



5.2.1

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



5.2.1

Details of outgoing students placed



K. K. WAGH COLLEGE OF PHARMACY

(B. Pharmacy & D. Pharmacy)

Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, Nashik - 422 003. (Maharashtra) India.

☎: 0253 - 2221121, 2517003, 2510262 Web : www.pharmacy.kkwagh.edu.in

Email: principal-bpharmacy@kkwagh.edu.in, disp-bpharmacy@kkwagh.edu.in

(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere, MSBTE, Mumbai & Approved by PCI)

Average Percentage of Placement of outgoing students during the last Five Years.

| Sr. no. | Academic Year | No Number of Students Placed | Average Percentage of Placed Students. (%) |
|---------|---------------|------------------------------|--|
| 1. | 2021-22 | 23 | 22.11 |
| 2. | 2020-21 | 12 | 25.53 |

Average Percentage of Outgoing Students gone for Higher Education during the last Five Years.

| Sr. no. | Academic Year | No Number of Students Placed | Average Percentage of Students for Higher Education. (%) |
|---------|---------------|------------------------------|--|
| 1. | 2021-22 | 49 | 47.12 |
| 2. | 2020-21 | 28 | 59.57 |

Percentage of placement of outgoing students and students progressing to higher education during the last five years

| Sr. no. | Academic Year | Number of Students outgoing | Number of Students Placed and Higher education | Average Students Placed and Higher education (%) |
|---------|---------------|-----------------------------|--|--|
| 1. | 2021-22 | 104 | 72 | 69.23 |
| 2. | 2020-21 | 47 | 40 | 85.11 |
| 3. | 2019-20 | NA | NA | NA |
| 4. | 1018-19 | NA | NA | NA |
| 5. | 2017-18 | NA | NA | NA |



PRINCIPAL

K.K.Wagh College of Pharmacy
Panchavati, Nashik-422 003.



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List of students placed along with placement details (Year of graduation-2022)

| Sr. no. | Name of student who has been placed | Name of the employer with contact details | Pay package at the appointment (In INR per annum) |
|---------|-------------------------------------|---|---|
| 1. | Aher Pooja Sahebrao | Episource India Pvt. Ltd, Mumbai;+91-22-6861 4300 | 211000 |
| 2. | Ahire Kshitij Babu | Alembic pharmaceuticals Ltd, Vadodara;alembic@alembic.co.in | 300000 |
| 3. | Bhusare Rina Hiranman | Dattakrupa medical, Dindori | 144000 |
| 4. | Deshmukh Ruchita Vilas | Mylan Laboratories Ltd.Nashik; mylan.india@mylan .com | 240000 |
| 5. | Jadhav Vaibhav Arun | Mylan Laboratories Ltd.Nashik; mylan.india@mylan .com | 150000 |
| 6. | Kale Durvesh Dhananjay | Cognizant Technology Solutions India Pvt Ltd, Chennai; | 250000 |
| 7. | Panchal Anuja Anant | Mylan Laboratories Ltd.Nashik; mylan.india@mylan .com | 150000 |
| 8. | Patil Mangesh Balasaheb | TATA consultancy services, Mumbai; corporate.office@tcs.com | 165000 |
| 9. | Rakhonde Vrushali Vijay | Parexel International Pvt. Ltd, Hyderabad;info@parexel.com | 180000 |
| 10. | Rathod Janhavi Anil | Pharmacy shop | 144000 |
| 11. | Samore Komal Suresh | Mylan Laboratories Ltd.Nashik; mylan.india@mylan .com | 150000 |
| 12. | Sayambar Sudha Balasaheb | MediProbe Services Pvt.Ltd, Pune;admin@mediprobe.co.in | 180000 |
| 13. | Sonawane Akshay Kailas | Mylan Laboratories Ltd.Nashik; mylan.india@mylan .com | 150000 |
| 14. | Uphade Gauri Atul | Care Holic Pharmacy | 180000 |
| 15. | Gaikwad Sonika Hemant | Mylan Laboratories Ltd.Nashik; mylan.india@mylan .com | 150000 |
| 16. | Gawali Nikita Vilas | Med Pluse, Ashoka Marg | 180000 |
| 17. | Kangane Akshay Raosaheb | Mylan Laboratories Ltd.Nashik; mylan.india@mylan .com | 150000 |
| 18. | Lokhande Sonal Dnyaneshwar | Rakshaa Generic Medical Stores | 180000 |
| 19. | Patil Krupesh Manish | Mylan Laboratories Ltd.Nashik; mylan.india@mylan .com | 150000 |
| 20. | Sarode Swati Jagannath | TATA consultancy services, Pune; tcs.pune@tcs.com | 165000 |
| 21. | Shirsath Ravindra Dhudku | Mylan Laboratories Ltd.Nashik; mylan.india@mylan .com | 150000 |
| 22. | Thitme Prajkta Dattu | Episource India Pvt. Ltd, Mumbai;admin@hirepro.in | 211000 |
| 23. | Purkar Vikas Rajendra | Sentiss Pharma Pvt. Ltd.information@sentisspharma.com | 250000 |



[Signature]

PRINCIPAL

K.K.Wagh College of Pharmacy
Panchavati, Nashik-422 003



K. K. WAGH COLLEGE OF PHARMACY

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(Affiliated to Dr. Babasaheb Ambedkar Technological University, Lonere, MSBTE, Mumbai & Approved by PCI)

List of students placed along with placement details (Year of graduation-2021)

| Sr. no. | Name of student who has been placed | Name of the employer with contact details | Pay package at the appointment (In INR per annum) |
|---------|-------------------------------------|---|---|
| 1. | Bhadane Sagar Gulabrao | TEAMLEASE service limited, Bangalore; jobs@teamlease.com | 255000 |
| 2. | Kharde Prathamesh Pravin | Mylan Pharmaceuticals Pvt Ltd, Hyderabad(Viatris) ; Viatris.india@viatris.com | 300000 |
| 3. | Labhade Sandesh Sahebrao | Raptim Pvt. Ltd., Mumbai; contact@reaptimresearch.com | 250000 |
| 4. | Jadhav Neha Balwant | Raptim Pvt. Ltd., Mumbai; contact@reaptimresearch.com | 250000 |
| 5. | Bagad Aditi Sandip | Tata consultancy Services, Pune; tcs.pune@tcs.com | 135000 |
| 6. | Borse Janhavi Dilip | TATA consultancy services, Mumbai; corporate.office@tcs.com | 135000 |
| 7. | Dahale Aditya Ravindra | Raptim Pvt. Ltd., Mumbai; contact@reaptimresearch.com | 250000 |
| 8. | Date Prajkta Vitthal | Raptim Pvt. Ltd., Mumbai; contact@reaptimresearch.com | 135000 |
| 9. | Taral Rohini Anil | Tata consultancy Services, Pune; tcs.pune@tcs.com | 135000 |
| 10. | Gandhi Yash Dwarkadas | Tata consultancy Services, Pune; tcs.pune@tcs.com | 135000 |
| 11. | Shardul Siddharth Ashok | Reliance Retail Pvt. Ltd., Mumbai; retail.secretarial@ril.com | 225000 |
| 12. | Shaikh Sadaf Qadir | JMCT Institute of Pharmacy; jmctpharmacy@gmail.com | 144000 |



PRINCIPAL

K.K.Wagh College of Pharmacy
Panchavati, Nashik-422 003



26-12-2022

Employee ID: ESPM3741

Pooja Aher

At Post Chandori,
Oney Road, Chandori,
Nashik
Maharashtra - 422201

Dear Pooja Aher,

Sub: Appointment Letter

A warm welcome to the Episource family.

Episource is an organization with Indian roots and a global vision. We are aware of the fact; we have a distinctive culture and would like to invite you to and enhance this culture. We are sure that you will contribute to the task ahead of us, in your own special way.

With reference to our Offer Letter dated 26-12-2022, We are pleased to appoint you as Trainee - MCC effective 26-12-2022.

Please note that the terms and conditions of your service contract as intimated here after, is to be treated as strictly confidential and you are not to divulge its content to any employee of the company/person connected with the company, who is not authorized by the management.

All information regarding your compensation, benefits and performance appraisal are to be treated as strictly confidential. Hence discussions or sharing of information with other employees either in public or private is strictly prohibited.

We congratulate you on this occasion and we hope you will render your good services with commitment and dedication.

You are advised to sign and return the duplicate of this letter as token of your acceptance.

We look forward to a long rewarding career with Episource.

With best Wishes,

EpisourceIndia Pvt Ltd

Manjulaa Palanisamy
Vice President-HR

Pooja Aher
Page 1 of 9



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,
No. 141, Rajiv Gandhi Salai (Old),
Kandanchavadi, Chennai - 600 076.
Ph: +91 44 4910 1616

Mumbai Office
5th Floor, E Wing, Corporate Avenue
(Atul Projects), Opp. Solitaire Corporate Park,
Chakira, Andheri (West) 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.

1

26-12-2022

Employee ID: ESPM3741

Compensation details of: Pooja Aher

Designation: Trainee - MCC

| Component | ANNUAL (INR) | MONTHLY (INR) |
|----------------------|--------------|---------------|
| Basic | 71,875 | 5,990 |
| HRA | 52,850 | 4,405 |
| Statutory Bonus | 7,000 | 583 |
| Provident Fund | 18,186 | 1,516 |
| Gratuity | 3,458 | 289 |
| Mediclaime Insurance | 7,044 | 584 |
| ESIC | 5,751 | 479 |
| Other Allowances | 45,234 | 3,770 |
| CTC | 2,11,397 | 17,616 |
| Total CTC | 2,11,397 | |

- All payments are subject to statutory deductions.
- Mediclaime Cover (Family floater - coverage includes employee, spouse, Children, Parents /Parents-in- laws. Restricted to members including employee) Sum Insured - INR 100000/- (INR One Lakh only)
- Life Insurance Cover - INR 200000/- (INR Two Lakhs Only)
- For detailed eligibility & benefits, employee is advised to refer to HR Handbook.

