and regulation of the company.
 - Double employment.
 - Refusing or avoiding transfers.
 - False reporting.
 - Misuse of physician's samples and promotional material.
 - Leaking confidential information.
 - Giving false information in application form and course of employment.
 - Disobeying the instructions or assignments given by seniors.
 - Non-participation in quarterly meeting, indoor refresher course and field refresher courses.
 - Fake billings and claiming expenses which were not borne by you in actual.
 - Bad administration work.
 - Demanding or accepting gifts/money in any form (loan or gift) from doctors / chemists / stockiest / C & agents with whom the company has business contacts.
 - Indulging in coercive / wrong activities with any doctor / stockiest / dealer or any other employee of our company or any other company with in the establishment of the company or outside it.
 - Refusal for accepting charge sheet, order of suspension, notice & letters.
 - Any other activity which are against moral values.

If found guilty for any of the above mentioned misconduct, your services are liable to be terminated by way of dismissal without any notice or any compensation whatsoever.

14. WORKING DAYS:

- Working days are from Monday to Saturday.
- You will interview / interact a minimum average 15 doctors everyday keeping in mind the convenience of the doctors. These calls must be made as effective as possible.
- You will post daily reports, expenses statements, sample acknowledge form, market reports, stock & sale statement of your stockist, list of doctors not contacted and any other reports required by your managers office at the intervals directed by them.
- Visit record should be maintained up to date at all time.
- All letters from the office must be acknowledged and attended to within 3 days from receipt of the letters.
- If the daily reports or other reports are not received by the company within 7 days from their scheduled date, it shall be considered that you have remained unauthorised absent from work, not entitling you for any payments / remuneration, for the period for which the said reports are not submitted.

CONT..... 5

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MANKIND PHARMA LIMITED, 208, Okhla Ind. Estate, Phase-3, New Delhi-110020

Fax : 011-46541382, E-mail : contact@mankindpharma.com, www.mankindpharma.com

CIN No. : U74899DL1991PLC044843



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15. **PAID HOLIDAYS:** You will be eligible for ten paid holidays in a calendar year.
16. **ENQUIRY & PENALTY:** If anyone is found indulging in any type of misconduct stated above the Management have the right to initiate inquiry for the said misconduct, or you may be awarded with the following penalties depending on the nature & severity of the misconduct:
- Suspension
 - Dismissal
 - Compulsory Retirement
 - Termination
 - Withhold of increments or promotions.
 - Imposition of fine.
- The above penalties shall be final, conclusive and binding upon you in all respects and shall not be questioned by you on any grounds whatsoever.
17. **LOSS OF LIEN:** If it is reported that you have remained absent without leave and without prior permission in writing from the Management for a continuous period of five days, you will be liable to lose your lien on your appointment, unless you explain to the satisfaction of the management about the grounds of your inability to resume your duty with sufficient proof. It is expressly agreed that the Management will be the sole judge about the explanation that may be tendered by you in this respect as to whether the same is to be accepted or not. If you remain absent at any time beyond the period of leave originally granted, or subsequently extended, you are liable to lose your lien on your appointment unless you return within five days of the expiry of the sanctioned leave explain to the satisfaction of the Management your inability to resume your duty immediately on the expiry of your leave, but in such cases also the Management will be the sole judge to decide the validity of your explanation.
18. **RESIGNATION:** If you desire to leave the services you shall give one month's notice in writing to the company. If you leave the services without giving one month's notice, the company shall be entitled to deduct one month gross salary from your dues. In case of resignation tendered by you, you will not be relieved of your duties unless the resignation has been accepted in writing by the company and unless you handover complete charge of your job as well as materials, articles and things belonging to the company that may have come in your possession during your employment, to the Management or the superior concerned.
19. You are covered under category "Sales Man" as per Sales Promotion Employees Act. "Sales man" means any person by whatever name called employed or engaged in any establishment for hire or reward to do any work relating to promotion or sales or business as per the sales promotion employees Act, 1976, 2(d).
20. **JURISDICTION:** You will be governed by Head Office at Delhi. Your salary will be deemed to have been paid at Delhi for all purpose, your appointment also will be deemed to have made at Delhi. In case of any dispute that may arise between you and the company in connection with any of the matters specified in this agreement, it is specifically agreed and understood by and between the parties that the courts situated in the city of Delhi alone will have jurisdiction to try and entertain such matters.

You are requested to implement the measures introduced by the management from time to time. Such changes can be in plans, procedures, systems required for the benefit of the company.

We hope this is beginning of your long and prosperous career with us.

Yours Sincerely

FOR MANKIND PHARMA LTD.

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[Signature]
Authorised Signatory

Regd. Office: MANKIND PHARMA LIMITED, 208, Okhla Ind. Estate, Phase-3, New Delhi-110020
Ph. : 011-4654140 Fax : 011-46541382. E-mail : contact@mankindpharma.com, www.mankindpharma.com

CIN No. :U74899DL1991PLC044843

Mr.Ashwin Dilip Pakhan
Senior Field Manager
Sales

Annexure 1

Following would be your CTC:

S.NO	SALARY HEADS	MONTHLY (RS.)	ANNUALLY (RS.)
A	FIXED COMPONENT		
1	Basic	9000	108000
2	House Rent Allowance	4000	48000
3	IMGI	4500	54000
GROSS TOTAL		17500	210000
B	RETIRAL BENEFIT		
4	Gratuity	433	5196
5	PF	1776	21312
6	ESI	611	7332
C	OTHER BENEFIT		
7	Bonus	1157	13884
8	Special Bonus	1300	15600
9	Leave Travel Allowance	275	3300
10	Insurance Premium	25	300
GRAND TOTAL		23077	276924
IN WORDS	Rs Two Lakh Seventy Six Thousand Nine Hundred Twenty Four Only		

*You are also eligible for standard daily working allowances as per company policy applicable from time to time in the region of your posting.

Group Mediclaim Policy: Covers Self, Spouse, upto 2 children and 2 dependents subject to the limit defined in company policy.


Group Accident Insurance Policy: Coverage as per Company policy.

Please confirm your acceptance of the salary structure as attached in Annexure-1 by signing and returning this letter in duplicate for our records.

Acceptance:

FOR MANKIND PHARMA LTD.