Pooja Aher

Page 2 of 9

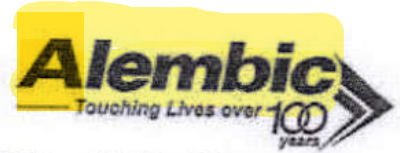
Episource India Pvt. Ltd | www.episource.com | CIN - U72900TN2004PTC053347

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

Corporate Office
2nd Floor, Prince Info City,
No. 141, Rajiv Gandhi Salai (OMR),
Kandanchavadi, Chennai - 600 096.
Ph: +91 44 4910 7615

Mumbai Office
5th Floor, E Wing, Corporate Avenue
(Atrium Projects), Opp. Solitaire Corporate Park,
Chhatrapati, Andhavi Ghatkoper 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 -520 025.



Ref. No. : APT / Farm Cure / 879056 / 2022-23

Date : 02-Mar-23

LETTER OF APPOINTMENT**"Form A"**

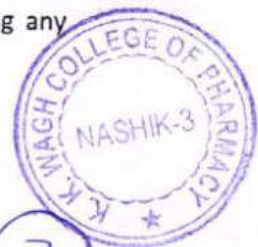
(See Rule 22 (1) of The Sales Promotion Employees (Condition of Services) Act 1976 with Sales Promotion Employees (Condition of Services) Rules 1976)

| | |
|--|--|
| Name of the Establishment | : Alembic Pharmaceuticals Ltd |
| Address | : Alembic Road, Vadodara-390003 |
| Name of the employer | : Alembic Pharmaceuticals Ltd |
| Name & address of the Sales Promotion Employee | : Mr. Kshitij Babu Ahire A1/104, Sundar Sagar, Bevarli park, Kanakiya police station, Mira -Bhayander, Mumbai, Maharashtra, 401107 |

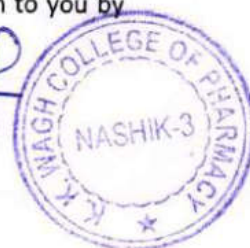
With reference to your application and subsequent interview you had with us, We are pleased to put you as **Trainee Field Sales Officer**, for our **Farm Cure** division based at **Mumbai West-1** as your Head Quarter with effect from **02-Mar-23** on the following terms & conditions:

1. You will undergo training for a period of six months from the date of joining. The Company however, shall have the right to extend or curtail the said period of Six Months subject to your performance.
2. During your training period, you will be paid salary as per the Annexure – 1.
3. The training may comprise of classroom sessions, on-the-job training and/or training from digital platform in nominated departments of the Division, and may include the assignment of independent work. It is mandatory that you successfully deliver the expectations of the theoretical and practical aspects of the training.
4. The Management will have the sole discretion of setting out your training program and for this purpose, you may be required to be transferred from one Division / Location / Head Quarter to another across India, if the Management is of the opinion that it is necessary for the purpose of your training.
5. During the training period, if your performance and field activities is in any way found unsatisfactory, your training period will be discontinued without giving any notice and without assigning any reason or compensation whatsoever. The Division will review at the end of every month your training progress and for that purpose may give some assessment tests, if it is so desired. You must show satisfactory periodicals progress during the training period. Your training period can be extended / terminated / curtail at the discretion of the Company. You will continue to be on training till such time as you are otherwise communicated in writing.
6. Your training period shall automatically come to an end on completion of a period of Six Months or the extended period, if any. This shall, however, be without prejudice to the rights of the Company to terminate your traineeship at any time without giving any notice or assigning any reason for doing the same.

ALEMBIC PHARMACEUTICALS LIMITED
 ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280680 • FAX : (0265) 2282508
 Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
 CIN - L24230GJ2010PLC081123



7. On successful completion of your training period including such extended period, you will be placed on six month probation in your position in writing provided your service during the Training period has been found satisfactory in all respects.
8. 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.
9. Your hours of work are not fixed, but you shall work in the manner and as per timings followed generally by all Trainee Field Sales Officers. Further, you will be required to travel extensively on Company's business which may extend to several weeks continuously.
10. You will be entitled to leave with pay in accordance with the Leave provisions of the company and procedure or any amendments thereto and the rules framed by the company that may be in force from time to time. If you remain absent without prior permission or intimation for a consecutive period of ten days or more your Traineeship shall be liable for termination without notice or appropriate disciplinary procedure will be initiated accordingly.
11. 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.
12. You shall inform of your monthly tour plan and required information well in advance to your Superior and shall intimate immediately in writing to your Superior about the changes in the same with reasons. You will inform your Superior wherever you leave/return to your headquarters. You shall submit daily reports, account of samples and its distribution in the appropriate systems or as the Company decides as per the requirements and as per the exigencies of the business.
13. You shall maintain discipline and decorum and 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.
14. You shall not borrow or collect any money on Division's account from any dealer, Doctor, Chemist/stockiest, fellow colleagues or other party. You shall not accept or undertake to accept either directly or indirectly any gift, gratification, commission or other favour of any kind whatsoever in connection during your services.
15. You will inform in writing the Management 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 be sufficient service on you.
16. During the continuance of your training period, 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. You will devote your whole time and attention to your training and will not engage yourself directly or indirectly in any service, trade, profession, business or occupation
17. During the period of Training, you shall make every sincere endeavour to abide the training program and shall at all times exert yourself to the best of your ability to make the training program a success. You shall follow and give effects to all orders, instructions and guidance given to you by your superiors and shall preserve and maintain perfect discipline at all times.



18. That during the period of your training you shall fully comply with and abide by all rules and regulations and orders as are in force on the date of your being taken up as a trainee and to all such other rules and regulations made or orders given in that behalf thereafter.
19. 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 training or if you are tried and/or convicted for any criminal offence, you shall be dealt with appropriately.
20. Your above training is subject to your medical fitness and retaining reasonable medical fitness during the tenure of your training and as certified by the Doctor appointed by the company for this purpose. The Company may require you to undergo medical check up as and when required at the company's cost by any Doctor/Doctors nominated by the Company. If after such examination, the Company is of the opinion that continuance of your training is medically not advisable or that you are not in a position to undergo training, the Company may discontinue your training forthwith without any notice.
21. In the event of you indulging in any acts or commission constituting misconduct, including unwelcoming 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.
22. 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. 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.
23. a) Please note that this appointment is offered on the basis of information furnished by you. If at any time it is revealed that training has been obtained by furnishing false/misleading insufficient information or withholding material information, the Company will be free to terminate your training at any time without notice.
- b) In respect of any other matter related to your training not covered above, you shall be governed by the rules of the Company as in force from time to time.
- c) On the question of interpretation of any of the terms and condition, the decision of the Company shall be final and binding to you.
24. 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.

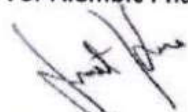


25. In case you fail to join at your assigned Headquarter within 7 days of issuance of this appointment letter, it will be assumed that you are no more interested in this position and joining the Company. Subsequently, the said appointment letter will be deemed withdrawn.

If the above terms and conditions are acceptable to you, please sign and immediately return enclosed copy of this Letter.

We heartily welcome you for a long and mutually rewarding association.

Yours truly,
For Alembic Pharmaceuticals Ltd.,



Ms. Lavneet Kaur

Senior Manager – Human Resources

Place :

Date :

(Signature)



ANNEXURE-A

02-Mar-23

ALEMBIC PHARMACEUTICALS LTD

Metro

ANNEXURE (Compensation Details)

Candidate Name : Mr. **Kshitij Babu Ahire**
Division : Farm Cure
HQ : Mumbai West-1
Designation : Trainee Field Sales Officer
DOJ : 02-Mar-23

| Sr. No. | Salary Head | Amount(Rs.) | Frequency |
|--|-------------------------|---------------|-----------|
| 1 | Basic | 13750 | Monthly |
| 2 | HRA | 6875 | Monthly |
| 3 | Hospitalization Premium | 781 | Monthly |
| 4 | Kit Allowance | 533 | Monthly |
| 5 | PF (Company) | 1650 | Monthly |
| 6 | Bonus | 9000 | Yearly |
| 7 | Gratuity | 7932 | Yearly |
| Annual CTC | | 300000 | Yearly |
| Amount In Words: Rupees Three Lac Only | | | |

Ms. Lavneet Kaur
Senior Manager - Human Resources

Notes :

1. Gratuity will be payable as per The Payment of Gratuity Act, 1972 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)

**Mylan****Mylan Laboratories Limited**

F-4 & F-12, Malegaon MIDC,

Sinnar, Nashik - 422113, Maharashtra

Apprentice Identity Card

Name of the Apprentice

Ruchita V.**Deshmukh**ID No. : **A568**

Apprenticeship from

24 / 3 / 23 to 23 / 3 / 24Age **22**

Department

Production

Authorized Signatory



Date: 25/03/2023

MLL/NSK/HR/23/03/1951

Confidential

To,
Ms. Ruchita Vilas Deshmukh
At Ambevani, Post - Varkhede
Taluka - Dindori
District - Nashik 422205
E Code: A568

Dear Ms. Ruchita Vilas Deshmukh

Subject: Appointment Letter under the Apprenticeship Act, 1961

With reference to your application and subsequent interview you had with us, we are pleased to engage you as an apprentice under the Apprenticeship Act, 1961, in our organization with effect from 24/03/2023 in Production department on the following terms and conditions:

Your Apprenticeship Period will be for 1 Year from the date of Joining and in the context, you will have to sign the Apprenticeship Contract Registration Form which shall automatically get terminated on the expiry of the said period of Apprenticeship Training and not be provided any employment after completion of your Apprenticeship period.

You will be paid a consolidated stipend of Rs. 20000/- per month.

You will adhere to the instructions of your supervisors and abide by the rules and regulations of the company which will be enforced from time to time.

Your engagement as an Apprentice in the Company is subject to the conditions that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the medical Officer as nominated by the company.

The company may transfer you from one place of duty or section/ department/ division to other place of duty or section/ department/ division in the establishment/within the organization at the sole discretion of the management and there will not be any change in the terms and condition of your appointment including your stipend.

That any breach or violation of the instructions/rules will make you liable for strict disciplinary actions, which may also result in termination of Apprenticeship

You will adhere to shift timings and shall learn the trade diligently.



Date: 24/09/2022

MLL/NSK/HR/22/09/1023
Confidential

To,
Mr. Vaibhav Arun Jadhav
A/P Kanmandle
Taluka - Chandwad
District - Nashik 423117
E Code: A542

Dear Mr. Vaibhav Arun Jadhav

Subject: Appointment Letter under the Apprenticeship Act, 1961

With reference to your application and subsequent interview you had with us, we are pleased to engage you as an apprentice under the Apprenticeship Act, 1961, in our organization with effect from 22/09/2022 in Quality Assurance department on the following terms and conditions:

Your Apprenticeship Period will be for 1 Year from the date of Joining and in the context, you will have to sign the Apprenticeship Contract Registration Form which shall automatically get terminated on the expiry of the said period of Apprenticeship Training and not be provided any employment after completion of your Apprenticeship period.

You will be paid a consolidated stipend of Rs. **12500/- per month.**

You will adhere to the instructions of your supervisors and abide by the rules and regulations of the company which will be enforced from time to time.

Your engagement as an Apprentice in the Company is subject to the conditions that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the medical Officer as nominated by the company.

The company may transfer you from one place of duty or section/ department/ division to other place of duty or section/ department/ division in the establishment/within the organization at the sole discretion of the management and there will not be any change in the terms and condition of your appointment including your stipend.

That any breach or violation of the instructions/rules will make you liable for strict disciplinary actions, which may also result in termination of Apprenticeship

You will adhere to shift timings and shall learn the trade diligently.



You will maintain a daily recording of your engagements and achievements in day to day training record.

You will be entitled to leave and holidays as per the leave rules of the company.

Either party to a contract of Apprenticeship may make an application to the Apprenticeship Advisor for the termination of the Contract and when such application is made, shall send by post or a copy thereto the other party of the Contract.

If you fail to carry out the terms and conditions of the contract you or your guardian shall refund to us the cost of Training an amount such as may be determined by the Apprenticeship Advisor.

That you will not be entitled for any bonus or overtime or other privileges/benefits available to the other permanent employees.

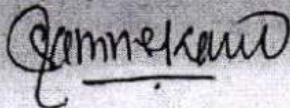
Your hours of work will be as notified to you from time to time as applicable to the Unit & as per the Apprentice Act, 1961 and you will be governed by Company Rules / Policies with regard to disciplinary proceedings.

You will not disclose or discuss or divulge in any manner whatsoever, any secret correspondence, agreement and any such information pertaining to our organization, which you may have acquired concerning the company business to other person/firm or organization

In case the above terms and conditions are acceptable to you, please sign the duplicate copy as a token of your acceptance.

We welcome you to our organization and looking forward for a fruitful association.

For, Mylan Laboratories Limited



Jitendra Khaire
Head of Human Relations
OSD Manufacturing - Sites 1 & 2

I hereby accept the terms and Conditions.

Name:

Signature:

Date:



Year

25



cognizant

Durvesh
Kale



A handwritten signature in blue ink, consisting of stylized, overlapping loops and a horizontal line at the end.

12

Scan for RFP



2244389

2244389

Emergency Contact
7798987403

If found please inform 1800 258 2345

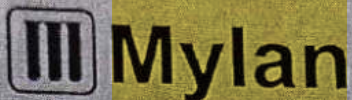
Cognizant Technology Solutions India
Pvt. Ltd

#5/535, Old Mahabalipuram Road,
Okkiam-Thoraipakkam, Chennai -
600096

GB#913246 33201030110-1 XV



Adp



Mylan Laboratories Limited
 Plot No. 564/A/22, Road No. 92, Jubilee Hills
 Hyderabad - 500 096, Telangana, India
 Tel: +91-40-30866666, 23550543, Fax: 30866699
 E-mail: mylan.india@mylan.in
 Web: www.mylanlabs.in
 CIN: U24231TG1984PLC005146

Date: 10/10/2022

MLL/NSK/HR/22/10/1208
 Confidential

To,
 Ms. Anuja Anant Panchal
 Jintur Road, Behind Kalavali Devi
 Ram Nagar
 District - Parbhani 431401
 E Code: A551

Dear Ms. Anuja Anant Panchal

Subject: Appointment Letter under the Apprenticeship Act, 1961

With reference to your application and subsequent interview you had with us, we are pleased to engage you as an apprentice under the Apprenticeship Act, 1961, in our organization with effect from 10/10/2022 in **Quality Assurance department** on the following terms and conditions:

Your Apprenticeship Period will be for 1 Year from the date of Joining and in the context, you will have to sign the Apprenticeship Contract Registration Form which shall automatically get terminated on the expiry of the said period of Apprenticeship Training and not be provided any employment after completion of your Apprenticeship period.

You will be paid a consolidated stipend of Rs. **12500/- per month.**

You will adhere to the instructions of your supervisors and abide by the rules and regulations of the company which will be enforced from time to time.

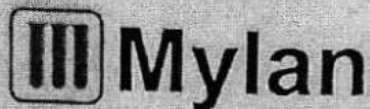
Your engagement as an Apprentice in the Company is subject to the conditions that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the medical Officer as nominated by the company.

The company may transfer you from one place of duty or section/ department/ division to other place of duty or section/ department/ division in the establishment/within the organization at the sole discretion of the management and there will not be any change in the terms and condition of your appointment including your stipend.

That any breach or violation of the instructions/rules will make you liable for strict disciplinary actions, which may also result in termination of Apprenticeship

You will adhere to shift timings and shall learn the trade diligently.





Mylan Laboratories Limited
Plot No. 564/A/22, Road No. 92, Jubilee Hills
Hyderabad - 500 096, Telangana, India
Tel: +91-40-30866666, 23550543 Fax: 30866699
E-mail: mylan.india@mylan.in
Web: www.mylanlabs.in
CIN: U24231TG1984PLC005146

You will maintain a daily recording of your engagements and achievements in day to day training record.

You will be entitled to leave and holidays as per the leave rules of the company.

Either party to a contract of Apprenticeship may make an application to the Apprenticeship Advisor for the termination of the Contract and when such application is made, shall send by post or a copy thereto the other party of the Contract.

If you fail to carry out the terms and conditions of the contract you or your guardian shall refund to us the cost of Training an amount such as may be determined by the Apprenticeship Advisor.

That you will not be entitled for any bonus or overtime or other privileges/benefits available to the other permanent employees.

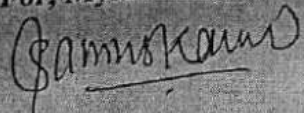
Your hours of work will be as notified to you from time to time as applicable to the Unit & as per the Apprentice Act, 1961 and you will be governed by Company Rules / Policies with regard to disciplinary proceedings.

You will not disclose or discuss or divulge in any manner whatsoever, any secret correspondence, agreement and any such information pertaining to our organization, which you may have acquired concerning the company business to other person/firm or organization

In case the above terms and conditions are acceptable to you, please sign the duplicate copy as a token of your acceptance.

We welcome you to our organization and looking forward for a fruitful association.


For, Mylan Laboratories Limited


Jitendra Khaire
Head of Human Relations
OSD Manufacturing - Sites 1 & 2

I hereby accept the terms and Conditions.
Name:
Signature:
Date:





 **Mylan** **Mylan Laboratories Limited**
F-4 & F-12, Malegaon MIDC,
Sinnar, Nashik - 422113, Maharashtra

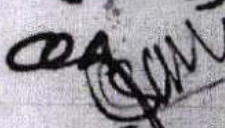
Apprentice Identity Card


Name of the Apprentice : **Anurag Panchal**

ID No. : **A551**

Apprenticeship from **10 / 10 / 22** to **09 / 10 / 23**

Age : **22** Department **QA**

Authorized Signatory 











[Handwritten signature]



65



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20223484985/Mumbai/BPS/BTN
Date: 14/09/2022

Mr. Mangesh Balasaheb Patil
 N-41-Cd-1-25/2 Hedgewar Nagar
 N-41-Cd-1-25/2 Hedgewar Nagar Trimurti Chowk
 Near Mecb Office
 Nashik-422008
 Maharashtra
 Tel# -

Dear Mr. Mangesh Balasaheb Patil,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,750/- per month**. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.



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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
 Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079
 Ph.: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
 Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
 Corporate Identification No. (CIN): L22210MH1995PLC084781



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 have the flexibility to choose a plan which is higher than the existing default plan, by paying the applicable additional premium plus Service Tax, in which case the below benefits can be availed:

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 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. Professional Memberships:

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

3. Social Security - Employees' State Insurance:

The company will contribute 3.25% of your stipend or such amount as determined by law towards ESI contribution till you remain covered under Employee's State Insurance Act, 1948.

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

If you are covered under Employees State Insurance Act (ESI Act), 1948 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 benefits under the Company's Afterlife Benefit Policy / Personal accident insurance scheme, whichever is applicable. For more details on this, refer TCS India policy - Afterlife Benefits and TCS India policy - Health Insurance after joining the organization.

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

5. Night Shift Stipend:

Trainees assigned to night shifts for training would be eligible for a Night Shift Stipend of Rs. 200/- per shift as per the company policy.