Date:


Authorised Signatory



MANKIND PHARMA LIMITED, 208, Okhla Ind. Estate, Phase-3, New Delhi-110020

CIN No. :U74899DL1991PLC044843
E-mail : contact@mankindpharma.com, www.mankindpharma.com


Principal
Gawande College of Pharmacy
Saknarkherda, Tq. Sindkhed Raja
Dist Buldana (MH)

Ref. No.: APT / Algrow / 874054

Date: 24/01/2022

LETTER OF APPOINTMENT

Name of the Establishment : Alembic Pharmaceuticals Ltd
Address : Alembic Road, Vadodara-390003
Name of the employer : Alembic Pharmaceuticals Ltd
Name & address of Sales employee : **Mr. Amol Ganeshrao Lomte**

Hingoli , Maharashtra - 431701

With reference to your application and subsequent interview you had with us, We are pleased to put you as **Channel Development Manager**, for our **Algrow** division based at **Nanded** as your Head Quarter with effect from **24/01/2022** on the following terms & conditions:

1. You will draw salary and allowances as stated in the Annexure A.
2. You will be on probation for a period of 6 months from the date of your joining the Company. On successful completion of Probation Period, you will be confirmed in writing in the services of the Company. However, the period of Probation maybe extended or curtailed based on your performance. Your performance shall be evaluated at regular intervals and in case you do not reach the expected levels of performance, the Company reserves the right to terminate your services.
3. You will be entitled to the working allowance and travelling fare as per the Company's policy applicable to your cadre. Please note that the allowances do not form part of the salary.
4. Your services may be transferred from one Headquarter, Region and division to another based on exigencies of business at the discretion of management. You are also liable to be transferred to any department / division / establishment of the company at any location in India without payment of any additional compensation, to meet with any exigencies of business at the sole discretion of Management.
5. Your Probation period shall automatically come to an end on completion of a period of Six Months or the extended period, if any. Also your services may be terminated without assigning any reason whatsoever, by giving you one month's notice in writing or paying you one month's basic salary in lieu of notice. Should you desire to leave the Company's service, you will be required to give one month's notice in writing to the Company.
6. You will be retired or superannuated from the services of the division on completion of 58 years of age. The date of birth as declared by you verified at the time of your employment will be reckoned final for this purpose.
7. You will discharge your duties as per the instruction and guidance given by your superiors and Management from time to time.



8. Your appointment shall be subject to Company rules and regulations in force now and that may come into force from time to time and such acts or laws and regulations as are applicable and are in force now and/or any such modifications or enactments that may come into force from time to time.

9. You shall inform of your monthly tour plan well in advance to your Superior and shall intimate immediately in writing to your superior about any changes in the same with reasons. You will inform your Superior whenever you leave/return to your headquarters. You shall submit daily reports, account of samples and its distribution in appropriate forms available for the same.

10. Your hours of work are not fixed, but you shall work in the manner and as per timings followed generally by all field employees. Further, you will be required to travel extensively on Company's business which may extend to several weeks continuously.

11. During the continuance of your employment, you will not accept any part-time or full-time employment in any Organization whether with or without remuneration. You will also not pursue any educational/vocational courses part time or full time without prior permission of the Company.

12. You will be entitled to leave with pay in accordance to and the rules framed by the company and any other rules that may be in force from time to time. The granting of leave will depend upon the exigencies of work and will be at the sole discretion of the Company. If you remain absent without prior permission or intimation for a consecutive period of ten days or more your services shall be liable for termination without notice or appropriate disciplinary procedure will be initiated accordingly.

13. You will inform the Management in writing of any change in your residential address and family status at the earliest. On failing to do so, all communications intended to be served on you would be sent to your last address as per our records and this shall be deemed to have been served on you.

14. You shall conduct yourself soberly and carry out diligently and faithfully all the instructions given to you by your superiors in connection with the Company's business and to the best of your skills and ability to improve and further the business and interest of the Company.

15. You shall not either during the continuance of your services or thereafter disclose, divulge, or make public or use any information / knowledge which you may acquire during the period of your services in any way about any of the affairs or secrets of the Division, Company or any processes, accounts, transactions and dealings of the Division, Company to any person, firm or Division, Company to the prejudice of organization.

16. You are required to devote your full time attention and efforts to the furtherance of the business of the Division of the Company and to continually develop your professional skills in your own and Division's mutual interests. You shall not during your services with the Division directly or indirectly engage yourself in or devote attention to any full time, part time training or business or monetary position other than that of the Division. You shall be true and faithful to the Division in all dealings and transactions relating to the Division's business.



17. You shall not accept or take any presents, commissions, or any kind of gratification in cash or kind from any person, party, firm or concern having dealings with the Company and if you are offered any, you should immediately report the same to the Company in writing. You shall not lend money to or borrow money from customers and suppliers of the Company.

18. You will be responsible for the safe keeping and return in good condition Company's articles and property which may be in your custody, care or charge. The Company shall have the right to deduct the money value of such Company property from your dues and take such other actions deemed proper in the event of your failure to account for such property to the satisfaction of the Management.

19. In event of sickness preventing you from satisfactory performance of your duties over a long period, the Company reserves the right to evaluate and terminate your employment or vary the terms and conditions over a given period.

20. During the continuance of your employment, if you become physically or mentally unfit to work and if the Company has satisfied itself of this fact on advice of proper medical authorities, the Company is entitled to terminate your services.

21. In event of termination or resignation, you shall handover all the documents and papers, keys and other property of the Company as may be in your custody, care or charge to immediate superiors and obtain a clearance certificate from him.

22. In case you are absent from your assigned duties for more than ten days at a stretch without prior written approval of your Superior, appropriate action will be initiated accordingly. Absence from your assigned duties for the purposes of this clause would also include not following the rules and procedures of our Company for submission of the daily, monthly or other prescribed reports.

23. Any instance of misconduct, breach of any of the clauses, rules and regulations governing your engagement, neglect of your duties, insubordination, riotous behaviour, insolence, absence from duty without prior sanction, dishonesty, embezzlement and accepting any commission or discount from any merchant or outsiders or such behaviour in contravention of traditional/ common during your services or if you are tried and/or convicted for any criminal offence, you shall be dealt with appropriately.

24. In the event of your being indulging in any acts or commission constituting misconduct, including unwelcome physical contact and advances and / or a demand or request for sexual favour and /or sexually coloured remarks/jokes, and /or showing pornography and / or any other physical, verbal or non-verbal conduct of a sexual nature, which will tantamount to an act of moral turpitude, you shall be dealt with appropriately.

25. Your appointment is subject to your medical fitness and retaining reasonable medical fitness during the tenure of your employment with the Company and as certified by the Doctor appointed by the Division for this purpose. The Division may require you to undergo medical checkup as and when required at the Division's cost by any Doctor/Doctor's nominated by the Division. If after such examination, the Division is of the opinion that continuance of your services is medically not advisable or that you are incapable of discharging your duties, the Division may discontinue your services forthwith without any notice.