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6. Process Specific Stipend:

Based on your allocation, to a process and on account of the process complexity involved, you may be eligible for additional process specific stipend, as defined by the Company.

TERMS OF TRAINEESHIP

1. Traineeship Pre-requisites

Your appointment as a Trainee / Apprentice under the model / certified Standing Order will be subject to successful completion of your 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 your traineeship 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 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:

During the period of your training of 12 months, you may be required to undergo classroom and on the job training. During this period, you may be appraised to evaluate your performance and if your performance is found to be satisfactory, you may be absorbed / appointed in the regular employment of the Company at its sole discretion.

It is hereby specifically clarified that the Company is under no obligation whatsoever to absorb / appoint you on regular basis upon successful completion of your training period of 12 months. You shall not be deemed to have been absorbed / appointed in the regular employment of the company, unless & until you receive a written communication in this regard from the Company.

If your performance is found unsatisfactory, TCSL may terminate your traineeship forthwith by giving you 30 calendar days' notice in writing or payment of stipend for 30 calendar days in lieu thereof.

If you remain on unauthorized absence for a consecutive period of 3 days during the training programme without authorisation or intimation, a presumption shall arise that you have abandoned your traineeship and the company shall be entitled to disqualify and disentitle you forthwith for any further training and your name is liable to be automatically stand discontinued from the list of ILP trainees without any further intimation / separate communication to you.

3. Hours of Training:

You may be required to undergo training in shifts and / or in extended training hours as permitted by law.

4. Leave:

You will be entitled for leaves as per the company's 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. Alternative Occupation / Traineeship:

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During the period of your traineeship at TCSL, you are not permitted to undertake any other traineeship, employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of the company.

7. Confidentiality, Data and Intellectual Property Protection:

As part of the joining formalities, you are required to sign a Confidentiality, Data and IP Protection Terms, which aims to protect the intellectual property rights and business information of TCSL and its clients. The detailed Confidentiality, Data and IP Protection related terms and conditions are set out in Annexure 2

8. Work in SBWS mode:

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

9. 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 a trainee of TCSL.

10. Notice Period:

You will have to give at least 30 calendar days' prior notice in writing before discontinuing your traineeship with the Company. The Company may discontinue your traineeship by giving you 30 calendar days' notice in writing or payment of stipend for 30 days in lieu thereof.

11. Medical Test:

You are required to undergo a pre-Traineeship medical check-up and obtain a fitness certificate from the registered medical practitioner/Doctor. This is a pre-condition for Traineeship. 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 Traineeship. The company also reserves the right to get yourself examined by a doctor at any time during your Traineeship and further employment (if absorbed in Regular Employment) to ascertain your medical fitness. The opinion of the doctor appointed by the company shall be final and binding on both parties. Your failure, refusal or inability to appear for such medical examination will result in the determination of your Traineeship or Employment as the case may be without any notice or notice pay in lieu of notice.

Your Traineeship or further Employment (if absorbed in Regular Employment) is liable to be discontinued / terminated 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.

12. Background Check:

Your traineeship 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. If the background checks are unfavorable or at a variance with your own

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declarations, your traineeship will be discontinued without any notice.

13. Submission of Documents:

At the time of your joining traineeship, 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
 - Passport
 - 6 photographs - passport size
 - An affidavit / notarised undertaking that there is no criminal offence registered/pending against you.
- Your original documents will be returned to you after verification.

14. Initial Learning Programme (ILP)

On joining TCSL as Trainee, you will be given the benefit of formal & on the job training ("Initial Learning Programme") at the location, as identified, for such a period as TCSL may decide. The said training programme forms a critical part of your traineeship and is an ongoing process. TCSL continues to make investment on training and development of its trainees. This will be of immense value to you and a large part of ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

15. Letter of Appointment

Your will be issued a letter of appointment on your joining and after completing joining formalities as per TCSL policy

16. Personal Data Processing:

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.

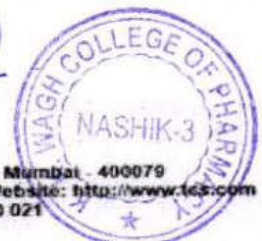
As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or

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TCS policies/notice provided applicable at your overseas location.

17. Terms and conditions:

The above terms and conditions of traineeship are specific to your traineeship period in India.

18. Rules and Regulations of the Company:

Your traineeship 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.

19. Compliance to all clauses:

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



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**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 Traineeship 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.

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

Encl: Annexure 1: Acceptance
Annexure 2: Confidentiality, Data and Intellectual Property Protection Terms



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ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the letter of offer and Terms of Traineeship ref No TCSL/DT20223484985/Mumbai/BPS/BTN on _____ (MMM/DD/YYYY).
I hereby accept this Offer and intend to join traineeship on:

Signature:

Name:



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Annexure 2

Confidentiality, Data and Intellectual Property Protection Terms

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS and its subsidiaries as applicable (Collectively termed as TCS) (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS)

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly any Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with TCS. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by





TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that Associate shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS;

a) use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

b) Participate in any activity for creation (including conception, design, development, testing, implementation, support or marketing) of any Intellectual Property for or on behalf of TCS or its affiliates if Associate has been exposed, directly or indirectly, to any Third Party IP which is in the same subject area (such as research area, technology or application area) as, or which is same or similar to, the Intellectual Property or any portion thereof, to be so created, unless;

i) Associate has expressly declared to TCS in a prescribed form whether such exposure was owing to publically available information or under and subject to any agreement; AND

ii) TCS has expressly confirmed to the Associate that TCS has proper authorization or license or approval of the respective owner of such Third Party IP to use the same in Intellectual Property or portion thereof to be created and authorized in writing Associate's participation in such activity.

c) knowingly access, make reference to or use any Third Party IP (except as permitted under Section 5(a), directly or indirectly, during the period of association with the creation (conception, design, development, testing, implementation, support or marketing) of TCS Intellectual Property or portion thereof, which is in the same subject area of TCS Intellectual Property or which is same or similar to such TCS Intellectual Property or portion thereof being created. In case, Associate access or is exposed to any such Third Party IP during such association, Associate shall promptly bring it to the notice of TCS IP asset owner or TCS project manager in writing and immediately cease to participate in any such activity

6. Security policies and Guidelines.

6.1 Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Information Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

6.2 Associate acknowledge and agree that in the course of, and as a result of his/her engagement with TCS, Associate will have access to, obtain or come across personal data or information of other TCS Associates or Clients, including without limitation, sensitive personal data or information (collectively "Personal Data and Information") within the meaning of the applicable Indian Law and Rules or any other applicable Law, directive or regulation anywhere in the world. In respect of any such Personal Data and Information accessed, obtained,

Private and Confidential
TCSL/DT20223484985

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079
Ph.: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781





acquired or processed by Associate for and on behalf of TCS, its affiliates or Clients, Associate undertake that he/she will:

(a) process the Personal Data and Information only on behalf of TCS, its Affiliates or Clients, as the case may be, and only on and in accordance with instructions received from the data controller from time to time;

(b) abide by such technical and organizational measures necessary to prevent the accidental or unlawful destruction or accidental loss, alteration, un-authorized disclosure or access to the Personal Data and Information;

(c) promptly (and in any event within 24 hours of awareness) bring to notice of TCS or its Affiliates, as the case may be, of any actual or suspected incident of unauthorized or accidental disclosure of, or access to, the Personal Data and Information or other breach of this section (a "Security Breach");

(d) promptly provide TCS with all information in Associate's notice, possession or control concerning any Security Breach and not make any public announcement regarding a Security Breach without TCS's prior written consent;

(e) not do, or omit to do, anything, which would cause TCS or any of its employees, officers or agents to be in breach of its obligations under any privacy or data protection policy, regulation or legislation;

(f) upon expiry or termination of Associate's engagement with TCS, return all copies of the Personal Data and Information to TCS in Associate's possession or control; and

(g) promptly bring to TCS notice of any request received from a data subject to have access to his/her Personal Data and Information or of any other communication relating to the access, use or processing of any Personal Data and Information (including any notice from the regulatory body) and fully co-operate and assist TCS in relation to any such request or communication.

6.3 Associate expressly consent that TCS and/or its affiliates may collect, use, transfer, retain or otherwise process Associate's Personal Data and Information in connection with his/her engagement with TCS, in accordance with the then / current TCS policies and procedures and applicable privacy and data protection legislation. TCS may use third party services or sub-contractors to collect or otherwise process Associate's Personal Data and Information for which TCS shall remain responsible for such third party services provider or sub-contractor's compliance with TCS's obligations hereunder.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client's premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

a) Will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

b) Will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

c) Will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

d) Will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

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Corporate Identification No. (CIN): L22210MH1995PLC084781





e) Will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

f) Will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

g) Will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of the Confidentiality, Data and IP Protection Terms by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or any claim or liability of any party, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1996 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality, Data and IP Protection Terms along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

(e) This Confidentiality, Data and IP Protection Terms may not be amended except in writing signed by authorized

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ADVANCED POST GRADUATE DIPLOMA IN CLINICAL RESEARCH, CLINICAL DATA MANAGEMENT, CLINICAL RESEARCH ASSOCIATE, PHARMACOVIGILANCE, MEDICAL WRITING AND REGULATORY AFFAIRS

This is to certify that

VRUSHALI VIJAY RAKHONDE

Student ID: ACA-H79

Has successfully and satisfactorily completed Advanced Post Graduate Diploma in Clinical Research, Clinical Data Management, Clinical Research Associate, Pharmacovigilance, Medical Writing and Regulatory Affairs. The candidate has satisfactory knowledge and proficiency in Clinical Research, Clinical Data Management, Clinical Research Associate, Pharmacovigilance, Medical Writing & Regulatory Affairs.

Date of Completion: 02-December-2022

With Grade:

Clinical Research: A+

Clinical Research Associate: A+

Medical Writing: A+

Clinical Data Management: A+

Pharmacovigilance: A+

Regulatory Affairs: A+



Aspire Clini Academy



24 June 2022

INTERNSHIP AGREEMENT

Dear Vrushali Vijay Rakhonde,

Parexel is pleased to offer you an Internship Opportunity as an **Intern - Clinical Data Analyst**, for a period of 6 months from **04 July 2022 to 04 January 2023**.

During this period, you shall receive a stipend of INR **15000.00 per** month for 6 months.

During your internship, you will have access to confidential information belonging to the organization, which includes, without limitation, trade secrets, processes, formulae, data and know-how, discoveries, developments, designs, improvements, inventions, techniques, marketing plans, strategies, forecasts, new products, software, software documentation, unpublished financial statements, budgets, projections, licenses, prices, costs and customer and supplier lists.

By accepting this offer of internship, you acknowledge that you must keep all these information's strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Organization. In addition, you agree that upon conclusion of your internship, you will immediately return to the Organization all of its property, equipment and documents, including electronically stored information.

Your internship will include training/orientation and gaining a deeper understanding of concepts through hands-on application of the knowledge and applying the same in few projects. During your internship you would be assigned tasks and projects that improve your understandings of the concepts you learned and there for you would be expected to put your best efforts in executing the assignments given to you.

You will be assigned a supervisor who will guide and brief you on your roles and responsibilities. Please note that your internship with the Organization does not constitute employment. The internship relationship with the Organization may be terminated at any time with or without notice, with or without good cause or for any or no cause at the option of Organization and can also be terminated by you by providing 30 days' notice to the organization.

By signing this agreement, you will also comply with all applicable policies and practices governing the conduct of our business and employees. We hope that your association with the Organization will be successful and rewarding. Please indicate your acceptance of this offer by signing below.

Full Name of the Intern: Vrushali Vijay Rakhonde

Signature of the Candidate: _____

Yours Sincerely,

For **Parexel International (India) Private Limited,**

Ranjit Dadigela

Ranjit Dadigela
Director, Talent Acquisition

[Handwritten Signature]



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Mylan Laboratories Limited

Plot No. 564/A/22, Road No. 92, Jubilee Hills
Hyderabad - 500 096, Telangana, India
Tel: +91-40-30866666, 23560543, Fax: 30866699
E-mail: mylan.india@mylan.in
Web: www.mylanlabs.in
CIN: U24231TG1984PLC005146

Date: 10/10/2022

MLL/NSK/HR/22/10/1207

Confidential

To,
Ms. Komal Suresh Samore
A/P: Vanjarwadi
Post - Shenit
District - Nashik 422502
E Code: A550

Dear Ms. Komal Suresh Samore

Subject: Appointment Letter under the Apprenticeship Act, 1961

With reference to your application and subsequent interview you had with us, we are pleased to engage you as an apprentice under the Apprenticeship Act, 1961, in our organization with effect from 10/10/2022 in Quality Assurance department on the following terms and conditions:

Your Apprenticeship Period will be for 1 Year from the date of Joining and in the context, you will have to sign the Apprenticeship Contract Registration Form which shall automatically get terminated on the expiry of the said period of Apprenticeship Training and not be provided any employment after completion of your Apprenticeship period.

You will be paid a consolidated stipend of Rs.12500/- per month.

You will adhere to the instructions of your supervisors and abide by the rules and regulations of the company which will be enforced from time to time.

Your engagement as an Apprentice in the Company is subject to the conditions that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the medical Officer as nominated by the company.

The company may transfer you from one place of duty or section/ department/ division to other place of duty or section/ department/ division in the establishment/within the organization at the sole discretion of the management and there will not be any change in the terms and condition of your appointment including your stipend.

That any breach or violation of the instructions/rules will make you liable for strict disciplinary actions, which may also result in termination of Apprenticeship.

You will adhere to shift timings and shall learn the trade diligently.





Mylan Laboratories Limited

Plot No. 564/A/22, Road No. 92, Jubilee Hills
Hyderabad - 500 096, Telangana, India
Tel: +91-40-30868686, 23550543, Fax: 30868699
E-mail: mylan.india@mylan.in
Web: www.mylanlabs.in
CIN: U24231TG1984PLC005146

You will maintain a daily recording of your engagements and achievements in day to day training record.

You will be entitled to leave and holidays as per the leave rules of the company.

Either party to a contract of Apprenticeship may make an application to the Apprenticeship Advisor for the termination of the Contract and when such application is made, shall send by post or a copy thereto the other party of the Contract.

If you fail to carry out the terms and conditions of the contract you or your guardian shall refund to us the cost of Training an amount such as may be determined by the Apprenticeship Advisor.

That you will not be entitled for any bonus or overtime or other privileges/benefits available to the other permanent employees.

Your hours of work will be as notified to you from time to time as applicable to the Unit & as per the Apprentice Act, 1961 and you will be governed by Company Rules / Policies with regard to disciplinary proceedings.

You will not disclose or discuss or divulge in any manner whatsoever, any secret correspondence, agreement and any such information pertaining to our organization, which you may have acquired concerning the company business to other person/firm or organization

In case the above terms and conditions are acceptable to you, please sign the duplicate copy as a token of your acceptance.

We welcome you to our organization and looking forward for a fruitful association.

For, Mylan Laboratories Limited

Jitendra Khaire
Head of Human Relations
OSD Manufacturing - Sites 1 & 2

I hereby accept the terms and Conditions.

Name: Komal Suresh Samare

Signature: Samare

Date: 14/10/2022



Mylan

Mylan Laboratories Limited

F-4 & F-12, Malegaon MIDC,
Sinnar, Nashik - 422113, Maharashtra

Apprentice Identity Card

Name of the Apprentice : **Komal Sumare**

ID No. : **ASSO**

Apprenticeship from **10 / 10 / 22** to **03 / 10 / 23**

Age : **22**

Department

QA

Authorized Signatory



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[Handwritten signature]





Mylan Laboratories Limited

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Tel: +91-40-30866666, 23550543, Fax: 30866699
E-mail: mylan.india@mylan.in
Web: www.mylanlabs.in
CIN: U24231TG1984PLC005146

Date: 24/09/2022

MLL/NSK/HR/22/09/1024

Confidential

To,
Mr. Akshay Raosaheb Kangane
A/P Wadgaon
Taluka - Kopergaon
District - Nashik 423604
E Code: A543

Dear Mr. Akshay Raosaheb Kangane

Subject: Appointment Letter under the Apprenticeship Act, 1961

With reference to your application and subsequent interview you had with us, we are pleased to engage you as an apprentice under the Apprenticeship Act, 1961, in our organization with effect from 22/09/2022 in Production department on the following terms and conditions:

Your Apprenticeship Period will be for 1 Year from the date of Joining and in the context, you will have to sign the Apprenticeship Contract Registration Form which shall automatically get terminated on the expiry of the said period of Apprenticeship Training and not be provided any employment after completion of your Apprenticeship period.

You will be paid a consolidated stipend of Rs. 12500/- per month.

You will adhere to the instructions of your supervisors and abide by the rules and regulations of the company which will be enforced from time to time.

Your engagement as an Apprentice in the Company is subject to the conditions that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the medical Officer as nominated by the company.

The company may transfer you from one place of duty or section/ department/ division to other place of duty or section/ department/ division in the establishment/within the organization at the sole discretion of the management and there will not be any change in the terms and condition of your appointment including your stipend.

That any breach or violation of the instructions/rules will make you liable for strict disciplinary actions, which may also result in termination of Apprenticeship

You will adhere to shift timings and shall learn the trade diligently



Mylan Laboratories Limited

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Web: www.mylanlabs.in
CIN: U24231TG1984PLC005146

You will maintain a daily recording of your engagements and achievements in day to day training record.

You will be entitled to leave and holidays as per the leave rules of the company.

Either party to a contract of Apprenticeship may make an application to the Apprenticeship Advisor for the termination of the Contract and when such application is made, shall send by post or a copy thereto the other party of the Contract.

If you fail to carry out the terms and conditions of the contract you or your guardian shall refund to us the cost of Training an amount such as may be determined by the Apprenticeship Advisor.

That you will not be entitled for any bonus or overtime or other privileges/benefits available to the other permanent employees.

Your hours of work will be as notified to you from time to time as applicable to the Unit & as per the Apprentice Act, 1961 and you will be governed by Company Rules / Policies with regard to disciplinary proceedings.

You will not disclose or discuss or divulge in any manner whatsoever, any secret correspondence, agreement and any such information pertaining to our organization, which you may have acquired concerning the company business to other person/firm or organization

In case the above terms and conditions are acceptable to you, please sign the duplicate copy as a token of your acceptance.

We welcome you to our organization and looking forward for a fruitful association.

For, Mylan Laboratories Limited

Jitendra Khaire
Head of Human Relations
OSD Manufacturing - Sites 1 & 2

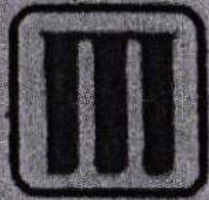
I hereby accept the terms and Conditions.