26. In case of any dispute or difference arises out of or in connection with your engagement, including any further terms and conditions that may be laid down from time to time, it shall be subject to the exclusive jurisdiction of the appropriate Courts, Tribunals and/ or Authorities in the city of Vadodara.



27. You shall submit your reports and required information regularly to your superiors as per the Rules and Policy of the Company in such prescribed format from time to time. You shall undertake to adhere to such schemes/procedures like Cell Phone Reporting or such other method of reporting as the Company decides as per the requirements and as per the exigencies of the business.

We welcome you in our Organisation and look forward to your long and fruitful association with us.

For Alembic Pharmaceuticals Ltd ,



Chitra Shetty

Deputy General Manager – Human Resource

I have read and understood all the terms and conditions of appointment and I shall abide by them in toto.

Place :

Date :

(Signature)

ALEMBIC PHARMACEUTICALS LIMITED

REGD. OFFICE : ALEMBIC ROAD, VADODARA - 390 003. • TEL : (0265) 2280550, 2280880 • FAX : (0265) 2281229
website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in • CIN : L24230GJ2010PLC061123



Principal
Gawande College of Pharmacy
Saknarkherda, Tq. Sindkhed Raja
Dist. Buldana (MH)

ANNEXURE-A

24th Jan, 2022

ALEMBIC PHARMACEUTICALS LTD

NON METRO

ANNEXURE (Compensation Details)

Candidate Name : Mr. Amol Ganeshrao Lomte
Division : Algrow
HQ : Nanded
Designation : Channel Development Manager
DOJ : 24th Jan, 2022

Sr. No.	Salary Head	Amount(Rs.)	Frequency
1	Basic	11,917	Monthly
2	HRA	4,767	Monthly
3	Hospitalization Premium	699	Monthly
4	Kit Allowance	1,531	Monthly
5	PF (Company)	1,430	Monthly
6	Bonus	9000	Yearly
7	Gratuity	6878	Yearly
Annual CTC		260004	Yearly
Amount In Words: Rupees Two Lac Sixty Thousand Four Only.			



Chitra Shetty
Deputy General Manager-Human Resources

Notes :

1. Gratuity will be payable as per The Payment of Gratuity Act, 1982 and employee will be eligible for gratuity only after rendering 5 years of continuous service in organization.
 2. Payment of Bonus will be made as per The Payment of Bonus Act, 1965.
 3. There will be variation up to Rs. 12/- per annual in CTC due to rounding-off the monthly amount.
- Please sign duplicate copy of this appointment letter and send back to the authorized signatory as a token of your acceptance of the appointment on the terms and conditions mentions here in above.

Place :

Date :




 (Signature)

Sakinaka, Tq. Sakinaka, Dist. Buldana (MH)

ALEMBIC PHARMACEUTICALS LIMITED

ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506

Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in

Ref. No. KHPL/HR/OFFER/2020-2021/084
Date: - 02/03/2022



To,
Mr. Bhagawat Shankar Dukare
At/Post - Sarwargaon, Dukare,
Ta - Chikhli, Buldhana,
Maharashtra - 443201.

Dear Mr. Bhagawat Shankar Dukare,

It gives us great pleasure to give you an offer of appointment with us. The broad terms & conditions are mentioned below:

- You shall be designated as **Medical Representative** reporting to the person subsequently specify by the company.
- **Your CTC will be INR 2.00 Lac Per annum.**

Head Quarter Allow.	Ex- Station Allow.	Out - Station Allow.	Travelling Allowance
145	145	280	2.40 Per K.M.

- Your date of joining is on or before **07/03/2022**
- Your principle base of operations will be in **Jalna, Maharashtra.**

On joining you will come to submit following to us:

1. 4 Pass port size photographs
2. Employee Declaration Form
3. Copy of date of birth certificate / proof
4. Certificates and testimonials in support of qualifications and experience
5. Resignation & Relieving letter with last 3 month salary slip
6. Pan Card & Adhar Card Copy
7. Cancelled cheque with name
8. PF Form - 2 **(It is compulsory to update online by him/her self)**

We will issue as Appointment Letter after received HARD copies of all above documents. All the Norms & condition of an Appointment Letter are applicable from the days of your joining.

In the unfortunate eventuality of death of any Keplerian due to any Reason during Field working, we have Employee Welfare Scheme and your contribution will be Rs. 500/- For this scheme. You have to contribute whenever such incident happen in Kepler Family.

Please return the duplicate copy of this letter duly signed in token of your acceptance.

We look forward to your being part of this exciting company.

Yours Sincerely,

For, JOVIA (A Division of Kepler Healthcare Pvt. Ltd.)

Accepted

Name : _____

Signature : _____

Date : _____

Authorized Signatory



DPHS

HEALTHCARE & PHARMA

Ref No 20211019

19-Oct-2021

Gaurav Dandge

Dear Gaurav,

Welcome to DPHS, we are pleased to offer you role of Coordinator – Clinical Operations I in Destination Pharmagens Healthcare Solutions.

You are entitled to a gross monthly compensation of **Rs.8,000**. We would like to inform you that DPHS has considered 0 month of your experience of probation period as relevant, which would be updated in our records. Your place of posting will be Aurangabad.

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.

Please note

This offer from DPHS is valid for 15 days 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.

You will have to serve 60 days of notice period (From the date of resign) before leaving the organization

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

Yours sincerely,

For Destination Pharmagens Healthcare Solutions

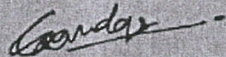


Rajesh Ghodke

Talent acquisition and Administrative Lead, DPHS

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

Signature



Gaurav Dandge

Date: 19-Oct-2021

DPHS

Domain – Clinical Operations

Document name – 20211019_Dandge, Gaurav_offer letter




Gawande College of Pharmacy
Sakrnarkherda, Tq. Sindkhed Raja
Dist. Buldana (MH)

Date of Issue: 01st June 22

Dear Dhanraj Nilkanth Chakotkar,

Greetings from Kelly Services!

In pursuance of your application followed by your interview, we are pleased to offer you the position of **Imaging Research Specialist** with our client Heron Health Private Ltd at Hyderabad on the mutually agreed terms and Conditions.

This Contract is from 6th June 2022 to 30th Nov 22 the same will be renewed based on your performance and client confirmation.

You are requested to join the services of Heron Health Private Ltd, Hyderabad on 6th June 2022.

The Annual CTC shall be Rs. **3,16, 272/-**. The Salary structure is attached herewith as Annexure-A.