Name:

Signature:

Date:





Mylan

Mylan Laboratories Limited

F-4 & F-12, Malegaon MIDC,

Sinnar, Nashik - 422113, Maharashtra

Apprentice Identity Card

Name of the Apprentice : **Akshay**

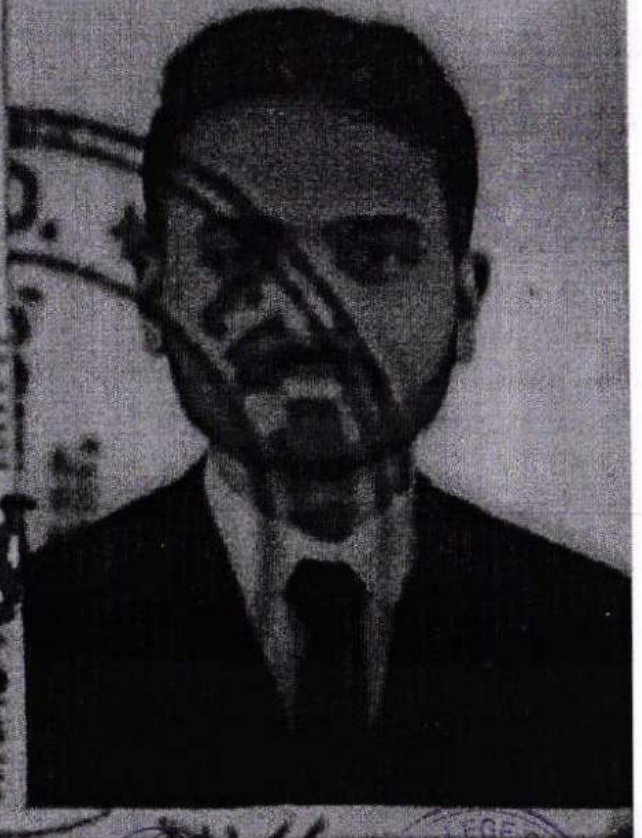
Kanqan

ID No. : **A543**

Apprenticeship from **22/9/22**

Age : **22** Department

Authorized Signatory **Pod**



Pod





Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20229532626/Pune/BPS/BTN
Date:04/10/2022

Dear Ms. **Swati Jagannath Sarode,**

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

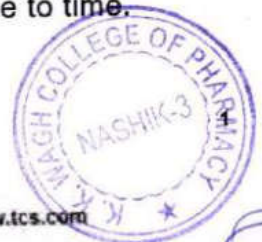
On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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

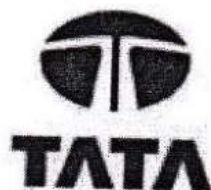
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TCSL/DT20229532626

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Sahyadri Park, Plot No. 23, RGIP Phase III, Hinjawadi - Maan, Pune - 411 057
Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781



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Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For Tata Consultancy Services Limited.

Girish V. Nandimath
Global Head Talent Acquisition & AIP



Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No TCSL/DT20229532626/Pune/BPS/BTN on _____ (DD/MMM/YYYY).

Signature:

Name:

Date:



CONGRATULATIONS

ON YOUR PLACEMENT IN

TCS Mumbai



Miss. Swati Sarode

Batch 2021-22



K.K.WAGH COLLEGE OF PHARMACY NASHIK

A handwritten signature in blue ink, likely of the college official.





Mylan Laboratories Limited

Plot No. 564/A/22, Road No. 92, Jubilee Hills
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CIN: U24231TG1984PLC005146

Date: 24/09/2022

MLL/NSK/HR/22/09/1025
Confidential

To,
Mr. Ravindra Dhudku Shirsath
At Nipane
Post : Badarkh Hardo
District - Jalgaon 424104
E Code: A544

Dear Mr. Ravindra Dhudku Shirsath

Subject: Appointment Letter under the Apprenticeship Act, 1961

With reference to your application and subsequent interview you had with us, we are pleased to engage you as an apprentice under the Apprenticeship Act, 1961, in our organization with effect from **22/09/2022** in **Production department** on the following terms and conditions:

Your Apprenticeship Period will be for 1 Year from the date of Joining and in the context, you will have to sign the Apprenticeship Contract Registration Form which shall automatically get terminated on the expiry of the said period of Apprenticeship Training and not be provided any employment after completion of your Apprenticeship period.

You will be paid a consolidated stipend of Rs. **12500/- per month**.

You will adhere to the instructions of your supervisors and abide by the rules and regulations of the company which will be enforced from time to time.

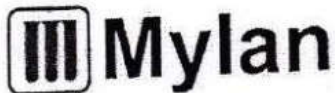
Your engagement as an Apprentice in the Company is subject to the conditions that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the medical Officer as nominated by the company.

The company may transfer you from one place of duty or section/ department/ division to other place of duty or section/ department/ division in the establishment/within the organization at the sole discretion of the management and there will not be any change in the terms and condition of your appointment including your stipend.

That any breach or violation of the instructions/rules will make you liable for strict disciplinary actions, which may also result in termination of Apprenticeship

You will adhere to shift timings and shall learn the trade diligently.





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You will maintain a daily recording of your engagements and achievements in day to day training record.

You will be entitled to leave and holidays as per the leave rules of the company.

Either party to a contract of Apprenticeship may make an application to the Apprenticeship Advisor for the termination of the Contract and when such application is made, shall send by post or a copy thereto the other party of the Contract.

If you fail to carry out the terms and conditions of the contract you or your guardian shall refund to us the cost of Training an amount such as may be determined by the Apprenticeship Advisor.

That you will not be entitled for any bonus or overtime or other privileges/benefits available to the other permanent employees.

Your hours of work will be as notified to you from time to time as applicable to the Unit & as per the Apprentice Act, 1961 and you will be governed by Company Rules / Policies with regard to disciplinary proceedings.

You will not disclose or discuss or divulge in any manner whatsoever, any secret correspondence, agreement and any such information pertaining to our organization, which you may have acquired concerning the company business to other person/firm or organization

In case the above terms and conditions are acceptable to you, please sign the duplicate copy as a token of your acceptance.

We welcome you to our organization and looking forward for a fruitful association.

For, Mylan Laboratories Limited

Jitendra Khaire

Head of Human Relations

OSD Manufacturing - Sites 1 & 2

I hereby accept the terms and Conditions.

Name: Shirsath Ravindra Dhudku.

Signature:

Date: 01/10/2022





Mylan

Mylan Laboratories Limited

F-4 & F-12, Malegaon MIDC,

Sinnar, Nashik - 422113, Maharashtra

Apprentice Identity Card

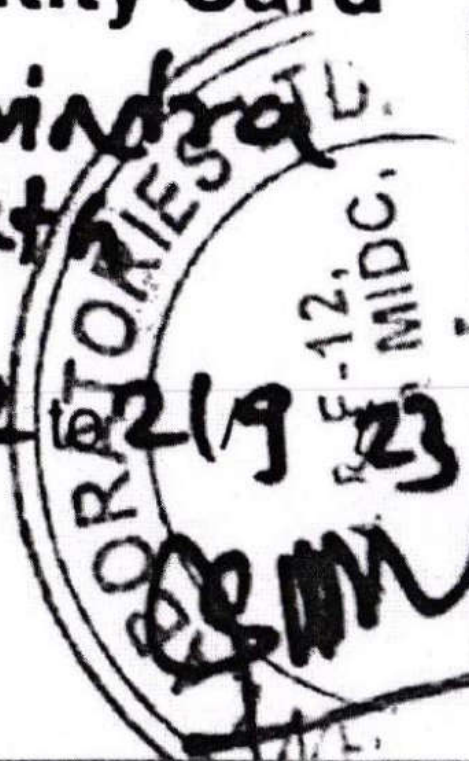
Name of the Apprentice : **Ravindra**
Shirsath

ID No. : **AS44**

Apprenticeship from **22/9/22** to **21/9/23**

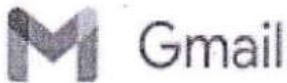
Age : **22** Department

Authorized Signatory



7/28/22, 4:41 PM

K.K.Wagh Education Society, Nashik Mail - Fwd: Episource - Technical Round Shortlist



TPO Pharmacy <tpo-pharmacy@kkwagh.edu.in>

Fwd: Episource - Technical Round Shortlist

1 message

Prajakta Thitame <prajaktathitame5@gmail.com>
To: tpo-pharmacy@kkwagh.edu.in

Thu, Jul 28, 2022 at 10:20 AM

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

From: <admin@hirepro.in>

Date: Thu, Jul 28, 2022, 10:16 AM

Subject: Episource - Technical Round Shortlist

To: <prajaktathitame5@gmail.com>

**Recruitment Process - 2021****Dear Thitme Prajakta Dattu,**

Hearty Congratulations from Episource!

We are happy to inform you that you have been shortlisted from the Technical round!

Please ensure to keep a check on your e-mail and SMS for further communication regarding the recruitment process & further schedule information.

Good luck on your journey ahead!

Regards,

Episource Recruitment Team



| Remuneration Structure | | | |
|--|--|-----------------------|------------------|
| | Name | Vikas Rajendra Purkar | |
| | Designation | Sales Trainee | |
| | Department | Sales & Marketing | |
| | Band & Grade | I, E-1 | |
| | Date of Joining | 03 Oct 2022 | |
| S. No | Heads | Salary Annexure | |
| | | Per Month in INR | Per Annum in INR |
| (A) | Salary | | |
| | Basic Salary | 13,000 | 156,000 |
| | House Rent Allowance | 4,072 | 48,864 |
| | Special Allowance | 0 | 0 |
| | Children Education Allowance | 200 | 2,400 |
| | Health & Fitness Allowance | 1,250 | 15,000 |
| | Total (A) | 18,522 | 222,264 |
| (B) | Re-imbursements | | |
| | Leave Travel Assistance | 0 | 0 |
| | Total (B) | 0 | 0 |
| (C) | Statutory Contribution | | |
| | Co's Contribution to PF @12% of Basic | 1,710 | 20,520 |
| | Co's Contribution to ESIC@3.25% of Gross | 602 | 7,224 |
| | Total (C) | 2,312 | 27,744 |
| (D) | FIXED COST (Total (A+B+C)) | 20,834 | 250,008 |
| (E) | Performance Linked Variable Pay | | |
| | Target Performance Linked Variable Pay (*PLVP) @ 12% of Fixed Cost | - | 0 |
| | Total (E) | - | 0 |
| (F) | Target Potential Earnings (D+E) | - | 250,008 |
| Note:- * Performance Linked Variable Pay (PLVP) will be paid to eligible employees as per Company Policy applicable for the financial year. 1. Special Allowance will not be in nature of Basic Wages and hence will not rank for retinals like Gratuity, PF etc. 2. Reimbursement of all above expenses shall be made as per Company rules. 3. In case where the services rendered by you in any financial year are less than twelve months, the reimbursement of all allowances will be made 4. Gratuity will be applicable as per the Payment of Gratuity Act 5. Above Emolument Structure is solely at the discretion of the management which can be changed any time. 6. You will be covered under various insurance policies taken by the company for its employees. 7. Company will reimburse you notice period, on providing authentic proof of full & final settlement of your previous employer, incase agreed 8. Taxability of the above package will be as per applicable tax laws, which will be borne by the employee 9. However, in case you resign from employment with the Company before the completion of 1 (one) year from your joining date, you hereby agree that you shall be liable to repay to the Company any Notice Pay reimbursement and/or Relocation Expenses paid by the Company at the time of your joining. Further, you hereby consent to the company recovering or settling off the amount of Notice Pay and/or Relocation Expenses 10. Sales Incentive will be paid as per Provis Sales Incentive Plan of the financial year. 11. Statutory bonus will be paid as per Payment of Bonus act 12. Travel Allowances will be paid as per agreedTravel Rules of the company | | | |



113



Sagar Bhadane

Sales Executive

M.: 9850301225

Teamlease Services Limited, Post Box No-9517,
Koramangala VI Block P.O. Bangalore - 560 095.

Authorized Service Provider for

Ascensia Diabetes Care India Private Limited

1st Floor, Bella Vista, Oswal Park, Pokhran Road No-2,

Majiwada Junction, Thane (W) - 400 601

Maharashtra, India

P.: +91 22 25497240 - 7280

W.: www.diabetes.ascensia.in



Date: 08 Nov 2021

Mr **Sagar Gulabrao Bhadane**
Shri Ganesh Ro Bunglow, Vitthal Nagar,
Kamatwada,
Nashik 422008

Employee No: 2251162
Dear Mr Sagar Gulabrao Bhadane

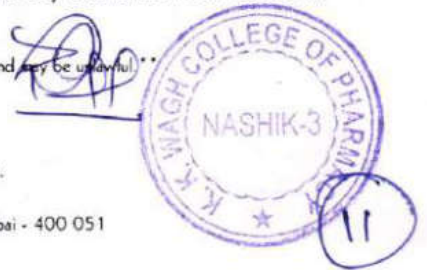
Appointment Letter

We are pleased to appoint you in our organization as Sales Executive subject to the following terms and conditions:

1. Your contract will commence from 08 Nov 2021 and expire on 07 Nov 2022 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 08 Nov 2021 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc. and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by 9th of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to TeamLease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed



(Authorized Signature)

Signature and date:

Name: SAGAR GILL ARBAO BHADANE



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Salary Annexure

Employee No: 2251162

| Particulars | Amount |
|--------------------------|---|
| Basic | 12286 |
| House Rent Allowance | 4914 |
| Conveyance | 673 |
| Employer PF Contribution | 1555 |
| ESIC - Employer | 615 |
| Insurance | 224 |
| Statutory Bonus | 1024 |
| Total Amount | 21291 |
| Amount In Words(Rs) | Twenty One Thousand Two Hundred Ninety One Rupees |

Net Pay Annexure

| EARNINGS | Amount |
|------------------------|--------------|
| Basic | 12286 |
| House Rent Allowance | 4914 |
| Conveyance | 673 |
| Statutory Bonus | 1024 |
| Gross Earnings | 18897 |
| | |
| DEDUCTIONS * | Amount |
| Employee ESI | 142 |
| Employee PF | 1555 |
| Professional Tax | 200 |
| Total Deduction | 1897 |
| | |
| Net Salary | 17000 |

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://connect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme

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within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.



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Mylan Pharmaceutical Private Ltd., Limited, (A Viatris Company)
 Corporate Office: Plot No. 564/A/22, Road No. 92
 Jubilee Hills, Hyderabad – 500096, Telangana, India
 Tel: +91 40 30866666, 23550543, Fax: 30866699
 Email: Viatris.India@viatris.com
 Web: www.viatris.com
 CIN: U24231TG1984PLC005146

10-Nov-21

CONFIDENTIAL

Mr. Prathamesh P. Kharde
 1-Ashtavinayak Bungalow
 Near Hanuman Mandir, Gandharv Nagari
 Nashik Road-422101
 (M) # +91-7387680484

Dear Mr. Prathamesh,

Sub: Offer Letter

This has reference to your application form and the discussions we had with you. We are pleased to offer you the position of **Associate Trainee-Global Regulatory Affairs** at Grade 25 in our organization, on the following terms & conditions:

1. Your Total compensation will be **Rs. 3,00,000/- per annum (INR Three Lakhs Only)**, inclusive of all annual and statutory benefits.
2. You will be under Training for 12 Months.
3. If you intend to leave the services of the Company, you have to give 90 days prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.
4. A formal letter of appointment will be issued after completing of joining formalities.
5. You will be based at **GIS Office, Hyderabad**.
6. You will be governed by the Rules & Regulations of the Company that will be in force from time to time.
7. You are required to sign a separate confidentiality agreement with the company, which will form part of this appointment letter.
8. You are requested to undergo pre-employment medical check-up, organized through the company or by yourself per company guidelines. **This offer of appointment is subject to your medical fitness.**
9. You are requested to bring the photocopies of the following documents for submission and originals of the same for verification at the time of reporting for duty at **GIS, Hyderabad**:
 - a. Proof of date of birth / SSLC / HSC certificate stating date of birth.
 - b. Educational Qualification Certificates.
 - c. Relieving letter from the previous employer and all experience certificates.
 - d. Form No.16 from the previous employer.
 - e. Salary Slips of last 2 months.
 - f. Two reference letters (from previous employer).
 - g. Passport, Driving License and PAN card copies.
 - h. Three passport and four stamp size photographs.
 - i. Two stamp size photographs of each dependent (parents, spouse & children).

We request you to join the organization at the earliest, however not later than **17-Nov-21**

Kindly sign the duplicate copy of this offer as an acceptance and confirm the date by which you will be joining us.

We look forward to having you in our team.

Please confirm your acceptance on or before **11-Nov-2021** otherwise the offer would stand void.

Thanking you,

Yours faithfully,

For Mylan Pharmaceutical Private Limited, (A VIATRIS Company)

Vipin Dhariwal
 Associate Vice President - Human Relations





Mylan Laboratories Ltd., Limited, (A Viatris Company)
Corporate Office: Plot No. 564/A/22, Road No. 92
Jubilee Hills, Hyderabad – 500096, Telangana, India
Tel: +91 40 30866666, 23550543, Fax: 30866699
Email: Viatris.india@viatris.com
Web: www.viatris.com
CIN: U24231TG1984PLC005146

| | | |
|-------------------------------|--|-----------------|
| Name | Prathamesh P. kharde | |
| Grade | 25 | |
| Designation | Associate-Trainee Research-Global Regulatory Affairs | |
| | | |
| Compensation Break-up | | |
| Salary Components | Per Month (INR) | Per Annum (INR) |
| Basic | 11,346 | 136,157 |
| House Rent Allowance | 5,271 | 63,256 |
| Conveyance Allowance | 4,539 | 54,463 |
| Children Education Allowance | 1,135 | 13,616 |
| Medical Allowance | 473 | 5,673 |
| Leave Travel Assistance | 436 | 5,235 |
| Base Pay Total (A) | 23,200 | 278,400 |
| Retirement Benefits (B) | | |
| Provident Fund | 1,800 | 21,600 |
| Retirement Benefits Total (B) | 1,800 | 21,600 |
| | | |
| | | |
| Total Compensation (A+B) | 25,000 | 300,000 |

You are also eligible for following Benefits (which have not been costed above):

1. Coverage under Group Medidaim Policy (Self & Dependants – Parents, Spouse, Two Children)
2. Coverage under Group Personal Accident Policy
3. Coverage under Group Term Life Insurance Policy
4. Gratuity as per the provisions of Gratuity Act, 1972

For Mylan Pharmaceutical Private Limited, (A VIATRIS Company)

Vipin Dhariwal
Associate Vice President - Human Relations





Raptim Research Pvt. Ltd.

A-226, TTC Industrial Area,
Near Mahape Depot, Mahape MIDC,
Navi Mumbai - 400 710, India
Tel. : +91 22 27781889 / 27781887
E-mail : contact@raptimresearch.com
CIN No. : U73100MH2002PLC136230

Date: 6th August, 2021

Mr. Sandesh S. Labhade
Yogeshwar Sankul,
Room No.31, Abhiyantra Nagar,
Nashik, Maharashtra - 422008.

Further to the interview and the subsequent discussion you had with us, we are pleased to inform you that we have selected you for the position of Trainee Analyst- Analytical Services in our organization.

The offer is on the terms and service conditions explained to you during the course of interview.

The CTC shall be Rs.2,50,000/-

Kindly sign a copy of this letter as a token of acceptance and please confirm your date of joining.

With Best Wishes

Regards

Sandesh S. Labhade



Raptim Research Pvt Ltd.