Please bring the following documents on the day of joining:


- Educational Certificates – Original and Photocopies
- Experience Certificate, if applicable
- Salary slips of last three months, if applicable
- Signed copy of updated Resume
- Resignation acceptance letter from previous employer.
- 4 Passport size photographs
- Copy of PAN Card and original for verification
- Proof of Address (Voter ID, Passport, Aadhar Card, Driving License etc.)
- Copy of Aadhar Card and original for verification

This letter of offer is issued to you on the presumption that the furnished by you in your application are correct.

Please reply with your acceptance of the offer within 24 hours of the receipt of offer. In case you fail to reply, this offer shall stand withdrawn after 24 hours.

In case of any queries, feel free to contact the undersigned.




Principal
Gawande College of Pharmacy,
Saknarkherda, Tq. Sindhed Raja
Dist. Buldana (MH)



MICRO LABS LIMITED

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

October 28, 2021

Mr. Karan Dadasaheb Lubal
At/Post: Dhalewadi Mahud BK,
Tal: Sangola,
Dist: Solapur,
Maharashtra

Sub: Offer of Employment

Dear Mr. Karan,

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 **November 29, 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



Annexure-A.

Basic Salary	15,000
HRA	7,500
Other Allowances	705
Gross	23,205
Employer's Cont to PF	1950
Stat.Bonus	1,200
LWF	1
CTC Total P.M	26,356
Deductions	
PF	1800
LWF	1
PT	200
Net Take home	21,204
CTC PA	316,272

Best Wishes,
For Kelly Services India Pvt. Ltd.



Vandana Sharma
Operations Head- Staffing Solutions

PERSOLKELLY India Pvt. Ltd. (Formerly known as Kelly Services India Pvt. Ltd.)

Registered Office:
Sriram Samanthu
Chambers, #3287,
12thMain, HAL 2nd
Stage, Indiranagar,
Bengaluru - 560038
T +91 80 6708 1800

persolkelly.co.in




Principal
Sawande College of Pharmacy
Saknarkherda, Tq. Sindkhed Raja
Dist. Buldana (MH)

Offer Letter For Lupin Pharma

Name of the Person to dispatch the letter (reporting Supervisor Name)	Vinod Bhonsle
Letter dispatch address with pin code & Telephone no.(Office Address for further communication)	Lupin Limited B-15, Phase 1A, Verna Industrial Area,Verna-Salcette- Goa
Candidate Title (Mr. / Ms.)	Mahesh Suresh Nangre
Company ID CODE (if any)	
Candidate Name (as per Govt. ID Proof)	Nangre Mahesh Suresh
Candidate Date of Birth	7-8-1996
Candidate Gender	Male
Mobile Phone	
Residence Phone	8805134139
Qualification	B. pharmacy
Department	Production officer
On the Job Training (OJT) Location	Verna Goa
OJT Location - State	Goa
OJT Location - District Name	Verna South Goa
OJT Location - District	
Pin Code	403722
Father's Name	Sureshrao Sahebrao Nangre
Mother's Name	Nandabai Sureshrao Nangre
Candidate E Mail ID	maheshnangre1996@gmail.com
Candidate PAN No.	BRSPN5632H
Adhar card no.	222645721318
Present Address with Pin Code	Margaon,Goa 403601
Permanent address with Pin Code	At.post yehalegaon tukaram tq kalamanuri Dist hingoli,431702
Mailing Address with Pin Code	
Blood Group	B+
Covid 19 Vaccination Dose	1 Dose Date: 22/5/2021
	2 Dose Date: 28/8/2021
Shoes Size Number	
Training Start Date (From)	7
Training End Date (To) (OJT Duration >3 months & <24 Months)	02-02-2022
Reporting To (Supervisor's Name)	6 months training period
Stipend	16000 /Months




Principal
Gawande College of Pharmacy
Sakrakheda, Tq. Sindkhed Raja
Dist. Buldana (MH)

JENBURKT

SALARY STRUCTURE
(W.E.F.01.12.2021)

Name : MR. GOVIND BABURAO CHAVAN
 Designation : TRAINEE TERRITORY MANAGER
 H.Q. : NANDED
 EMP.CODE : 10001092

Gross Annual Emoluments 221,112

Particulars	Monthly Salary [In Rs.]	Annually Salary [In Rs.]
Basic Salary	10,330	123,960
HRA @ 35%	3,616	43,392
Kit/Attire Allowance	1,400	16,800
Education Allowance	440	5,280
Statutory Bonus Advance	700	8,400
P. F. Contribution by Company	1,240	14,880
TOTAL (Monthly)	17,726	212,712
Yearly Rest		8,400
Bonus		
TOTAL [Gross Annual Emoluments]		221,112

*Less Mandatory deductions as applicable.

For JENBURKT PHARMACEUTICALS LTD

(N.M.C. NAIR)
 GENERAL MANAGER (HR & ADMIN.)



(Signature)
 Principal

Gawande College of Pharmacy
 Saknarkherda, Tq. Sindkhed Raja
 Dist. Buldana (MH)

APPOINTMENT LETTER

To,
Mitradev Pandurang Wankhede (49952)
Aurangabad

Date: January 13, 2022

Dear Mitradev,

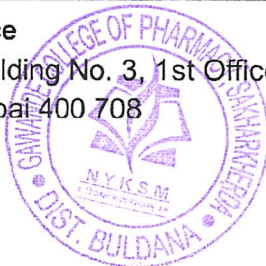
With reference to your application and the subsequent interviews you had with us we are pleased to appoint you as "Medical Coder Trainee" at GeBBS Healthcare Solutions Pvt. Ltd., Aurangabad on the following terms and conditions:

Your date of appointment is effective **January 13, 2022.**

1. You will be on probation for a period of six months. Thereafter subject to your work, conduct and performance being found satisfactory you will be confirmed in writing. If either your work conduct or performance is not found satisfactory, the probation period will stand automatically extended without any intimation to you till you get a communication from the Company confirming your services.
2. Your emolument by way of Annual Cost to the company is **INR 2,14,502/- per annum (INR Two Lacs Fourteen Thousand Five Hundred Two Only)**. Details of this annual cost are enclosed in the annexure.
3. The Organization conducts screening and background verification for its prospective hires. Your appointment and continuation of your services is subject to a clear and clean background report.
4. Your shift timings are subject to change as per the requirement of the business.
5. Your employment is subject to your undertaking that,
 - You will clear the training and on the job evaluations that are pre-requisite.
 - You will not directly or indirectly engage in any other work or assignment or take up part/full time training program without prior permission in writing of the Company.
 - You will not divulge, disclose or leak out any information regarding the affairs of the Company, which comes to your knowledge, including the design, patent process or trade of Company or of Company's collaborations [whether in India or abroad]
 - You will also execute a service and confidentiality documents as applicable to employees from time to time.
6. Your services are liable to be transferred to any of the branches of the Company or to any of its Group/Associate Company. The terms and conditions of this appointment will be binding on such transfers and your services will be treated as continuous services. Any subsequent change in rules, policies and regulations during the term of your services of the Company shall be binding upon you in totality.
7. During the period of your service if you are found medically unfit for work, the management shall have the right to require you to get yourself examined by any medical authority specified by the Company and management as its sole discretion may terminate your services based on such medical reports.
8. Your performance will be evaluated at regular intervals for salary review or salary increments. Increment shall be based on your performance and in no case shall be automatic and / or can be claimed as a matter of right and shall be solely at the discretion of the Company.
9. Your services can be terminated without assigning any reasons as under:
 - a) At any time without any prior notice during the period of probation.
 - b) With prior notice of minimum [1] One month or salary in lieu thereof, after confirmation.

Registered Office

"Mindspace", Building No. 3, 1st Office Level, Thane - Belapur Road,
Airoli. Navi Mumbai 400 708




Principal

Gawande College of Pharmacy
Saknarkherda, Tq. Sindkhed Raja
Dist. Buldana (MH)

Tel: +91-22-3948730
www.gebbs.co

Employee Code : 49952
Employee Name : Mitraddev Pandurang Wankhede
Grade : 05
Designation : Medical Coder Trainee
Department : Coding

Salary Annexure:

Sr. No.	Component	Per Month (INR)	Per Annum (INR)
Section A			
1	Basic	5,800	69,600
2	HRA	628	7,536
3	Advance Statutory Bonus	787	9,444
4	Special Allowance	3,645	43,740
	Section A - Total	10,860	1,30,320
Section B			
5	Minimum Variable Incentive	-	-
6	Maximum Variable Incentive (Up to)	5,000	60,000
	Section B - Total	5,000	60,000
	Min Earning Potential (Section A Total)	10,860	1,30,320
	Max Earning potential (Total Section (A+B))	15,860	1,90,320
Section C			
Retirals & Non - Monetary Benefits			
7	Employer's Provident Fund		13,601
8	Gratuity		3,346
9	Insurance		3,000
10	ESIC		4,235
	Section C - Total		24,182
	Total (Section A+B+C)		2,14,502

Mitraddev

The above compensation package is subject to Income Tax regulations and other laws applicable from time to time .
Gratuity will be paid out to the employee as per the payment of Gratuity Act , 1972.
GeBBS Reimbursement Flexi Plan applicable as per existing policy.
GPA / GMC / GTL Insurance are prevalent as per policy.
The Employee will be paid monthly / quarterly variable amount only if s/he remains in the service of the Company at the end of that period.



10. Your services can, however, be terminated, without any notice or compensation and without assigning any reason for loss of confidence, or for any act including dishonesty, disobedience, negligence, fraud misappropriation of Company's money, property or any subversive act which is seriously detrimental to the interest of the company and warrants your termination forthwith.
11. You will have to give minimum [1] one month prior notice if you want to resign from the services of the Company at any time. If you fail to give [1] one month prior notice, you will have to pay to the Company [1] one month salary in lieu thereof. Notice period waive off or Notice period buyout option will be subject to Company's sole discretion and binding on you.
12. An absence from duty for a continuous period of 2 days during probation and 7 days after confirmation including absence on leave though applied but not granted, would make you lose your lien on the services and the same will automatically come to an end without notice or even intimation. The Company shall have full authority to initiate absconding and recovery proceedings against you.
13. You will retire from the services of the Company on attaining 60 years of age and for this purpose the official record of your date of birth with the Company will be treated as final.
14. During the period of the service in the Company, you shall:
 - Perform, observe and conform to such orders and instructions as may from time to time be reasonably given or communicated to you by the Supervisor;
 - In all respects carry out the objects of the Company diligently and faithfully serve the Company promote and protect its interest in all things to the best of your ability and judgment, and use your best endeavors to increase its business; and
 - Devote your whole time and attention to the business of the Company during the office hours of the Company, and shall not in any way be engaged in, concerned directly or indirectly with any other Company, business or trade without the prior written consent of the Company.
 - Agree to enter into a service contract with the Employer which will require the Employee to remain with the organization for a defined period post his/her return to India. This service contract will be liable only in the event that he/she is required to travel abroad to a client site for any business need.
15. The postal address shared by you shall be treated as the correct address for all communications to you. You undertake to promptly intimate the company in case of any change in the postal address. All communication addressed to you on the address shall be deemed to have been correctly served.
16. By accepting this letter of appointment, you acknowledge and agree that you will not, during the course of your service or thereafter, except with our consent, as required by law or in the performance of your duties, use or disclose confidential information relating to our business, including but not limited to business, client/s information, business methods and practices, software technology and tools and /o any such information we may assign time to time as being confidential.

If the terms and conditions stated above are accepted to you, please sign the duplicate copy of this letter as a token of your acceptance of our employment offer and return it to us for record.

Yours faithfully,
For **GeBBS Healthcare Solutions Pvt. Ltd**

Accepted

Devesh Gavand
Devesh Gavand
Sr. Manager – HR

Mitradev Pandurang Wankhede

GHS / QR / HRD / 40



Mitradev Pandurang Wankhede
Principal
Gawande College of Pharmacy
Saknarkherda, Tq. Sindkhed Raja
Dist. Buldana (MH)

APPOINTMENT LETTER

Date: January 24, 2022

To,
Anant Sudhir Patil (50306)
Aurangabad

Dear Anant,

With reference to your application and the subsequent interviews you had with us we are pleased to appoint you as "Medical Coder Trainee" at GeBBS Healthcare Solutions Pvt. Ltd., Aurangabad on the following terms and conditions:

Your date of appointment is effective January 24, 2022.