CTC Enclosed

Acceptance:-

Signature:-

Shall Join by:-

[Signature]



Raptim Research Pvt Ltd

Navi Mumbai

| | | Monthly | Annual |
|-------------------------------|-------|---------|--------|
| CTC | | 20833 | 250000 |
| Basic | | 6250 | 75000 |
| HRA | | 3125 | 37500 |
| LTA | | 1000 | 12000 |
| Education Allow | | 200 | 2400 |
| Other Allow. | | 652 | 7824 |
| Total | | 11227 | 134724 |
| PF | | 972 | 11667 |
| Gratuity | | 301 | 3612 |
| Monthly Salary | | 12500 | 150000 |
| Bonus | | | 6250 |
| Food | | 1500 | 18000 |
| Variable Incentives | | 3000 | 36000 |
| Mediclaime | | 400 | 4800 |
| Loyalty Bonus | | | 34950 |
| 1st Year Payable | 6990 | | |
| 2nd Year Payable | 10485 | | |
| 3rd Year Payable | 17475 | | |
| COST TO COMPANY | | 20833 | 250000 |
| PF | | 972 | 11667 |
| ESIC | | 85 | 1020 |
| PT | | 200 | 2400 |
| TAKE HOME | | 9970 | 119637 |
| TAKE HOME (Food + Incentives) | | 14470 | 173637 |





Raptim Research Pvt. Ltd.

A-226, TTC Industrial Area,
Near Mahape Depot, Mahape MIDC.,
Navi Mumbai - 400 710, India.
Tel. : +91 22 27781889 / 27781887
E-mail : contact@raptimresearch.com
CIN No. : U73100MH2002PLC136230

Date: 6th August, 2021

Ms. Neha Balwant Jadhav,
A/P - Antapur,
Near Kotak Mahindra bank,
Antapur.

Further to the interview and the subsequent discussion you had with us, we are pleased to inform you that we have selected you for the position of Trainee Analyst- Analytical Services in our organization.

The offer is on the terms and service conditions explained to you during the course of interview.

The CTC shall be Rs.2,50,000/-

Kindly sign a copy of this letter as a token of acceptance and please confirm your date of joining.

With Best Wishes

Regards

Neha



Raptim Research Pvt Ltd.

CTC Enclosed

Acceptance:-

Signature:-

Shall Join by:-

[Signature]



Raptim Research Pvt Ltd

Navi Mumbai

| | | Monthly | Annual |
|-------------------------------|-------|---------|--------|
| CTC | | 20833 | 250000 |
| Basic | | 6250 | 75000 |
| HRA | | 3125 | 37500 |
| LTA | | 1000 | 12000 |
| Education Allow | | 200 | 2400 |
| Other Allow. | | 652 | 7824 |
| Total | | 11227 | 134724 |
| PF | | 972 | 11667 |
| Gratuity | | 301 | 3612 |
| Monthly Salary | | 12500 | 150000 |
| Bonus | | | 6250 |
| Food | | 1500 | 18000 |
| Variable Incentives | | 3000 | 36000 |
| Mediclaime | | 400 | 4800 |
| Loyalty Bonus | | | 34950 |
| 1st Year Payable | 6990 | | |
| 2nd Year Payable | 10485 | | |
| 3rd Year Payable | 17475 | | |
| COST TO COMPANY | | 20833 | 250000 |
| PF | | 972 | 11667 |
| ESIC | | 85 | 1020 |
| PT | | 200 | 2400 |
| TAKE HOME | | 9970 | 119637 |
| TAKE HOME (Food + Incentives) | | 14470 | 173637 |







Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20217940884/Pune/BPS/BTN
Date: 18/08/2021

Ms. Aditi Sandip Bagad
 Flat No 6, Icon Pride, Amrutdham, Panchvati, Nashik
 Flatt 6, Amrudham, Pancghavti, Nashik
 Amrutdham
 Nashik-422003
 Maharashtra
 Tel# -

Dear Ms. Aditi Sandip Bagad,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited (TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **11,250/- per month**. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.



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TCSL/DT20217940884

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
 Sahyadri Park, Plot No. 23, RGIP Phase III, Hinjawadi - Moan, Pune - 411 057
 Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com
 Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
 Corporate Identification No. (CIN): L22210MH1995PLC024781



TATA CONSULTANCY SERVICES



JANHAVI
BORSE

Card No: 612909
Associate No: 2103857

Tata Consultancy Services Ltd.
TCS House, Parel Road, Street
Mumbai 400001, India

[Handwritten signature]





Raptim Research Pvt. Ltd.

A-226, TTC Industrial Area,
Near Mahape Depot, Mahape MIDC
Navi Mumbai - 400 710, India
Tel. : +91 22 27781889 / 27781887
E-mail : contact@raptimresearch.com
CIN No. U73100MH2002PLC136230

Date: 6th August, 2021

Mr. Aditya R. Dahale,
Plot no. 10, Suman Nivas,
Renuka Nagar, Bhaparwadi Road,
Sinnar - 422103.

Further to the interview and the subsequent discussion you had with us, we are pleased to inform you that we have selected you for the position of Trainee Analyst- Analytical Services in our organization.

The offer is on the terms and service conditions explained to you during the course of interview.

The CTC shall be Rs.2,50,000/-

Kindly sign a copy of this letter as a token of acceptance and please confirm your date of joining.

With Best Wishes

Regards

Aditya R. Dahale



Raptim Research Pvt Ltd.

CTC Enclosed

Acceptance:-

Signature:-

Shall Join by:-

Aditya R. Dahale



Raptim Research Pvt Ltd

Navi Mumbai

| | | Monthly | Annual |
|-------------------------------|-------|---------|--------|
| CTC | | 20833 | 250000 |
| Basic | | 6250 | 75000 |
| HRA | | 3125 | 37500 |
| LTA | | 1000 | 12000 |
| Education Allow | | 200 | 2400 |
| Other Allow. | | 652 | 7824 |
| Total | | 11227 | 134724 |
| PF | | 972 | 11667 |
| Gratuity | | 301 | 3612 |
| Monthly Salary | | 12500 | 150000 |
| Bonus | | | 6250 |
| Food | | 1500 | 18000 |
| Variable Incentives | | 3000 | 36000 |
| Mediclaime | | 400 | 4800 |
| Loyalty Bonus | | | 34950 |
| 1st Year Payable | 6990 | | |
| 2nd Year Payable | 10485 | | |
| 3rd Year Payable | 17475 | | |
| COST TO COMPANY | | 20833 | 250000 |
| PF | | 972 | 11667 |
| ESIC | | 85 | 1020 |
| PT | | 200 | 2400 |
| TAKE HOME | | 9970 | 119637 |
| TAKE HOME (Food + Incentives) | | 14470 | 173637 |





Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20217940517/Mumbai/BPS/BTN
Date: 12/06/2021

Ms. Prajita Vitthal Date
 Plot No.3, Satsang Colony, Amrutdham, Panchavati, Nashik 03
 Amrutdham
 Nashik-422003
 Maharashtra
 Tel# 91-8605101306

Dear Ms. Prajita Vitthal Date,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,750/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.



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TCSL/DT20217940517

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
 Wellespring Gateway & Bayes Campus Phase 1A, Gate No 4, 125 Mang Vihar Road, Mumbai - 400079
 Tel: +91 22 6112 0000 Fax: +91 22 6112 3300 Email: corporate@tcs.com Website: www.tcs.com
 Registered Office: 25 Floor, West Building, Nariman Point, Mumbai - 400 021
 Corporate Identification No. (CIN): L22210MH1999PLC004721

← TCS provisional offer letter.pdf



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20217913052/Pune/BPS/BTN
Date:17/08/2021

Dear Ms. Rohini Anil Taral,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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

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TCSL/DT20217913052

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
 Sahyadri Park, Plot No. 23, HGP Phase II, Hingewadi - Maharashtra - 411 057
 Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com
 Registered Office 5th Floor, Narmada Building, Nariman Point, Mumbai 400 221
 Corporate Identification No. (CIN): L2220MH1995PLC084781



Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For Tata Consultancy Services Limited.

Girish V. Nandimath
Global Head Talent Acquisition & AIP



Click Here or use a QR code scanner from mobile to validate the offer letter



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Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20217927717/Pune/BPS/BTN
Date:13/07/2021

Dear Mr. Yash Dwarkadas Gandhi,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

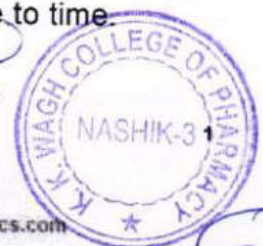
On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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

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Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For Tata Consultancy Services Limited.

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20217927717/Pune/BPS/BTN** on _____ (DD/MMM/YYYY).

Signature:

Name:

Date:



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Ref: HR/AUG/21/A2/59203965/60222578/1001021182

Date: 20 August, 2021

Mr. Siddharth Shardul
Vijay Nagar lane no 3
Dindori, Nashik 422202
Nashik 422202
Maharashtra, India

Dear Mr. Siddharth

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

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

1. PLACE OF POSTING:

Your initial posting will be at **Pune, Maharashtra.**

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

This offer is subject to your joining us on or before 01 September, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 2,25,000/- (Rupees Two Lac(s) Twenty Five Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,25,000/- (Rupees Two Lac(s) Twenty Five Thousand Only) per annum.

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

ii. Retirals: Rs. 21,011/- (Rupees Twenty One Thousand Eleven Only) per annum.

This includes:

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

3. GENERAL:

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

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

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

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India
www.reliance-retail.com





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

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

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

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Smita Sahu

Smita Sahu

ACKNOWLEDGEMENT & ACCEPTANCE

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

I shall report for duty on 23/09/2021

SIGNATURE: *[Signature]*

DATE: 23/09/2021



[Signature]

 **JMCT INSTITUTE
OF PHARMACY**

JMCT Campus, Wadala Road, Nashik-422006.
Ph.:0253-2978692 Web.: www.jmctpharmacy.com



SHAIKH SADAF QADIR

10/10/1998
A+ 
Principal Sign.

LECTURER





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