1. You will be on probation for a period of six months. Thereafter subject to your work, conduct and performance being found satisfactory you will be confirmed in writing. If either your work conduct or performance is not found satisfactory, the probation period will stand automatically extended without any intimation to you till you get a communication from the Company confirming your services.
2. Your emolument by way of Annual Cost to the company is **INR 2,14,502/- per annum (INR Two Lacs Fourteen Thousand Five Hundred Two Only)**. Details of this annual cost are enclosed in the annexure.
3. The Organization conducts screening and background verification for its prospective hires. Your appointment and continuation of your services is subject to a clear and clean background report.
4. Your shift timings are subject to change as per the requirement of the business.
5. Your employment is subject to your undertaking that.
 - You will clear the training and on the job evaluations that are pre-requisite.
 - You will not directly or indirectly engage in any other work or assignment or take up part/full time training program without prior permission in writing of the Company.
 - You will not divulge, disclose or leak out any information regarding the affairs of the Company, which comes to your knowledge, including the design, patent process or trade of Company or of Company's collaborations [whether in India or abroad]
 - You will also execute a service and confidentiality documents as applicable to employees from time to time.
6. Your services are liable to be transferred to any of the branches of the Company or to any of its Group/Associate Company. The terms and conditions of this appointment will be binding on such transfers and your services will be treated as continuous services. Any subsequent change in rules, policies and regulations during the term of your services of the Company shall be binding upon you in totality.
7. During the period of your service if you are found medically unfit for work, the management shall have the right to require you to get yourself examined by any medical authority specified by the Company and management as its sole discretion may terminate your services based on such medical reports.
8. Your performance will be evaluated at regular intervals for salary review or salary increments. Increment shall be based on your performance and in no case shall be automatic and / or can be claimed as a matter of right and shall be solely at the discretion of the Company.
9. Your services can be terminated without assigning any reasons as under:
 - a) At any time without any prior notice during the period of probation.
 - b) With prior notice of minimum [1] One month or salary in lieu thereof, after confirmation.

Release Date: 01/10/17
Version No. 4.0

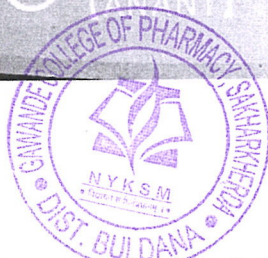
GHS / OR / HRD / 408

Registered Office

"MindSpace", Building No. 3, 1st Office Level, Thane - Belapur Road,
Navi Mumbai 400 708

Tel: +91-22-39487300

www.gebbs.com



[Handwritten Signature]

Gawande College of Ph.
Saknarkherda, Tq. Sindkhed Raja
Dist. Buldana (MH)



GeBBS Healthcare Solutions Pvt. Ltd.
First floor, Building No. 1, Golden IT Business Park, Plot No. E-26/27, MIDC,
Chikalhana, Aurangabad 431 210
Tel: +91 0240 2479600

APPOINTMENT LETTER

To,
Shital Madan Kute (49962)
Aurangabad

Date: January 13, 2022

Dear Shital,

With reference to your application and the subsequent interviews you had with us we are pleased to appoint you as **"Medical Coder Trainee"** at GeBBS Healthcare Solutions Pvt. Ltd., Aurangabad on the following terms and conditions:

Your date of appointment is effective **January 13, 2022**.

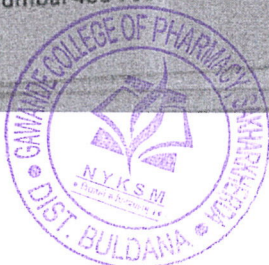
1. You will be on probation for a period of six months. Thereafter subject to your work, conduct and performance being found satisfactory you will be confirmed in writing. If either your work conduct or performance is not found satisfactory, the probation period will stand automatically extended without any intimation to you till you get a communication from the Company confirming your services.
2. Your emolument by way of Annual Cost to the company is **INR 2,14,502/- per annum (INR Two Lacs Fourteen Thousand Five Hundred Two Only)**. Details of this annual cost are enclosed in the annexure.
3. The Organization conducts screening and background verification for its prospective hires. Your appointment and continuation of your services is subject to a clear and clean background report.
4. Your shift timings are subject to change as per the requirement of the business.
5. Your employment is subject to your undertaking that,
 - You will clear the training and on the job evaluations that are pre-requisite.
 - You will not directly or indirectly engage in any other work or assignment or take up part/full time training program without prior permission in writing of the Company.
 - You will not divulge, disclose or leak out any information regarding the affairs of the Company which comes to your knowledge, including the design, patent process or trade of Company or of Company's collaborations [whether in India or abroad]
 - You will also execute a service and confidentiality documents as applicable to employees from time to time.
6. Your services are liable to be transferred to any of the branches of the Company or to any of its Group/Associate Company. The terms and conditions of this appointment will be binding on such transfers and your services will be treated as continuous services. Any subsequent change in rules, policies and regulations during the term of your services of the Company shall be binding upon you in totality.
7. During the period of your service if you are found medically unfit for work, the management shall have the right to require you to get yourself examined by any medical authority specified by the Company and management as its sole discretion may terminate your services based on such medical reports.
8. Your performance will be evaluated at regular intervals for salary review or salary increments. Increment shall be based on your performance and in no case shall be automatic and / or can be claimed as a matter of right and shall be solely at the discretion of the Company.
9. Your services can be terminated without assigning any reasons as under:
 - a) At any time without any prior notice during the period of probation.
 - b) With prior notice of minimum [1] One month or salary in lieu thereof, after confirmation.

Release Date: 01/10/22
Version No. 0.0

GHS / QA / HRD / ACB

Registered Office
"MindSpace", Building No.3, 1st Office Level, Thane - Belapur Road,
Airoli, Navi Mumbai 400 708.

+91 240 2479600
www.gebbs.com



[Signature]
Principal

Gawande College of Pharmacy
Saknarkherda, Tq. Sindkhed Raja
Dist. Buldana (MH)

APPOINTMENT LETTER

To,
Rushikesh Tukaram Gande (50322)
Aurangabad

Date: January 24, 2022

Dear Rushikesh,

With reference to your application and the subsequent interviews you had with us we are pleased to appoint you as **"Medical Coder Trainee"** at GeBBS Healthcare Solutions Pvt. Ltd., Aurangabad on the following terms and conditions:

Your date of appointment is effective **January 24, 2022**.

1. You will be on probation for a period of six months. Thereafter subject to your work, conduct and performance being found satisfactory you will be confirmed in writing. If either your work conduct or performance is not found satisfactory, the probation period will stand automatically extended without any intimation to you till you get a communication from the Company confirming your services.
2. Your emolument by way of Annual Cost to the company is **INR 2,14,502/- per annum (INR Two Lacs Fourteen Thousand Five Hundred Two Only)**. Details of this annual cost are enclosed in the annexure.
3. The Organization conducts screening and background verification for its prospective hires. Your appointment and continuation of your services is subject to a clear and clean background report.
4. Your shift timings are subject to change as per the requirement of the business.
5. Your employment is subject to your undertaking that,
 - You will clear the training and on the job evaluations that are pre-requisite.
 - You will not directly or indirectly engage in any other work or assignment or take up part/full time training program without prior permission in writing of the Company.
 - You will not divulge, disclose or leak out any information regarding the affairs of the Company, which comes to your knowledge, including the design, patent process or trade of Company or of Company's collaborations [whether in India or abroad]
 - You will also execute a service and confidentiality documents as applicable to employees from time to time.
6. Your services are liable to be transferred to any of the branches of the Company or to any of its Group/Associate Company. The terms and conditions of this appointment will be binding on such transfers and your services will be treated as continuous services. Any subsequent change in rules, policies and regulations during the term of your services of the Company shall be binding upon you in totality.
7. During the period of your service if you are found medically unfit for work, the management shall have the right to require you to get yourself examined by any medical authority specified by the Company and management as its sole discretion may terminate your services based on such medical reports.
8. Your performance will be evaluated at regular intervals for salary review or salary increments. Increment shall be based on your performance and in no case shall be automatic and / or can be claimed as a matter of right and shall be solely at the discretion of the Company.
9. Your services can be terminated without assigning any reasons as under:
 - a) At any time without any prior notice during the period of probation.
 - b) With prior notice of minimum [1] One month or salary in lieu thereof, after confirmation.

Registered Office

"MindSpace", Building No. 3, 1st Office Level, Thane - Belapur Road,
Airoli. Navi Mumbai 400 708



Tel: +91-22-39487300

www.gebbs.com

NEWBORN College of Pharmacy
Saknarkherda, Tq. Sindkhed Raja
Dist. Buldana (MH)



DATE: 13/05/2022

OFFER ID: 66216-232185-254889

Offer Letter

Mr. Akshay Rameshwar Jadhao
Hatni
Buldhana
Maharashtra - 443201

Dear Akshay Rameshwar Jadhao,

We are delighted to offer you the position of **Trainee - A I** in our **Manufacturing, Formulation** team at Cipla based in Goa, Unit - 2.
You will be assigned a role of "Junior Officer - Production"

Post your interactions with our leaders at Cipla, we believe that you have the qualifications for a great career with us. At Cipla, we are committed towards **Caring for Life**. By joining Cipla you will be assured of working with fine individuals in an excellence focused and innovation driven environment.

The complete break up of your current cost to company is attached in Annexure A of this letter. *You shall also be entitled to various benefits of the Company as applicable including Leave, Health Insurance, Travel expenses etc.*

This offer is subject to you clearing the medical examination and reference check successfully.

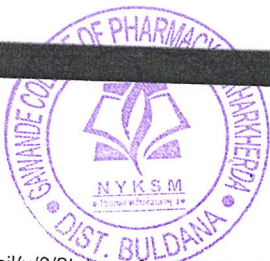
Kindly confirm your acceptance in the next 3 days. You are expected to join us on or before 23/05/2022.

We welcome you to Cipla family!

For Cipla Ltd

Vinay Kumar Bassi
Head HR - Operations

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



Principal
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Saknarkherda, To. Sindkhed Raja
Dist. Buldana (MH)

SANT GADGE BABA



AMRAVATI UNIVERSITY

ADMISSION CARD

Roll No. Registration/Enrolment No. College Code Centre Code Name of Exam

71404 4-346 304 M.PHARM. IN PHARMACEUTICS

Name of Examination Centre

SEM-II(NEW) (TWO YR. FOUR SEM.DEGREE COURSE) Summer 2023

E

Janata Mahavidyalaya, Malkapur

Applicant's Name

SACHIN SHANKAR PAWAR

Applicant's Address

The Candidate is Permitted to appear in the Examination. Please allow the Candidate to appear in the Examination.

Director
Board of Exam & Evaluation

Note : Mobiles/Electronics Equipments are not allowed in the Examination Premises



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Dist. Buldana (MH)



Date :24 January 2023

Kiran rajesh wadkatkar

At-pokhari,post-hiwara bk, tq -mehkar ,d

Pune-411014

Sub: Employment Letter

Dear Kiran,

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Executive** in the **Operations** with **CONNEQT Business Solutions Limited** (The Company) with effect from **24 January 2023** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR. **227682.00** In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be Rs **268750.0** This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **24 January 2023**.Should you have any further queries, please feel free to contact our Recruitment Team.


You will initially be posted at our **Pune - Kalyaninagar** Office. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

1. Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
2. Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
3. PAN Card and Aadhar Card
4. Cancelled Cheque




Gawande College of Pharmacy
Samarthnera, Dist. Buldana
Dist. Buldana (MH)



You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for 15 days prior notice by either side.

Upon completion of Probation period; your employment with the Company can be terminated upon 30 Days prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the 30 days prior notice by paying you salary for 30 days in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the 30 days notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CONNEQT Business Solutions Limited.

Tony Jacob Joseph

Associate Vice President - Human Resource

I accept the terms of this letter



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Dist. Buldana (MH)

Q CONNEQT

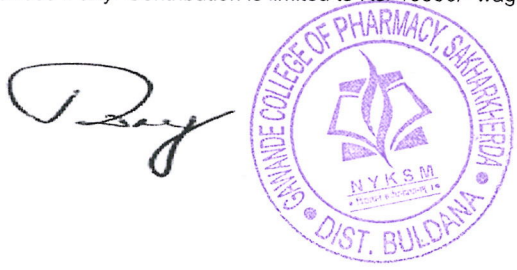
BUSINESS SOLUTIONS LIMITED

Name Kiran Rajesh Wadatkar
Grade 1A
Designation Executive

You will be entitled to the following remuneration effective your date of joining.

Component	Amount (Rs) Per Month	Amount (Rs) Per Year
A. Fixed Pay		
Basic Salary	7839.00	94063.00
House Rent Allowance	4703.00	56436.00
Other Allowance	4878.00	58536.00
Advance Statutory Bonus	1134.00	13608.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.		
PERFORMANCE INCENTIVE @ Meeting Expectation(100%)	1120.00	13440.00
C. MONTHLY GROSS (A+B)	19674.00	236083.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	1526.00	18312.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company)	377.00	4524.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	639.00	7668.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00	2160.00
E. TOTAL COST TO COMPANY (C + D)	22396.00	268750.00
F. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident F und Contribution. As per the act, you will contribute the same amount as employee contribution)	1526.00	18312.00
ESI -Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary . As per the act, 0.75% of your monthly gross will be recovered towards you.	148.00	1771.00

Provident Fund Contribution + Insurance + Other allowance + Food coupons + Education allowance + Special allowances if any. Contribution is limited to Rs. 15000/- wages as stipulated under Provident Fund Act.



I accept the terms of this letter

Handwritten signature of Kiran Rajesh Wadatkar.

**Gawande College of Pharmacy
Saknarkherda, Tq. Sindkhed Raja
Dist. Buldana (MH)**



Terms and Conditions of Employment

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956. Should any such relationship exist, you will bring forth the same to our notice immediately and we shall intimate to you the necessary approvals/ permissions required for your employment. In such an event you will be able to join the company only after all permissions/ approvals are obtained.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

During the period of your employment inventions, creations, discoveries, patents, copyrights, shall become the property of the Company. You will not have any right to claim the ownership of it and assign the same to the Company.

Your appointment is contingent upon successful completion of Background verification. The background checks are not restricted to education and employment but to all aspects as per the appropriate selection procedure. Please note that furnishing of false information or suppressing any facts is a disqualification for employment in this Company. Should such an act come to our notice at any time during the period of your employment in the Company, your services will be liable to be terminated with immediate effect.

You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The afore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company by way of a written agreement/ letter issued to you.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.


I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:




Ganwide College of Pharmacy
Saknarkherda, Tq. Sindkhed Raja
Dist. Buldana (MH)





ANNEXURE 'A'

EMPLOYEE CODE	102232
NAME	Mr. MAHESH RAMCHANDRA LAMBE
DESIGNATION	Marketing Executive
HQ	AURANGABAD
DOJ	08/07/2022

SR.NO.	EMOLUMENTS	AMOUNT
1	BASIC SALARY	8400
2	HOUSE RENT ALLOWANCE	3420
3	EDUCATION ALLOWANCE	400
4	CONVEYANCE	1600
5	MEDICAL REIMBURSEMENT	1250
6	OTHER ALLOWANCES	1785
	GROSS SALARY (P.M)	16855
	GROSS SALARY (P.A) (A)	202260
	ANNUAL / RETRIALS:	
7	BONUS	8400
8	PF	19344
	TOTAL (B)	27744
	COST TO COMPANY (A+B)	230004

- INCOME TAX IS SUBJECT TO YOUR INVESTMENT

SR.NO.	ALLOWANCES	PER WORKING DAY
1	HQ (METRO)	250
2	HQ (NON METRO)	250
3	EX-STATION	255
4	OUT STATION	350
5	CONFERENCE	800

- You will be entitled to fares as per the 'Standard Routes and Fares Chart' Approved by the Company from time to time.

In-addition to the above, you will be covered under the following Schemes as per Company Policy:

- A. Mediclaim: This Policy covers Self subject to a limit of Rs.200000 /- 75% of the premium amount will be recovered from you as per the discretion of the management.
All payments are subject to the provision of Income tax Act.

For ERGOS LIFE SCIENCES PVT. LTD.

I accept the terms and conditions stated above

Shet

DEEPAK SHET
Asst Manager – HR & Admin

(Mr. MAHESH RAMCHANDRA LAMBE)



Principai
Principal
Gawande College of Pharmacy
Sakinaka, Tq. Sindkhed Raja
Dist. Buldana (MH)



Ref.No:- APPT/ERG/ME/102232/22

12/07/2022

To,

Mr. MAHESH RAMCHANDRA LAMBE

DOB – 20/06/1999

Human Resources

Position Of Marketing Executive in Sales & Marketing Department

Letter of Appointment

Dear Sir,

In continuation to our Letter of Offer dated **07/07/2022** duly accepted by you. We are pleased to appoint you in the post of **Marketing Executive**, in the Grade **SE** in the Department/Division of our company. You are requested to kindly note carefully the terms and conditions which shall govern your employment with the Company, as under:

1. COMMENCEMENT AND POSTING:

Kindly note that your services shall commence from today that is **08/07/2022** and you will be initially posted at **AURANGABAD** however, during employment with the organisation your services may be utilized at any location including office/Associate companies of the Company group at any location in India or abroad as per the need arising from time to time and at the exclusive discretion of the management as may be considered appropriate.

2. COMPENSATION:

Kindly note that In the grade of **SE** your all-inclusive compensation on cost to company basis (CTC) shall be **Rs.230000/- (Rupees Two Lakh Thirty Thousand Only)** per annum, as discussed and agreed by you. Please refer to the enclosed 'Annexure I for the detailed breakup of the said compensation applicable to you.



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Dist. Buldana (MH)



Name: Miss. Madhuri
Wankhade

Unit: Pharmacy college

Post: Lecturer

[Handwritten Signature]
Principal

Shraddha Institute of Pharmacy
Kondala Zambre, Washim



[Handwritten Signature]

Principal
Gawande College of Pharmacy
Saknarkherda, Tq. Sindkhed Raja
Dist. Buldana (MH)

Shraddha Institute of Pharmacy D.Pharm

- principal21_Shinde@rediffmail.com
- Shraddhapharmacy2019@gmail.com
- 1930principal@msbte.com

President
Dr. Ramkrishna B. Shinde
Secretary
Mrs. Sunita R. Shinde

DTE Code : 1293

Mo. 9130017560, 9011042409

MSBTE Code : 1930

O/w :- SIOP/KZ/Washim 399 (A)

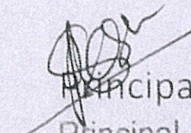
Date : 17/08/23

This is to certify that **Miss. VAISHNAVI NARAYAN THAKARE** is working as a lecture at **Shraddha Institute of pharmacy washim (D.Pharmacy)** since,


Date 23/8/22 to till date,

Hence certified,




Principal
Principal
Shraddha Institute of Pharmacy
Kondala Zambre, Washim



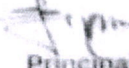

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Dist. Buldhana (MH)



ANURADHA
COLLEGE OF PHARMACY
[1133]



Name :- Yogesh V. Vaidya
Class :- M- Pharm 1St Year
Mo.No. :- 8007407092
A.Y. :-2022-23


Principal

Anuradha Nagar, Sakegoan Road
Chikhli Dist. Buldhana 443201 (M.S)





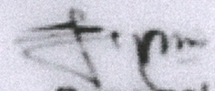
Principal
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Saknarkherda, Tq. Sindkhed Raja
Dist. Buldana (MH)



ANURADHA
COLLEGE OF PHARMACY
[1133]



Name :- Punam S. Narwade
Class :- M- Pharm 1St Year
Mo.No. :- 8605017974
A.Y. :-2022-23


Principal

Anuradha Nagar, Sakegoan Road
Chikhli Dist. Buldhana 443201 {M.S}





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